

OPTIONS

*for
st. norbert college
students who have
been sexually
assaulted ...*

*...and for their
friends*



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WE ARE HERE TO HELP

It is an unfortunate fact that many individuals in our society are victims of personal violence. You are not alone in the feelings you may experience as a result of being sexually assaulted. Sometimes individuals will be in a state of shock or disbelief. They may be angry or resentful, feel ashamed, or blame themselves for what happened. Often during the early period following the incident, individuals may feel numb or confused. These reactions are common and can occur whether you've been assaulted by a stranger, an acquaintance, a friend, or a romantic partner.

There is help available. We want to provide you with the support and information that will help you clarify the issues and facilitate your recovery. We will assist you in any way we can.

Remember,

- ◆ You choose which options seem most helpful.
- ◆ We are here to help you in any way we can.

Sexual Assault Statement

Approved by the Student Life Committee, January 1983

Sexual assault consists of actual or threatened sexual contact which is not mutually agreeable to both parties. Sexual contact is not limited to intercourse but includes any touch that may reasonably be construed as invasive and inappropriate. This includes any such action toward a person which damages his or her physical or psychological well-being. Such conduct (by other students or any other member of the College community or visitors to the campus) is expressly prohibited by the College and is considered a serious violation of human rights. Date and acquaintance rape are included in the definition of assault.

There are both formal and informal means for handling concerns or complaints of such a nature. Persons who feel they are being or have been sexually abused should seek the advice and counsel of a member of the Counseling Center.

Individuals found guilty of an assault receive quick and severe sanctions which may include permanent dismissal from the College. This type of conduct is considered a serious violation of human rights and is not tolerated by the College.

Sexual Harassment Statement

Passed by the Student Life Committee, the Faculty, and the Administrative Advisory Council, April 1985

The mission of St. Norbert College is to create a community where intellectual, personal, and moral development are supported and sustained. Essential to this mission is a climate of mutual concern, respect, and caring. St. Norbert College is dedicated to fostering such a climate. To this end, the College affirms the right of every person to work free of sexual harassment in the College community.

Harassment on the basis of sex is illegal. Specifics are defined in Title VII, Sec. 703 of the Civil Rights Act of 1964 and Title IX of the 1972 Educational amendments. The 1980 guidelines of the Equal Employment Opportunity Commission follows this definition. Moreover, sexual harassment is antithetical to the goals and objectives of St. Norbert College. Therefore, the College accepts as both moral and legal obligation the responsibility to insure that all members of the College community can work and live in a community free of sexual harassment.

In the federal and state statutes, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal and physical conduct of a sexual nature when:

1. Submission to such conduct is made either implicitly or explicitly a term or condition of an individual's employment, advancement, or academic success.
2. Submission to or rejection of such conduct by an individual is used with an individual's work performance or creating an intimidating, hostile, or offensive environment.

Sexual harassment often involves a power differential, and in such cases the appearance of mutual consent does not necessarily constitute a defense against the charge of sexual harassment. Conduct toward a peer which creates a coercive situation may also be grounds for a sexual harassment complaint, even if a power differential does not exist.

Sexual harassment involves a wide range of behavior, from certain kinds of emotional and verbal abuse to physical assault. While sexual harassment is usually perceived to be by men toward women, a victim or offender may be either a man or woman.

If sexual harassment does occur, individuals aware of the problem must address the situation to protect those involved. Prompt, professional action serves the individuals and the institution by fostering the knowledge that St. Norbert College safeguards individuals rights.

- A. Any member of the College community who believes he/she has been sexually harassed, knows of someone who may have been harassed, or wishes information, should consult with a member of the Counseling Center.
- B. Should there be a formal complaint, standard conduct procedures are followed depending on whether the involved person is a student, faculty member, or administrator. The appropriate contact person to institute procedures would be the Dean of the College or the Vice President for Student Life.

Individuals who are found responsible for violating this policy are subject to quick and severe sanctions. This type of conduct is considered a serious violation of human rights and is not tolerated by St. Norbert College.

