

STRATEGIC PLAN for Georgian Court University

OVW Campus Program Grant

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PURPOSE OF THE OVW CAMPUS PROGRAM

The ultimate objective of the Campus Program is to help colleges and universities create effective, comprehensive responses to sexual assault, domestic violence, dating violence and stalking. A comprehensive approach includes both prevention and intervention and requires a multi-faceted, coordinated effort that engages key stakeholders from the surrounding community and throughout the campus, including students, faculty, staff, and administrators. To meet this objective, the Campus Program has identified three overarching program goals that include several core elements: Goal 1: Broad campus and community engagement; Goal 2: The reduction of sexual assault, domestic violence, dating violence, and stalking; Goal 3: Effective intervention. The three overarching goals will be carried out through efforts in five areas: (1) A coordinated community response team (CCRT); (2) Comprehensive Prevention; (3) Student conduct; (4) Law enforcement; (5) Victim services. All grant activities should support and promote Clery and Title IX compliance, robust efforts to engage men, and cultural competence.

A coordinated community response approach ensures a timely, culturally relevant and respectful response to sexual assault, domestic violence, dating violence and stalking committed on or off campus. Implementing such an approach requires establishing a (CCRT). This team coordinates all prevention and intervention efforts; facilitates communication between key campus departments and community partners; ensures messages across efforts are consistent and reinforced; and ensures the system's response to victims is seamless, consistent, and supportive.

SCOPE OF THE PROBLEMS AND CAMPUS CONTEXT

After more than 100 years as a leading women's college, Georgian Court University transitioned to a fully co-educational institution in fall 2013. The current student population consists of 74% female students, and 26% male students. The co-ed transition brought many changes to the Georgian Court University campus, including a growing male population, and the conversion of campus dormitories to co-ed. As a result of the co-ed transition, Georgian Court University is in particular need to expand its prevention and educational programming about sexual assault, domestic violence, dating violence, and stalking, as well as strengthen prevention strategies, and engage campus men. More victim services and advocacy, as well as increased and advanced training for all campus law enforcement, area first responders, and campus disciplinary boards to respond effectively to these situations, are needed and will benefit the full campus community.

All crimes are noted in the Campus Clery Security Act. Georgian Court University had one sexual assault reported in 2012; two sexual assaults reported in 2013; and none reported in 2014 and 2015. These crimes have a tendency to be unreported. In Lakewood Township, there were five reported in 2013 and three reported in 2014, unrelated to the Georgian Court community. Additional education programs will empower and encourage victims to report these crimes, and get the necessary assistance required to heal.

Sources: Grant proposal, Georgian Court University Quick Stats 2016-2017

Part 1: COORDINATED COMMUNITY RESPONSE TEAM

OVW Campus grant requirement: “Create a CCRT that includes internal and external partners (external criminal justice system entity, external victim service provider, all specified internal partnerships) and a full time project coordinator position.”

Example 3-year grant requirement framed as overall goal (“change language”).

· By the end of the grant, create and maintain a well-functioning CCRT that includes internal and external partners (external criminal justice system entity, external victim service provider, all specified internal partnerships) and a full time project coordinator.

CCRT MISSION STATEMENT

The Coordinated Community Response Team is a collaborative team of campus and community partners that engage the Georgian Court University community in preventing, responding, and advocating against sexual assault and relationship violence while promoting social change.

RATIONALE FOR CCRT GOALS AND ACTION STEPS (description of current situation and needs assessment):

Georgian Court University has a strong working relationship with the Lakewood Police Department and the Ocean County Prosecutor’s Office, as well as with its off-campus victim resources, including Catholic Charities, Providence House. Various Georgian Court University departments have a history of working together to promote awareness and educate the campus population as to interpersonal violence, such as; The Counseling Center, Health Services, Student Activities, Residence Life, and Student Advocacy & Success. Through the implementation of this grant, we successfully hired a full time Project Coordinator within the year, and added additional victim services from Providence House Domestic Violence Services who will provide training of our external and internal partnerships, implement more formalized procedures to respond effectively to help us further our community response. By the end of year 2, we hope to enhance coordination, and ensure appropriate intervention efforts.

