



# Policies & Procedures for Harassment, Assault, Injury, and Suicide

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Student Development Leaders Forum

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# introduction

As Student Development professionals, we are called to run the balance between:

- disciplinarian and comforter,
- response team leader and when-it's-all-said-and-done consoler,
- FERPA-keeper and information sharer,
- attender to policy and student advocate,

And finally...

- procedural know-it-all and all-around great person!

PHEW!

...but how?





# Agenda



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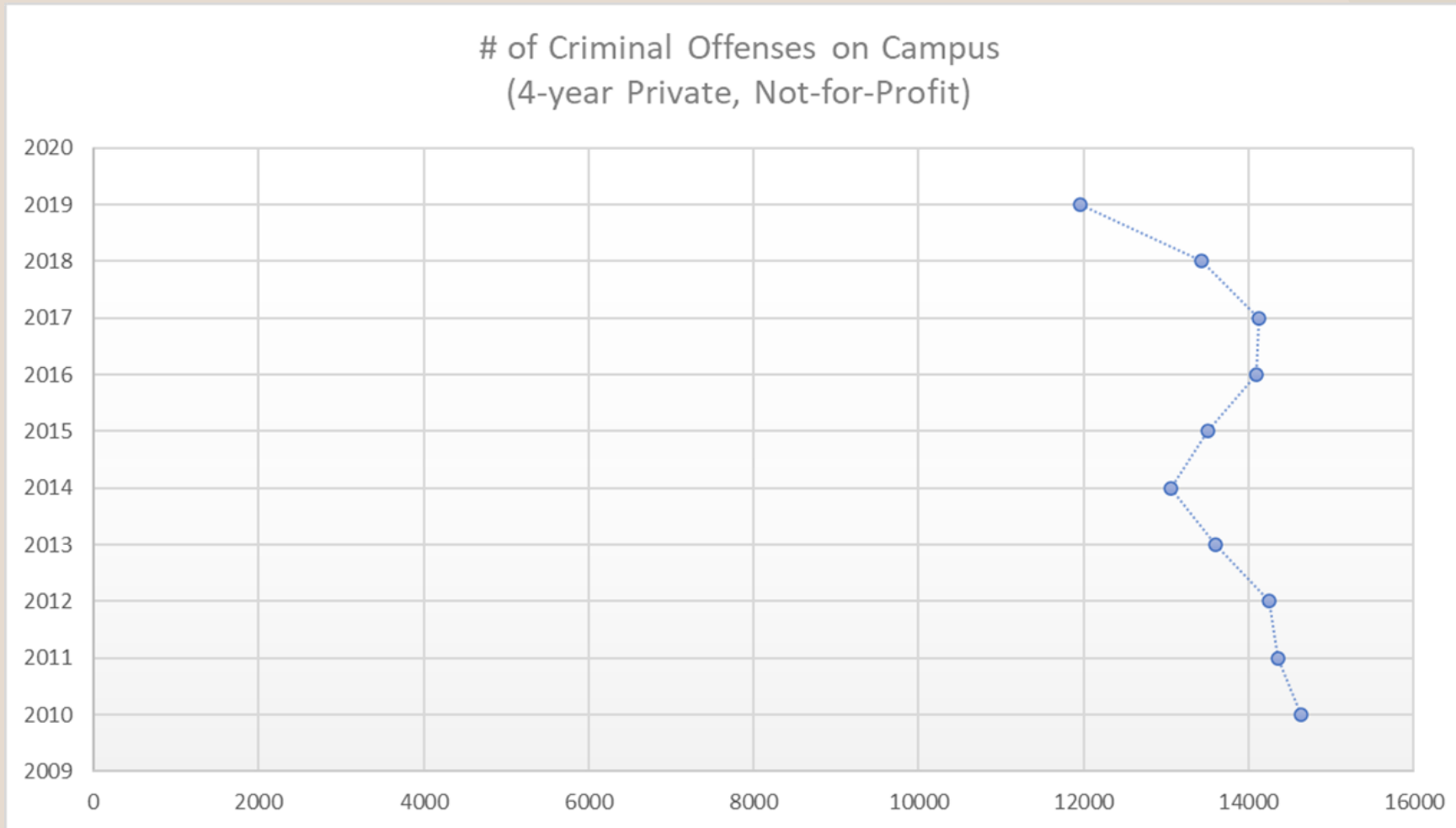
# Staying Prepared

What do you do???