SEXUAL ASSAULT ASSISTANCE

The Student Life Staff at SNC will:

- ◆ treat you and your particular complaint with courtesy, sensitivity, dignity, and understanding.
- ◆ assist you in arranging any hospital treatment or other medical assistance.
- ◆ provide support if you decide to be involved with the judicial system and/or police.
- ◆ fully investigate your complaint, if you so choose, and help you achieve a fair outcome.
- ◆ continue to be available to you to answer your questions, explain the systems and processes involved, and be a willing listener.
- ◆ consider your case seriously, regardless of your gender or the gender of the accused.
- ◆ make every effort to ensure the comfort and security of the survivor emotionally, physically, and academically.

WHAT IS SEXUAL ASSAULT?

Wisconsin statutes define four degrees of sexual assault. They range from fourth degree, which is uninvited, unwanted touching, to forced intercourse, which is first degree. Sexual assault can include placing your hand on someone's breast, buttocks, or genitals without permission. The key word is **CONSENT**. If a person's judgment is impaired, for example, through intoxication, the ability to give free and informed consent may be compromised.

If you engage in assaultive behaviors with either a stranger or a friend, you can be charged with, and prosecuted for, sexual assault.

Sexual assault can occur between persons in dating or sexual relationships, including marriage. It can also occur between persons of the same sex. However, most instances of sexual assault do occur between friends/acquaintances.

WHAT CONSENT MEANS

- At the heart of consent is the idea that every person, man or woman, has a right to personal sovereignty, not to be acted upon by someone else in a sexual manner unless he or she gives clear permission to do so.
- Consent to one form of sexual activity does not automatically imply consent to other forms of sexual activity.
- Consent may be given verbally or nonverbally, based on an active, informed, freely decided choice.
- Consent means you can't make assumptions about what your partner does or does not want. Absence of clear signals means you can't touch someone else, not that you can.
- Consent means two people (or more) deciding together to do the same thing, at the same time, in the same way, with each other.
- Consent requires that the person initiating the sexual activity get permission to do so.
- A person who is incapacitated (unconscious, intoxicated, or drugged) cannot give consent.
- There is no duty for an alleged victim to fight off or act in any way to stop a sexual aggressor. But there is a responsibility to communicate as clearly as possible.

- There are circumstances where even when consent is given, it is not valid. Consent would be invalid when forced, threatened, intimidated, coerced, when given by a mentally or physically incapacitated person, or when given by a minor.
- We can't play the game of "If she/he doesn't want it, she/he will stop me". That's based on antiquated resistance requirements. It's not her/his job to resist, but yours to respect boundaries, and to find out what they are if they are unclear.
- No means no, but nothing also means no. Silence and passivity do not equal permission.
- If you get a "No" and keep right on pressuring and continuing to interact sexually, you run the risk that your behaviors are a coercive influence on the other party.
- Making someone touch you is as bad as touching someone else where no consent is given.

Respect for another member of the community is an expectation that all members are to uphold at all times, including in the context of sexual interaction. Respect means paying heed to verbal and non-verbal cues, desires, boundaries, and behaviors of others.

PAST ASSAULT OR ABUSE

Many individuals experience sexual assault and never tell anyone about it at the time of the incident. If you were victimized several weeks or even years ago, assistance is still available to you. Talking with someone now may help you cope better with assault or abuse from the past, whether it was rape, child sexual abuse, incest, or sexual harassment. There is no time limitation for College judicial system action. The statute of limitations for the State of Wisconsin is six years. Contact the SNC Counseling Center at x3045, or the Sexual Assault Center at 436-8899 (24 hour crisis line). All information will be kept confidential.

MALE VICTIMS

While most victims of sexual assault are women, some men are also victims. Male victims at St. Norbert College receive the same services as women. Emotional support, options counseling, legal advocacy, and medical treatment are available to assist all those who have been sexually assaulted or abused.

