

Crisis Management, Sexual Assault, Discrimination, and Harassment

Title IX, Clery Act, VAWA, Campus SaVE Act, Active Intruder

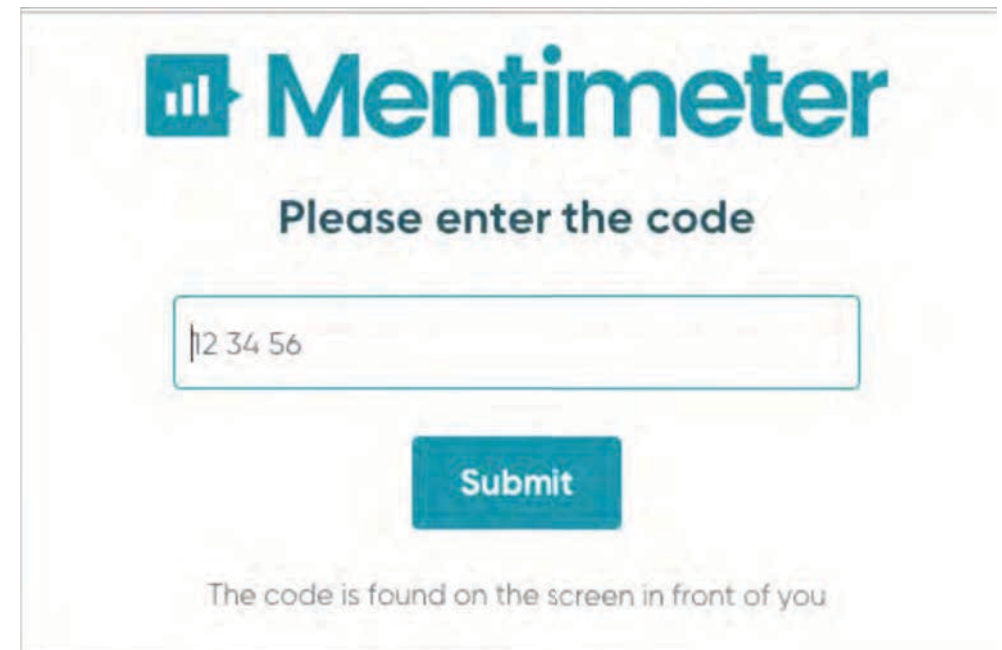



WHY ARE WE HERE?

Today's training will help you understand the law, the University's obligations, and your role as a responsible employee.

BUT FIRST... YOU WILL NEED YOUR PHONES

Place your phones on silent and in your web browser go to: www.menti.com

A screenshot of the Mentimeter mobile app interface. At the top, there is a blue logo consisting of a square with three vertical bars of increasing height, followed by the word "Mentimeter" in a bold, blue, sans-serif font. Below the logo, the text "Please enter the code" is displayed in a smaller, dark grey font. Underneath this text is a white rectangular input field with a thin blue border. Inside the field, the numbers "12 34 56" are visible, with a vertical cursor line positioned before the first digit. Below the input field is a solid blue rectangular button with the word "Submit" written in white, sans-serif font. At the bottom of the interface, a line of small, grey text reads: "The code is found on the screen in front of you".

 **Mentimeter**

Please enter the code

Submit

The code is found on the screen in front of you



Preventative Actions

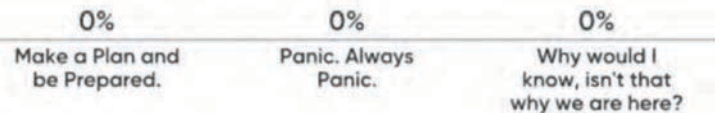
POLL QUESTION

Go to www.menti.com and use the code 49 88 88



 Mentimeter

As stated during our March 2018 training, what is the best way to prepare for an active intruder?



Slide is not active

Activate

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GOT GUESTS?

All commuter students, faculty, and staff must send an email notice from their STU email account to Public Safety at publicsafety@stu.edu with following information:

- Name of person;
- Company affiliated with, if appropriate;
- Date and estimated time for arrival; and,
- Destination of where the guest should be sent.

