

Ending sexual
assault on
college campuses

CultureofRespect.org

Culture of Respect: The CORE Blueprint

Executive Summary

University leaders have the opportunity to create a unique campus environment, and the students on those campuses comprise many of the next generation's leaders and thinkers. The culture that a university fosters and the messages it sends its students about respecting oneself and one's peers will influence the behavior of those students both at the university and afterwards, as they become citizens and leaders with the power to shape policy and discourse around the world.

The Problem

- Because of a campus sexual assault epidemic, one in five students spend their college years reeling from the physical, emotional, and psychological trauma that follows an assault. For these students, the goal of higher education – one of unleashed potential, self-determination and unfettered societal contribution – can be thwarted by this traumatic experience.
- Despite earnest efforts by colleges and universities, many of whom are addressing this issue head-on and searching for and implementing innovative solutions, campus sexual assaults prevent schools from realizing their academic mission.

The Solution

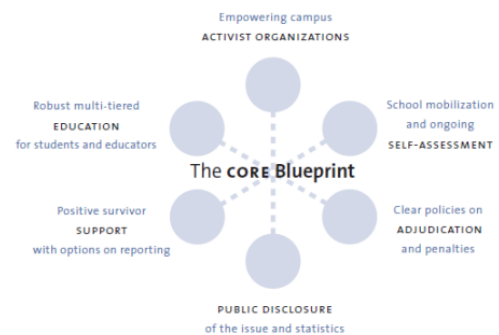
Culture of Respect is dedicated to helping colleges and universities build an environment where every voice matters. We accomplish this by helping institutional leaders easily integrate the most effective evidence-based and research-informed approaches through the incorporation of the Culture of Respect Engagement (CORE) Blueprint and the accompanying CORE Evaluation. Together, these resources provide an actionable framework for each institution to integrate the highest standards and practices of sexual assault prevention on campus.

“One-Size-Fits-All” Is Not the Answer

Understanding that each campus is its own entity, complete with a diverse student population and unique infrastructure, systems, and traditions, a “one-size-fits-all” approach to addressing the issue of campus sexual assault cannot be the answer. With numerous strategies available for adoption, the CORE Blueprint is prescriptive in its broad strategy but flexible in specific implementation. In utilizing the CORE Blueprint, each school has access to the unique combination of approaches that will best suit their specific needs.

The-Six-Pillar-Strategy: How Schools Can Take Action to End Sexual Assault

The CORE Blueprint includes six key pillars for change: positive survivor **support** with options on reporting; clear policies on campus investigation, **adjudication** and penalties; robust, multi-tiered **education** at all university levels; **public disclosure** of sexual assault statistics and information; **school-wide mobilization** in partnership with campus organizations and student leadership and on-going **self-assessment**. Our-Six-Pillar-Strategy addresses critical areas of attention and development to establish a culture that promotes respect and provides resources at all levels of the university in the prevention of and response to sexual assault.



Each of the six pillars within the CORE Blueprint includes practical, implementable strategies for engaging and supporting students; involving the entire campus community – students, parents, faculty, administrators, support staff, and others – in preventing campus sexual assault; transparently addressing this critical issue head-on; and understanding opportunities for improvement.

For every institution, the first step in implementing the CORE Blueprint is to complete an initial self-assessment using the CORE Evaluation. This easy-to-administer self-evaluation allows an institution to measure its own effectiveness in addressing campus sexual assault on a variety of fronts. Each section of the assessment is tied to a pillar in our Six-Pillar-Strategy, thus providing institutions with clear next steps for improving standards and practices. The CORE Evaluation can and should be taken at multiple points over consecutive academic years; this provides an opportunity for reflection as well as to benchmark a school's growth and achievement.

An Evidence-Based Approach

The CORE Blueprint and Evaluation are grounded in evidence and research. Written and compiled by experts and researchers in the field, our strategy brings together evidenced-based best practices and programs with tangible steps for action.

