

re.act

WE CAN'T STAND BY
ADDRESSING SEXUAL MISCONDUCT IN OUR
COMMUNITY & CULTURE



POST-CONVERSATION
TRANSCRIPT

COMMUNITY
CONVERSATIONS

AN OMA/CPGC COLLABORATION

We Can't Stand By

Addressing Sexual Misconduct in Our Community & Culture

re.act: Community Conversation Series

*Sponsored by the Office of Multicultural Affairs (OMA) and Center for Peace and
Global Citizenship (CPGC)*

Friday, Nov. 11, 2016

CPGC Cafe, Stokes 104

SESSION OVERVIEW

What does rape culture look like at Haverford? How do we acknowledge the ways we all contribute to these environments? What more can we do to engage national conversations about these issues? Join the Sexual Misconduct Policy Advisory Committee (SMPAC) as we discuss these questions.

[re]CC COMMITTEE

- Stephanie Zukerman, *CPGC Program Coordinator*
- Benjamin Hughes, *OMA Program Coordinator*
- Maia Williams, *Student Activities Office Graduate Assistant*
- Ananya Kumar BMC '18, *CPGC Intern*
- Riddhi Panchal '19, *OMA Intern*

COLLABORATIVE PARTNERS

- Steve Watter, *Deans Office*
- Qui Alexander, *Women*s Center* FACILITATOR
- Sophia Abraham-Raveson '18, *Feminists United (FU)* FACILITATOR
- Michael Bueno '18, *Women*s Center*
- *Sexual Misconduct Policy Advisory Committee (SMPAC)*

GUIDING QUESTION(S)

- What does rape culture look like at Haverford?
- How do we acknowledge the ways we all contribute to these environments?
- What more can we do to engage national conversations about these issues?

SESSION NOTES

WATCH: *What Is Rape Culture?* | [The Birds and the Bees NS](https://www.youtube.com/watch?v=akA_zBpU9Qs)

https://www.youtube.com/watch?v=akA_zBpU9Qs

- The video highlighted many diverse groups but not those that we typically see as the aggressor, there could have been more types of men involved.
- How do we negotiate enjoying music and other media that perpetuate the norms of rape culture without completely shutting ourselves out from popular culture..? How do we fix such a prominent issue? Do we boycott?
- Especially at Haverford, the first way we can challenge rape culture is by acknowledging that it happens, and that it happens right here.

SMALL GROUP DISCUSSIONS

- What does rape culture look like at Haverford?
 - o The need for safe spaces for survivors
 - o Student run group (SOAR) for survivors of sexual assault
 - o Steps taken to address the issue usually reveal how unsafe campus can truly be
 - Negative reaction by people who don't show up to discuss
 - o Tone policing around bringing up issues
 - Gender roles assigned to women that impacts how they're policed
 - How aggressiveness is assigned to men
 - o People who claim to be feminists and then end up assaulting people (distancing themselves from their actions)
 - o Social justice background of the school makes it harder for people to acknowledge and accept that these issues are here too
 - o Mainly seeing sexual assault through a heteronormative lens

WRITE & SHARE (Per Collected Notecards)

- How do we acknowledge the ways that we all contribute to this environment?
 - I love this community deeply and whole-heartedly. So much so, that at times, I know I idealize it as an oasis of perfect safety and conducivity to self-authorship. I do not think critically enough about the harmful, dangerous things that happen here or the places for growth and restructuring.
 - When I think about my contributions to rape culture, I often think of what my response is/has been when I encounter a victim- Am I thinking of them first? Am I perpetuating my own socialized sense of rape culture onto them? A big step is acknowledging that I a capable of that.
 - As a woman, I often don't see myself as capable of sexual assault. This is something that needs to change. Especially when I am hooking up with people who are drunk when I am relatively sober. This is fucked up. I should not engage in this behavior just because "I am a woman."
 - Sometimes at parties when I see an individual making someone uncomfortable or crossing someone's boundaries, I hesitate and feel like I don't know what to do and don't tell a Quaker Bouncer. I am more likely to check in on the vulnerable person in the situation than I am to do something about the aggressor.

WHAT MORE CAN WE DO TO ENGAGE NATIONAL CONVERSATIONS ABOUT THESE ISSUES?

- Because of the rich conversation we had around the previous queries, we weren't able to fully address this questions.
- As well as the others, this is still a question SMPAC looks to lead the campus in engaging. Please be on the lookout for future opportunities to work with the committee on these issues.
- If you are interested in joining SMPAC, please reach out to Dean Steve Watter (swatter@haverford.edu).

