

JESSICA LADD-WEBERT, LPC

- Director, Office of Victim Assistance at the University of Colorado Boulder (CU Boulder)
- Former police advocate and case manager/therapist at local rape crisis center
- Licensed Professional Counselor, Master of Science in Community Counseling
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MEGAN CLARK

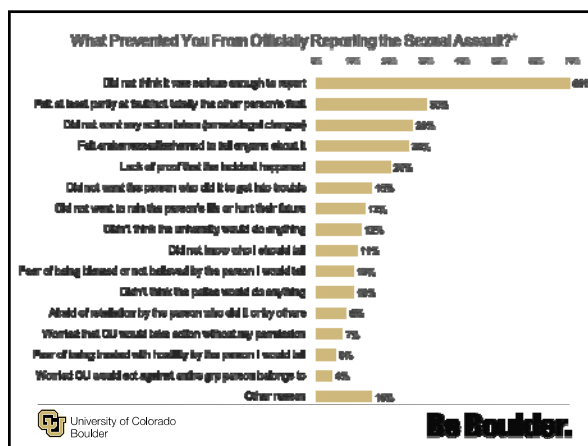
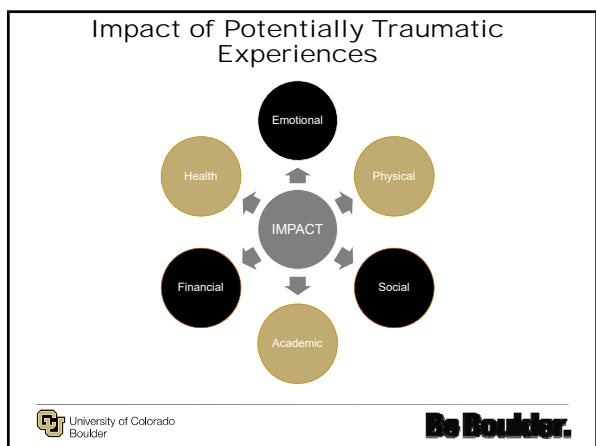
- Associate Director of Investigations for the Office of Institutional Equity and Compliance (OIEC) for the University of Colorado Boulder (CU Boulder)
- Former Investigative Consultant and Behavioral Sciences Specialist for a corporate risk mitigation firm
- Master's degree in Forensic Psychology from the University of Denver
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Overview

- Review Barriers to Reporting
- Office of Victim Assistance
- Importance of Confidential Support
- CU Boulder Title IX Investigation Model
- Successes and Challenges
- Q & A

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Very real systemic and cultural problems

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Office of Victim Assistance (OVA)

- The Office of Victim Assistance works towards a safer, more socially just, and supportive campus community by providing culturally relevant trauma response and prevention services.

303-492-8855
www.colorado.edu/ova

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OVA topics areas

- Physical Assault
- Sexual Assault
- Crime
- Hazing
- Death of a loved one
- Sexual harassment
- Natural/human-made disasters
- Bias motivated incident
- Discrimination
- Harassment
- Intimate partner abuse
- Stalking
- Serious accident
- Other . . .

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Keys to the OVA Hybrid Model

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Core Principles of Trauma Informed Care/Culture

Proffitt, 2010

- Safety**
 - Ensuring physical and emotional safety
- Trust**
 - Maximizing trustworthiness
 - Maintaining appropriate boundaries
- Choice**
 - Prioritizing survivor choice & decision making
 - Support client's control over healing journey
- Collaboration**
 - Maximizing collaboration
 - Sharing power with survivor
- Empowerment**
 - ID strengths
 - Prioritize building skills that promote healing & growth
- Cultural Competence**
 - Aware of how role of culture plays a part in the lived experience and decision-making

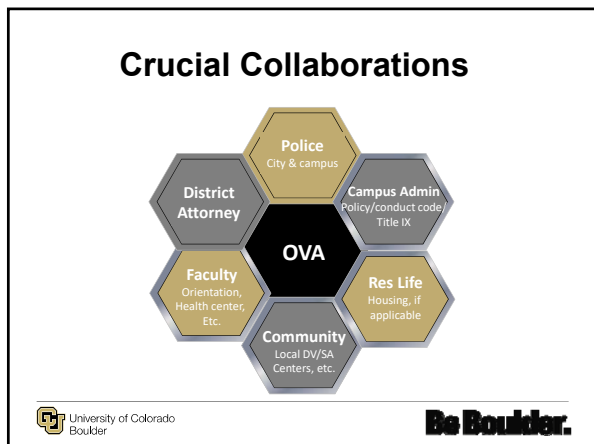
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Supporting Survivors