This information is required for all guest(s), every visit. Please notify guests that they are required to provide a government issued, photo ID (i.e. a driver's license, passport, etc.) to Public Safety in order to receive entry to the campus.



ACCESS CONTROL

Main University Classroom Key Policy and Procedures
Approved by: Senior Staff
Effective: August 1, 2013
Revision: June 26, 2014

ST. THOMAS UNIVERSITY MAIN UNIVERSITY CLASSROOM KEY POLICY AND PROCEDURES

I. Purpose

The University is enhancing campus safety and security by issuing a classroom *master* key to all faculty members, so they can lock their classroom door(s) in the event of an emergency. For example, in the event a shelter-in-place order is issued (e.g., a human-caused event) faculty will be able to secure their classroom door(s). This policy explains the process for issuing classroom keys to faculty.

II. Scope

This policy applies to all full time faculty.

III. Definitions

- A. **Key(s):** Include both card access keys and metal (*master*) keys, as appropriate.
- B. **Key Liaison:** The individual designated by the School Dean that will distribute and collect classroom keys from full-time faculty at the beginning and end of their employment.

IV. General Provisions

- A. All faculty who teach in Mimi Dooner Hall, Fernandez Family Center for Wellness & Leadership and O'Mallia Hall classrooms, will utilize the same key to lock their doors. A separate key will be issued to faculty teaching in the Science & Technology Building where classroom doors default to a locked position.
- B. Each School Dean will assign a "Key Liaison" within their school to aid in the distribution and collection of classroom keys to full-time faculty.
- C. Only persons designated by the School Dean or Department Chair shall be authorized to possess and use keys. The School Dean or Department Chair and the School's designated Key Liaison shall maintain a list of authorized persons. If changes occur, the list shall be sent to the Director of Physical Plant and Associate Director of Human Resources.

All faculty who teach in Mimi Dooner Hall, Fernandez Family Center for Wellness & Leadership and O'Mallia Hall classrooms, will utilize the same key to lock their doors. Classroom doors in the Science & Technology Building are card access and are locked by default.

Keys are assigned and distributed to faculty by the administrative assistant for their college/school.

EMERGENCY NOTIFICATION SYSTEM

STU Alert! is part of a campus-wide communications plan that St. Thomas uses for campus emergency notifications. In the event of an emergency, all STU email accounts, land-lined phones, text messaging, registered cell phones, and classroom call boxes will receive an alert notification with brief details and instructions regarding the emergency.

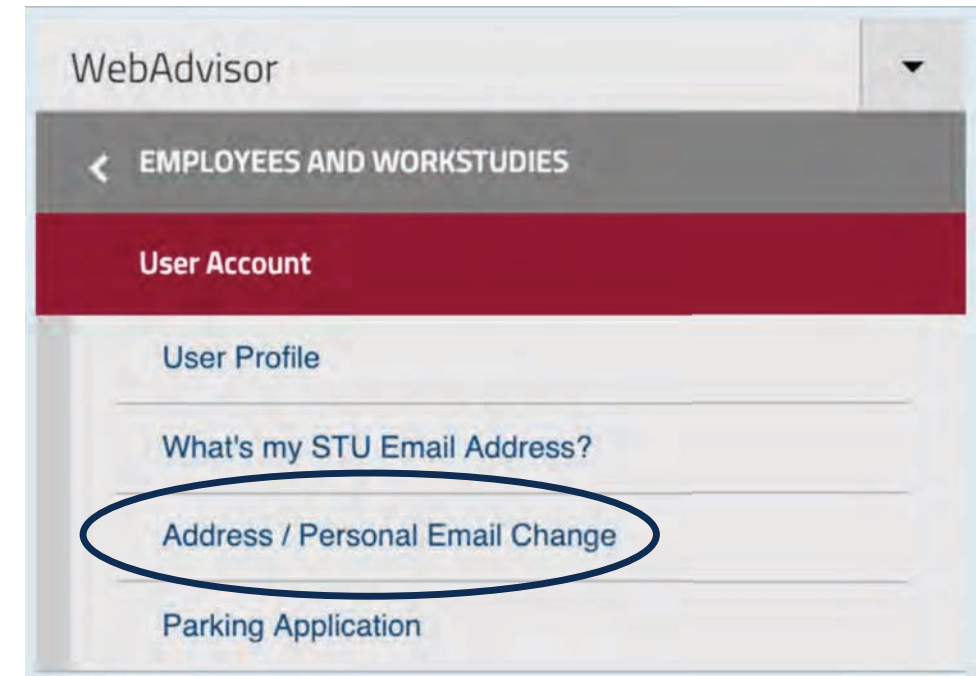
Update your Contact Information at mybobcat.stu.edu, and then go to:

WebAdvisor

Applicants

User Account

Address/Personal Email Change



To view video, please use below link:
<https://youtu.be/A8syQeFtBKc>

POLL QUESTION

Go to **www.menti.com** and use the code **49 88 88**

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 Mentimeter

When someone talks about active violence what should you immediately do?

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Contact Risk
Management

Contact Public
Safety

Contact
Human
Resources

Activate

 [Change question](#)

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UNDERSTANDING STUDENT INTERVENTIONS

Student interventions are

- Designed to raise awareness and solve behavioral problems
- Short or long term, depending on the issue
- Proactive and can be effective when reacting to an issue or incident
- **Everyone's responsible at the University**
- “Special relationship” transitioned into a **duty of care** over the past 30 years
- Student Handbook and Code of Conduct functions as an agreement between the institution and its students
- Actions mean assumption of duty

Post loco parentis, colleges and universities developed the notion of having a “special relationship” with their students. This special relationship, at least as the Courts determined, held institutions responsible for mitigating risk and foreseeable harm rather than for the individual actions of their students.

HOW DO I CONTACT THE CARE TEAM?

Phone: (305) 628-6780

Email: care@stu.edu

Remember

DON'T think...

REPORT!



CAMPUS ASSESSMENT, RESPONSE, AND EVALUATION TEAM (CARE TEAM)



John Hernandez
jhernandez@stu.edu

P - (305) 623-2358
C - (786) 246-4202



Sylvia Rodriguez
srodriguez@stu.edu

P - (305) 474-6871
C - (786) 385- 6859



Richard McNab
rmcnab@stu.edu

P - (305) 628-6554
C - (786) 376-5822



Monique
Cunningham-Brijbasi
mbrijbasi@stu.edu

P - (305) 628-6648
C - (786) 877-4315

CAMPUS ASSESSMENT, RESPONSE, AND EVALUATION TEAM (CARE TEAM)



Maritza Rivera
mrivera@stu.edu
P - (305) 628-6564



Craig Reese
creese@stu.edu
P - (305) 628-6623



Gianni Basoa
gbasoab@stu.edu
P - (305) 628-6695

Maternity Leave

DISCUSSION

Terri comes to your office at your request. You've noticed a change in her behavior and are checking in to see if everything is okay. Terri informs you that her father was recently diagnosed with cancer and she is having a hard time being away from home. She tells you, "I haven't been able to talk to anyone about what's going on with me," and through her tears she continues sharing the course of events in her life over the past few weeks. You want to communicate to Terri that you are listening and want to help, but don't want to interrupt her.

How can you show that you support her and are listening to Terri as she speaks with you?

Engage in active listening techniques. You can use body language to demonstrate you are listening, such as nodding your head or mirroring her posture. You should also paraphrase or rephrase what she says to make sure you understand what she is trying to communicate. Ask open-ended questions and leave time in the conversation to reflect and respond. Notify the CARE Team of the conversation so that they also monitor the student.



Awareness

CLERY ACT

The “Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act” of 1998, commonly referred to as the “Clery Act”, stipulates that in order for an institution of higher learning to receive federal financial aid, it must report statistics for specific crimes that occur over a three (3) year period on its campuses and those properties (both college-owned and public) that are adjacent to its campuses.



