



SURVIVOR

SUPPORT

PROGRAM PROPOSAL

Approved By BOD April 2021

PREPARED FOR

ASSOCIATED STUDENTS BOARD OF DIRECTORS FOR APPROVAL

PREPARED BY

VICE PRESIDENT OF SOCIAL JUSTICE & EQUITY

CHANTEL BERMUDEZ

SOCIAL JUSTICE & EQUITY COMMITTEE TEAM

***TW: This Proposal Discusses Sexual Violence Resource list for
support located 32-end***

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Spring 2021

Re: Grounding what all of this is *truly* about

[will be added before the action, just a personal message supporting survivors]

Yours Truly,

Vice President of Social Justice & Equity



EXECUTIVE SUMMARY

Short Program Overview

Survivor support is a peer lead space which would work with survivors of sexual violence as a central hub helping them understand which resources are necessary for their specific situation, provide insight on what certain processes would look like through a student's perspective, refer peer or legal advocacy for Title IX investigations, provide resources to outside services, and utilize the resources already provided by the University. This space is made to address the lack of visibility and true support for survivors of San Francisco State Campus.

1. Student Need/ Incorporation in Conversations

A. **NEED**: The importance of a space being peer led rather than the current administrative process, **Disclosure**:

- a. *“research indicates that victims are most likely to tell a friend, followed by family members and significant others, with reporting to campus authorities and police as the least likely avenue of reporting”¹*
- b. *“ambiguity about whether a crime has been committed is problematic and many women assaulted at parties or after*

¹ <https://journals-sagepub-com.jpllnet.sfsu.edu/doi/full/10.1177/0886260516632357#>

drinking fear that they will be blamed or ostracized for what happened to them, or worse, not be believed by those in authority, and therefore do not report their assault formally and often find this a barrier to disclose to others (Benson et al. 1992; Donde et al. 2018; Sable et al. 2006)”²

- c. [Chart on Disclosure Statistics](#)
- d. **“This suggests that friends (peers) are far more likely sources of support following sexual victimization than are police, campus authorities, or even mental health professionals (1.0% of the 69.9% disclosures)”³**

B. “Factors that encourage reporting (according to administrators) include victim services... campus-wide publicity about past crimes... having sexual assault peer educators, and policies allowing confidential and anonymous reporting (Karjane, Fisher, & Cullen, 2005)⁴

C. Groups which the formation of this program has been worked in:

- a. Planned Parenthood Generation Action (2018)
- b. Academic Senate Student Affairs Committee (2019/2020)
- c. Associated Students Social Justice and Equity committee (2020/2021)

D. Spaces the 2021 Social Justice & Equity version of the Proposal was brought to:

- a. Associated Students Finance Committee
- b. Women's Center AS Program

² https://pdxscholar.library.pdx.edu/cgi/viewcontent.cgi?article=6185&context=open_access_etds

³ <https://scholarworks.smith.edu/cgi/viewcontent.cgi?article=2977&context=theses>

⁴ <https://www.ojp.gov/pdffiles1/nij/grants/221153.pdf>

- c. Queer Trans Resource center AS Program
- d. AS Programs Team meeting including:
 - i. AS Art Gallery
 - ii. AS Richard Oaks MultiCultural Unity Center
 - iii. Project Connect AS Program
 - iv. -- AS Program
 - v. (COMING UP) EROS AS Program
- e. (COMING UP) Black Student Union
- f. (COMING UP) Associated Students External Committee
- g. (COMING UP) Associated Students Internal Committee
- h. (COMING UP) Associated Students University Police Department
AD HOC
- i. (COMING UP) Associated Students Basic Needs AD HOC
- j. Title IX Director
- k. (COMING UP) Facilities and Services
- l. Counseling and Psychological Services Director
- m. Safe Place Director

E. Resolutions passed by groups that represent that students at San Francisco State University

Passed by San Francisco State's Associated Students*, and San Francisco State's Academic Senate SAC

Resolution in Support of Peer Organized Group For Survivors of Sexual Assault

Feb 1, 2020

Author: Chantel Bermudez

In collaboration with Title IX Working Committee; Krystle P

WHEREAS, "For students, sexual assault or dating abuse may affect victims' academic outcomes, graduation rates and mental health (Basile and Smith, 2011). This type of

trauma may also have ripple effects by affecting those close to the victim or offender and, more generally, the university community (Langford, 2004);”⁵ and

WHEREAS, In one study, Nasta et al. (2005) found that although the majority of victims and nonvictims were aware that psychological and health services were available to victims of sexual assault, only 22% of victims sought out a campus-based resource. Twelve percent of victims received health services, 8% received psychological services, and 4% reported the incident to university security;” and

WHEREAS, research suggests the first person a student will disclose to during crisis is another student, and

WHEREAS a way to bridge the gap between students not reporting and access to resources is through, “victim assistance agencies defined as: public or privately funded organizations that provide victims with support and services to aid their recovery, offer protection, guide them through the criminal justice system process, and assist with obtaining restitution. This can further increase the likelihood of reporting as they often offer advice and guidance for victims on how to navigate the criminal justice process;”⁶ and

WHEREAS Middle Earth Peer Assistance Program at the University of Albany, UCLA Peer Assistance and Wellness Support, Arizona State Devils 4 Devils, Worcester Polytechnic Institute Student Support Network, and SAFER at Cal Poly San Luis Obispo are all successful peer organized groups serving students, and

⁵ Palmer, J. E. (2016). Recognizing the continuum of opportunities for third parties to prevent and respond to sexual assault and dating violence on a college campus. *Crime Prevention and Community Safety*, 18(1), 1-18. doi:<http://dx.doi.org/jpllnet.sfsu.edu/10.1057/cpcs.2015.18>

⁶ Bureau of Justice Statistics . (2014). Special report: Rape and sexual assault victimization among college-age females, 1995-2013 (NCJ 248471). Washington, DC: U.S. Department of Justice.

WHEREAS services provided by San Francisco State University for survivors of sexual assault include the Title IX Office, SAFE place, University Police Department (UPD) and Counseling and Psychological Services (CAPS); yet none of these spaces include a peer to peer guidance similar to victim assistance agencies nor does the University have a central trained peer led space which helps students navigate *all* of the University resources provided; and

WHEREAS students have reported difficulty knowing which offices provide the services specific to their needs, and little to no knowledge on: how to navigate the Title IX Office, the boundaries of mandated reporting, their right to advocacy during Title IX or legal investigations, high wait times for CAPS and SAFE Place, how to hold these offices accountable when students are not being equitably served; and

WHEREAS, The mission of San Francisco State University includes encouraging, “its students, faculty, and staff to engage fully with the community and develop and share knowledge;” and

WHEREAS, President Mahooney states, “Together, we embrace our role as a source of upward mobility for students, as a site of cultural and scholarly engagement, and in the potential of the university as the source for transformative change.”

