

Purpose of the Application:

Campus and Community Description

The University of Louisiana at Lafayette is located in Acadiana, a region home to Cajun and Creole people who have developed a distinct culture based on their ethnic diversity as Native Americans, Anglos, African Americans, French and Spanish Europeans, and Afro Caribbeans. This rich culture is integral to the personality and enduring values of the UL Lafayette or, as it is known locally, the Université des Acadiens, home of the “Ragin’ Cajuns.” Acadiana is a 5,007-square-mile region comprised of seven parishes, with a total population of roughly 600,000 people. It is the second-largest public institution in the State, with 18,796 students, over 90% of whom are comprised of undergraduates from within the State. The student population reflects the community: our African-American students constitute nearly 20% of our student population; Latino students make up 3.18%; our mixed-race students account for 1.6%; and our international students comprise 4%.

Scope of the Problem

Between the years 2009 and 2013, there were thirteen reported cases of sexual assault on the campus of the UL Lafayette. During that same time, there were sixteen reported incidents of domestic and dating violence and thirteen reported incidents of stalking. Using data reported by the National College Health Survey, we can estimate that, in reality, students on our campus experienced these crimes at much higher rates. Adapting their national percentages to our campus population, this data suggests that, in the Spring of 2014 alone, an estimated 2,201 students on our campus experienced sexual assault and 2,270 experienced some form of relationship abuse. In 2014 within the greater Acadiana community, Hearts of Hope, the community’s sexual assault response center, served 779 sexual assault survivors and 696 in 2013. In 2014, 318 residents checked into Faith House, the community’s domestic violence shelter, and 1,293 women, 29 men, and 447 children received non-residential services.

Therefore, it is clear that the numbers reported are not an accurate reflection of our students' experiences. We must address the barriers to reporting on our campus.

Culturally Specific Underserved Populations

The Office of Disability Services works to ensure nondiscrimination and equal access to all programs, services, and activities to our 199 students currently registered with disabilities. Additionally, the Office of International Affairs is committed to providing culturally-sensitive services to our international students. After a two-year vacancy, the University hired in 2015 a new Director of Equity, Diversity, and Community Engagement, who is working on a plan to address culturally-specific and accessible programming, training, and response to sexual assault and relationship violence. During the position vacancy, student organizations shouldered the responsibility for bringing advocacy and programming to these populations. In particular, Black Male Leadership Association and Black Women Leadership Association have raised the visibility of the unique needs of our African American student population. And GLASS, which represents our Gay, Lesbian, Bisexual, Queer, and Transgender student population, has promoted an accepting campus. While these general efforts are valuable, no culturally specific programs or services exist that address gender-based violence. We must create these programs and services.

Available Victim Services and Advocacy

Presently, the University offers limited victim services and advocacy pertaining to sexual assault and relationship violence. Counseling is available by appointment when the University's administrative offices are open. Although each of the counselors on staff has some relevant continuing education training, none are dedicated exclusively to these crimes. Medical services are available during administrative hours; these services include gynecological exams, contraception, and HIV/STI testing. Academic assistance is available via confidential communication with individual professors, and Title IX-related accommodations facilitated

through college deans. The vast majority of students, however, remain unaware of these services. We must expand campus services and promote them visibly.

Additionally, some victim services related to sexual assault, relationship violence, and stalking are offered by the University Police Department, although no services are specifically or exclusively dedicated to these crimes. Their website maintains updated crime statistics, campus law enforcement and investigation policies, emergency procedures, bystander intervention information, and free access to the Rave Guardian Mobile Safety device. The University Police Department has entered a community partnership with the Lafayette Police Department, which works collaboratively with student groups to address crimes like sexual assault and domestic and dating violence that particularly affect the student population, targeting areas that are heavily populated by students. To better coordinate emergency response, the University is currently transitioning from a “Dean on Call” policy to an emerging response practice in which a multi-disciplinary team makes an immediate assessment and sends the most appropriate specialist to respond to any threats, including reported cases of sexual assault, domestic violence, dating violence, and stalking.