CLERY CRIMES

- Murder
- Manslaughter
- Sex Offense (Forcible)
 - Sexual Intercourse
 - Sodomy
 - Oral Copulation
 - Rape with a foreign object
 - Sexual Battery (Fondling)
- Sex Offense (Non-Forcible)
 - Incest
 - Statutory Rape
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Hate Crimes
- Stalking
- Dating Violence
- Domestic Violence
- Drug/Narcotic Violations
- Alcohol Violations
- Weapon Violations

ANNUAL SECURITY AND FIRE SAFETY REPORT



St. Thomas University
16401 NW 37th Avenue
Miami Gardens, FL 33054

September 24, 2018

[Title IX Compliance](#) | [Privacy Policy](#) | [Annual Security and Fire Safety Report](#) | [Employment Opportunities](#)
16401 NW 37th Avenue, Miami Gardens, FL 33054 | Contact Us by [e-mail](#) or at **877-788-7526**

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VIOLATIONS AND DISCIPLINARY REFERRALS

Clery Act Disciplinary Referrals

In keeping with the University Community Standards, it is possible for a student to not be arrested. In lieu of an arrest, a student may be referred for STU disciplinary action for one or more of the following offenses: liquor law violations, drug law violations, and illegal weapons possession. These referrals are reportable under the Clery Act.

1. Notify the Dean of Student Affairs
2. The Dean will initiate a disciplinary action
3. A record of the action will be kept

Emergency Notification and Timely Warnings: Sorting the Differences

Emergency Notification

Scope: Wide focus on any significant emergency or dangerous situation (may include Clery Act Crimes).

Why: Emergency notification is triggered by an event that is currently occurring on or imminently threatening the campus. Initiation of emergency notification procedures for any significant emergency or dangerous situation occurring on the campus involving an immediate threat to the health or safety of students or employees.

Timely Notification

Scope: Narrowly focused on Clery Act crimes.

Why: Timely warnings are triggered by crimes that have already occurred but represent an ongoing threat. A timely warning for any Clery Act crimes will be issued when it is considered by the institution to represent a serious or continuing threat to students and employees.



DISCUSSION

Sam, a Caucasian student, causes a disturbance during Ethics class during a discussion on race disparities. The student begins shouting racial epithets while pointing at African-American students. The instructor calls Public Safety for assistance. The officer arrives, who happens to be African-American, attempts to subdue the student. The student begins shoving the officer and shouting racial epithets at him.

Is this a Clery reportable crime?

Yes it is, and an Emergency Notification will be sent via STU Alert.



Get out if you can.
Have an escape route and plan in mind.
Leave your belongings behind and keep your hands visible.
Do not respond to your Emergency Assembly Area.



Hide in an area outside of the shooter's view.
Block entry to your hiding place with heavy objects and lock doors.
Be quiet and turn off or silence cell phones.
Do not hide or stand behind doors.



And only when your life is in imminent danger, attempt to incapacitate the active shooter.
Act with physical aggression
Throw items at the shooter
Use a chair, a fire extinguisher, or hair spray.

Run

Hide

Fight

Emergency Response Practice Drill

January 8, 2019
Main Library



DON'T think...
REPORT!



AS EMPLOYEES WE
MUST:

Remain informed;
Train regularly;
Stay alert;
Be calm; and,
Do not overreact!

When faced with a real or rumored threat of an active intruder on campus, it is important to stay calm, not panic, and follow the steps below:

If there is an active intruder on campus and you see a weapon or hear one discharged.....

- 1. Call 911 immediately.**
- 2. Then, call Public Safety at 305.628.6500.**

Otherwise,

- 1. If you have not seen or heard a weapon, but perceive a threat and/or a rumored threat, call Public Safety at 305.628.6500.**
- 2. Then, call Dean of Students at 305.628.6554.**
- 3. Then, call University Communications at 305.474.6044.**

Notifying campus officials is crucial to determining the proper response and to get a notice out to the community immediately. If you do not report it, this will delay the response.