WHEREAS a peer lead space would work with survivors as a central hub helping them understand which resources are necessary for their specific situation, provide insight on what a Title IX process would look like through a student’s perspective without having to report, provide peer or legal advocacy for Title IX investigations, provide resources to outside services, and utilize the resources already provided by the University; and

RESOLVED, that the Academic Senate of San Francisco State University, University Administration, Division of Student Affairs, and the Associated Students Board of

Directors recognizes the importance of providing support and resources for survivors of sexual assault on our campus; and be it further

RESOLVED, that the Academic Senate of San Francisco State University, University Administration, Division of Student and the Associated Students Board of Directors support the creation of a peer organized group for survivors of sexual assault; and be it further

RESOLVED, that the University Administration will provide resources and space to the best of their ability to support this group and ensure stability in the years to come; and be it further

RESOLVED, Title IX Office, SAFE place, Counseling and Psychological Services, University Police Department, Division of Student Affairs, and Associated Students will create a working relationship with the peer organized group whether they are within or outside of the departments; and be it further

RESOLVED, that the space be staffed by majority students and those staffed will receive compensations deemed fit by Associate Students Board of Directors; and be it further

RESOLVED, that this document is not made to alleviate current staffed spaces from their duties (Title IX Office, SAFE place, UPD, CAPS) but rather show the deficit of services being provided to survivors of assault; and be it further

RESOLVED, that this space equitably serves communities who are often left out of the conversation surrounding sexual violence (ex. Disabled students, trans students, and black students)

RESOLVED, that this document be distributed to the University President, Vice President of Student Affairs and Enrollment Management, Dean of Students Division of Student Affairs
 Director of Equity Programs & Compliance (Title IX), UPD Chief of Police, Director of Counseling and Psychological Services, Director of SAFE Place, Director of the Division of Equity and Inclusion,

F. Statistics Showing The Relevancy and High Rates of Sexual Violence

Via RAINN:

****WHAT DOES THIS MEAN (NOT VIA RAINN) DISCUSSING THE RELEVANCE TO THE STATS AND HOW IT APPLIES TO THE IMPORTANCE OF THIS SPACE****

Sexual Violence Can Have Long-Term Effects on Victims

- **94%** of women who are raped experience symptoms of post-traumatic stress disorder (PTSD) during the two weeks following the rape.

WHAT DOES THIS MEAN: MANY INDIVIDUALS DO NOT KNOW HOW TO DEAL WITH PTSD OF RESOURCES ON THE DISORDER. THIS SPACE CAN PROVIDE RESOURCES ON PTSD SPECIFICALLY WHICH MAY BE LACKING IN OTHER SPACES. THE TWO WEEKS FOLLOWING AN ASSAULT ARE THE MOST VITAL TO GAIN SUPPORT AND SINCE PEERS

ARE THE FIRST PERSON A SURVIVOR REFERS TO WE CAN PROVIDE THE SUPPORT WITHIN THE TIMELINE FOR RESOURCES AND PLACES TO GO

Sexual Violence May Occur at a Higher Rate at Certain Times of the Year

- More than 50% of college sexual assaults occur in either August, September, October, or November.⁴
- Students are at an increased risk during the first few months of their first and second semesters in college.⁴

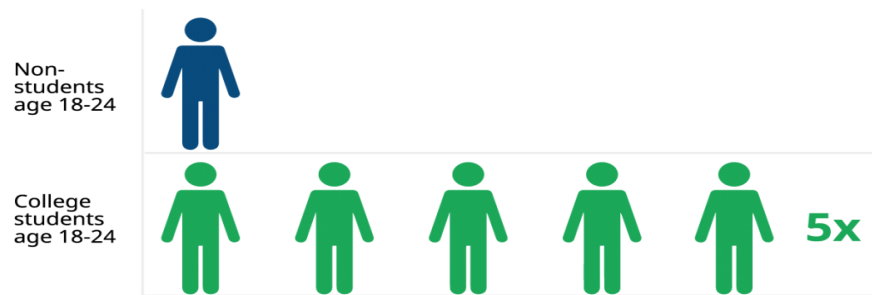
WHAT DOES THIS MEAN: THE FIRST COUPLE MONTHS AT A UNIVERSITY STUDENTS ARE VERY UNLIKELY TO KNOW ABOUT OR WHERE ADMINISTRATIVE SERVICES ARE. MOST STUDENTS SPEND TIME IN THE STUDENT CENTER WHICH WOULD EVENTUALLY HOLD THIS SPACE SO THERE IS MORE ACCESSIBILITY FOR FRESHMAN AND THOSE WHO MANY NOT KNOW ABOUT UNIVERSITY SERVICES

Transgender Students Are at Higher Risk for Sexual Violence

21% of TGQN (transgender, genderqueer, nonconforming) college students have been sexually assaulted, compared to 18% of non-TGQN females, and 4% of non-TGQN males.¹⁷

MALE COLLEGE STUDENTS AT RISK

Males ages 18-24 who are college students are approximately 5 times more likely than non-students of the same age to be a victim of rape or sexual assault.



RAINN

National Sexual Assault Hotline | 800.656.HOPE | online.rainn.org
Please visit rainn.org/statistics/victims-sexual-violence for full citation.⁷

1 IN 6 WOMEN

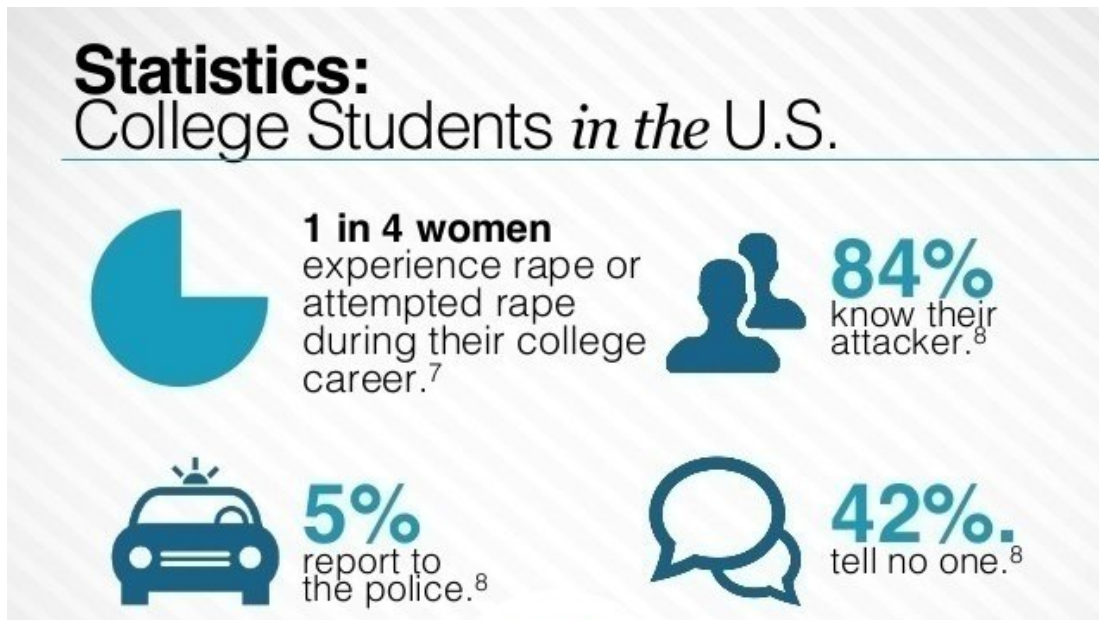


1 out of every 6 American women has been the victim of an attempted or completed rape in her lifetime (14.8% completed, 2.8% attempted).