To date, two CCRT’s have been established. One team called the CCRT, consists of roughly 12-17 members that attend meetings once a month. This team has met four times. This team consists of the following:

- Nicole Mossbacher, OVW Program Specialist (Project Coordinator)
- Colleen Diveny, Director for Student Advocacy & Success (Program Director)
- Erin McCarron, Director for Student Activities

- Nicole O'Connell, Coordinator of Residence Life for Operations
- Robin Solbach, Director of Counseling Center
- Wendy Turton, Counselor, Counseling Center
- Cindy Mattia, Director of Health Services
- Mary Williams, Associate Director of Athletics
- Tom Zambrano, Director of Security
- Maureen Rossi, Captain of Security
- Tracey Owens, Director of Human Resources (Title IX Coordinator)
- Melanie Sudia, Case Manager, Providence House Domestic Violence Services
- Stephanie Campbell, Officer from Lakewood Policy Department
- Amani Jennings, Dean of Students
- Daniel Gincherau, Student Ambassador
- Student Ambassador (vacant position)
- Faculty Representative (vacant position)

In addition, there is a CORE CCR team that consists of the seven members who attend all TTI's and they meet bi-weekly. This team has met seven times.

The Core CCRT consists of the following:

- Nicole Mossbacher, OVW Program Specialist (Program Coordinator)
- Colleen Diveny, Director for Student Advocacy & Success (Project Director)
- Maureen Rossi, Captain of Security (Law Enforcement Representative)
- Stephanie Campbell, Lakewood Police Officer (Law Representative)
- Melanie Sudia, Case Manager from Providence House Domestic Violence Services (Victim Advocacy)
- Erin McCarron, Director for Student Activities (Conduct Representative)
- Nicole O'Connell, Coordinator of Residence Life for Operations (Conduct Representative)

Moving forward, the CCRT will select a faculty member and another student ambassador to add to the diversity to this team and to include different campus voices and experiences within our team. As of now, our CCRT is primarily made-up of administrators, staff, and community partners; but we feel including faculty and student voices within the team will aid in building a fully multidisciplinary team of campus and community partners.

The roles and functions of both the Core CCRT and extended CCRT are still being established. The main role of the Core CCRT is to attend TTI's, review current policies and procedures and make recommendations to the extended CCRT.

The extended CCRT helps to devise a plan to make changes to policy and procedures in accordance with best practices and adherence to institutional procedures.

YEAR 1 Action Steps - Planning

ACTION STEPS	TIME FRAME	RESPONSIBLE PARTIES	STATUS
Analyze who should be added to the CCRT, both internally and externally, to create a fully-multidisciplinary team of campus and community partners. Recommendations for student additions will be made by key players on campus including the Dean of Students, Amani Jennings, recommendations from sexual assault and domestic violence community partners (St. Francis Counseling Center, 180 Turning Lives Around & Providence Domestic Violence Services) and Provost, Bill Behre for faculty representation.	By October 1, 2017	Nicole Mossbacher, OVW Project Coordinator & Colleen Diveny Program Director & full CCRT (12 -17 members)	Complete
Develop role of student ambassador to be fully inclusive in the CCRT meetings and programming on campus.	By October 1, 2017	Nicole Mossbacher, OVW Project Coordinator & Colleen Diveny, Program Director, Core CCRT (7 members)	Complete
Create CCRT goals and objectives, make a timeline for accomplishing these goals using the Strategic Plan as our guide	By October 1, 2017	Nicole Mossbacher, OVW Project Coordinator	In Progress

<ul style="list-style-type: none"> System for updating implementation of these goals and objectives. 		& Colleen Diveny, Program Director, Core CCRT (7 members)	
<p>Review CCRT membership to assess if expectations are being met.</p> <ul style="list-style-type: none"> Description of roles and responsibilities for each CCRT member. Reporting system for each CCRT member to track progress of their roles and responsibilities. 	By October 1, 2017 & ongoing	Nicole Mossbacher, OVW Project Coordinator & Colleen Diveny, Program Director & Core CCRT (7 members)	In progress
Develop guidelines and procedures for making decision within the CCRT. The team will collaborate with the expertise of the on-campus Clery representative and TA's to guide their decision making.	By October 1, 2017 & ongoing	Maureen Rossi, Captain of Security, Tom Zambrano, Chief of Security & TA from Clery Center.	In progress
Develop and maintain guidelines and procedures that are cultural competent throughout the implementation of our CCRT to address the specific needs of our community (ex: Orthodox Jewish, LGBTQ, African American, gender inclusive)	By October 1, 2017 & ongoing	Nicole Mossbacher, OVW Project Coordinator & Colleen Diveny, Program Director & Core CCRT (7 members) & TA Provider from Casa De Esperanza.	In progress
Develop strategic initiatives for engaging men by consultations and advice from our Athletic team that attended the Men Can Stop Rape Conference.	By October 1, 2017 & ongoing	Nicole Mossbacher, OVW Project Coordinator & Colleen Diveny, Program Director & Mary Williams, Associate Director of Athletics & Core CCRT (7 members) & TA Provider from Men Can Stop Rape	In progress

