

# Sex Offense Awareness and Prevention Program

**SEBTS Department of  
Campus Security**



# Federal Compliance

This program is designed to meet federal guidelines for campus education as required by the 2013 Violence Against Women Act (VAWA), section 485 of the Higher Education Act of 1965, and the Campus Sexual Violence Elimination Act (SaVE).



# Drug and Alcohol Policy

- Anyone on SEBTS property is subject to all federal, state, and local laws concerning drugs and alcohol.
- In addition, SEBTS prohibits the possession or use of any alcohol or illegal drugs. The use of alcohol is prohibited at any time on or off campus.
  - These policies may be read in their entirety in the SEBTS Student Handbook and the SEBTS Faculty and Staff Handbook.



# Statement on Sexual Harassment, Discrimination, and Assault

SEBTS is committed to providing students and employees with an environment free from all forms of sex-based discrimination, which can include acts of sexual violence, sexual misconduct, and disrespect for one another. Non-consensual sexual intercourse, non-consensual sexual contact, sexual exploitation, sexual harassment, dating violence, domestic violence, and stalking are all prohibited at SEBTS. All members of the SEBTS community are expected to treat everyone with a spirit of Christian love, mutual respect, and individual dignity.



# Definitions (used in discussing and investigating sexual offenses)

- **Consent:** informed, mutually understandable words or actions (freely and actively given), which indicate a willingness to participate in mutually agreed upon act or purpose. It is voluntary and active, not passive. Effective consent may never be given by: minors, mentally disabled persons, and persons who are incapacitated as a result of alcohol or other drugs or who are unconscious or otherwise physically helpless. Use of alcohol or other drugs will never function to excuse behavior that violates this policy. Silence, by itself, cannot constitute consent. Consent to one sexual act does not constitute or imply consent to future acts.
- **Hostile Environment (Harassment):** occurs when unwelcome conduct of a sexual nature is sufficiently serious that it affects the student's or employees ability to participate in or benefit from an educational program or work activity, or creates an intimidating, threatening, or abusive environment.



## Definitions Continued

- **Quid Pro Quo (Harassment):** occurs when a school employee or a superior causes a student or employee to believe that he or she must submit to unwelcome sexual conduct in order to participate in a school program or work activity.
- **Incapacitation:** a state where one cannot make a rational, reasonable decision because they lack the ability to understand the who, what, when, where, why, or how of their (sexual) interaction.
- **Retaliation:** action taken by an accused individual or an action taken by a third party or a group of people against any person because that person has opposed any practices prohibited under this policy or because that person has filed a complaint, testified, assisted, or participated in any manner in an investigation or proceeding under this policy. Retaliation includes intimidating, threatening, coercing, discouraging, or in any way discriminating against an individual because of the individual's complaint or participation in the complaint process.
- **Reporting Party:** any person who brings forth information to the institution regarding a potential violation of this policy, whether or not they are the alleged victim.



## Definitions Continued

- **Sexual Assault:** any type of sexual contact or behavior that occurs without the explicit consent of the recipient. Falling under the definition of sexual assault are sexual activities as forced sexual intercourse, forcible sodomy, child molestation, incest, fondling, and attempted rape.
- **Bullying:** repeated and/or severe aggressive behavior likely to intimidate or intentionally hurt, control, or diminish another person, physically or mentally.
- **Domestic Violence:** crime of violence committed against a current or former spouse, someone similarly situated (i.e. common law spouse), a co-parent, or an adult or youth protected under state domestic or family violence laws.
- **Dating Violence:** violence by a person who is or has been in a social relationship or of a romantic or intimate nature.
- **Stalking:** a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety, the safety of others, or suffer substantial emotional stress.



## Definitions Continued

- **Rape:** the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- **Fondling:** the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental capacity.
- **Incest:** the non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape:** the non-forcible sexual intercourse with a person who is under the statutory age of consent. Note: the age of consent for North Carolina is 16.





# Risk Reduction Tips

SEBTS believes that consistent with the principles of SEBTS, it is wisest to abstain from behavior that could potentially lead to harm to oneself as well as others (i.e. sexual immorality, consumption of alcohol). Additionally, it is more beneficial to prevent crimes than to react after the fact. On the next slide, you will find some general safety tips to reduce the risk of experiencing a non-consensual sexual act and avoid committing a non-consensual sexual act.