No, seriously, what do you do?

# The need:



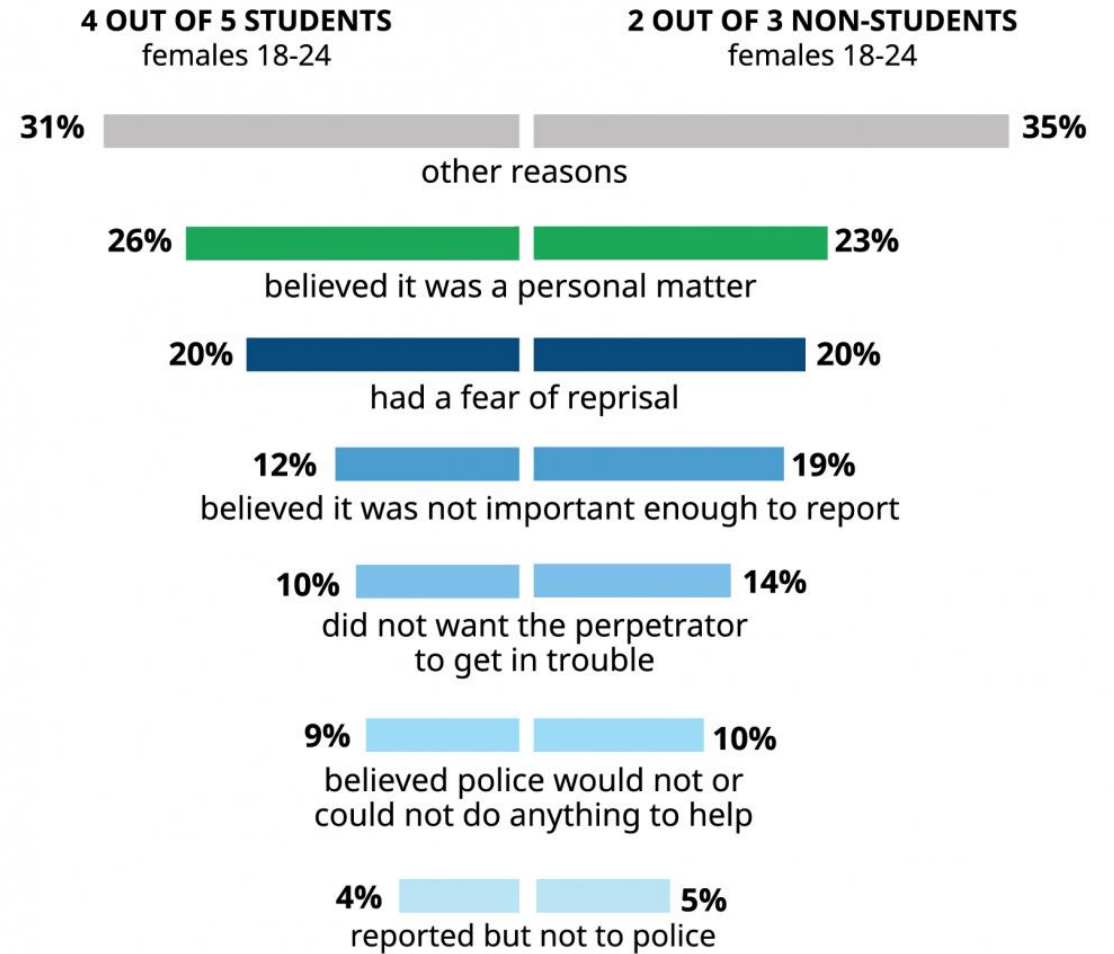
## COLLEGE-AGE WOMEN ARE AT RISK



**RAINN**

National Sexual Assault Hotline | 800.656.HOPE | [online.rainn.org](http://online.rainn.org)  
Please visit [rainn.org/statistics/campus-sexual-violence](http://rainn.org/statistics/campus-sexual-violence) for full citation.<sup>1</sup>