For example, scientific research supports the important role that peers can play in preventing sexual assaults. Not only does the CORE Blueprint speak to the importance of evidence-based peer education programs on campuses, it provides a comprehensive matrix of prevention programs and their specific targeted approaches. The CORE Blueprint also helps schools recognize opportunities for engaging campus leaders, such as athletes and members of the Greek system, in leading peer education. It identifies the contribution that students can make with on-campus prevention activities, and provides information on starting an on-campus activist group if one doesn't already exist. Most importantly, the CORE Blueprint reinforces the research that peer education and other prevention efforts cannot be a one-time activity that happens only at freshman orientation, but rather must be an on-going effort built into the campus community and culture. This example illustrates how the CORE Blueprint provides schools with the tools they need to address this critical issue on its many fronts.

A Team Approach to Change

While the issue of preventing and addressing sexual assault may seem overwhelming as just one of many issues universities must address, there are many large and small ways to create a campus culture where students, parents, faculty, and staff work together to keep all members of the community safe. To implement these changes and to truly foster a Culture of Respect, however, there must be buy-in at every level within the university. It is the responsibility of university presidents to set the high standard of behavior to which all students, faculty and staff are held; to establish a proactive, accountable sexual assault prevention team; and to make survivors of assault feel supported through this traumatic experience. This can be done in many ways, including by providing victim advocates, acting transparently, and maintaining clear policies on sexual assault and campus adjudication

procedures. Likewise, it is the responsibility of the students to act on the bystander prevention training they have received, and step in to protect a fellow student when they sense there is potential danger. Each member of the higher education community must recognize they have a part to play in preventing sexual assault. The CORE Blueprint will help these communities understand this, and to help create a Culture of Respect step by step.

Conclusion

We recognize the strategies available in the CORE Blueprint will take time to implement and even longer to see the small shifts that demonstrate a cultural change is underway. But implemented with purpose, the CORE Blueprint's multi-tiered approaches to sexual assault prevention and response have the potential to create large-scale waves towards norms that encourage respect for all people and reduce the prevalence of sexual and other kinds of violence on college campuses. Together we can create a sea change and help students reach their potential by creating a Culture of Respect.

The Six Pillars of the CORE Blueprint: An Overview

To create a Culture of Respect and directly impact the incidence of campus sexual assault, schools *must* provide:

1. Positive Survivor Support with Options on Reporting

- Encourage and facilitate assault reporting, whether:
 - Anonymous
 - Confidential
 - Survivors seeking school adjudication or criminal charges
- Provide a survivor advocate to assist with:
 - Decisions on reporting and guidance on legal/complaint paths
 - Assistance with medical and psychological needs
- Provide resources to assist a survivor after an assault including:
 - Mental Health Resources
 - Housing accommodations
 - Educational accommodations

2. Clear Policies on Campus Investigation Adjudication and Sanctions

- Establish an accountable Grievance Process, including:
 - Clearly defined process for Investigation and hearings
 - Clearly defined sanctions both for perpetrator and enforcement
 - Options for informal process and appeal

3. Robust Multi-tiered Education at All Levels of University

- Provide educational programs regularly throughout a student's tenure.
- Program content should:
 - Address attitudes towards sexual violence
 - Provide bystander skills and empowerment opportunities
 - Provide targeted programming for student leaders and groups including fraternities, sororities and athletic programs
- Mandate university faculty and staff training

4. Public Disclosure of Sexual Assault Statistics and Related Information

- Send clear messages to parents and school community
- Publish confidential survey of students and annual Clery report on school website

5. School-Wide Mobilization in Partnership with Campus Organizations and Student Leaders

- Define a Leadership Team, including students, for coordination of campus efforts
- Demonstrate strong school support for student rape and sexual assault support groups

6. Ongoing Self-Assessment

- Appoint a defined Sexual Assault Leadership Team for performing CORE Evaluation of campus efforts
- Conduct ongoing Campus Climate Surveys
- Interview survivors for evaluation of support and treatment
- Commit to adapting policies and programs, as needed