RAINN

National Sexual Assault Hotline | 800.656.HOPE | online.rainn.org
Please visit rainn.org/statistics/victims-sexual-violence for full citation.⁵

WHAT DOES THIS MEAN: THIS SPACE WILL STAY DEDICATED TO SERVING COMMUNITIES WHICH ARE CONSISTENTLY LEFT OUT THE CONVERSATION BUT HEAVILY AFFECTED BY SEXUAL VIOLENCE. WE WILL WORK WITH PROGRAMS LIKE QTRC AND WOMENS CENTER TO MAKE SURE WE ARE REFERRING STUDENTS TO THOSE SPACES AND ALSO HIRE INDIVIDUALS WHO REPRESENT THESE STUDENTS



via <https://ww3.aauw.org/article/clery-act-data-analysis-2017/> , “Getting correct numbers in the annual Clery Act data collection matters because it helps policy makers understand one aspect of the scope of the problem, it helps college administrators allocate resources to improve prevention and response, and it is an important reflection that survivors — and their assaults — were counted.”

WHAT DOES THIS MEAN: IF WE KNOW THESE STATISTICS TO BE TRUE, WHY ARE THE NUMBERS OF REPORTED ASSAULTS SO LOW (REFERRED IN RESOLUTION) STUDENTS ARE NOT REPORTING AND A SERVICE LIKE SURVIVOR SUPPORT WILL ALLOW STUDENTS TO HAVE LONGEVITY THROUGH REPORTING AND ALSO MAKE THEM MORE AWARE OF THE SPACES IF THEY WISH TO GO. OUTSIDE OF THAT WE WILL COLLECT OUR OWN DATA POINTS OF HOW MANY SURVIVORS COME TO OUR SPACE SO THERE IS A MORE ACCURATE NUMBER OF THOSE AFFECTED BY SEXUAL VIOLENCE ON CAMPUS OR SEEK SUPPROT.

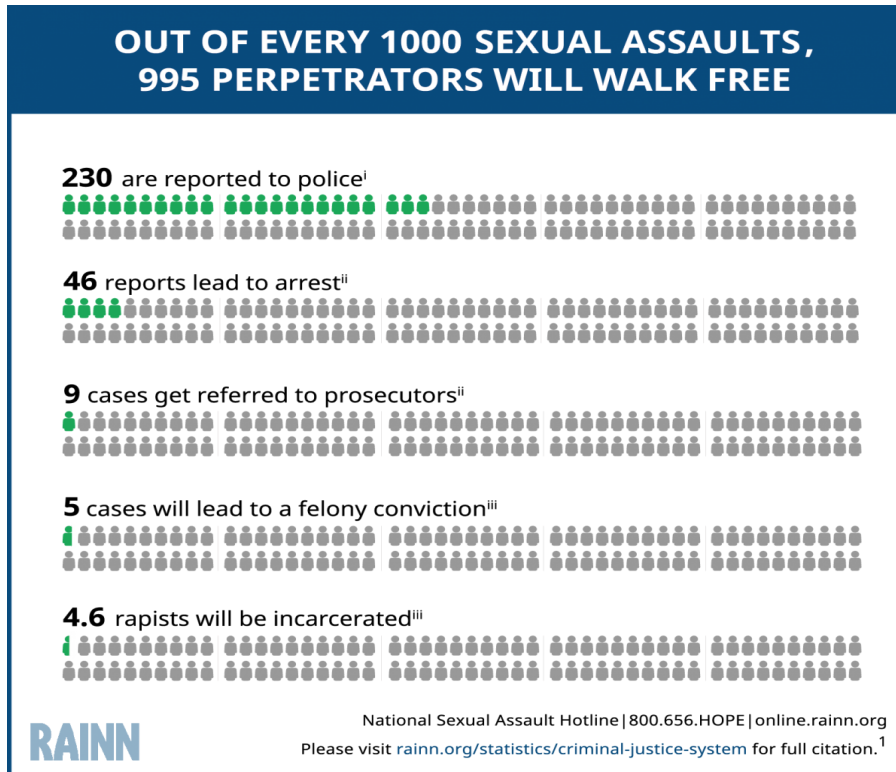
SF State Clery reports:

https://upd.sfsu.edu/sites/default/files/assets/pdf/Annual_Security_Report.p

CRIME STATISTICS

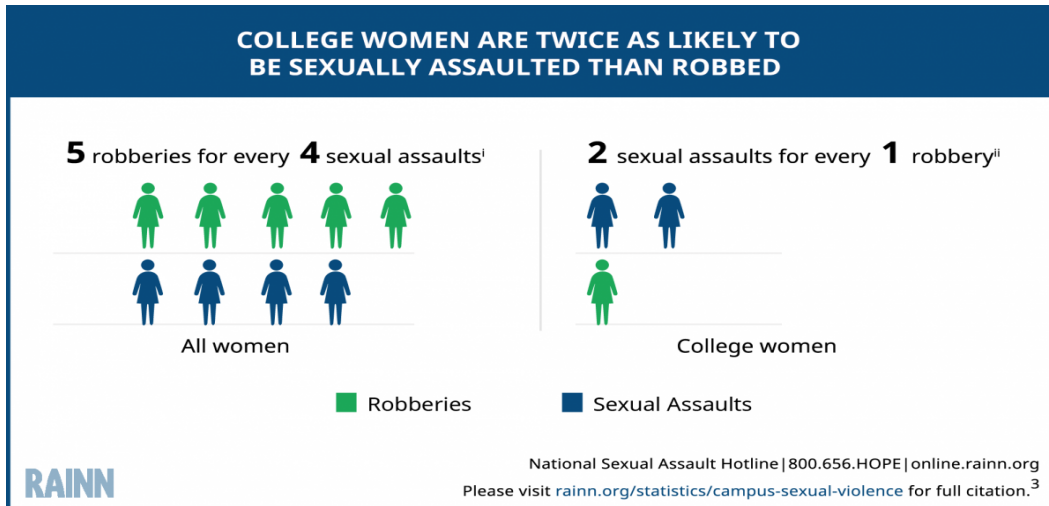
CRIME STATISTICS: SAN FRANCISCO STATE UNIVERSITY – MAIN CAMPUS

CLERY CRIME STATISTICS 2016 – 2018					
OFFENSE	YEAR	CAMPUS	CAMPUS RESIDENTIAL	NON-CAMPUS	PUBLIC PROPERTY
Murder	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
Manslaughter by negligence	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
Rape	2016	12	10	0	0
	2017	9	9	0	1
	2018	9	8	0	0
Fondling	2016	3	1	0	0
	2017	5	4	0	0
	2018	0	0	0	0
Incest	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
Statutory Rape	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0