For victim services and advocacy, the University has depended on our community’s domestic violence and sexual assault organizations, Faith House of Acadiana and Hearts of Hope. Faith House offers counseling, legal assistance, safety plans, medical assistance, and shelter to women and men seeking to escape violent relationships, and provides training, education, and advocacy in seven parishes. Hearts of Hope offers SANE nurses, education and advocacy, children’s counseling, and a sexual assault response center with services in eight parishes. Hearts of Hope also provides trained advocates to accompany rape survivors in hospital examinations, evidence collection, and statements to law enforcement; they provide short-term

crisis intervention therapy and long-term group therapy. Although these two organizations exist within the city of Lafayette, students have not used their services adequately. We must find a way to create a strong liaison and to bring these services to campus where they will be more visible and accessible as a fully integrated component of the University community.

Campus Leadership Engagement

As an expression of the University's commitment to promote awareness of sexual assault, domestic violence, dating violence, and stalking, in July of 2014 it assembled a Sexual Assault Task Force under the direction of the University Provost. The ultimate goal of the Task Force is to create a coordinated campus means to address sexual assault, domestic violence, dating violence, and stalking and to define policies and procedures for handling these crimes. The Task Force meets twice monthly and consists of representatives from the following University divisions: Provost, faculty, Clery Compliance, Campus Police, College Deans, Counseling and Testing, Title IX Coordinator, Athletic Compliance, students, and the Ombudsperson. The Task Force has studied a number of nationwide campus policies on handling these crimes and, in an effort to create consistency and improvement, has undertaken an extensive review of the University's related policies. Holding meetings that were advertised as open and encouraging to all members of the campus community, the Task Force solicited suggestions and concerns and developed a list of target areas and "best practices" for programming, intervention, response, and investigation of sexual assault, relationship violence, and stalking. The Task Force has relied on the expertise of faculty specialists to develop a climate survey catered to the unique composition of our University.

Efforts to Include Local and/or State Organizations

Since 2006, the University has participated in a community-wide Sexual Assault Response Team (SART) that meets monthly to discuss incidents, prevention, and training related

to sexual assault. The University renews its MOU annually with SART partners, which maintains that students who report a sexual assault to the Campus Police will be referred to the Sexual Assault Response Center established by Hearts of Hope. For SANE services and sexual assault counseling, prevention education, and crisis intervention, the University relies on its MOU with Hearts of Hope.

Based on these described needs, our project addresses seven of the ten purpose areas funded by the Campus Grant Program: **Area 1)** we will provide personnel, training, and technical assistance to all campus police officers, student disciplinary committee members, and deans; **Area 2)** we will engage further, and intensive, review of all campus policies, protocols, and services related to sexual assault, domestic violence, dating violence, and stalking; we will create consistency in policies, protocol, and services among all University branches; and we will use these reformed policies to inform training of all campus administrators, police officers, disciplinary committee members, and new students and faculty on these policies and protocols; **Area 3)** we will hire a Project Coordinator to work with the Director of the First-year Experience to create and implement mandatory educational modules on sexual assault, domestic violence, dating violence, and stalking, and to work with our coordinated community response team to create ongoing educational programs for the entire campus community; **Area 4)** we will create the first comprehensive survivor resource center on our campus, where students can access a specialist who provides crisis intervention, advocacy, and assistance with all services related to recovery from sexual assault, domestic violence, dating violence, and stalking; **Area 5)** we will publicize through print and electronic media all campus and civic policies, reporting options, and related penalties for these crimes, emphasizing legal and judicial options available to students; **Area 8)** we will partner with civic law enforcement and victim service agencies to create a

coordinated community response team to review all policies, develop training and prevention efforts, and to reduce gender-based violence on campus; **Area 9**) the coordinated community response team will work with student, faculty, and administrative specialists, as well as our partner agencies, to develop and distribute culturally appropriate and accessible print and electronic materials that address both prevention and intervention in sexual assault; and **Area 10**) the coordinated community response team will work with student, faculty, and administrative specialists, as well as our partner agencies, to address barriers to access of services and programs faced by our African American, LGBTQ, disabled, and international campus populations.

Current Structure of Campus Law Enforcement

Our 36 sworn, full time, and 10 sworn, part time, campus police officers are available to respond to crimes within a one-mile radius of campus, 24 hours a day, seven days a week. The Campus Police Department maintains Mutual Assistance Agreements with the Lafayette City Marshal's Office, and law enforcement offices in five surrounding cities. These agreements state that requests for mutual assistance will be met by furnishing personnel, equipment, facilities, and services; that each agency will provide updated lists of their officials; and that all personnel will work under the designated supervisor of the requesting agency.