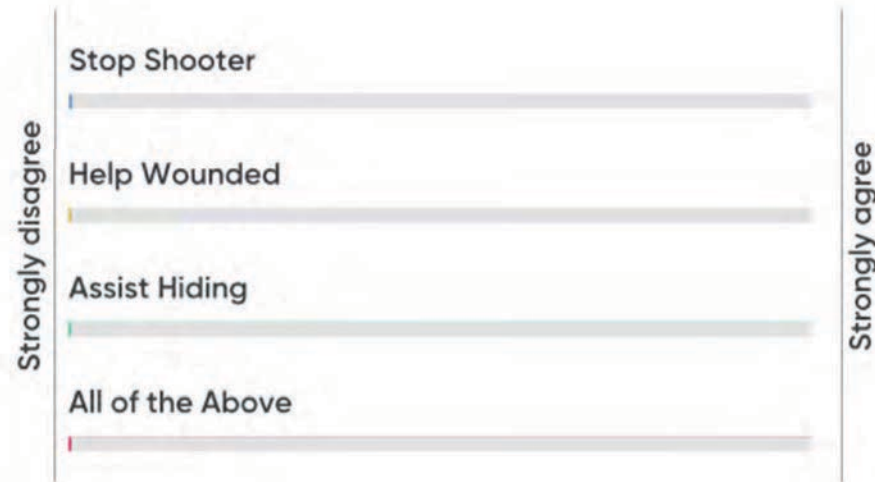
POLL

Go to www.menti.com and use the code **49 88 88**



The role of 1st responders during an active shooter includes:

Mentimeter



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WHAT IS TITLE IX?

Title IX of the Education Amendments of 1972 prohibits sex discrimination in educational programs and activities –

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

www.stu.edu/titleix

1 out of
every 6
American women
has been the
victim of an
attempted or
completed rape
in her lifetime.

TITLE IX ADDRESSEES

Sex Discrimination

- Unequal pay based on gender
- Discrimination on the basis of pregnancy
- Unequal distribution of athletic funds
- Unequal admissions and financial aid practices
- All forms of sexual harassment, including verbal sexual harassment, and sexual violence by employees, students, or third parties against employees, students, or third parties

Whether or not the incidents of harassment occur on campus, and *whether or not* the incidents occur during working hours.

VIOLENCE AGAINST WOMEN REAUTHORIZATION ACT



- Signed by President Obama on March 7, 2013
- Expands how colleges and universities are required to implement educational programs to train the campus community on how to prevent incidents of sexual assault, stalking, domestic violence, or dating violence.
- Provides guidance on the institution's response to incidents of sexual assault, stalking, domestic violence, or dating violence.

Applies regardless of the victims' gender, sexual orientation, gender identity, or gender expression.

STU'S POLICY ON SEXUAL AND DISCRIMINATORY HARASSMENT

STU is committed to encouraging and sustaining a learning and living community that is free from harassment, violence, and prohibited discrimination. Consistent with this commitment and Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex/gender in any of the institution's programs or activities. STU has developed this comprehensive Sexual or Discriminatory Harassment Policy, applicable to all faculty, staff, and students. Further, STU conducts education and awareness programs with the goal of preventing and discouraging sexual assault, domestic violence, dating violence, and stalking.

The Policy on Sexual and Discriminatory Harassment prohibits **all forms of sex/gender-based harassment, sexual violence, sexual exploitation, relationship violence (domestic violence and dating violence), and stalking**. Collectively, these terms are referred to in this policy as "Sexual Misconduct."

www.stu.edu/titleix

A **Responsible Employee**, as defined by the Department of Education's Office of Civil Rights, is an employee who has the authority to take action to redress sexual harassment/misconduct; who has been given the duty of reporting incidents of sexual harassment/misconduct or any other misconduct by students to the Title IX Coordinator or other appropriate designee; or who a student reasonably believes has this authority or duty. *For the purpose of this policy, STU has declared that all faculty, staff, designated third party contractors (G4S Secure Solutions USA, Inc./Public Safety, Follett Bookstore, Fast Twitch, The Boras Corporation, Law School Cafe and Metz Culinary Management), "student peer mentors" and "resident assistants" as responsible employees.*

STU'S POLICY ON SEXUAL AND DISCRIMINATORY HARASSMENT RESPONSIBLE EMPLOYEE DEFINITION, SECTION III.G

CONFIDENTIALITY

Person who may maintain confidentiality include:

- Student Health Center personnel
- Campus Ministries personnel
- Clergy

When working within the scope of their license or religious assignment at the University.