*Women ages 18-24 are 3x more likely than all women to be at risk
of sexual violence*

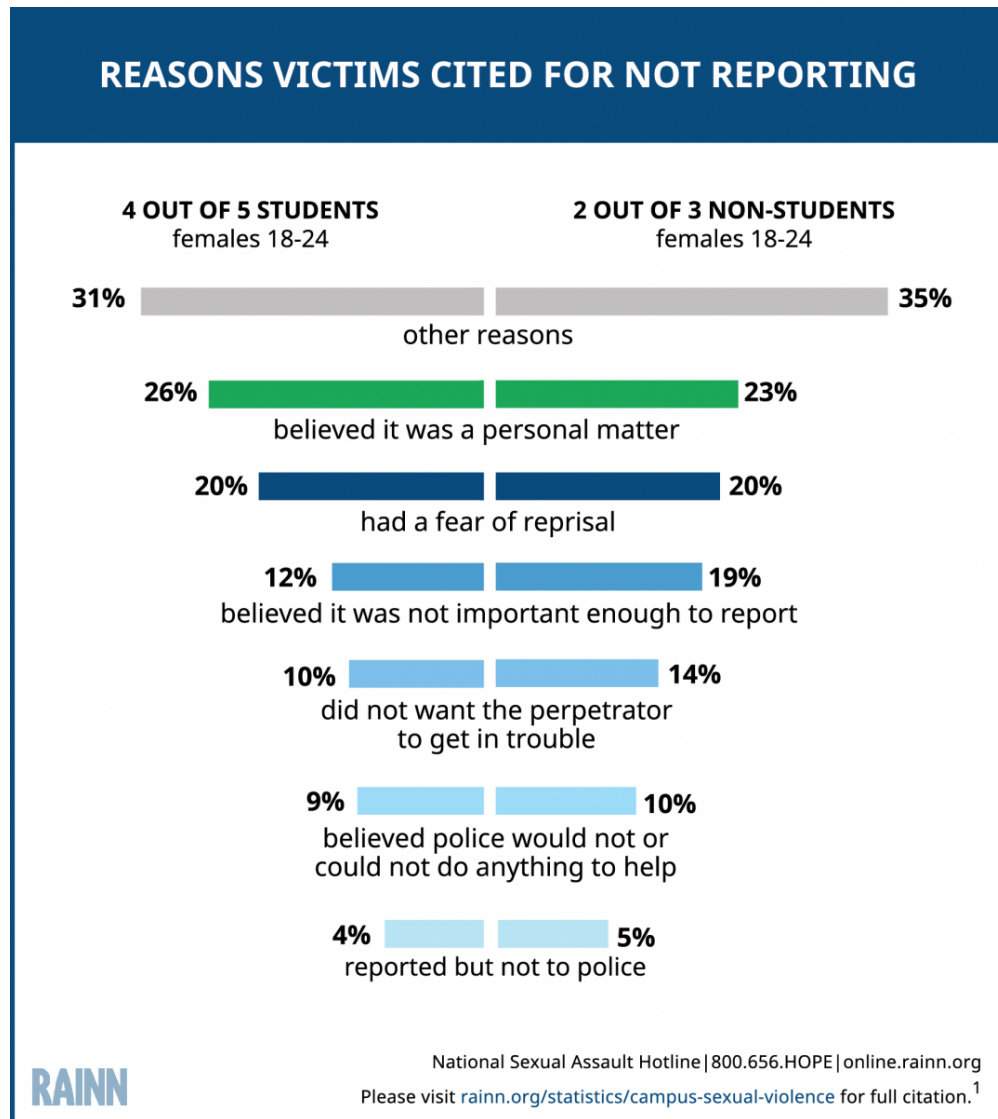
*Sexual Violence Is More Prevalent at College, Compared to
Other Crimes*



- *About 1 in 5 college-aged female survivors received assistance from a victim services agency.²*

WHAT DOES THIS MEAN: SURVIVOR SUPPORT MIMICS MANY OF THE SERVICES VICTIM SERVICE AGENCIES WOULD PROVIDE

College-Age Victims of Sexual Violence Often Do Not Report to Law Enforcement



Because this study allowed victims to cite more than one reason for not reporting to law enforcement, this statistic may not total 100%.

- Only 20% of female student victims, age 18-24, report to law enforcement.¹
- Only 32% of nonstudent females the same age do make a report.¹

2. Program Mission & Purpose

Survivor Support Values

Survivor Support is an AS Program made by students for students to help navigate the difficult processes following sexual violence

Believe Survivors

This is not an administrative, legal, or objective space. This program exists to Believe and support survivors and our work will reflect this



Uphold Transparency.

We will be transparent about the student experience and perspective of resources we are providing to survivors, even if the information is not popularized



Commit to Serve Under-Served Communities of Survivors

Recognize the communities disproportionately affected or left out of the narrative

Will work to make sure we are best serving and representing survivors



Stand with Survivors

More than just support

Make sure our university and the resources we provide are adequately supporting survivors. When they are not, we must utilize the Program space to speak up and work to ensure change is made



Safety

Making sure we are not putting survivors in harmful situation, be aware of safety of survivors first and foremost. upholding confidentiality,



Equity

Serving our students with equity on all fronts. Recognizing each individual situation has different needs.