The Student Discipline Committee consists of fourteen members representing faculty, staff, and students who convene under the direction of the Vice President of Student Affairs. Committee members are appointed to unlimited terms and remain as members until they leave the University or resign from their position. Written notices must advise the student defendant of the rights of students in disciplinary hearings: to a private hearing, to appear in person with or without the ombudsperson, to challenge members of the hearing committee, to summon persons and argue on their own behalf, to question each person who gives a statement against the student, to view the list of people to be called to give a statement, to view information to be presented in

the hearing, and to have the right to appeal. The Committee must use a preponderance of evidence standard when adjudicating cases privately.

Current Efforts of Campus and Community Leadership and Organizations

Since the creation of the University Task Force, we have been in scattered discussion with Faith House and Hearts of Hope about bringing their expertise to campus to educate students and train first-responders. We must now formalize a partnership with these organizations, and include law enforcement, in order to provide comprehensive and coordinated review, training, education, and services informed by their expertise.

The University currently offers students no mandatory education on sexual assault and domestic and dating violence and our related policies and procedures. Occasionally, a representative from Hearts of Hope or Faith House will discuss violence against women and their services in optional orientation workshops. Representatives from these organizations have also visited individual classrooms when professors teaching relevant courses invite them to speak.

All campus law enforcement officers receive sixteen hours of basic training in sexual assault and domestic violence, and roughly 40% of the officers receive additional advanced training in these areas, either through online training videos, policy review, or participation in regional training conferences. Representatives from Hearts of Hope and Faith House have offered law enforcement trainings in trauma-informed response to reported incidents of sexual assault and domestic violence, but they are neither mandatory nor ongoing.

There are currently no efforts to train members of the Student Disciplinary Committee in sexual assault. Some Committee members have been asked to view a 15-minute Campus Security Act video and a Title IX video produced by Stafford & Associates, however, there are at present no mandatory trainings. New members of the Committee are expected only to meet with the chairperson to review the Student Code of Conduct and disciplinary procedures.

What Will Be Done:

Goal 1: Create a culture of awareness of sexual assault, domestic violence, dating violence, and stalking through campus-wide engagement and collaboration with Acadiana community organizations. We will meet this goal by establishing a coordinated community response team called the Cajun Anti-Violence Initiative that will join together and invigorate our pre-existing collaborations with the Lafayette Parish Sherriff's Office, Lafayette Police Department, Faith House, and Hearts of Hope. The Initiative will create a system-wide response involving a broad array of leaders from the University, including: the Provost; Director of Campus Security; Acting Medical Director of the Student Health Center; Director of the Office of First-year Experience; Director of Counseling and Testing; Director of Housing; Dean of Students; Title IX Officer; Chair of the Student Discipline Committee; Clery Compliance Officer; Online Services Librarian; Athletic Director of Compliance; Director of International Affairs; Director of Disability Services; Director of Communications and Marketing; Director of Diversity, Equity, and Community Engagement; and student and faculty representatives. The Initiative will be responsible for coordinating all prevention and intervention efforts to reduce these crimes on campus; it will be the oversight unit for all training, policy making and review, programming, and services offered on campus. For University employees, each individual on the Team will be retasked by the President to include participation in the Cajun Anti-Violence Initiative and accomplishment of its tasks as part of their job responsibilities. Community partners have agreed to participate regularly and meaningfully in the Initiative. Student representatives are office holders and their job descriptions will include participation on the Initiative.

The Cajun Anti-Violence Initiative will meet monthly in the University's Student Union. The Project Coordinator will set the agenda in consultation with suggested topics of discussion solicited from team members and proposed via an email listserv. The Project Coordinator will

ensure the recording and distribution of minutes in order to keep each team member on task. The Project Coordinator, the Faith House designee, two representatives from the student disciplinary committee, the Director of Public Safety, the Associate Director of Public Safety, and the Director of the First-year Experience will participate in OVW training and technical assistance institutes in the first year. All members of the Initiative will participate in ongoing cross-training.

The multi-disciplinary expertise of the Initiative will ensure a culturally relevant, survivor-centered approach to addressing campus sexual assault, domestic and dating violence, and stalking. The Initiative will develop a coordinated response to these crimes that is timely, appropriate, sensitive, survivor centered, and that holds offenders accountable. The Team will review, recommend appropriate adjustments to, and ensure consistency among campus-wide policies, including those maintained in the student code of conduct, faculty handbook, student-athlete handbook, on-campus living handbook, Counseling and Testing Center, Student Health Center, and campus law enforcement. The Initiative will determine appropriate means to hold offenders accountable.