Year 2- GOAL 1: By the end of year 2, our campus will maintain a well-functioning and fully-multidisciplinary CCRT that meets monthly, communicates regularly, and includes internal and external partners.

YEAR 2 Action Steps – Implementation

ACTION STEPS	TIMEFRAME	RESPONSIBLE PARTIES	STATUS
Review and implement reporting system of CCRT group members. <ul style="list-style-type: none"> • CCRT membership is complete and compliant to ensure effective campus response, enforcement, and accountability through broad education on each entity to ensure comprehensive understanding (Clery compliant, culturally sensitive, gender inclusive) 	By December 1, 2017 & ongoing	Nicole Mossbacher, OVW Project Coordinator & Colleen Diveny, Program Director & Core CCRT (7 members)	In progress
Within year 2, make any necessary changes to CCRT members if expectations are not being met, or members express a lack of available time to participate.	By December 1, 2017 & ongoing	Nicole Mossbacher, OVW Project Coordinator & Colleen Diveny, Program Director, CCRT (12-14 members)	In progress
Implement CCRT goals and objectives, keep track of progress.	By December 1, 2017	Nicole Mossbacher, OVW Project Coordinator & Colleen Diveny, Program Director, Core CCRT (7 members)	In progress

PART 2: COMPREHENSIVE PREVENTION

OVW Campus grant requirements: “(1) Mandatory prevention and education program for all incoming students about sexual assault, domestic violence, dating violence, and stalking that includes information, awareness, and resources including student code of conduct. (2) Mechanism to fully account for the participation of each student in the prevention and education program. (3) Universal approach that includes an ongoing prevention program on sexual assault, domestic violence, dating violence, and stalking for the entire campus community (including faculty, staff, administrators). (4) Bystander intervention program for all students.”

Example 3-year grant requirement framed as overall goal (“change language”).

· By the end of year three our campus will have increased and expanded prevention education so that it reaches 100% of incoming students, includes bystander education, and provides ongoing education on sexual assault, dating and domestic violence and stalking that is available to all students, faculty, and staff, and participation in this education is assessed regularly.

RATIONALE FOR COMPREHENSIVE PREVENTION GOALS AND ACTION STEPS (description of current situation and needs assessment):

Georgian Court University provides public awareness events, and specialized programming regarding sexual assault prevention each academic year. Some of the programs and events that have taken place in the past include: The Clothesline Project, Green Dot Training, Take Back The Night, Denim Day, and The White Ribbon Pledge. The Georgian Court University Director of Student Success & Advocacy coordinates a SEED program (Student Empowerment, Engagement, and Development), with a focus on sexual assault awareness and prevention and bystander intervention. While the current educational programs are a good starting point, there has been no mechanism in place to track which students these programs have reached. Therefore, it is essential that Georgian Court University expands the number of education and prevention programs made available to students on campus, so that it reaches 100% of incoming students with a minimum 70% participation rate, and provides ongoing education that is made available to the entire campus community. Engaging men and underserved populations had not been made a priority within prevention programming models of the past; however, the grant will help give programming a specific focus to include these populations through the use of focus groups, Step Up!, and Not Anymore and Men Can Stop Rape.