Accurate information & Collaboration

keeping up to date with changing resources and laws, and general rights of survivors. Building & maintains strong relationships with campus partners who provide resources for survivors until resolution is met

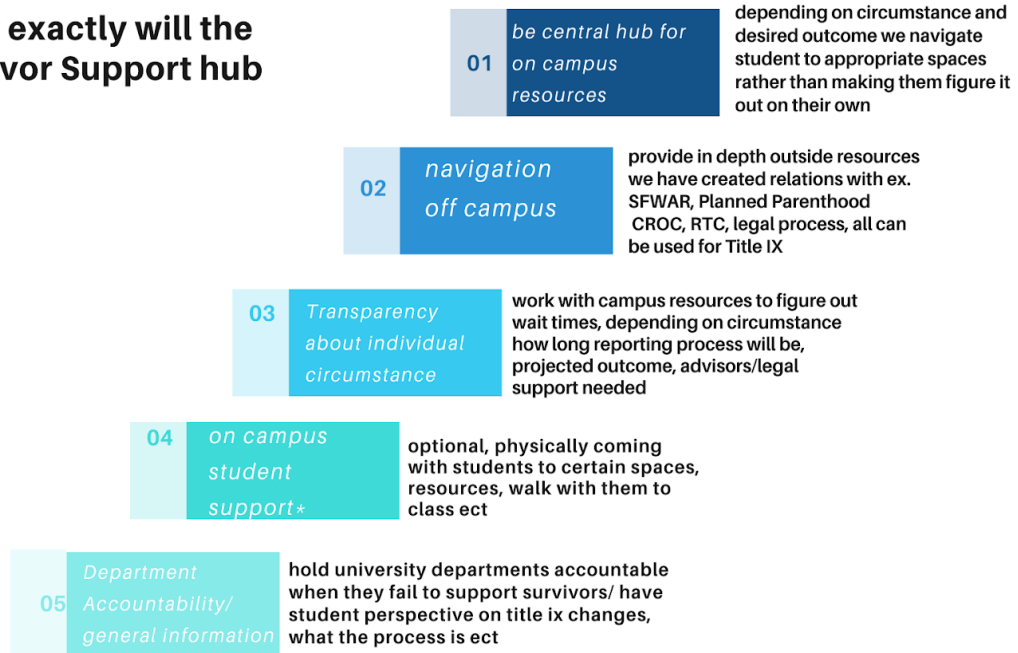


Program Purpose

Survivor Support rests on five pillars: 1. Central hub for on campus resources, 2. navigation for off campus resources, 3. transparency about individual circumstance, 4. navigation for on campus resources, and 5. Department accountability and general information

What exactly will the Survivor Support hub do?

SJEC



Does This Space Already Exist?

There is no current space outside (does not report to admin) of these administrative offices (Title IX, CAPS, Safe Place) which is student led (large group of students not individuals), a navigation system of all resources on and off campus, student centered and ran, transparent from a student perspective, and not reliant on an administrative department, or has its own house making it easy for students to find

Title IX	Survivor Support
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Serves as an Administrative process led by administrators	Outside of administration, led by majority students
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Reporting services	Non reporting process
<i>Perceived/Mirrors</i> a legal process needing to provide evidence	No need to explain or provide proof of assault. We are here not to ask question or need to prove your validity, we simply provide ways to support individuals
university police reports to them	Space separate from police, will work on resources and alternative support before turning to police (understanding the role policing plays in violence against Black communities, domestic abuse, ect)
Inconsistencies on where to go to when fails to do duties (no explicit higher power to report faults to)	Can report to board of directors with concerns on space, is held accountable by AED programs and Board of directors/student voices

Counseling & Psychological Services/Safe Place	Survivor Support
--	------------------

Both Occupied by staff	Occupied by mostly students ran by student program PEER TO PEER
CAPS Purpose to provide counseling	Purpose to be a navigation system
Has various unpredictable wait times	Will work to explain to students current capacity for CAPS as well as in depth outside counseling services
Needs to address mental health	Will focus on supporting survivors

needs outside of survivors	and refer those outside of that realm to appropriate services
<i>SAFE PLACE</i> One person occupying a service specific to survivors	A whole program dedicated to supporting survivors
Students are usually only allotted a certain amount of visits	No time constrictions or number
As department charged fee for missing appointments	Will not charge students

Why do we need this independent space?

1. Research suggests the first person a student will disclose to during crisis is another Peer⁷.
2. Students have reported difficulty knowing which offices provide the services specific to their needs, and little to no knowledge on: how to navigate the Title IX Office, the boundaries of mandated reporting, their right to advocacy during Title IX or legal investigations, high wait times for CAPS and SAFE Place, how to hold these offices accountable when students are not being equitably served.
3. Title IX department themselves and administrators have voiced their concerns regarding students not understanding what each department's purpose is.
4. Students can understand the circumstance from a perspective that administrators and staff can not, especially students who have already gone through the process. What is told on the borchers and what the process experience will be is vastly different.

⁷ AS Resolution in Support of Peer organized space to support survivors & <https://scholarworks.smith.edu/cgi/viewcontent.cgi?article=2977&context=theses>

What about the resources on campus, how effective are they?

1. A space is necessary to be transparent from a student's perspective on how effective/ineffective these departments have been for students while also working with them to make sure they're being held accountable so the process can be used effectively.
 - a. one stop shop is important, it keeps survivors from being deterred.
 - b. If the one stop shop is in a currently existing department it still contributes to the confusion about what each space is and accountability.
 - c. If that currently existing department has been known to not serve students, and create burdens/determents for survivors then a space needs to be made outside of it.

Why Associated Students?

Associated Students is for students by students. One of the most important pillars of this space is being a peer to peer space. NO other space on campus could provide the peer to peer support that would exist within an AS Program

Associated students is for students by students one of the main missions of survivor support is peer support. 2) A student organization lacks viability 3) one of the 5 pillars this space rests on is transparency and accountability. It puts student staff in an uncomfortable space to hold departments accountable which they need paychecks and support from 4) The current spaces that already exist are already difficult for students to find/ understand and they may not have an approachable reputation (something once a program is established will work with those departments to support their space being the best it can be using student feedback). 5) This could not be absolved in other spaces because it needs to be a focused space on survivors specifically

3. Timeline of Space creation

This space is being brought as a discussion item to the Board of the directors for it's second time on April 7th 2021 (first time was a general idea first semester) After that the proposal will come to the board as an action item to be voted on the following meeting or one after

If approved, we can start the space whenever the budget allows and if there is no physical space it will exist online until there is

4. Space Allocation

There is an assurance once/after the program is passed and approved work will be "In accordance to identifying a permanent space for the Peer Support Program, to work alongside the AED of Facilities & Operations, Facilities and Operations Committee, the Executive Director, and with any policy geared towards space allocation/identifying space in the CCSC"

if there is no physical space after the groups listed above search after the program is passed for next year, the group can be viable as an online resource until space is provided.

The online service will hold zoom office hours and work on creating resource graphics and navigation virtual support, host events, ect.

An ideal space will incorporate privacy within the space and hopefully housed within the student center or other space on campus. Via the [5 year budget plan](#) those in the space will be working.