However, they are encouraged to report or convince the individual to file a report.

Everyone else is required to report!

DISCUSSION

Amy, a first-year student at STU, sets up a time to meet with you in the afternoon. Upon arriving for the appointment, you can see that Amy is very upset and looks exhausted. You ask if everything is ok and Amy ask if she can close the door. You get up, close the door, and sit back down. That is when Amy blurts out, “I think I was raped last weekend in my room on campus by another student, a friend of a friend name Todd.”

What should you do next?

Let Amy know everything will be okay. The University has resources available to her and that you will need to contact the Dean of Students and the Title IX Coordinator of this incident. Also ask Amy if she would like to speak with the University Counselor and/or file a police report. Regardless of her choice, you will be there to help support her and a report must be filed.

MEET YOUR COORDINATORS



Coordinator (Faculty, Staff, and Visitors)

Sylvia Rodriguez, MBA

Director for Administrative Affairs/ Title IX Coordinator

Office Location: Cascia Hall/Glasshouse

Phone: (305) 474-6871

Email: srodriguez@stu.edu



Deputy Coordinator (School of Law)

Laura Varela, J.D.

Private Sector Career Counselor/ Deputy Title IX Coordinator

Office Location: School of Law's Center for Professional Development

Phone: (305) 623-2350

Email: lvarela@stu.edu



Deputy Coordinator (Undergraduate and Graduate Students)

Lenore Prado, M.S., PHR, SHRM-C

Associate Director for Human Resources/ Deputy Title IX Coordinator

Office Location: Mimi Dooner Hall, Rm 104

Phone: (305) 628-6514

Email: lprado@stu.edu

DISCUSSION

You are a faculty member, and Laura, a graduate student, comes to tell you that a student friend of hers was sexually harassed, but that the friend doesn't want to take action. After further discussion, Laura reveals the name of the alleged harasser, who is another student.

What should you do next?

Explain to Laura that you have an obligation to notify the Dean of Students of the incident. Let Laura know that if her friend wants to speak with you or the Dean, it is recommended she do so, but it is not required. It does not matter if you agree with Laura or her friend to not take action; if a student is saying that she is being sexually harassed, we need to know about it. If Laura or her friend are mistaken about what is sexual harassment, then the Dean of Students will work with them to help them understand this before further accusations are made.

Even after a Title IX violation is reported, the student still has the option whether or not to pursue disciplinary action or criminal charges.

DISCUSSION

You are a faculty member, and Karl, a student in one of your classes, describes to you various conversations in his study group. The conversations have included talk about same-sex marriage, the Defense of Marriage Act and the Supreme Court, and whether religious institutions should be required to perform same-sex marriages in states that recognize such marriages. Karl, who identifies as homosexual, says he feels like this is sexual harassment given his sexual orientation. You disagree, because the conversations don't sound offensive or hostile.

You must contact the Dean of Students. You can tell them that you don't believe this is sexual harassment, but they need to be aware of students who are claiming to be sexually harassed. You must (a) encourage Karl to contact the Dean of Students himself, and (b) tell Karl that you will be contacting the Dean of Students, even though this does not sound like sexual harassment to you, because STU takes allegations of sexual harassment seriously.

When faced with a real or rumored threat of an active intruder on campus, it is important to stay calm, not panic, and follow the steps below:

If there is an active intruder on campus and you see a weapon or hear one discharged.....

- 1. Call 911 immediately.**
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- 3. Then, call University Communications at 305.474.6044.**

Notifying campus officials is crucial to determining the proper response and to get a notice out to the community immediately. If you do not report it, this will delay the response.

DON'T think... REPORT!



We are not responsible for when students report to us, BUT we are responsible for what they report.