YEAR 1 Action Steps – Planning

ACTION STEPS	TIME FRAME	RESPONSIBLE PARTIES	STATUS
<p>Develop a marketing campaign of all available resources on campus, to be delivered to faculty, staff, and students.</p>	<p>By August 25, 2017</p>	<p>Nicole Mossbacher, OVW Project Coordinator & Colleen Diveny, Program Director, Core CCRT (7 members) Amani Jennings, Dean of Students Tracey Owens, Title IX Coordinator</p>	<p>Complete, resources were given to all new students at New Student Orientation for both on and off campus resources (Providence House).</p>
<p>Conduct a climate survey to develop a needs assessment. Results will be distributed to the CCRT.</p>	<p>By June 2017</p>	<p>Nicole Mossbacher, OVW Project Coordinator & Colleen Diveny, Program Director, CCRT (12-14 members)</p>	<p>Complete</p>
<p>Research best practice models of education and bystander intervention.</p> <ul style="list-style-type: none"> • Consult with TA Prevention provider to develop program model cohesive to our campus community. • Research best practices with like universities (size, faith-based, cultural awareness, gender inclusive). • Evaluate campus resources including funding and information technology resources. 	<p>By August 1, 2017</p>	<p>Nicole Mossbacher, OVW Project Coordinator & Colleen Diveny, Program Director, Core CCRT (7 members), Chief Financial Officer and Information Technology</p>	<p>Complete (Step Up & Not Anymore programs chosen)</p>

YEAR 2 GOALS: COMPREHENSIVE PREVENTION

Y2-GOAL 1: By the end of year 2, our campus will establish broad campus and community engagement on the prevention and intervention of sexual assault, domestic violence, dating violence and stalking. Increase the annual number of education and prevention programs to enhance overall awareness throughout the full campus community and assess the effectiveness and participation of these programs regularly.

YEAR 2 Action Steps – Implementation

ACTION STEPS	TIME FRAME	RESPONSIBLE PARTIES	STATUS
Implement marketing campaign to garner campus and community awareness and support; including a website, program brochure, giveaways, and student ambassadors.	By January 2018 & ongoing	Nicole Mossbacher, OVW Project Coordinator & Colleen Diveny, Program Director, Core CCRT (7 members) IT Department Marketing Department Amani Jennings	In progress
Analyze results of the climate survey to aid in the development of comprehensive prevention programming. <ul style="list-style-type: none"> Conduct a focus group among Educational Opportunity Fund (EOF) students to gauge an idea of the perceptions of sexual assault on campus through the eyes of first generation, under represented students. 	By October 15, 2017	Nicole Mossbacher, OVW Project Coordinator & Colleen Diveny, Program Director, Core CCRT (7 members) Robin Solbach, Director of the Counseling Center, EOF Counselor	In progress

<ul style="list-style-type: none"> Collaborate with Counseling Center to promote healthy relationships and awareness of the role of substance abuse within sexual assault, domestic violence, dating violence and stalking. 			
<p>Implement education awareness of sexual assault, partner violence, domestic violence and stalking utilizing Not Anymore software.</p> <ul style="list-style-type: none"> With the collaboration of the First Year freshmen program, Pathway to the Bridge, impeded the Not Anymore education module into Blackboard as an in class assignment. Graduate students and satellite campuses will be sent the Not Anymore link to access the education module. The New Seminary students, which consists primarily of the Orthodox Jewish population will be provided a face to face education module (in conjunction of the program Director for this population) of sexual assault, domestic violence, dating violence and stalking. 	By December 2017	Nicole Mossbacher, OVW Project Coordinator & Colleen Diveny, Program Director, & Core CCRT (7 members) Pathway to the Bridge Program Director, Admissions, Director of New Seminary, Information Technology, Not Anymore IT representatives, Women and Gender Chairperson.	In progress

<ul style="list-style-type: none"> • Develop a mechanism to track student progress & follow up with students who did not participate. 			
<p>Introduce Step-Up programming for bystander intervention offered to the GCU community at large to create a proactive environment.</p> <ul style="list-style-type: none"> • With the collaboration of the First Year freshmen program, Pathway to the Bridge and Women Studies, Step Up will be introduced during classes (one Friday class for freshmen; four separate classes for Women and Gender). Class attendance will be used to track student participation in the training. • Graduate students and satellite campuses will be invited to participate in Step Up trainings. • The New Seminary students, which consists primarily of the Orthodox Jewish population will be provided a face to face training module (in conjunction of the program Director for this population) of sexual assault, domestic violence, dating violence and stalking. • Assessment of program will follow each training to assess 	<p>By May 2018 & ongoing</p>	<p>Nicole Mossbacher, OVW Project Coordinator & Colleen Diveny, Program Director, & Core CCRT (7 members) Pathway to the Bridge Program Director, Director of New Seminary, Information Technology, Not Anymore IT representatives, Women and Gender Chairperson.</p>	

