



University Senate TRANSMITTAL FORM

Senate Document #:	11-12-38
Title:	Campus Safety Report 2012
Presenter:	Marcy Marinelli, Chair, Senate Campus Affairs Committee
Date of SEC Review:	April 17, 2012
Date of Senate Review:	May 3, 2012
Voting (highlight one):	<ol style="list-style-type: none"> 1. On resolutions or recommendations one by one, or 2. In a single vote 3. To endorse entire report 4. For information only
Statement of Issue:	The Campus Affairs Committee is charged annually with holding a campus-wide Safety Forum, gathering input on safety and security issues at the University of Maryland and documenting these findings in a Safety Report.
Relevant Policy # & URL:	N/A
Recommendation:	The Campus Affairs Committee is presenting the Campus Safety Report to the Senate as an informational item.
Committee Work:	The Campus Affairs Committee began planning its annual safety forum in November 2011. The Committee chose to make sexual assault and harassment awareness the topic of this year's forum and created a panel to highlight issues with sexual assault and harassment on campus. The panel for the forum consisted of David Mitchell, Chief of Police, UMCP Police Department; Roger Candelaria, Campus Compliance Officer, Office of Diversity Education and Compliance; Allison Bennett, Coordinator of SARPP, University Health Center; Sarah Mebane, Campus Counselor, University Counseling Center; and Andrea Goodwin, Director of the Office of Student Conduct.
Alternatives:	N/A
Risks:	N/A
Financial Implications:	N/A
Further Approvals Required:	N/A

Campus Affairs Committee
Campus Safety Report 2012

Each year, the Campus Affairs Committee of the University Senate is charged with conducting a safety forum. In previous years, the committee has chosen a theme for the discussion, such as the helmet policy topic of the 2011 Campus Safety Forum. Given the high visibility of the Penn State sexual abuse case, the Campus Affairs Committee decided that the topic of sexual abuse/sexual harassment would be an appropriate theme for this year's forum. In addition, the US Office of Civil Rights recently sent a "Dear Colleague" letter to campuses regarding changes to the burden of proof in cases of sexual assault on campus. Our campus, as well as others across the nation, was required to respond to this letter. In addition, this year marks the 40th anniversary of Title IX, which is one of the first laws to prohibit sexual harassment. Finally, April is Sexual Assault Awareness Month and the committee felt that the timing of the forum would provide a good kick-off for the activities that were already planned on campus.

The Campus Safety Forum was held on March 29, 2012 in the Multipurpose Room of the Nyumburu Cultural Center. The forum included a guest panel, developed by the Campus Affairs Committee, to address and highlight the issues of sexual assault and sexual harassment on campus. This year's panel included David Mitchell, Chief of Police, University of Maryland College Park Police Department; Roger Candelaria, Campus Compliance Officer, Office of Diversity Education and Compliance; Allison Bennett, Coordinator of the Sexual Assault Response and Prevention Program (SARPP), University Health Center; Sara Mebane, Staff Psychologist, University Counseling Center; and Andrea Goodwin, Director of the Office of Student Conduct. Marcy Marinelli, Chair of the Campus Affairs Committee, moderated the safety forum.

This year's forum marked a notable increase in attendance, with more than fifty people from a plethora of campus constituencies. The audience consisted of undergraduates, graduate students, staff (both exempt and non-exempt), and faculty.

Chair Marinelli gave a brief introduction and description of the Campus Affairs Committee Safety Forum and its history. In addition, she spoke about the reasoning behind the Committee's choice of topic, the structure of the forum, and ground rules for the discussion. At the conclusion of her remarks, Marinelli introduced each panelist and invited him/her to give a brief overview of his/her role on campus relative to these topics and a description of the services and/or resources that their office provides to the campus community.

Guest Panel

David Mitchell, Chief of Police, University of Maryland College Park Police Department

Chief Mitchell presented his perspective on sexual assault, explaining that his department does not investigate sexual harassment unless it rises to a level of criminal misconduct. Examining more of the criminal aspect of this topic, Mitchell defined relevant crimes and provided statistics from the University of Maryland College Park (UMCP) campus. According to Mitchell, our numbers are low, compared to many other campuses, but still unacceptable.

Chief Mitchell presented his office as a passionate advocate for the abused, explaining that his staff are well-trained and very prepared to deal with these incidents and will not allow anyone to be re-victimized by either their offender or having to tell the story repeatedly to authorities. In addition, Chief Mitchell addressed ways in which the campus community could prevent such events, highlighting the role of alcohol in so many sexual assaults and the need for better awareness of warning signs. Lastly, Chief Mitchell informed the audience that the majority of sexual assaults at UMCP and nationwide are committed by people the victim knows, rather than complete strangers.

Roger Candelaria, Campus Compliance Officer, Office of Diversity Education and Compliance

Campus Compliance Officer, Roger Candelaria spoke to the issues of sexual harassment on campus, as it relates to the Office of Diversity, Education, and Compliance and UMCP. As defined by law in the Civil Rights Act of 1974, sexual harassment is defined as "unwanted

sexual advances.” With harassment, there are not varying degrees. The Office of Diversity Education and Compliance is tasked with applying minimum standards on campus regarding these issues. Candelaria further explained that his office investigates cases of sexual harassment on campus and meets with victims confidentially to assess the best way to proceed. Once a complaint is made, Candelaria seeks to resolve it collaboratively with all parties.

Allison Bennett, Coordinator of the Sexual Assault Response and Prevention Program (SARPP),
University Health Center

SARPP provides advocacy services for victims of sexual assault in a victim-friendly, non-threatening environment. As April is Sexual Assault Awareness, Bennett made attendees aware of various events on campus including the Clothesline Project and the screening of a documentary on sexual assault.