## REASONS VICTIMS CITED FOR NOT REPORTING



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## Staying prepared (policies):

- Read & research
- Policy review (when)
  - Annual or bi-annual (minimal)
  - Following an incident
  - New regulations
  - Awareness
- Policy review (who)
  - Self & staff
  - Internal stakeholders
  - Student leaders!
  - Attorney



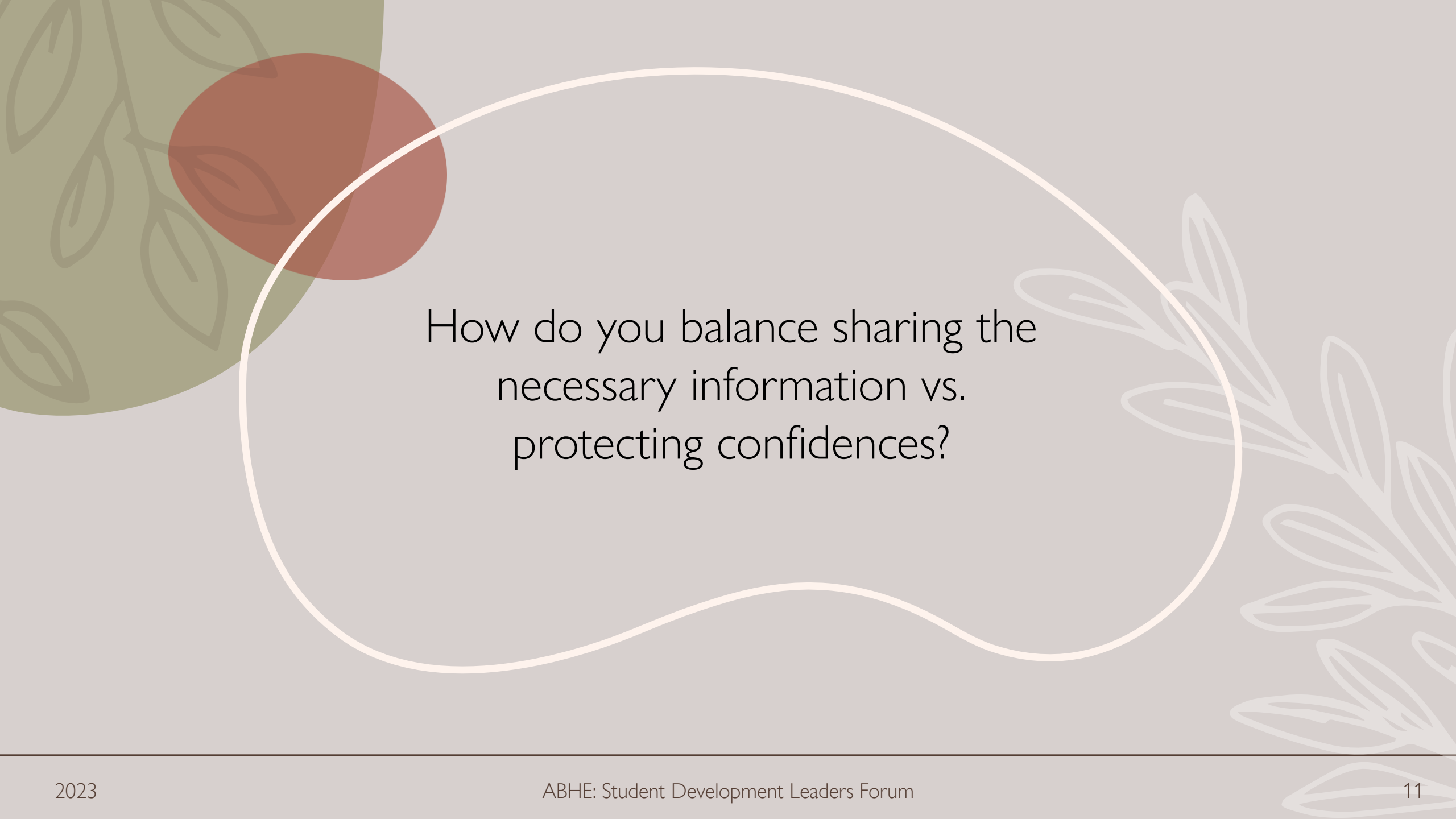
## Staying prepared (procedures):