effectiveness through focus groups and surveys.			
Invite guest speakers that can come into campus to present to the campus community. Speakers will be specialized in targeting healthy masculinity as well as culturally diversity in programming to develop a sustainable curriculum.	By May 2018	Nicole Mossbacher, OVW Project Coordinator & Colleen Diveny, Program Director, Melanie Sudia, Providence House Case Manager, Core CRRT (7 members)	In progress
Implement community-wide training for faculty, staff, and administrators on their responsibilities, state and federal laws, and the best ways to support a victim.	By May 2018	Nicole Mossbacher, OVW Project Coordinator & Colleen Diveny, Program Director, Melanie Sudia, Providence House Case Manager, Core CRRT (7 members)	In Progress

PART 3: STUDENT CONDUCT

OVW Campus grant requirements summarized: “Training for all campus disciplinary boards to respond effectively to situations involving sexual assault, domestic violence, dating violence and stalking. Training reflects best practices and conducted by someone with demonstrated expertise. Participation of campus disciplinary board members and/or hearing officers on the CCRT.”

Example 3-year grant requirement framed as overall goal (“change language”).

- Our campus will have increased our training for student conduct board members that is specific to sexual assault, dating and domestic violence and stalking so that 100% of board members understand specific protocols for cases related to these issues and are knowledgeable about revised policies for each of these areas of student misconduct. These new and revised policies and protocols will be perceived as fair by students who are involved with the student conduct system.

RATIONALE FOR CONDUCT GOALS AND ACTION STEPS (description of current situation (starting point) and needs assessment):

Sexual assault, domestic violence, dating violence, and stalking have always been against the Code of Conduct, the process by which these violations were adjudicated was not in line with current best practices. In addition, University Community members may not have a good understanding of the issues surrounding sexual assault, domestic violence, dating violence, and stalking, and may be unaware of University policy and how best to help a student who may be a victim. Finally, more education needs to be done with the student body to help them understand consent as defined by the Code of Conduct, as well as how issues of sexual assault, domestic violence, dating violence, and stalking are addressed via the conduct system. In terms of Clery compliance, while there has been a good working relationship between student conduct officers and the Chief of Security, the person responsible for completing the Clery Report, more work should be done to strengthen and formalize that relationship to ensure that all incidents that are Clery reportable are documented and appropriately reported to the Chief of Security.

YEAR 1 Action Steps - Planning

ACTION STEPS	TIME FRAME	RESPONSIBLE PARTIES	STATUS
Revise sexual and gender based misconduct policy.	By July 31, 2017	CCRT, Dean of Students Amani Jennings, Director of Student Activities Erin McCarron, Coordinator of Residence Life Operations Nicole O’Connell	Complete
Establish procedures for responding to violations of the Sexual and Gender Based Misconduct Policy	By July 31, 2017	Dean of Students Amani Jennings, Director of Student Activities Erin McCarron, Coordinator of Residence Life Operations Nicole O’Connell Title IX Task Force	Complete

Create marketing materials for Sexual and Gender Based Misconduct Policy and Procedures for University community members. Provide Clery trainings to conduct officers.	By December, 2017	Dean of Students Amani Jennings, Director of Student Activities Erin McCarron, Coordinator of Residence Life Operations Nicole O'Connell Title IX Task Force, Core CCRT, Outside Facilitator (Delores Stafford)	In progress
Determine process by which students will be educated about consent, sexual assault, domestic violence, dating violence, and stalking	By May 2018	Dean of Students Amani Jennings, Director of Student Activities Erin McCarron, Coordinator of Residence Life Operations Nicole O'Connell, Core CCRT, Title IX Task Force	In progress

Y2-GOAL 1: By the end of year 2, our campus will revise and implement a Sexual and Gender Based Misconduct Policy that is in line with best practices. In addition, we will implement procedures to respond to violations of the Sexual and Gender Based Misconduct Policy, including training University community members on the policy and procedure. In addition student conduct officers will collaborate with campus colleagues to educate students on the issues of consent, sexual assault, domestic violence, dating violence, and stalking and will partner with Security to formalize Clery reporting procedures.