5. Staffing Structure

This was incorporated in the [5 year budget plan](#) for Survivor Support

Space will consist of

1 Professional Hire:

-> ⁸Those who have received a counseling training certificate must meet one of the next two (legal) criteria:

- The individual can

⁸ Legal consideration for the support proposal by Tonee Shrill Executive Director

1. be a psychotherapist;
2. have a master's degree in counseling or a related field; or
3. have one year of counseling experience, of which at least six months is in rape crisis counseling. Cal. Evid. Code § 1035.2(b)(1)

->Or one can retain the privilege by:

- completing 40 hours of training in *law, medicine, societal attitudes, crisis intervention and counseling techniques, role playing, referral services, and sexuality*, so long as they are under the supervision of a psychotherapist, an individual with a master's degree in counseling or a related field, or an individual with at least one year of counseling experience, at least *six months of which were in rape crisis counseling*

Looking For

- *Trauma Informed certifications, experience with college survivors*
- *Experience working in a higher education environment*

1 Intake director:

-> *Student*. First person in office, general navigator, intake of students and refers them to appropriate director/team within survivor support, has all resources if needed just general resource list has access to that, locations, times, student ratings ect

- keeps flow consistent so there aren't five places to get moved to. this position directly refers them to the right place, at front of office, keeps space productive and organized

Looking For

- *Knowledge on sexual violence and the impacts for college students, more than semester experience on campus*
- *Strong desire to represent marginalized communities that are effected by sexual violence and are consistently left out*

1 Resource Director (or 2 if budget allows one for on campus and one for off campus)

-> *Student.* would work with: outreach, connection to outside resources (CROC lawyer, RTC people), hold and provide a list of outside resources. Work to refer students to outside resources for survivors as alternatives to on campus ones

-> *Student.* know about all on campus resources and can provide in depth help of what each services intake is, how long the process looks, student perspective on resources viabilities and outcomes from students not the spaces soley

Looking For

- *Knowledgeable on sexual violence and the impacts for college students, more than a semester experience on campus, proficient understanding of resources on campus*
- *Strong desire to represent marginalized communities that are effected by sexual violence and are consitently left out*

1 to 3 Interns

_____ -> *Student.* Work to help with specifics for each position. Have specialty areas for each director

-ex. Intern specializing in Title IX support will work with title ix or have knowledge of department and inform students how it works from students perspects

-> work with things along the space to run smoothly, pick up where some places are lacking

-> work on student outreach and support team on planning events and intake

Looking For

- *Desire to be knowledgeable on sexual violence and the impacts for college students,*
- *Strong desire to represent marginalized communities that are effected by sexual violence and are consitently left out*

General Hiring encouragements:

The same way we voice concerns with certain departments not being representative of the SF State student body, it is important the space is not let by one group of people. Hiring

must incorporate voices that are affected by sexual violence and often don't get a seat at the table. The space should be a place where students can go because they feel safe getting support from someone who understands the intersectionalities of barriers they are facing as a survivor.

AFTER Hire:

(student staff & Interns)

The individuals in the space will get the necessary trainings to be the best supporters they can. This included Title IX trainings, Trauma informed trainings, anti-discrimination trainings, safezone ally training, any other trainings seeing fit for those in the space

What will space do if there's no intake?

The space will/can:

1. Host events on things related to survivors
 - a. Encouraged to collaborate with other programs
2. Possibly the ones who take on training students on campus resources basics on sexual violence go much more in depth than regular trainings
 - a. Need to work with title ix office, used to be them who led but open space to be led by students
 - b. In classrooms, for programs, for student orgs ect.
3. Regular (once/twice a semester) outreach to student populations on their satisfaction and understanding of current resources and use that research to inform and improve the latter:
4. Work with campus partners to ensure transparency a
 - a. Looking at output number for each service, data collected by services on student involvement
5. The space will keep up to date with events affecting survivors and stay informing students (ex. Posts of title IX changes on the website, creating how to videos or informational videos)
6. The space will be huge on outreach so that most spaces whether social, orgs, academia, organizers all know about the space
7. Staff will go into spaces informing about the services so students know that it's there.

6. Duration of Service

The space will exist as long as students need support which will be consistent for long term and no ending time. Justification for Need is included in point 1.

7. Finances

Finance looked at the five year budget plan and projected there could be room for a program. Once the program is passed through the board whenever there is financial room the program will start.

NEW DEPARTMENT 5 YEAR BUDGET PLAN

Dept Fdescr	Fund Fdescr	Acct Fdescr	Year 1	Year 2	Year 3	Year 4	Year 5		
			Current Budget	Current Budget	Current Budget	Budget Request	Budget Request		
DEPT 99XX	AS100 - AS General Fund	601301 - Overtime	0.00						
		601303 - Student Assistant	29,376.00	29,963.52	30,562.79	31,174.05	31,797.53		
		601955 - Serialized Positions + Fringe	83,925.00	85,603.50	87,315.57	89,061.88	90,843.12		
		603007 - Workers Compensation	422.50	430.95	439.57	448.36	457.33		
		603010 - Unemployment Comp	422.50	430.95	439.57	448.36	457.33		
		603800 - F.I.C.A.	4,972.50	5,071.95	5,173.39	5,276.86	5,382.39		
		613001 - Contractual Services	1,000.00	1,020.00	1,040.40	1,061.21	1,082.43		
		660001 - Postage and Freight	0.00	0.00	0.00	0.00	0.00		
		660002 - Printing	300.00	306.00	300.00	300.00	300.00		
		660003 - Supplies And Service	0.00	0.00	0.00	0.00	0.00		
		660817 - Other Cost	0.00	0.00	0.00	0.00	0.00		
		660904 - Office Supplies	180.00	100.00	100.00	100.00	100.00		
		660913 - Books&Subscriptions	650.00	150.00	150.00	150.00	150.00		
		660950 - Hospitality	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00		
		AS100 - AS General Fund Total			121,970.00	124,576.87	127,021.29	129,520.71	132,070.13
		NEW DEPARTMENT BUDGET PLAN							
		Grand Total							

https://docs.google.com/spreadsheets/d/1DOULaVOxHfcC34BQcRBHaHSTb2Ry4NbAgea91wv_n/gl/edit?usp=sharing link to sheets (more comprehensive)

<https://docs.google.com/spreadsheets/d/1kBj0BKlgZRXQjtgV0qU1f1HpHr3dPXmmOZtyXgjXApU/edit?usp=sharing>

GRANTS/ Outside Revenue

OWA= THE US DEPARTMENT OF JUSTICE OFFICE OF VIOLENCE AGAINST WOMEN

OVWA CAMPUS PROGRAM GRANT	https://www.justice.gov/ovw/page/file/1117446/download
OVWA SAS CULTURALLY SPECIFIC PROGRAM	https://www.justice.gov/ovw/page/file/1117486/download
VAWA	https://fas.org/sgp/crs/misc/R45410.pdf
CARES Funding (for all of AS)	University currently has, AS as an organization applies for it
OVWA UNDERSERVED PROGRAM GRANT	https://www.justice.gov/ovw/page/file/1117511/download
TAPS Legal Assistance for Victims Grant Program	https://www.justice.gov/ovw/page/file/1347741/download
OVWA GRANTS	https://www.justice.gov/archive/ovw/docs/ovw-campus-program-fact-sheet.p

8. Relationship to campus services

Will have interns working with certain departments. Will build a working relationship but that relationship is not dependent on each other since accountability is necessary and the whole purpose of a separate space is to be separate, the relationship must be professional and respectful but not necessary to rely on for success or creation.