- Awareness (anytime, anywhere)
  - Don't ever say, "now I've seen everything!"
- Communication channels
  - BIT Reports
  - Incident Reports
  - Sexual Misconduct Report
- Response
  - The right people, the right policy, and the right procedures

The background features a light grey base with large, overlapping organic shapes in muted green and brown. On the left, there are stylized, layered patterns of foliage or branches in shades of grey and brown. On the right, a thin white line forms a wavy, abstract shape.

# Effective Care & Communication

What To Say, To Whom, and When



How do you balance sharing the  
necessary information vs.  
protecting confidences?

# FERPA

## §99.31 Conditions under which prior consent is not required to disclose information.

(a) An educational agency or institution may disclose personally identifiable information from an education record of a student without the consent required by §99.30 if the disclosure meets one or more of the following conditions:

(1)(i)(A) The disclosure is to other school officials, including teachers, within the agency or institution whom the agency or institution has determined to have legitimate educational interests.

(B) A contractor, consultant, volunteer, or other party to whom an agency or institution has outsourced institutional services or functions may be considered a school official under this paragraph provided that the outside party—

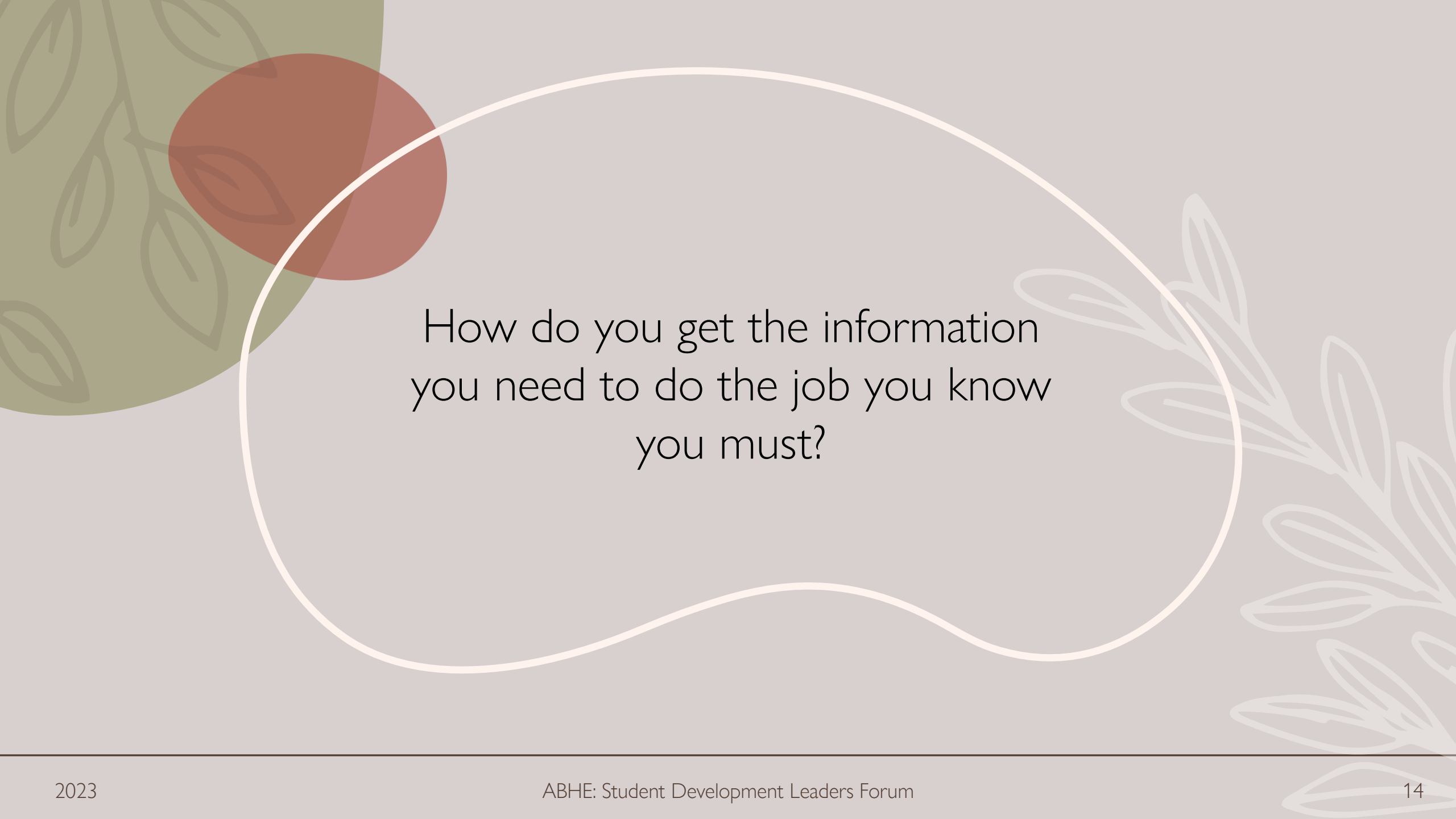
## §99.33 Information disclosed must be used for the purpose for which it was disclosed.

## §99.36 Disclosure of information in health & safety emergencies.



# Prior consent...





How do you get the information  
you need to do the job you know  
you must?



# Ever hear one of these?

“I talked to \_\_\_\_\_.” They are really upset by this, but they don’t want to talk.

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“I don’t think they meant anything by it, it is really no big deal.”

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“I know it’s not right; I just don’t want to get him/her in trouble.”

The background features a light grey base with a large, dark olive green organic shape in the upper right. A large, dark brown organic shape overlaps the left side. Faint, stylized foliage patterns are visible in the top left. A white wavy line curves across the bottom right.

# Protecting the Injured & Innocent

Response & Resources to Meet the Need



# Provisions of Title IX:

As in Title IX, when a situation presents itself where a student needs care or protection (counseling, course accommodations, housing accommodations, medical attention, etc.), it should be a priority even as other protocols continue.

# Other legal considerations:

Moving to a new state I have had to learn the way Pennsylvania wants things done. Act 55 of 2022, Article XX-G of the Public School Code.

MOUs: Domestic Violence & Rape Crisis Center

And “Public” includes “Private”