YEAR 2 Action Steps – Implementation

ACTION STEPS	TIME FRAME	RESPONSIBLE PARTIES	STATUS
Implement Revised Sexual and Gender Based Misconduct Policy and Procedures	By August 1, 2017	Dean of Students Amani Jennings, Director of Student Activities Erin McCarron, Coordinator of Residence Life Operations Nicole O'Connell	Complete

Educate University community members on the Sexual and Gender Based Misconduct Policy and Procedures that take into consideration the diverse background of student populations (men, women, different cultures, etc.)	Ongoing throughout the 2017-2018 academic year; Information sessions will be scheduled for August- October 2017 for Faculty & Staff	Dean of Students Amani Jennings, Director of Student Activities Erin McCarron, Coordinator of Residence Life Operations Nicole O'Connell Title IX Task Force, Core CCRT	In progress
Educate students about consent, sexual assault, domestic violence, dating violence, and stalking	Ongoing throughout the 2017-2018 academic year; Sexual Harassment and Title IX will be addressed during orientation and welcome week events in August and September	Dean of Students Amani Jennings, Director of Student Activities Erin McCarron, Coordinator of Residence Life Operations Nicole O'Connell Core CCRT, Title IX Task Force	In progress
Formalize reporting process for Clery Compliance	By May 2018	Dean of Students Amani Jennings, Director of Student Activities Erin McCarron, Coordinator of Residence Life Operations, Nicole O'Connell, Campus Security	In progress

PART 4: LAW ENFORCEMENT

OVW Campus grant requirements summarized: “Training for all campus security/law enforcement to effectively respond to sexual assault, domestic violence, dating violence, and stalking. Training must include community first-responders including dispatchers. Training developed and presented in collaboration with community based victim advocacy experts and campus and local law enforcement partners.”

Example 3-year grant requirement framed as overall goal (“change language”).

· Our campus will have chosen a law enforcement training related to sexual assault, dating and domestic violence and stalking and increased our training for officers such that all officers use trauma informed interview and investigation techniques for cases involving these issues. Our campus will have increased the availability of and officers’ participation in ongoing trainings on sexual assault, dating and domestic violence and stalking.

RATIONALE FOR LAW ENFORCEMENT GOALS AND ACTION STEPS (description of current situation and needs assessment):

Campus security at Georgian Court University responds to all calls and serves the population with compassion. All Security Officers assist in referring victims to appropriate victim services on campus and to outside agencies. All GCU Campus Security officers are trained on sexual violence. In addition, many security officers are retired police officers who have received advanced training. The grant funding will support enhanced and comprehensive training programs at least twice a year, and ensure that all campus security can effectively respond to sexual assault, domestic violence, dating violence, and stalking, and use trauma informed interview and investigation techniques.

YEAR 1 Action Steps - Planning

ACTION STEPS	TIME FRAME	RESPONSIBLE PARTIES	STATUS
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Review best training methods for campus security and Lakewood PD and obtain contract for approval.	By May 31, 2017	Tom Zambrano, Campus Security, Stephanie Campbell, Lakewood Police Department, John Sommer, CFO	Completed
Invite Lakewood PD to be a member of the CCRT, attend TTI's and educational programming.	By Spring 2017	Maureen Rossi, Campus Security, Stephanie Campbell, Lakewood Police Department, Core CCRT (7 members)	Completed
Strengthen the partnership with Lakewood Police department by cross-training officers under the guidelines in agreed upon MOU. This training would include ways to engage with men on campus and address cultural diversity. The training would also cover the Clery Act and the effects on reporting.	May 2017 - October 31, 2017	Maureen Rossi, Campus Security, Stephanie Campbell, Lakewood Police Department, Core CCRT (7 members)	MOU signed by all members by March 2016
Review policies and procedures to create a more cohesive process for all responding entities and Clery compliance. This will include utilizing information from community partners and TA providers in the areas of gender based violence, cultural competency, and trauma informed response.	By October 31 2017 & ongoing	Maureen Rossi, Campus Security, Stephanie Campbell. Lakewood Police Department, Core CCRT (7 members), Tracey Owen, Title IX Coordinator	In progress
Review policies & procedures of all community partners and information obtained by field experts to create a more cohesive process for investigation.	By December 2017 & Ongoing	Maureen Rossi, Campus Security, Stephanie Campbell. Lakewood Police Department, Core CCRT (7 members), Tracey Owen, Title IX Coordinator	In progress

YEAR 2 GOALS: LAW ENFORCEMENT

Y2-GOAL 1: By the end of year 2, our campus will have chosen a law enforcement training related to gender based violence, and increase our training for officers so that all officers use trauma informed interview and investigation techniques. Our campus will have increased the availability of and officers' participation in ongoing trainings on sexual assault, dating and domestic violence, and stalking.