FURTHER RESOURCES

- *Haverford Sexual Misconduct Resources* (Website)
<https://www.haverford.edu/sexual-misconduct>
- Haverford Sexual Misconduct Resources Guide (Attached)
- Sexual Assault Survivor's Resource Circle (Attached)
- *What Is Rape Culture? | The Birds and the Bees NS* (Video)
https://www.youtube.com/watch?v=akA_zBpU9Qs

What Is Rape Culture?

The Birds and the Bees NS

0:02 Rape culture. It's a term that describes an environment where rape is pervasive
0:07 normalized and accepted as inevitable rape culture does not necessarily mean
0:12 that society or individual people promote sexual violence in an outward active
manner.
0:17 Rather, rape culture is largely perpetuated via unexamined and false beliefs.
0:23 Some examples of rape culture include myths about sexual violence,
0:27 victim-blaming, language that trivializes rape, jokes, sexual objectification and
0:33 ads, images that glamorize sexual violence, song lyrics that send confusing
0:38 and harmful message about consent and much more. Rape culture teaches
people not to get raped.
0:44 We should be teaching people not to rape. Rape culture normalizes sexual
0:49 violence and as a result a victim survivor may not understand what
0:55 happened to them as rape. They may think they are overreacting and decide not
1:00 to talk to someone, get help, or report the violence. Even if they do recognize
1:05 what happened to be sexual violence, rape culture can cause them to blame
1:09 themselves, feel guilty and or ashamed, and feel afraid that they will not be
1:13 believed, including by professionals and authorities.
1:17 How can we challenge rape culture? We can start by believing survivors. We can
1:23 also examine our own internalized beliefs and prejudices about gender
1:26 roles, sexuality, and sexual violence. We can think about and question sexist
1:31 and otherwise oppressive messages encounter in pop culture and media.
1:36 We can challenge others if we hear them repeating rape myths or making
1:39 victim-blaming statements or rape jokes. Everyone deserves to live safely.
1:44 We all have a role in ending sexual violence.

Other Resources

911
In case of an emergency

**Haverford Township
Police**
24/7
(610) 853-1298

**Lower Merion
Police**
24/7
(610) 649-1000

**Bryn Mawr
Hospital**
24/7
(610) 337-4830

On Campus Resources
(* can be reached after hours via Campus Safety)

Women's Center
([Level II Confidentiality](#))

Qui Alexander

M-F 9:00 a.m. - 5:00 p.m.*

(610) 896-1034

qalexander@hc

Student Assistants

24/7

(484) 571-2775

womenctr@hc

Campus Safety

([Level III Confidentiality](#))

24/7

(610) 896-1111

Tom King

Lil Burroughs

Dean's Office

([Level III Confidentiality](#))

Martha Denney

M-F 9:00 a.m. - 5:00 p.m.*

(610) 896-1232

mdenney@hc

Title IX Coordinator

([Level III Confidentiality](#))

Steve Watter (Deans Office)

M-F 9:00 a.m. - 5:00 p.m.*

(610) 896-4246

swatter@hc

Health Services

([Level II Confidentiality](#))

(610) 896-1089

M-F 9:00 a.m. - 5:00 p.m.*

Catherine Sharbaugh

csharbau@hc

Wendy Mahoney

wmahoney@hc

Counseling and

Psychological Services

([Level I Confidentiality](#))

M-F 9:00 a.m. - 5:00 p.m.*

(610) 896-1290

All other times: (484) 301-0434

hc-caps@haverford.edu

Philip Rosenbaum

Rebecca Ergas

Jane Widseth

Adam Edmunds

Pamela Lehman

SOAR

(on campus student
support group)

SurvivorSupportHC@gmail.com

SURVIVOR

**Delaware County
Women Against Rape**
24/7 Rape Crisis Hotline
(610) 566-4342

**Women Organized
Against Rape**
24/7
(215) 985-3333

**Women Against
Abuse**
(866) 723-3014

**Victim Services Center
of Montgomery County**
24/7
(888) 521-0983



SEXUAL MISCONDUCT RESOURCES

2016–2017

HVERFORD
COLLEGE

IF YOU ARE IN AN EMERGENCY OR CRISIS SITUATION PLEASE CALL ONE OF THE EMERGENCY CONTACTS.*

POLICE: 911

CAMPUS SAFETY: 610-896-1111

We recommend adding this number to your favorite contacts on your cell phone for easy access.

RAPE & SEXUAL ASSAULT STUDENT ASSISTANTS: 484-571-2775

DELAWARE COUNTY WOMEN AGAINST RAPE: 610-566-4342

*All of the above resources are available 24 hours a day, 7 days a week.

Note: Although it is encouraged, it is the survivor/victim's option to notify law enforcement authorities. But to the extent requested, the College will assist a survivor/victim in notifying such authorities.