IF YOU ARE RAPED OR SEXUALLY ASSAULTED

- ⇒ **GET TO A SAFE PLACE AS SOON AS YOU CAN.**
- ⇒ **TRY TO PRESERVE ALL PHYSICAL EVIDENCE.** Do not wash, use the toilet, or change clothing if you can avoid it. If you do change clothes, put the clothing you were wearing at the time of the assault in a paper, not plastic, bag. (See SANE exam, page 14.)
- ⇒ **GET MEDICAL ATTENTION** as soon as possible to make sure you are physically all right and to collect very important evidence in the event you may later wish to take legal action. One may seek medical attention without having to report the assault.
- ⇒ **CONTACT CAMPUS SECURITY (X3260), THE DE PERE POLICE DEPARTMENT (337-4078), OFF-CAMPUS EMERGENCY (911), OR ANY OF THE STAFF IN THE COUNSELING CENTER, RESIDENCE LIFE, OR THE STUDENT HEALTH CENTER.**
- ⇒ **TALK WITH A COLLEGE AND/OR COMMUNITY COUNSELOR** who will maintain confidentiality, help explain your options, give you information, and provide emotional support.
- ⇒ **CONTACT SOMEONE YOU TRUST,** a close friend or resident assistant, to be with you and support you.

OPTIONS

When an assault occurs, the following College and community options may be chosen. As a survivor of sexual assault, you choose which option(s) would be most helpful to you. For judicial purposes, it is best to report the assault as soon as possible. However, if you seek assistance at a later day (days, months, or even years) these options remain available to you.

COLLEGE REPORTING SOURCES

Staff from the following departments will support you in healing, recovery, and in deciding what if any action to take.

Counseling Center *
Health Center *
Security **
Residential Life Staff **

* Counseling is strongly recommended in order to assist you with your recovery and healing. The Counseling Center and Health Center professionals at SNC are trained individuals who will maintain confidentiality. The Counseling Center receives all reports of sexual assault, both anonymous and official.

**If you choose to use these resources, an official report will be filed. Confidentiality will not necessarily be guaranteed.

COLLEGE OPTIONS

A. No official judicial process

Victims may choose to not officially report the assault, but receive support and counseling. The Counseling Center has counselors who specialize in the treatment of sexual assault and who will help victims through the emotional impact of the assault and in the healing process. The Counseling Center is confidential. State law and professional ethics ensure that counselors will not share what is discussed in Counseling with anyone outside the Center. The only exception is if there is imminent danger to your life or the life of another person.

B. Formal St. Norbert judicial process

A victim's complaint is investigated. A specialized and trained sexual assault judicial board will hear the complaint and determine if College policy has been violated and, if so, will apply appropriate sanctions. The Counseling Center staff offers advocacy and support throughout this process.

Possible Sanctions at SNC for Those who Sexually Assault

When a decision is reached through the St. Norbert College judicial process, counseling is always encouraged. Other sanctions may be:

1. Expulsion
2. Dismissal
3. Disciplinary probation
4. Community service
5. Psychological/AODA counseling
6. A combination of sanctions

COMMUNITY OPTIONS

I. Sexual Assault Center

The Sexual Assault Center services are provided 24 hours/day, seven days/week and are confidential and free of charge. Services are for victims, friends, and family members. They are also for people who just want information.

The Center helps you get **medical care** for possible injuries, pregnancy, or sexually transmitted diseases. An advocate will support you while receiving medical care.

The Center will also assist you with the **law enforcement agency** if you wish to file criminal charges. An advocate is also available to provide support at the police station and, if necessary, throughout the court process.

Counseling is available both by telephone and in person by advocates trained in listening and talking with sexual assault victims, their families, or friends.

An advocate will continue to provide information and **emotional support** as long as the assistance is requested.

Support groups are available for **adult sexual assault survivors** and **adult survivors of child sexual assault**.

The Sexual Assault Center is located at
300 Crooks Street, Green Bay, WI
Phone: 920-436-8899

II. De Pere Police Department

The De Pere investigators are most willing to meet with you to discuss the assault. By meeting with the police you are under no obligation to press formal charges. They support the fact that the choice is yours. The investigators will help to clarify the legal proceedings and assist you with your decision. Their questions are asked in a sensitive manner and with an understanding of the trauma involved. The St. Norbert Counseling Center and Health Centers, Security Department, and Residential Life personnel have names of investigators available or you may call the police directly at 339-4078.