YEAR 2 Action Steps – Implémentation

ACTION STEPS	TIME FRAME	RESPONSIBLE PARTIES	STATUS
Provide (2) training sessions per academic year for campus security and Lakewood Police Department led by field experts, on trauma informed interview and investigation techniques for gender based violence. This will be implemented through Lakewood Police Department's training software Power DMS.	Fall 2017, Spring 2018, and Ongoing	Maureen Rossi, Campus Security, Stephanie Campbell, Lakewood Police Department, John Sommers, CFO	In progress
Ensure that all Security & Lakewood PD new hires will be required to review training modules for responding to gender based violence. This will be implemented through Lakewood Police Department's training software Power DMS.	Fall 2017, Ongoing	Maureen Rossi, Campus Security, Stephanie Campbell, Lakewood Police Department	In progress
Implement revised policies and procedures for responding to gender-based violence.	Fall 2017 & on-going	Maureen Rossi, Campus Security, Stephanie Campbell, Lakewood Police department, Core CCRT (7 members), Amani Jennings, Dean of Students	In progress

PART 5: VICTIM SERVICES

OVW Campus grant requirements summarized: “Partner with community and/or campus victim services providers to develop referral process, response protocols, and supports to ensure 24-hour accessibility to confidential victim services.”

Example 3-year grant requirement framed as overall goal (“change language”).

·Our campus will have increased our capacity to serve victims 24 hours a day, including those from historically underserved groups (LGBTQ students, international students, students from different cultural groups) with responsive referral and response protocols that victims perceive as supportive and helpful.

RATIONALE FOR VICTIM SERVICES GOALS AND ACTION STEPS

Georgian Court University has been serving student survivors of power-based violence in several ways before receiving this grant. Students were referred to the Counseling Center where they could receive confidential therapy, the Health Center where they could receive confidential medical services, and the office of Student Advocacy and Success where they could receive case management services. Students could also receive services outside of Georgian Court University, with community victim service partners such as; Providence House of Ocean County, 180 Turning Lives Around of Monmouth County, and St Francis Counseling Center of Ocean County. Gaps that have been observed from our current efforts are no formal partnerships with community victim service partners, and no support service on campus who exclusively provides services to students who experienced power-based violence. Georgian Court University conducted a climate survey available to the campus starting April 2017 until June 2017. The results stated a low percentage (3%) experienced sexual assault or misconduct while on campus. 33% reported that they would know where to go for help. 45% reported that the unwanted behavior involved a non-romantic friend, 28% reported with an ex-romantic partner, 11% friend, 9% stranger, 11% acquaintance, 5% co-worker, 9% college staff, 18% casual or first date, 18% current romantic partner. 100% of those who responded that were involved in an incident did not contact a hotline with 80% were injured and 100% did not seek medical attention. The percentage of male and female respondents is overall representative of the campus culture where the majority of students are female (74%) The study will be conducted again to get a better understanding. The grant has strengthened partnerships with community organizations, including now having Providence House of Ocean County on campus three days a week.

The grant has allowed for more services and support to students. While power-based violence has been on the social consciousness of the campus, the grant has made it a priority.