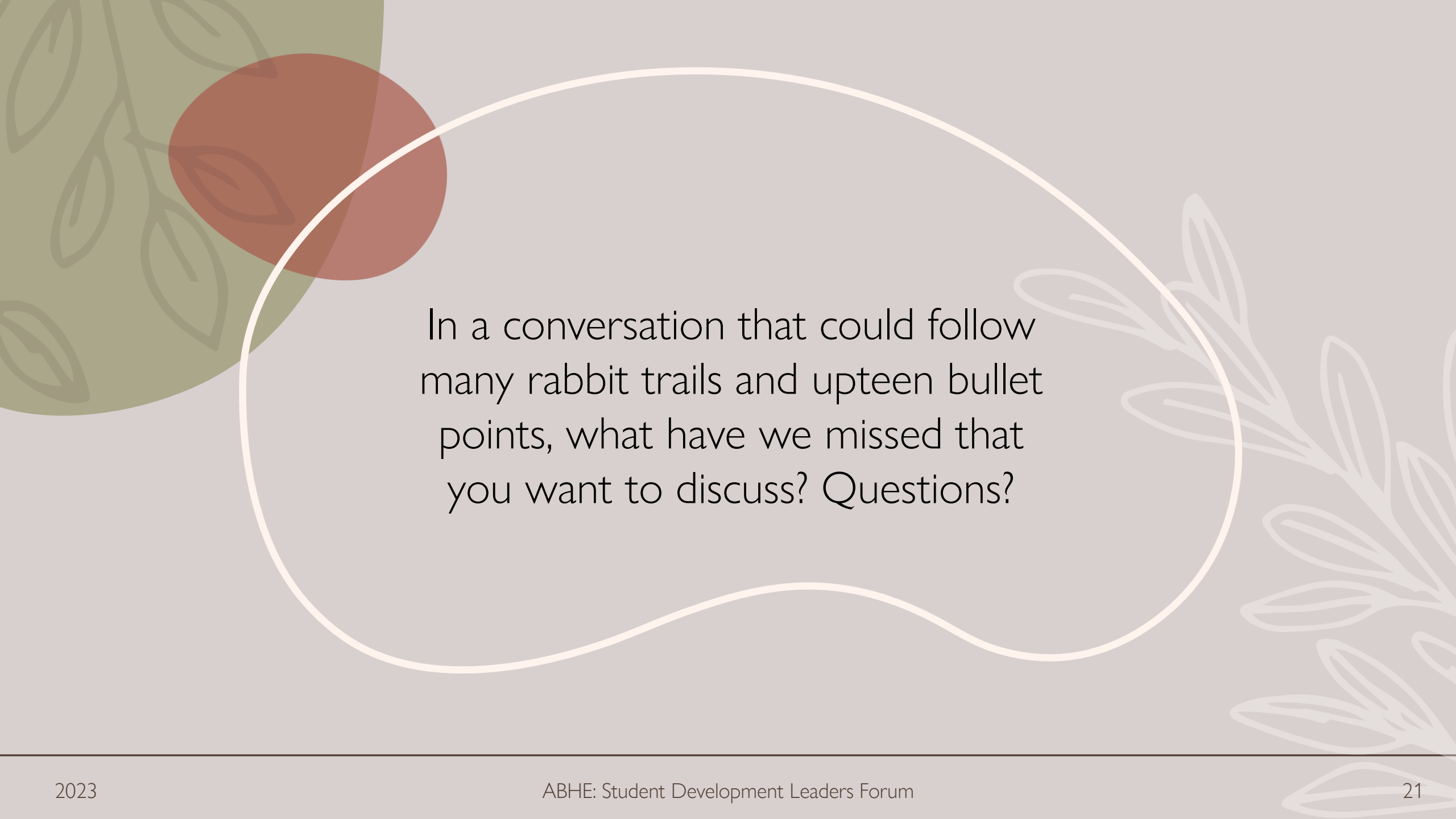
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# Staying Compliant

Oh yeah, that legal thing..

## Staying compliant (policies):

- Read & research (where – what are your sources?)
- Policy review (when)
  - Annual or bi-annual (minimal)
  - Following an incident
  - New regulations
  - Awareness
- Policy review (who)
  - Self & staff
  - Internal stakeholders
  - Student leaders!
  - Attorney



In a conversation that could follow many rabbit trails and upteen bullet points, what have we missed that you want to discuss? Questions?



thank you

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