The Initiative will also cooperate to plan and assist in the execution of culturally-relevant programming and curriculum development related to sexual assault and the co-occurrence of domestic, dating violence, and stalking. Education will prioritize healthy masculinities and the societal structures that lead to the prevalence of gender-based violence. It will recruit students from Graphic Design to ensure the creation, publication, and distribution of stickers, brochures, posters, and web-based messages regarding policies, training, and education on these crimes; all materials will be published with the name and contact information of trained first responders, reporting options, hotline numbers, and services.

To facilitate communication among members, and to promote the visibility of its objectives, we will develop a comprehensive webportal. The Project Coordinator and Online Services Librarian will work together to maintain content on the webportal via our current content management system. The webportal will include, as a single, user-friendly website: all updated policies related to sexual assault; on- and off-campus 24-hour hotline numbers; announcements of upcoming trainings and programs; timely reports of relevant incidents; emergency responder information; confidentiality protocols; reporting options and a widget for reporting incidents; links to services including the campus Survivor Advocate, off-campus services, counseling, and clergy; an updated list of the members of the Cajun Anti-Violence Initiative; and definitions of consent, incapacitation, varieties of sexual misconduct, dating and domestic violence, stalking, intimidation, retaliation, and acquaintance rape. The webportal will be easily accessible and linked visibly on the following homepages: the Student Health Center, Student Affairs, Campus Police, Counseling and Testing, Housing, and Athletics.

Goal 2: Reduce Sexual Assault, Domestic Violence, Dating Violence, and Stalking on the Campus of the University of Louisiana at Lafayette by integrating violence prevention into students' daily lives. We will accomplish this goal through the establishment of mandatory first-year prevention and education efforts focused; by strengthening campus-wide education dedicated to these crimes; by prioritizing bystander intervention and reducing bystander apathy; by engaging men; and by developing culturally-relevant outreach and awareness of resources.

Before our freshmen arrive on campus they will receive a pre-orientation peer letter from the Cajun Anti-Violence Initiative that includes information about services, policies, and relevant definitions. The letter will be written in a tone that conveys general wellbeing, a thriving student

culture, and a safe, healthy campus; it will include the web address of our webportal and contact information for our Project Coordinator for further information.

In consultation with the Cajun Anti-Violence Initiative, our Director of First-year Experience will plan and adopt mandatory orientation modules on sexual assault, domestic violence, dating violence, and stalking. The “Cajun Connection,” part of a course required of all first-time freshmen, provides a critical touchpoint for all incoming students; the course is offered every semester. The Cajun Connection delivers information and engages student learning in traditional environments such as the lecture hall and seminar room, and through co-curricular activities like stage performances, role playing, videos created by staff in the Office of First-year Experience, panel discussions, and diversity awareness ice-breaker events. Modules using these media will introduce students to: bystander intervention; campus policies and protocols; on- and off-campus victim services; definitions; hotlines; legal services; medical services; mental health services; reporting options; myths about violence against women; peer support networks; disciplinary action for offenders; and reasons to report. The module will involve pre- and post-testing.

Participation in the module by all new students will be monitored by a swipe ID tracking system. Students whose IDs were not swiped will be flagged for alternate virtual module delivery. Because transfer students do not enter as freshmen, they will be accommodated with the virtual module.

The Cajun Anti-Violence Initiative will ensure that education continues long after orientation has concluded by consistently programming events dedicated to raising campus-wide awareness of sexual assault, domestic violence, dating violence, and stalking. The Project Coordinator, along with Initiative representatives, will make annual appearances at a Cajun Anti-

Violence Initiative information booth at major campus and community events such as sexual assault awareness month events, Greek Rush, opening day athletics events, and domestic violence awareness month events. The information booth will also be staffed by a volunteer or peer advocate from the Cajun Anti-Violence Initiative once a month in the student union.

The Initiative will ensure that the peer-to-peer awareness activities that already exist are strengthened, supported, and promoted. It will coordinate with student groups to guarantee consistent messaging and promotion of programs that already exist on campus such as *The Vagina Monologues*, Take Back the Night, the Clothesline Project, and other events.