HOW CAN CAPS & SURVIVOR SUPPORT WORK TOGETHER

In the current proposed space there is one student staffer who is in charge of on campus resource navigation. We would want this person to work with current on campus resources in certain ways:

- Meeting with each department when need (ex. monthly) to see where the services are in terms of work/output/wait times ect so we can have the most up to date information to provide students who come to us
- Collecting feedback on student perspective of the services and provide such information to CAPS so there is a better understanding for your department to gage student input
- Work to gain more knowledge on how processes look from someone who would need Counseling this looks like: access to wait times, which counselors occupy the space, how many sessions will students get, what groups and services exist in the department as well

c

HOW CAN TITLE IX & SURVIVOR SUPPORT WORK TOGETHER

In the current proposed space there is one student staffer who is in charge of on campus resource navigation. We would want this person to work with current on campus resources in certain ways:

- Meeting with each department when need (ex. monthly) to see where the services are in terms of work/output/wait times ect so we can have the most up to date information to provide students who come to us
- Collecting feedback on student perspective of the services and provide such information to Title IX so there is a better understanding for your department to gage student input
- Work to gain more knowledge on how processes look from someone who would need to report this looks like: access to what requesting a withdrawal form entails, emergency housing information, no contact order information, disclosing to professors information ect.

c

We have met with the directors of every space on campus who may have “congruent” services (CAPS, Safe Place, Title IX, Women's Center, QTRC) and presented survivors' support and welcomed feedback and concerns. they all agreed to work with survivor support and a bridge between the spaces. Title IX offered support with training and

doing meetings with those employees to give information on the ins and outs of the Title ix system. Women's center also agreed to work in collaboration with a future space as well. All agreed to working with survivor support if passed. The space will exist to provide feedback to Title IX and CAPS about how students feel with the spaces, what can be done better, what's being done well now ect. This is information department's have shared they wish to gain from students. We are here to try and make our own and all spaces survivors may use as supportive and successful as possible. Not to work against each other.

9. Legal Considerations

We made the compromise to add a full time certified counselor in the space to alleviate liability and adhere to policy regarding giving support to survivors of sexual violence and adhering to state policy. This includes confidentiality status

Outside of this any organization or program may face the possible burden of lawsuits, we can not let that prevent us from doing the good work. Since there is a certified person in the space and we are making sure we have as much abraehesive and specific training as possible, those in the space will be cautious and aware of their possible roles with lawsuits. A reminder we as board of directors also face lawsuits but we still run as an organization

Liability

- The California Child Abuse & Neglect Reporting Law requires counselors to report incidents involving victims under 18 years of age to local law enforcement. A failure by a mandated reporter to provide the required information to law enforcement under the Act can result in criminal penalties for the mandated reporters⁹
- Certified Counselor in the space alleviates most liability concerns

Training

- SF WAR offers training quarterly but offers priority to those training to those who are volunteering for their program.
- University Title IX training
- Trauma informed training

⁹ Refer to footnote 1

Signed as accepted by AS Board of Directors:

[NAME], [TITLE]

[DATE]



RESOURCES FOR SURVIVOR

When Feeling Triggered

HOW TO GET GROUNDED

Plant Your
Feet.

Place both feet flat on the floor. Sit up straight, feeling the chair supporting you. Feel your feet touching the floor.

Breathe.

Inhale slowly while mentally counting to 5. Then exhale completely to a count of 5. Repeat 5 times.

Notice.

Notice what you see around you. Say out loud 5 things you see, 4 things you hear, 3 things you can feel and 2 things you smell.

DO I HAVE PTSD?

The Signs & Symptoms of Post-Traumatic Stress Disorder

Many people develop strong or physical reactions after experiencing a traumatic event. They usually subside over a few days or weeks; for some, however, they may last longer and be more severe. These signs and symptoms can be grouped into three areas:

RE-EXPERIENCING SYMPTOMS



Flashbacks that include physical symptoms like a racing heart



Bad dreams



Frightening thoughts

AVOIDANCE SYMPTOMS



Avoiding places or objects that remind of the experience



Feeling emotionally numb



Losing interest in activities you used to enjoy

HYPERAROUSAL SYMPTOMS



Being easily startled



Feeling tense or "on edge"



Having difficulty sleeping and/or having angry outbursts

When symptoms last longer than a few weeks, it may be post-traumatic stress disorder. Research indicates that stress disorders are effectively treated with psychotherapy and, in some cases, medication.

Information on New Title IX changes

<https://www.knowyourix.org/college-resources/hands-off-ix/>

Education <https://www.advocateforvictims.com/educational>

SFWAR <https://www.sfwar.org/resources.html>

EXTENSIVE RESOURCES FOR SURVIVORS via

<https://www.advocateforvictims.com/resources>

Title IX Coordinator	
Counseling & Psychological Services*	415-338-2208
The SAFE Place*	415-338-2208
Student Health Services	415-338-1251
Dean of Students, Deputy Title IX Coordinator	415-338-3888

*CONFIDENTIAL- except as noted by law, program staff/faculty are not required to report incidents of sexual violence to the Title IX Coordinator without consent of the victim.

Off Campus	
SF Trauma Recovery/Rape Treatment Center	415-437-3011
San Francisco Women Against Rape Victim Services Division (SF DA's Office)	415-647-RAPE 415-553-9044
La Case de las Madres	877-503-1850
W.O.M.A.N. Inc.	877-384-3578
Rape Trauma Services (San Mateo County)	650-692-7274
CORA (San Mateo County)	800-300-1080
Highland Sexual Assault Center (Alameda County)	510-534-9290
Bay Area Women Against Rape (Alameda County)	510-845-RAPE
A Safe Place (Alameda County)	510-536-7233
Community Violence Solutions (Marin County)	800-670-7273
CA Coalition Against Sexual Assault (CALCASA)	916-446-2520

IF YOU BECOME THE VICTIM OF A SEXUAL ASSAULT ON OR OFF CAMPUS:

- Get to a safe place.
- Contact the University Police Department (or your local police) by dialing 9-1-1 or The SAFE Place at 415-338-2208.
- Refrain from showering, bathing, douching, changing or destroying clothing. Save clothing and other evidence in a paper bag.
- Do not straighten up the area.
- Seek medical attention from the Trauma Recovery/Rape Treatment Center at SF General Hospital by calling 415- 437-3000.
- Seek emotional support from a local Rape Crisis Center such as SFWAR at 415-647-RAPE (7273).
- Save all text messages and electronic communications from perpetrator

Listed resources provided by:

**<https://www.advocateforvictims.com/resources>
(pdf friendly)**

California Resources

Child Abuse Hotline - California (800) 344-6000 – provides resources and leadership to both individuals and rape crisis centers across the state.