If the assault is officially reported to a De Pere investigator, the procedure may include:

- encouragement of a SANE exam (see SANE exam, page 14) if the assault occurred within 72 hours.
- assistance with coordination of support services (sexual assault center advocate, friends, etc.)
- written statement(s) by investigator verifying information received from the the victim.
- interview of alleged perpetrator by investigator.
- case preparation for district attorney's office.
- court appearances
- case disposition (resolution).

Penalties for sexual assault:

- ◆ First Degree: Imprisonment not to exceed 20 years.
- ◆ Second Degree: A fine not to exceed \$10,000 or imprisonment not to exceed 10 years, or both.
- ◆ Third Degree: A fine not to exceed \$10,000 or imprisonment not to exceed 5 years, or both.
- ◆ Fourth Degree: A fine not to exceed \$10,000 or imprisonment not to exceed 9 months, or both.

III. SANE (Sexual Assault Nurse Examiner) Exam

St. Vincent Hospital can provide a Sexual Assault Nurse Examiner (SANE) exam. The nurses are trained to gather medical information in a sensitive, non-threatening way and to administer medical treatment in a gentle manner. Because it is important to have a medical exam within 72 hours of the assault, consider seeing a nurse examiner for your health assessment. It is most helpful in the gathering of evidence not to shower, douche, or remove any physical evidence after the assault. The nurses will assist you with additional support by contacting an advocate from the Sexual Assault Center who will meet with you before and/or after the exam, and be available to you 24 hours a day.

The SANE exam is offered by:

St. Vincent Hospital - 433-8383

A friend may accompany you if you choose. Transportation is available through the Department of Security, x3260. The staff from the Counseling Center will assist you with this process if you wish.

RAPE TRAUMA SYNDROME

Even though the actual assault is over, victims may suffer from rape trauma syndrome, a variety of difficulties often experienced after a sexual assault. People respond to sexual assault in many different ways, ranging from extreme calm to extreme agitation. A victim may experience any or all of the following reactions: emotional shock, denial, nightmares, sleeplessness, intrusive memories or thoughts about the assault, inability to work, study, or make decisions, impaired relationships, and feelings of guilt, despair, depression, fear, anxiety, self-blame, or anger.

Some of these reactions may be short lived; others can be troubling for months or years. In either case, it is important to know that information and help are available.

DATE RAPE DRUGS

Drug-facilitated rape is a growing concern on college campuses nation-wide. St. Norbert is no exception.

BE AWARE

Date rape drugs can be produced in forms that dissolve quickly and are often colorless, odorless, and tasteless. Victims can ingest them unknowingly, usually after a perpetrator has slipped one in an unattended drink. The drugs can render a victim helpless or unconscious within 20 minutes and also can cause an amnesia effect so that the victim has little or no memory of the assault.

Drugs known to have been used in rapes:

- * **Ketamine** - “Special K” “K’s” or “Cat Valium”
- * **GHB (Gamma-Hydroxybutyrate)** - “G’s” “Liquid Ecstasy” “G-Juice”
- * **Rohypnol** - “Roofies” “Whiteys” “Mexican Valium”

REDUCE YOUR RISK

- Don’t drink beverages that you did not open yourself.
- Don’t exchange or share drinks with anyone.
- Don’t take a drink from a punch bowl.
- Don’t drink from a container that is

- Don't leave your drink unattended while talking, dancing, or using the restroom.
- If you realize your drink has been left unattended, discard it.
- Limit alcohol consumption so you are better able to assess surroundings.
- Go out with friends - watch out for each other.

SIGNS OF BEING DRUGGED

- Acting extremely intoxicated after consuming no alcohol, or only a small amount.
- Impaired judgment.
- Disinhibition
- Dizziness
- Confusion
- Sudden, unexplained drowsiness
- Trouble with coordination
- Wake up feeling very "hung-over" (headaches, nausea, dizziness, and experience memory lapse)
- Feel like someone had sex with you, but you can't remember it taking place.