As part of its bystander program, the Initiative will address men directly and support men who take a stand against violence. It will work with student groups such as Black Male Leadership Association, GLASS, and the International Student Association, to plan prevention and education programs that target healthy masculinities. With the aid of the OVW Campus Program Technical Assistance Members, the Initiative will consider how best to include men in the fight to reduce gender-based violence and will work with athletics, fraternities, and men's student organizations to educate, involve, and gain feedback.

Faculty and staff are also essential to prevention and education efforts, as research shows that student survivors most often report to faculty. Therefore, faculty must be trained to respond consistently and effectively. New faculty and staff will receive education in a module adopted into new faculty orientation and conducted by the Project Coordinator with the assistance of Hearts of Hope and Faith House. The module will review on- and off-campus resources, confidentiality protocols, reporting options, and survivor-centered response; the webportal will assist in providing comprehensive, immediate information to faculty responding to a student survivor. Returning faculty and staff will be required to participate in an online module and

offered optional trainings from Hearts of Hope and Faith House. Additionally, each department will designate one representative as its trained anti-violence initiative contact. This designated faculty member will be required to participate in an annual, in-person training. It will be the Project Coordinator's responsibility to maintain an updated list of faculty designees and their trainings. All trained faculty designees will hang promotional material on their office doors, identifying them as a responsible reporter.

Goal 3: *Appropriate Response.* The Cajun Anti-Violence Initiative will oversee the creation of the University's first Survivor Resource Program housed in the Office of the Dean of Students, which is equipped with privacy portals for accessing services confidentially and safely. The full-time Program personnel will consist of the Project Coordinator and a Survivor Advocate. The Survivor Advocate will be responsible for coordinating free, comprehensive, confidential services for all survivors of sexual assault, domestic violence, dating violence, and stalking. Services will include: crisis intervention; housing advocacy; medical accompaniment; legal referral; counseling; academic advocacy; safety plans; referral to off-campus service providers; accompaniment at hearings and investigations; and reimbursement assistance.

The Cajun Anti-Violence Initiative will also develop mandatory trainings for first responders. The Project Coordinator will ensure the appropriate annual training of law enforcement, disciplinary committee members, and all Clery reporters and Campus Security Act representatives including residence life staff. The Director of Campus Security will work with the Project Coordinator and Hearts of Hope, Faith House, the Sheriff's Office, and Police Department to schedule a cycle of topical trainings throughout the year. Trainings will involve a cross section of ranks and will include a review of relevant federal and state laws, of mutual assistance protocol with other jurisdictions, confidentiality, risk assessment for victims, survivor-

centered interviewing and evidence collection, and services. The Project Coordinator and Director of Campus Security will track officers who have participated in trainings.

All members of the disciplinary committee will be required to undergo annual training on sexual assault, domestic violence, dating violence, and stalking. The chairperson of the student disciplinary committee, reporting to the Project Coordinator, will ensure that each member is properly trained. The chairperson will work with Hearts of Hope, Faith House, the Sheriff's Office, and the Police Department to schedule a cycle of trainings emphasizes offender accountability. Trainings will include information about: the importance and distinction for ensuring civil rights of campus adjudication of sexual assault; consistency of deliberation, evidence, and protocol; confidentiality issues; legal status of the crimes; reasons that victims delay report or choose not to report; sensitive investigation and interviewing techniques that do not re-victimize survivors; unconscious bias and how members can recognize and avoid it; the social causes of violence against women; consent; incapacitation; acquaintance assault and rape; implicit feelings and cultural conditioning as a barrier to reporting.

The Project Coordinator will collaborate with the Office of First-year Experience and Counseling and Testing to offer free counseling services. The Office of the First-year Experience includes pre-licensed counselor interns who are graduate students having completed their coursework but requiring numerous contact hours before becoming licensed. These counselors will undergo ongoing training from Faith House and Hearts of Hope for responding to sexual assault, domestic violence, dating violence, and stalking.

The Project Coordinator will also develop trainings for medical staff, athletes and coaches, the Pan-Hellenic council, residence life associates, academic deans, and faculty advisors to student organizations. Additionally, she will develop a certified peer advocate class

and special projects trainings that will allow volunteers to work with specific populations such as non-native speakers of English or disabled survivors.