Recently, SARPP has been integrated into the human resources training program and the freshman orientation program. In addition, there is a peer education program, training students to educate their peers, and also a one-day seminar to train students how to be more aware and alert to the issue of sexual assault both in their own lives and on campus. SARPP provides 24/7 advocacy services to aid in the process after an assault has occurred. These services are provided by SARPP, counseling services, and health services. Conversations regarding medical and mental health care are some of the most common services that SARPP provides. In addition, SARPP will liaise between the victim and either the UMCP Police Department or the Office of Student Conduct to ensure that the victim is always supported and led through the process if he or she chooses to take that route.

Bennett provided some general statistics. She stated that 1 in 5 women will experience a sexual assault while pursuing their undergraduate degrees. While SARPP does not work with 20% of the campus community, they make this statistic known because victims are either unaware of the services available to them or not ready to seek those services.

Since its inception in 2005, SARPP has conducted over 650 consultations, though the office often works with the same victim multiple times after an assault has occurred. When it is clear that an incident has occurred, SARPP is required to file a Cleary Report, but that is only if the victim has felt comfortable enough to share the necessary amount of information. Most often, victims are requesting services for a sexual assault that has occurred, but SARPP also sees many victims as a result of intimate partner violence and stalking.

Sara Mebane, Staff Psychologist, University Counseling Center

Dr. Mebane discussed the psychological impact of sexual harassment and sexual assault on the survivors. She provided a hand-out that described the psychological reactions to sexual assault, common reactions to trauma, and the five basic needs often disrupted by trauma. She also discussed the services available at the University Counseling Center to help survivors better cope with sexual assault.

Andrea Goodwin, Director of the Office of Student Conduct

While the Office of Student Conduct (OSC) is not often the first place victims seek assistance, Goodwin assured the audience that her office is ready and willing to assist all victims. OSC is charged with resolving complaints against students, while complaints against faculty and staff would be handled in a different way.

Recently, the Office of Student Conduct has seen changes, primarily in the move to “preponderance of evidence” and the ability for a victim to appeal a student conduct decision if he/she feels that the outcome was not just. Even though an assault may occur off-campus, Goodwin said that a hostile environment is often created for the victim on-campus and the Office of Student Conduct can sometimes bring charges forward in that situation.

Regarding the judicial process in the Office of Student Conduct, Goodwin first explained that charges are not pursued unless the victim chooses that route. Victims can pursue the route of the Office of Student Conduct regardless of whether they have chosen to pursue criminal charges.

Throughout the process, students are allowed to have advocates, family members, and/or an attorney present to aid them in the resolution of their issue. Lastly, Goodwin advised students to be aware of their surroundings and watch for warning signs of assault in their campus community.

Open Forum

After each panelist spoke, Chair Marinelli opened up the forum to comments and questions from the floor.

Zero-Tolerance Policy

Many attendees felt that the University needed to institute a zero-tolerance policy for sexual assault and harassment to both prevent events from occurring and hold offenders responsible. Chief Mitchell stated that a zero-tolerance policy is definitely in effect for responding to issues of assault and harassment, though his department and the University are always striving to improve.

Solomon Comissiong, President, Black Faculty and Staff Association

Black Faculty and Staff Association (BFSA) President Solomon Comissiong expressed passionate concern regarding the University's response to worker allegations of sexual assault and harassment. Many forums have been held regarding the issue, but he claimed little has been done. He alleged that the administration at UMCP has ignored both the Human Resources Working Group's recommendations in September and the independent BFSA report outlining each of the alleged attacks in detail. In addition, he claimed that the university continues to provide an unsafe work environment and little communication regarding the resolution process to these employees. Among his specific concerns, Comissiong noted that previously, a shuttle transported early-morning employees from the parking lots to their destination, but that shuttle no longer exists. In response to this lack of transportation, dedicated students have been arriving on campus at 4 a.m. to transport employees to their destination.

Chief Mitchell responded that the University had addressed many of the issues regarding the worker allegations and is still working to improve the work environment at UMD. With regards to the shuttle, Chief Mitchell pledged to investigate why the shuttle had stopped running and try to reinstate its route. In addition, he said that the SGA conducts regular safety walks to address safety issues around campus, which have resulted in many lighting and other safety improvements.

Training Programs

Multiple attendees expressed a desire to see more training for sexual assault prevention and defense. Attendees expressed their concerns about early prevention and awareness programs both on campus and before students attend college. An attendee alleged that the campus is doing a great job counseling and aiding victims after an assault has occurred, but not enough to prevent an assault before it happens. Attendees suggested possible self-defense, bystander prevention, and general awareness classes as ways to make the campus more aware of how to protect themselves and intervene when necessary.

Human Resources

Dale Anderson, Director of Human Resources, responded to concerns raised throughout the forum. He explained that his office was very dedicated to maintaining a healthy work environment for all employees, especially those in Facilities Management, whom he claimed were some of the hardest working people at UMCP. Multiple changes have been made since the reports were released earlier this year, most notably the inclusion of a training program in Human Resources to deal with sexual assault as well as further training for management of sexual assault and harassment issues.

Conclusion

Seeing that there were no further questions, Marinelli closed the open forum. She thanked the panel and all that were in attendance for coming to express their concerns about sexual assault and sexual harassment. She also reminded those in attendance that they could still make comments on the website that was set up for taking comments prior to the forum. She reiterated the fact that the concerns voiced in the open forum would be reflected in the report that would be submitted to the Senate.

The Campus Affairs Committee met on April 3, 2012 and discussed the minutes from the Safety Forum. The Committee felt strongly that the issues brought up in the forum should be kept in the forefront and that we should advocate on behalf of victims of sexual assault/sexual harassment.