PRESERVING EVIDENCE

Survivors/victims of sexual assault are encouraged to seek medical attention as soon as possible. Medical evidence can only be collected at a hospital and is of crucial value if a survivor/victim decides to prosecute or obtain a protection order in the criminal justice system. If a survivor/victim chooses to have a forensic exam at a hospital, they should not shower, bathe, brush teeth, eat, drink, douche, smoke, or change clothes.

Evidence should be collected as close to the assault as possible, usually within 24–72 hours, although forensic evidence can be collected up to 96 hours after an assault has occurred. Survivors/victims should not clean the bed/linen area where they were assaulted and are also encouraged to preserve text messages, instant messages, social networking pages and other communications, and to keep pictures, logs, or other copies of documents.

INFORMATION RELATING TO THE COLLEGE'S POLICY & PROCEDURES

Sexual misconduct will not be tolerated at Haverford College. Such behaviors are anathema to Haverford's foundational principles that underscore human dignity, promote equality, and repudiate violence in any form.

SEXUAL MISCONDUCT IS A BROAD TERM THAT INCLUDES:

- sexual harassment
- sexual assault
 - non-consensual sexual contact
 - non-consensual sexual intercourse
 - forced sexual intercourse
- sexual exploitation
- stalking
- domestic violence
- dating violence
- retaliation

EACH OF THESE TERMS AND OTHER KEY CONCEPTS (SUCH AS CONSENT, FORCE, INCAPACITATION, AND COERCION) ARE DEFINED AT:

hav.to/whatissexualmisconduct

Students subjected to sexual misconduct are encouraged to explore all options available to them, including the College's internal judicial procedures, external civil litigation, and criminal charges. These options are not mutually exclusive.

THE COLLEGE'S INTERNAL JUDICIAL PROCEDURES ARE AVAILABLE AT:

hav.to/internaljudicialprocedures

GETTING HELP

Haverford has resources available to help any individual who believes that he or she has experienced, or knows someone who has experienced, any form of sexual misconduct. For on-campus assistance and support, you are encouraged to contact any person or office identified below in *How to Report Sexual Misconduct* or *On-Campus Resources*. For off-campus assistance and support, you are encouraged to contact any location identified below in *Off-Campus Resources*. **If you want to make a confidential report of sexual misconduct, please contact one of the persons or locations identified in the grey-shaded section entitled *Confidential Resources*.** Each of the resources located on campus will be able to explain options for, and provide assistance in, obtaining certain services, accommodations, or protective measures, to the extent requested and reasonably available. Off-campus resources may be able to provide similar or additional support outside of the College.

CONFIDENTIAL RESOURCES

- CAPS staff and listed licensed/ordained religious advisers will treat your report in a **completely confidential** manner, except where there is immediate and serious concern about your safety or that of others.

COUNSELING & PSYCHOLOGICAL SERVICES (CAPS)

610-896-1290 • Founders 317

After hours contact the CAPS on-call staff member at 484-301-0434

RABBI ELI GUREVITZ

610-906-9251 • egurevit@haverford.edu

REVEREND MELISSA Q. WILCOX

267-226-9759 • mwilcox@theredeemer.org

- If you share information about an incident of sexual misconduct with anyone on the Health Services staff or the Women's Center staff, including the Women's Center Student Assistants, **they will not share personally identifying information, but they are required to inform the College's Title IX Coordinator that an incident of sexual misconduct has occurred and to provide all non-personally-identifying information about the incident (e.g., the nature, time, date and location).**
- If you share information relating to an incident of sexual misconduct with a Responsible Employee (all College employees except those noted above, and students in positions of leadership in the Customs Program acting in their capacities as UCAs, CPs, HCOs, AMAs, PAFs, iSRPs and SRPs), **they are required to inform the College's Title IX Coordinator all they know about the incident.**

For more detail information about Confidentiality and Reporting, including a Statement Regarding Privacy, please visit:

haverford.edu/sexual-misconduct/confidentiality-reporting

Staff from CAPS, Health Services, the Dean's Office, and Women's Center are on call after hours and on weekends. CAPS is reachable at 484-301-0434, and all the others via Campus Safety at 610-896-1111. Women's Center Student Assistants are available 24/7 at 484-571-2775.