Expected Outcomes

The expected outcome of our first goal is that the entire campus will become more aware of the societal causes of sexual assault, domestic violence, dating violence, and stalking as well as of our policies and protocols regarding these crimes, and the related services offered on campus and in the community. This goal will be measured annually by reviewing 1) number of reports made to various University divisions; 2) attendance, frequency, and content of educational programs; 3) pre- and post-testing of those who attend education events; our annual campus climate survey; 4) analytics from the webportal that reveal frequency of access; 5) rate of saturation of messaging across campus; 6) anonymous self-assessment survey of all members of the Cajun Anti-Violence Initiative to indicate areas of improvement.

The expected outcome of our second goal, education and prevention aimed at reduction, is that the number of incidents of these crimes will be reduced. This goal will be difficult to measure as we clearly already have a problem of reporting and we wish to increase reporting and access to services. This goal will be measured over a three-year period using the campus climate survey, which allows students to provide lengthy general feedback.

The expected outcome of our third goal, effective intervention strategies, will be a well-trained set of first-responders, disciplinary committee members, and a visible and productive Survivor Resource Program. We will measure this outcome by conducting service surveys and annually reviewing records of the number of trainings held, the quality of their content, and pre- and post-testing for knowledge and skill acquisition. We will include as part of this assessment the number of victims served and partially served; demographics including age, gender, race/ethnicity, disability, nationality; and relationship of victim to perpetrator.

Victim Services

Comprehensive victim services will be provided by the Survivor Advocate who will coordinate all survivor resources, including: counseling, academic accommodations, medical treatment accompaniment, alternate housing and housing reimbursements, assistance in filing reports, safety plans, accompaniment at hearings and investigations, assistance with filing restraining orders and other legal options, and an essential liaison to the 24/7 services offered by our community partners. In addition to offering survivor advocacy for crisis intervention and the coordination of all aspects of the survivors' needs, Cajun Anti-Violence Initiative will work to strengthen its relationship with and promote the services of community victim service providers, Faith House, Hearts of Hope, the Sheriff's Office, and the Police Department.

Addressing Needs of the Culturally Specific and Underserved

The Project Coordinator and Survivor Advocate, in coordination with the Cajun Anti-Violence Initiative, will ensure that services and trainings account for the complexities of communities of color and underserved communities. The Project Coordinator of Cajun Anti-Violence Initiative will work with the Director of Diversity, Equity, and Community Engagement, the Director of Disability Services, and the Director of the Office of International Affairs to ensure that translation services and peer advocates are available when there is a need to work with English as a Second Language groups; to guarantee that all training, services, and education are infused with culturally-aware messaging that is accessible and audience appropriate; and that all services and promotional materials are accessible. By holding listening parties with student organizations explicitly devoted to communities of color, LGBTQ, and international students, the Project Coordinator will work to infuse education and policy with intersectional awareness and a commitment to social justice and equity, and will plan all services

and trainings to acknowledge of the complexity of sexual assault, domestic/dating violence, and stalking as they relate to the community of which the survivor is a part.

Key Individuals and Departments

Visibility of the Cajun Anti-Violence Initiative and Survivor Resource Program will be promoted by a cross-section of campus offices. The Office of Student Affairs will house the project and promote programs to students. The President and the Provost will encourage participation and define the duties of employment to include these project-related tasks. The Office of Campus Diversity, the Office of Disability Services, and the Office of International Affairs will promote the project to underserved communities and communities of color and will review our training programs, policies, and messaging to ensure that they are culturally appropriate and accessible. The Office of First-year Experience will ensure that each new student is provided with meaningful education on these crimes. Our Online Services Librarian will maintain content on our webportal and regularly monitor usability. Our Office of Communications and Marketing will promote our objectives through social media, press releases, and print media.

Victim Safety and Autonomy

Victim safety will be overseen by the Survivor Advocate, who will immediately perform a safety assessment for all clients seeking services and then determine the appropriate safety plan. Generalized safety plan scenarios will be reviewed by the Cajun Anti-Violence Initiative, particularly our external partners and Director of Campus Security. If the victim is in immediate danger, the Survivor Advocate will confer with the emergent response team for assistance.

The Project Coordinator and Survivor Advocate will only report details of incidents with the strict written permission of the victim/survivor. A confidentiality release form will be completed for this purpose and information given to any source must be authorized by the victim

on this form and documented by the Survivor Advocate or Project Coordinator. Any information conveyed via email or phone for reasons of referral will be discussed in anonymous terms and in confidence. Services provided shall be recorded in the individual's case files, marked with case numbers, and placed in Starez, our confidential information storing system. Information shall not be released to any outside agency or individual without the written consent of the client. If the person receiving services wishes to remain anonymous, Project Coordinator will report for Clery/CSA purposes by limiting information to the most general and anonymous terms of time and place of the incident. Reports will be made in similarly general terms for review by the Cajun Anti-Violence Initiative.