## Risk Reduction Tips

- Watch out for your friends and have your friends watch out for you. A real friend will challenge you if you are about to make a mistake. Respect them when they do.
- Trust your instincts.
- Be aware of your surroundings.
- Avoid isolated areas and walk or jog with a friend.
- Make sure your cell phone is charged and accessible.
- If you suspect you or a friend has been drugged, contact law enforcement immediately.
- Tell a friend where you are going and when you will return.
- Make your physical limits known as early as possible.
- Tell a sexual aggressor “NO” clearly and firmly.
- Do not share intimate content, pictures, images, and videos with others, even those you may trust.
- Always clearly communicate your intentions and give others a chance to clearly relate their intentions to you.



# Risk Reduction Tips

- Understand and respect personal boundaries.
- DON'T MAKE ASSUMPTIONS about consent; about someone's sexuality, about whether they are attracted to you; about how far is appropriate to go or about whether they are physically and/or mentally able to consent. If there are any questions or ambiguity, then you DO NOT have consent.
- Mixed messages are a clear indication that you should stop.
- Never take advantage of someone's altered state due to substance, or otherwise.
- Realize that someone could feel intimidated by you. You may have a power advantage simply because of your gender or physical presence.
- Understand that consent to some form of behavior does not automatically imply consent to any other forms of sexual behavior.
- Silence, passivity, or non-responsiveness cannot be interpreted as an indication of consent. Pay attention to verbal and non-verbal communication and body language.
- On-line dating: if are involved in on-line dating, always meet the person in a public place like a coffee shop or restaurant; never somewhere private. Also, tell someone else where you are going, who you are meeting, and how long you will be gone.



# Alcohol and Drug Warning

As previously stated, the use of alcohol and drugs are prohibited by SEBTS. However, you should be aware of drugs generally known as “date rape” drugs:

- Rohyponol: often referred to as “roofies,” “roopies,” and “circles,” this drug is used because it works like a tranquilizer. It tends to cause weakness, fatigue, slurred speech, loss of motor coordination, and loss of cognitive judgment. Amnesia that can last up to 24 hours is often a side effect. Rohyponol often looks like an aspirin (small, round, and white).
- GHB: also know as “liquid X,” “scoop,” or “salt water.” GHB causes quick sedation. The general effects include drowsiness, nausea, headaches, dizziness, and vomiting. There have been cases of coma and death related to it. The most common form is a clear liquid, but it can also be found as a grainy, white powder.

Be careful of taking pills or drinks from strangers or acquaintances.



# Date-Rape

**Fact:** between 35 and 75 percent of all rapes against women are committed by men who know their victims.

This form of sexual assault is commonly known as “date” or “acquaintance-rape.” It is one of the least reported crimes. In many cases, this is due to the fact that the woman does not realize that they have been illegally victimized and often because it is committed by someone they know.



# Preventing Date-Rape: As a Woman

- Avoid allowing alcohol or drugs to impair your ability to make sensible decisions or to take care of yourself.
- Trust your instincts. Always leave yourself “an out.”
- Be cautious when leaving a social event with someone you just met or don’t know very well.
- Do not accept beverages from anyone you don’t know well or trust.
- Never leave your drink unattended.
- Do not put yourself in a situation where you can be coerced or controlled.
- Plan activities in public places and clearly communicate your expectations.



## Preventing Date-Rape: As a Man

- Accepts a woman's decision when she says "NO."
- Examine your attitudes and actions as well as the stereotypes you hold of women.
- Avoid clouding your judgment with drugs or alcohol.
- Realize that forcing or coercing a woman to have sex against her will is rape and carries serious consequences.



# Questions to Ask: (Prevention)

Early indicators of abuse or violence can include forms of coercion, intimidation, and threats, but not necessarily violence.

So ask yourself these questions:

- Does he lose his temper frequently?
- Does he commit acts of violence against objects?
- Does he get angry when you don't listen to him or take his advice?
- Does he show extreme jealousy?
- Does he expect you to spend all of your time with him?
- Does he tell you how to dress or do things?
- Does he follow you?
- Has he ever threatened you, exhibited physical violence such as pulling your hair, twisting your arm, pushing or shoving you, or slapping you?
- Is he physically or verbally abusive either toward you or at home?
- Is his home life violent or abusive?