YEAR 1 Action Steps - Planning

ACTION STEPS	TIME FRAME	RESPONSIBLE PARTIES	STATUS
Develop plan with marketing to produce materials regarding specific services provided on campus (palm cards, flyers, posters, etc.) to promote awareness.	By October 2017	Director of Counseling, Robin Solbach, Core CCRT, Director of Marketing, Gail Towns	In progress
Develop a formalized referral system between all campus services.	By October 1 st , 2017	Director of Counseling, Robin Solbach, Program Director, Colleen Diveny, Director of Health Services, Cindy Mattia, Case Manager of Providence House, Melanie Sudia	In progress
Provide office space and accommodations for the Providence House case manager to provide counseling, case management, crisis intervention, safety planning and advocacy for victims.	By January 2017 & ongoing	Providence House, Human Resources	Completed
Compile a referral packet for campus services along with community services for Ocean County and surrounding counties. This referral packet will be Clery compliant, will be distributed to all campus members, and will be easily available to distribute to students.	By October 31, 2107	Director of Counseling, Robin Solbach, Program Director, Colleen Diveny, Director of Health Services, Cindy Mattia, Case Manager of Providence House, Melanie Sudia	In progress
Rework educational materials for more culturally competent and gender neutral content (remove gendered pronouns,	By October 31, 2017	Case Manager of Providence House, Melanie Sudia, Director of Health Services, Cindy Mattia	In progress

include culturally diverse situations in materials, heteronormative relationships, etc).			
Understand specific culture implications of campus (LGBTQ, Orthodox Jewish, varied socioeconomic status) and neighborhood to understand micro, mezzo, and macro factors impacting the campus.	By October 31, 2017	Director of Counseling, Robin Solbach, Dean of Student Affairs, Amani Jennings, Director of Student Development, Erin McCarron, Coordinator of Residence Life for Operations, Nicole O'Connell	In progress

YEAR 2 GOALS: VICTIM SERVICES

Y2-GOAL 1:

By the end of Year 2, GCU plans to partner with community and/or campus victim service providers to develop referral processes, response protocols, and supports to ensure 24-hour accessibility to confidential victim services. GCU will continue to promote Provide Victim Services and Advocacy by partnering with Providence House to provide expertise in sexual assault, domestic violence, dating violence or stalking to develop a referral process; response protocols; and supports that ensure 24 hr. accessibility to confidential victim services and advocacy for all survivors.

Georgian Court University will adhere to the required campus grant goal within the 70% plan. Providence House Domestic Violence Services is on campus three days a week. By the end of year 2 our campus will increase the strength and scope of our victim services and advocacy program on campus by making sure 100% of our campus is aware of our services, increasing our sustainability planning and increasing professional development for staff, including underserved student populations, improving the referral process, response protocol, and communication between/within departments. The campus will be able to accommodate the needs of student survivors by giving survivors more options and community resources outside of the campus.

YEAR 2 Action Steps – Implementation

ACTION STEPS	TIME FRAME	RESPONSIBLE PARTIES	STATUS
Educating and conducting trainings with students and student leaders on what to do if a peer approaches them as a survivor.	By December 2017 & Ongoing	Case Manager at Providence House, Melanie Sudia, Core CCRT	In progress
Allowing a formalized process when providing outreach for students and survivors.	By December 2017 & Ongoing	Director of Counseling, Robin Solbach, Program Director, Colleen Diveny, Director of Health Services, Cindy Mattia, Providence House Case Manager, Melanie Sudia, Captain of Security, Maureen Rossi	In progress
Provide education to administration, faculty, and students for awareness on what is power-based violence. This education should include developing strategies to best serve traditionally underserved populations of the LGBTQ community.	By December 2017 & Ongoing	CCRT (12-17 members), Student groups (Student Government Association, Resident Assistants, Helping to Educated Regarding Orientation, HERO)	
Provide the GCU community with referral packets for victim services.	By October 30, 2017 & ongoing	Core CCRT, Captain of Security, Maureen Rossi, Lakewood PD, Stephanie Campbell, Director of Counseling Services, Robin Solbach, Director of Health Services, Cindy Mattia	In progress

Maintaining a welcoming environment for a culturally diverse campus (pro-LGBTQ sticker, a welcome sign in multiple languages, gender inclusive signs)	By October 30, 2017 & ongoing	Director of Counseling, Robin Solbach, Program Director, Colleen Diveny, Director of Health Services, Cindy Mattia, Case Manager of Providence House, Melanie Sudia, administrative offices	Complete
Being culturally competent when presenting to groups. This includes meeting with group leaders before meeting to become more culturally competent within the group.	By October 30, 2017 & ongoing	Director of Counseling, Robin Solbach, Program Director, Colleen Diveny, Director of Health Services, Cindy Mattia, Providence House Case Manager, Melanie Sudia	Complete