WHAT TO DO IF IT HAPPENS TO YOU

- Get safe.
- Call police, campus safety, Counseling Center, or Sexual Assault Center.
- Go to hospital as soon as possible. Do not shower, bathe, or wash clothes. Ask that testing for date rape drugs be done.

What's the truth about sexual assault?

Myth

Victims are to blame in some way for the assault.

Fact

The perpetrator is always 100 percent responsible for having committed the assault. Regardless of the survivor's appearance, behavior, judgment, or previous actions, the survivor is not responsible for the assault. Rapists are responsible for rape.

Myth

It won't happen to me.

Fact

One study found that one in four college women have been sexually assaulted. About ten percent of sexual assault victims are men.

Myth

Sexual assault is committed by strangers

Fact

College women are in far greater danger of being raped by a friend or fellow student than by a stranger. Almost 90 percent of college women who were assaulted knew their perpetrator.

Myth

If the victim is drugged, or very intoxicated, he or she was asking for it.

Fact

Inability to give consent is not "asking for it". In Wisconsin, forcing sexual contact on a woman or man **without consent is against the law.**

Myth

If she didn't struggle, it wasn't rape.

Fact

It is not necessary for the victim to have to fight back for it to be sexual assault. She may be unable to resist for a number of reasons and not fighting back doesn't mean consent.

Myth

Being sexually assaulted is no big deal.

Fact

It is a big deal. In a recent study, 95 percent of college-age women reported being affected in some way by their sexual assault, with 12 percent being deeply

Myth

Women often "make up" sexual assault, attempting to cover up regretted sex or to "get back" at the accused.

Fact

The FBI statistics are that only one to two percent of reported sexual assaults are false. This is the same percentage of false reports as for all other crimes. Sexual assault is, in fact, very under-reported; less than one-third of all rapes are reported, often due to victim shame and self-blame.

Myth

If she didn't say anything, or simply said nothing, it can't be sexual assault.

Fact

A verbal "no" is not the responsibility of the victim to give. A victim may not be able to verbalize this for a number of reasons (having an abuse flashback, scared, drunk, overwhelmed, etc.) It is the responsibility of the **initiator** to get clear consent (a verbal "yes" to each sexual action is the clearest way

Myth

If one didn't intentionally sexually assault, then it is not really sexual assault.

Fact

Intent of the perpetrator is not an excuse. The victim still was sexually assaulted and still suffers the same effects of assault, whether intentional or not. In fact, in a recent study, 84 percent of college men whose actions matched the legal definition of rape said that what they did was definitely not rape.

HERE ARE THE FACTS:*

- ◆ One out of six college women have been the victim of rape or attempted rape during the past year.
- ◆ Eighty-eight percent of these women did not identify their experience as sexual assault.
- ◆ One fourth of all college-age rape victims blame themselves entirely for the assault.
- ◆ Women ages 16 to 24 are three times more likely to be raped than other women.
- ◆ Only seven percent of sexual assaults were committed by strangers. Ninety-three percent of perpetrators were acquaintances (friends of the family, dates, boyfriends, relatives, authority figures).
- ◆ Ninety percent of campus sexual assaults occur when either the assailant, the victim, or both, used alcohol.

* Data taken from Wisconsin Coalition against Sexual Assault Information sheet, 2000

PREVENTION TIPS FOR

- Know your sexual desires and limits. Believe in your right to set those limits. If you are not sure, STOP and talk about it.
- Communicate your limits clearly. If someone starts to offend you, tell them firmly and early. Polite approaches may be misunderstood or ignored. Say “No” when you mean “No.”
- Be assertive. Often men interpret passivity as permission. Be direct and firm with someone who is pressuring you sexually.
- Be aware that your nonverbal actions send a message. If you dress in a “sexy” manner and flirt, some men may assume you want to have sex. This does not make your dress or behavior wrong, but it is important to be aware of possible misunderstandings.
- Pay attention to what is happening around you. Watch the nonverbal clues. Do not put yourself in vulnerable situations.
- Trust your intuitions. If you feel you are being pressured into unwanted sex, you probably are.
- Avoid excessive use of alcohol and/or drugs. Alcohol and other drugs interfere with clear thinking and communication.