## If a sexual assault should occur, the victim should take the following precautions:

- Go to a safe place
- Call 911 and Campus Security if the incident occurred on campus
- Call 911 if the incident occurred off campus
- Contact a friend or family member
- Do not bath or “clean-up”
- Do not urinate, if possible
- Do not eat, drink liquids, or brush teeth if oral contact took place
- Keep the clothes worn during the offense. If you have changed, put the clothes worn in a paper bag as evidence tends to deteriorate in plastic
- Get prompt medical attention
- Do not destroy the physical evidence that may be found at the scene. Do not clean up or straighten up the area.
- Tell someone all details remembered about the assault
- Write down all details remembered as soon as possible



## To Summarize Again:

- **Call 911** and then Campus Security (we can also assist even if the incident occurred off campus)
- **Seek Medical Attention:**
  - It is important to preserve physical evidence
  - Medical professionals can also determine the possibilities and any required treatment for physical injury, sexually transmitted infections/diseases, or pregnancy
- **Report the Incident to Law Enforcement**
- **Seek Support**



# You Are Not Alone!

- **Campus Support:** If you are the victim of a crime, SEBTS wants you to know that you are not alone:
  - SEBTS has counselors that are willing to help you
  - These resources include:
    - Student Life
    - Women’s Life
    - Faculty members who do counseling for students
  - Campus Security is also available if you need assistance in reporting crimes to local law enforcement
- **Community Resources:** there are also resources available in the local community. These include:
  - Bridgehaven Counseling Associates – (919) 321-2275
  - Faith Baptist Church – (919) 556-3420
  - North Wake Baptist Church – (919) 556-1546
  - Family Life Resources – (919) 846-0900
  - Interact (Domestic Violence Center) – (919) 828-7740
- An updated list of community resources is available through Women’s Life



# Additional Campus Support:

- SEBTS will, at the request of the victim, change a victim's academic and living situations after an alleged sex offense. SEBTS will strive to honor any request made by the victim in these areas if the victim makes the request and if those requests are reasonably available.
- In the case of an alleged sexual assault, Student Services, with the assistance of Campus Security, will initiate disciplinary action:
  - The accuser and the accused are entitled to the same opportunities to have others present during the disciplinary process.
  - Both the accused and the accuser will be informed of the outcome of any institutional disciplinary proceedings that is brought about by a sexual offense. This will include any sanctions or discipline imposed by SEBTS.



## Procedures - if a Sexual Assault, Domestic Violence, Dating Violence, or Stalking incident is reported, SEBTS will follow these procedures:

1. Depending on when reported, SEBTS will assist in access to medical care.
2. SEBTS will assess immediately the safety needs of the complainant.
3. SEBTS will assist complainant with contacting local law enforcement if requested to do so.
4. SEBTS will provide complainant with referrals to on and off campus counselors.
5. SEBTS will assess need to implement interim or long-term protective measures, such as housing changes, change in class schedule, and “No Contact” agreements between both parties.
6. SEBTS will provide a Campus Ban or Trespass on the accused party if deemed appropriate.
7. SEBTS will direct individuals to a copy of the Sexual Misconduct Policy and inform the complainant regarding time frames for inquiry, investigation, and resolution.
8. SEBTS will conduct an investigation into the incident and gather all pertinent information. All proceedings will be transparent to both parties. A decision of the case will be made within 60 days.
9. SEBTS will inform both parties of the outcome of the investigation, procedures for appealing the results, and the final disposition of the case.
10. SEBTS will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation.



# EVIDENTIARY STANDARD:

The Evidentiary Standard used in sex-based cases is simply:

## The Preponderance of the Evidence

**Preponderance of Evidence** comes from the burden of proof required in a civil trial and simply means that more than 50% of the evidence points to something.

**Discipline/Sanctions** may include: warning, probation, suspension, expulsion, and/or termination (if an employee).



# Bystander Intervention

If you are an observer of what you perceive to be a sexual related crime or harassment, you can also take steps to stop this form of crime or discrimination. Consider this an emergency and get involved. You can:

- Speak Up – Inform the harasser that his/her actions may be perceived as sexual harassment.
- Be honest and direct.
- Don't be aggressive or use violence. Remember to keep yourself safe; don't become an additional victim.
- Get help from other bystanders, if necessary.
- Support the Victim – Provide comfort and assurance to the victim.
- Report the Incident – Call the police or talk to an appropriate person (Campus Security, Student Life, Women's Life, RA).

It is important for persons (victims and observers) to seek advice. Many times, people may feel that they can handle a situation on their own when in fact, they cannot. Reporting the incident whether one decides to file an official complaint or not, benefits the victim, SEBTS, and future students or employees.



# Contact Information

- Department of Campus Security:
  - Office: (919) 761-2106
  - Mobile Phone: (919) 291-1903
- Director of Campus Security:
  - Office: (919) 761-2103

The Department of Campus Security is located on the second floor of Broyhill Hall. The mobile number listed for Campus Security is a 24 hour a day number, and officers are available all days of the year including weekends and holidays.