HOW TO REPORT SEXUAL MISCONDUCT FOR STUDENT COMPLAINTS AGAINST ANOTHER STUDENT

MARTHA DENNEY

Dean of the College
610-896-1232
Chase Hall 201A
mdenney@haverford.edu

STEVE WATTER

Dean of Student Life, Senior Associate Dean
of the College, and Title IX Coordinator
610-896-4246 • Chase Hall 218
swatter@haverford.edu

FOR STUDENT COMPLAINTS AGAINST FACULTY, STAFF AND THIRD PARTIES

QUI ALEXANDER

The Women's Center
610-896-1034 • Chase Hall 205
qaalexander@haverford.edu

T. MURIEL BRISBON

Director of Human Resources
610-795-6124 • Stokes Hall 222
tbrisbon@haverford.edu

EQUAL EMPLOYMENT OPPORTUNITY OFFICERS

c/o Office of Human Resources 610-795-6124
haverford.edu/president/contact-staff

ON-CAMPUS RESOURCES: THE CIRCLE

Students may also contact any administrator of the “The Circle,” each of whom is trained to assist and provide support for those who may have experienced sexual misconduct. For more detailed information about “The Circle” please visit:
haverford.edu/sexual-misconduct/on-campus-resources

WOMEN'S CENTER

610-896-1034
Chase Hall 205

HEALTH SERVICES

610-896-1089
Morris Health Services

CAMPUS SAFETY

610-896-1111
GIAC

DEAN'S OFFICE

610-896-1232
Chase Hall 201A

TITLE IX COORDINATOR

610-896-4246
Chase Hall 218

COUNSELING & PSYCHOLOGICAL SERVICES

610-896-1290 (After hours contact the
CAPS on-call staff member: 484-301-0434)

OFF-CAMPUS RESOURCES*

HAVERFORD

TOWNSHIP POLICE
610-853-1298

DELAWARE COUNTY

**WOMEN AGAINST
RAPE**

610-566-4342

WOMEN AGAINST

ABUSE
866-723-3014

LOWER MERION

POLICE
610-642-4200

**WOMEN ORGANIZED
AGAINST RAPE**

215-985-3333

VICTIM SERVICES

**CENTER OF
MONTGOMERY**

COUNTY
1-888-521-0983

BRYN MAWR HOSPITAL

484-337-3000

*All of the above resources are available 24 hours a day, 7 days a week.

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RISK REDUCTION & BYSTANDER INTERVENTION

- It is never acceptable to use force in sexual situations, no matter what the circumstances.
- Sexual assault can happen between persons of any sexual orientation or gender identity.
- If a person says “no” to sexual contact, believe them and stop!
- Communicate your limits firmly and directly. Back up your words with a firm tone of voice and clear body language.
- Don’t make any assumptions about a person’s behavior.
- Don’t automatically assume that someone wants to have sex just because he or she drinks heavily, dresses in a certain way, or agrees to go back to your room.
- Don’t assume that because a person has had sexual contact with you previously that he or she is willing to or will consent to having sex with you again.
- Be especially careful in situations involving the use of alcohol and other drugs. Alcohol and other drugs can interfere with one’s ability to assess situations and to communicate effectively.
- Having sexual contact with someone who is mentally incapable of giving consent is sexual assault.
- If you have sex with a person who is drugged, intoxicated, “sleeping” or passed out, incapable of saying “yes” or “no,” or unaware what is happening to them, then you may have committed a sexual assault.
- If a person is incapacitated, including incapacitated by alcohol, he or she cannot give consent. (Alcohol is a factor in a very high percentage of sexual assaults.)
- Please be especially careful in group situations. Be prepared to resist pressure from friends to participate in violent or criminal activities.
- Please get involved if you believe that someone else may be at risk for assault. If you see a person in trouble at a party or another person using force or coercion, do not be afraid to ask questions and/or intervene. You may save someone from the trauma of sexual assault and from the ordeal of criminal prosecution.

- If you feel uncomfortable or think you may be at risk, leave the situation immediately and go to a safe place.
- Don't be afraid to make waves if you feel threatened. If you feel you are being pressured or coerced into sexual activity against your will, don't hesitate to state your feelings in order to get out of the situation. A few minutes of social awkwardness and embarrassment is better than the trauma of sexual assault.

WARNING SIGNS OF ABUSIVE BEHAVIOR

- Being afraid of your partner.
- Constantly watching what you say to avoid a “blow up.”
- Feelings of low self-worth and helplessness about your relationship.
- Feeling isolated from family or friends because of your relationship.
- Hiding bruises or other injuries from family and friends.
- Being prevented from working, studying, going home, and/or using technology (including your cell phone).
- Being monitored by your partner at home, work, or school.
- Being forced to do things you don't want to do.

**IF YOU ARE IN AN EMERGENCY
OR CRISIS SITUATION
PLEASE CALL ONE OF
THE EMERGENCY CONTACTS:**

POLICE
911

CAMPUS SAFETY
610-896-1111

RAPE & SEXUAL ASSAULT STUDENT ASSISTANTS
484-571-2775

DELAWARE COUNTY WOMEN AGAINST RAPE
610-566-4342

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