Victim's Bill of Rights, Marsy's Law, State of California Department of Justice

California Victim Compensation Board – Helps with resources and restitution for victims of sexual abuse and assault in California.

Rape and Sexual Assault: Safe LA – City of Los Angeles resources for victims of sexual abuse, sexual assault, and domestic violence.

Peace Over Violence – headquartered in Los Angeles, this prevention center for stalking, domestic violence, sexual assault, and sexual abuse is committed to social service and change.

Child Sexual Abuse Prevention in Los Angeles – Lauren's Kids has been serving the community since 2007, focusing on reporting laws.

San Francisco Women Against Rape – referral guides, information, and resources for survivors.

National Organizations

VINE - Victim Information and Notification Everyday - App that allows victims of crime access timely and reliable information regarding offenders and victims can also register to receive automated notifications about changes in that status

RAINN (Rape, Abuse, & Incest National Network). Call 1-800-656-HOPE (4673) to reach the National Sexual Assault Hotline

National Organization for Victim Assistance – the oldest national victim's assistance network in the United States.

National Sex Offender Database – part of the U.S. Department of Justice.

National Sexual Violence Resource Center – offers help and training for survivors and clinicians alike.

Male Survivor – for male survivors of sexual assault and sexual abuse.

National Center on Domestic and Sexual Violence – designs and provides training for advocates, educators, and clinicians.

Pandora's Project – offers online support groups, message board and chat rooms for survivors.

Sexual Assault Awareness Month – celebrating the movement to end sexual violence, April is the month earmarked with teal ribbons.

Rape Awareness and Education Programs – part of the National Institute of Justice, studying on-campus rape awareness.

Specific Populations

Anti-Violence Project - AVP empowers lesbian, gay, bisexual, transgender, queer, and HIV-affected communities and allies to end all forms of violence through organizing and education, and supports survivors through counseling and advocacy

NCLR - National Center for Lesbian Rights - 800-528-6257 legal helpline

FORGE - National transgender anti-violence organization. Federally funded to provide direct services to transgender, gender non-conforming and gender non-binary survivors of sexual assault.

A.S.I.S.T.A. - centralized assistance for advocates and attorneys facing complex legal problems in advocating for immigrant survivors of domestic violence and sexual assault.

Abused Deaf Women's Advocacy Services - (ADWAS) provides advocacy and support to deaf, deaf-blind, and hard-of-hearing persons who are or were victims of domestic violence and/or sexual assault. ADWAS also provides preventive services such as a Positive Deaf Parenting Program, a Children's Program, and community education.

Alternate Phone Type - TTY:

Alternate Phone - 206-726-0093

Melanin and Mental Health - Everything you need to know about mental health and communities of color.

Therapy for Black Girls - Online space dedicated to encouraging the mental wellness of Black women and girls.

Therapy for Black Men - site so men and boys of color would have a dedicated place to visit when seeking support for mental health guidance or professionals. In addition, this site was created to help strip away the stigmatization associated with men of color regarding therapy in their communities at large.

Men's organizations working to end violence against women, children and other men:

International and online groups:

MenEngage: Boys and Men for Gender Equality

www.menengage.org

MenEngage is a global alliance of NGOs and UN agencies that seeks to engage boys and men to achieve gender equality.

Men's Resources International

<http://www.mensresourcesinternational.org/>

Men's Resources International (MRI) helps men around the globe practice and promote a healthy, compassionate and responsible model of masculinity.

Men's Story Project

www.mensstoryproject.org

The Men's Story Project (MSP) is a public performance and community dialogue project that aims to strengthen social norms that support healthy masculinities and gender equality, and to help eliminate gender-based violence, homophobia and other oppressions that are intertwined with masculinities.

1 in 6

<http://1in6.org/>

*1 in 6 is an organization that helps men who have had unwanted or abusive sexual experiences in childhood live healthier, happier lives. Their mission also includes serving **family members, friends, and partners** by providing information and support resources.*

Voice Male Magazine

www.voicemalemagazine.org

Voice Male is the profeminist men's movement's 'magazine of record,' playing a role analogous to the one Ms. Magazine plays in the women's movement.

White Ribbon Campaign

www.whiteribbon.ca

The White Ribbon Campaign (WRC) is the world's largest movement of men and boys working to end violence against women and girls, promote gender equity, healthy relationships and a new vision of masculinity.

XY Online

www.xyonline.net

XY is a website and informational resource focused on men, masculinities and gender politics. XY explores issues of gender and sexuality, the daily issues of men's and women's lives, and practical aspects of personal and social change.

National and local groups:

A Call to Men

www.acalltomen.org

A Call to Men aims to promote a more healthy and respectful definition of manhood. ACTM provides keynote presentations, consultations, workshops and training sessions, and works with other groups to create national campaigns that raise awareness about ending violence on a larger scale. [Watch a TED Talk from Tony Porter of A Call to Men »](#)

Coaching Boys Into Men

www.futureswithoutviolence.org/content/features/detail/811/

The Coaching Boys Into Men (CBIM) program invites men to use their unique position to prevent domestic and sexual violence. Men — as fathers, brothers, coaches, teachers, uncles and mentors — have a role to play in coaching boys into men. CBIM offers a downloadable [training kit aimed at athletic coaches](#).

Men Can Stop Rape

www.mencanstoprape.org

Men Can Stop Rape mobilizes men to use their strength for creating cultures free from violence, especially men's violence against women.

Men for Gender Equality

www.mfj.se

Men for Gender Equality Sweden is a Swedish NGO in the field of engaging men and boys in gender equality and violence prevention.

Men's Initiative for Jane Doe

<http://www.mijd.org/>

The Men's Initiative for Jane Doe Inc. (MIJD) is a collaboration of men's outreach projects throughout the state of Massachusetts, organizing support from men in their communities for Jane Doe Inc.

Mentors in Violence Prevention (MVP)

Mentors in Violence Prevention (MVP) is a gender violence, gay-bashing and bully prevention program founded in 1993 at Northeastern University's Center for the Study of Sport in Society in Boston. The multi-racial, mixed gender MVP Program was the first large-scale attempt to enlist the sports culture in a positive, proactive way in the fight against gender-based violence.

The National Organization for Men Against Sexism (NOMAS)

www.nomas.org

The National Organization for Men Against Sexism is an activist organization of men and women supporting positive changes for men. NOMAS advocates a perspective that is pro-feminist, gay affirmative, anti-racist, dedicated to enhancing men's lives, and committed to justice on a broad range of social issues including class, age, religion and physical abilities.