Who Will Implement the Project:

Responsible Departments, Agencies, and Offices and Their Roles

The Survivor Resource Program will be housed in the Office of Student Affairs. The Project Coordinator will answer the Dean of Students. The Dean of Students Office provides helps students and their families manage crises and other barriers that impede success. The staff addresses the needs of students who struggle in such areas as psychological health, physical health, victimization, relationship issues, social adjustment, and academics through a variety of interventions, referrals, and follow up services. A focus on a culture of caring and support is at the forefront of the Dean of Students Office, which will allow the Office to effectively implement all aspects of this grant proposal.

The Cajun Anti-Violence Initiative will partner with Faith House and Hearts of Hope. Faith House will send their liaison to attend technical assistance trainings. Both external partners will appoint a representative to attend all monthly meetings. They will participate in agency cross-training and assist in the development and implementation of training and education for

our students, police officers, administrators, faculty, staff, and disciplinary boards. They will help Cajun Anti-Violence Initiative to recognize barriers to services, culturally-sensitive victim needs, and safety and confidentiality precautions. They will serve on the hiring committee for the Survivor Advocate. They will offer consultation and regular trainings to University personnel including medical staff, police, disciplinary boards, faculty, counselors, students, and staff. Faith House representatives will be compensated for trainings and consultation at the rate of \$12.00 per hour; Hearts of Hope will be compensated for training and consultation by their education advocate at a rate of \$16.75 per hour and by their SANE nurse at a rate of \$30.00 per hour.

Our criminal justice partners are the Lafayette Parish Sherriff's Office and the Lafayette Police Department. Representatives from the Sherriff's Office and Police Department will assist in the creation of informed policies and protocols in responding to victim needs, providing victim services, and in providing expertise on law, offender accountability, investigation, and evidence collection for the development and implementation of training and education for our campus. They agree to participate in agency cross-training, all Initiative meetings, and to provide regular trainings to University personnel including medical staff, police, disciplinary boards, faculty, counselors, students, and staff. They have agreed to donate their time during work hours.

Key Personnel Experience

Our key personnel consist of representatives from our external partner agencies, a Project Coordinator, and a Survivor Advocate. We will hire a full time Project Coordinator, whose job description includes managing all aspects of the Cajun Anti-Violence Initiative including: scheduling, directing, setting the agenda, and communicating information about all meetings of the Cajun Anti-Violence Initiative; scheduling all trainings of law enforcement, disciplinary board, and all other campus personnel; travel to all OVW-mandated technical assistance trainings; communicating, researching, and filing reports for the OVW; coordinating all

education and programming events; ensuring that webportal content is accessible and updated by communicating with the Online Services Librarian; ensuring the consistent marketing and distribution of promotional materials; maintaining open communication and coordination with each community partner; and overseeing the Survivor Advocate. The ideal candidate will hold a master's degree in a related field and will have experience working with students and with survivors of sexual assault and/or domestic and dating violence.

We will hire a Survivor Advocate, whose job description will detail the role of developing individualized assistance, recovery, and safety planning for student victims of sexual assault; active participation in Cajun Anti-Violence Initiative; participation in sponsored awareness events; conducting some campus trainings; and assisting the Project Coordinator in all initiatives, data collection, and progress reports. The Survivor Advocate will have a Bachelor's degree and experience working with students and survivors.

Other key personnel for this project are the education coordinators and survivor advocates of Faith House of Acadiana and Hearts of Hope, both of which will provide intensive, frequent, and ongoing trainings and consultation. Representatives from Lafayette Parish Sherriff's Office and Lafayette Police Department will also conduct trainings and consultation.

Protection of Confidential Information

All partners will follow OVW guidelines that prohibit individuals from disclosing personally identifying information collected in connection with services requested, utilized, or denied without informed, written, reasonably time-limited consent of the person, unless compelled by statutory or court mandate. In the case of a mandate, individuals agree to make reasonable attempts to provide notice to victims affected by the disclosure of information and to take necessary steps to protect the privacy and safety of the persons affected by the release of the information.