PREVENTION TIPS FOR

- Know your sexual desires and limits. Communicate them clearly. Be aware of social pressures. It's okay not to "score."
- Being turned down when you ask for sex is not a rejection of you personally. Women who say "No" to sex are not rejecting the person; they are expressing their desire not to participate in a single act. Your desires may be beyond your control, but your actions are well within your control.
- Accept the woman's decision. "No" means "No." Don't read other meanings into the answer...even based on past experience with this or other women. Don't continue after "No." If you're so certain the woman doesn't mean it...simply stop and ask...then respect the decision.
- Don't assume that just because a woman dresses in a "sexy" manner and flirts that she wants to have sexual intercourse.
- Don't assume that previous permission for sexual contact applies to the current situation.
- Avoid excessive use of alcohol and/or drugs. Alcohol and other drugs interfere with clear thinking and effective communication.

COMMUNICATE WITH

If a friend of yours has been sexually assaulted and turns to you for support, the most important thing you can do is listen. Don't worry about what to say. Your friend trusts you, and that is what is important. During the assault all sense of power and control were violently taken away. Therefore, offer support to reclaim control, and let them know that you are there. Keep the following in mind:

IF SOMEONE YOU KNOW IS SEXUALLY ASSAULTED

Believe him/her. More than anything else, they need you to legitimize the pain and experience.

Tell them it wasn't their fault. No matter where they were, what they were wearing, or how much they had to drink, no one deserves or asks to be raped. They are not responsible for someone else's criminal behavior.

Refer the individual to one of the resources listed in this brochure to help figure out their options. The survivor does not have to press charges to get help or receive confidential counseling services.

If the assault recently occurred, attend to the survivor's immediate medical needs. It is best to call someone from St. Norbert College Security (x3260), Counseling Center (x3045), the De Pere Police (339-4078), or the Brown County Sexual Assault Center (436-8899) and together accompany them to St. Vincent Emergency Room to be checked for physical injuries, pregnancy, and sexually transmitted diseases. Caution the person not to take a shower, douche, or remove any physical evidence. Remind your friend to save the clothes they were wearing. Medical care can be obtained without a formal police report.

Get help yourself. You may need to talk to someone about your feelings. The resources in this brochure are available to you.

PLEASE REMEMBER

A person has the right to say no to any sexual act. A person also has the right to turn down a partner with whom he or she previously consented to have sex. **THESE ARE LEGAL RIGHTS.**

If an assault has occurred, YOU make the choices which seem most helpful. The Student Life Staff will support you in any way we can. **HELP IS AVAILABLE.**

RESOURCES

***SNC Counseling Center** x3045
8:00 a.m. to 4:30 p.m.
Monday through Friday

***Student Health Center** x3266
8:00 a.m. to 4:30 p.m.
Monday through Friday

On-campus Emergency
SNC Campus Security x3260

Off-campus Emergency 911

De Pere Police 339-4078

***Sexual Assault Center**
300 Crooks Street
Green Bay, WI 436-8899
(open 24 hours/day, 7 days/week)

***Crisis Center**
131 South Madison Street
Green Bay, WI 436-8888

* Services are confidential.

MEDICAL TREATMENT

St. Vincent Sexual Assault Nurse
Examiner's (SANE) Emergency Center
835 South Van Buren St.
Green Bay, WI 433-8383

LEGAL INFORMATION

Brown County
District Attorney's Office 448-4190

Brown County Victim/Witness
Assistance Program 448-4194

Sexual Assault Center 436-8899

De Pere Police 339-4078

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- Butler University Guide, Security Department
Cornell Advocates for Rape Education
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Warshaw, R., *I Never Called it Rape* New York Harper & Row, 1988.
Business & Legal Reports, Inc., Madison, CT
Koss, M.P., *Hidden Rape: Incident Prevalence and Descriptive Characteristics of Sexual Aggression and Victimization in a National Sample of College Students*. New York Garland Publishing Company, 1998
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Bureau of Justice Statistics, U. S. Department of Justice, FBI, 1994.