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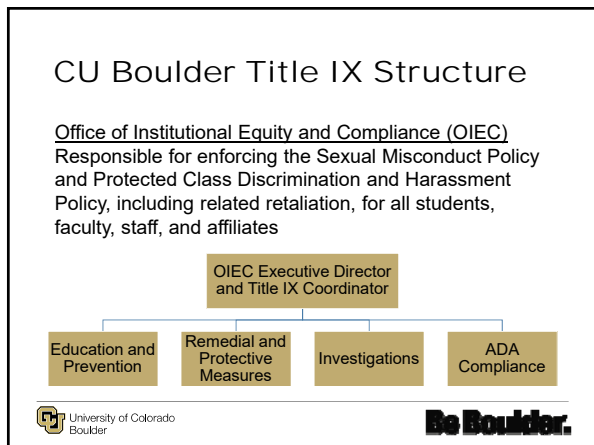


Confidential support increases cooperation & can decrease further impact

- "Rape survivors who worked with advocates reported receiving more services from the legal and medical system"
- Working with advocates survivors reported less secondary victimization from legal and medical systems.
- Advocacy decreased feelings of self blame, guilt, and feelings of depression.
- Having an advocate at the start also helped lead to victims/survivors seeking out future support and services.

Campbell (2006), Rape Survivors' Experiences with the Legal and Medical Systems: Do Rape Victim Advocates Make a Difference?
Campbell, R. (2008). The Psychological Impact of Rape Victims' Experiences with the Legal, Medical, and Mental Health Systems. American Psychologist 63(8), pp. 702-717.

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Remedies and Protective Measures

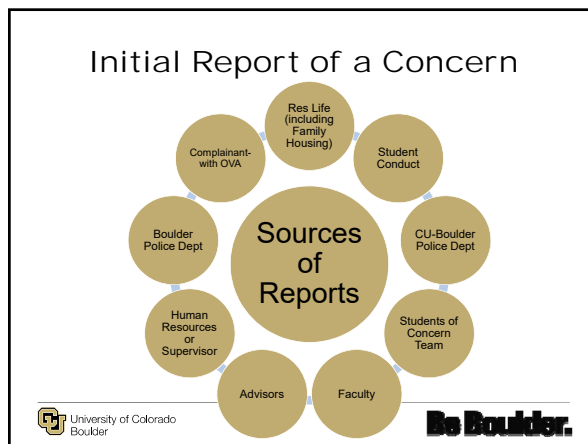
- No contact order
- Academic accommodations
- Protective measures
- Assess throughout the course of the investigation
- Conclusion of investigation

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CU Boulder Title IX Investigative Structure

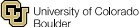

- Trained investigator model
 - No adjudication boards
 - No hearing panels
- Investigators trained in trauma-informed practices as well as interviewing/investigation techniques
- Neutral fact-finders
- Preponderance of the evidence standard
- Transparency
- Formal investigation vs. informal options

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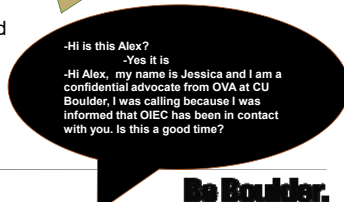
Rapid Response



- Assess immediate safety needs
 - Complainant (Victim advocate outreach)
 - Community
- Rapid Response Call
 - Determine what steps need to be taken and by whom
 - 2-3 sleep cycles
 - Exclusion or Relocation?
 - Police investigation
 - Does our process need to wait until initial investigative steps are taken by the police? How long can we wait? What does the Complainant want? Do we even know?

OVA Referrals & Outreach

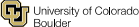

- Top 5 referrals:
- OIEC (Title IX)
- Residence life
- CUPD Reports
- Student Support and Case Management
- Self/Website







Advocate response to disclosure is crucial

- Provide support
- **Assess safety**
- **Be open to all of the feelings**
- Acknowledge and create space for the self blame and feelings of responsibility
- Provide psychoeducation
- **Normalize and validate responses**
- Avoid labeling their experience
- **Use words that the victim or survivor is using**
- Explore with the victim/survivor
 - it is not the advocate's job to decide if it is or isn't sexual assault
- Discuss self care, support system, and coping skills
- Use your tool box of grounding skills to teach in the moment how to self sooth
- Ask the victim/survivor if they would like to know their rights and options?







Rights and Options





What does this conversation look like?



Protect confidentiality- get a release

- Be specific:
 - Is it a release or request or both
 - Who is it for, an office, department, person
 - What is and is NOT being released
 - For what purpose

The Initial Interview

Title IX	Advocate
<ul style="list-style-type: none"> • Interview Complainant at OVA or with advocate ("advisor") present • Joint interviews with police (both campus and Boulder) to reduce the amount of times an individual has to re-live/re-tell the incident(s) 	<ul style="list-style-type: none"> • Coordinating schedules of victim/survivor, advocate, title IX, police. • Assist in coordination of where interview will take place. • Meet with victim/survivor 30 minutes prior to interview to check in. • Role of advocate in the room during interview. • Clarify level of involvement of advocate wanted by victim/survivor throughout process. • Create follow up plan.

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Notice of Investigation

Title IX	Advocate
<ul style="list-style-type: none"> • Interim Remedies and/or Protective Measures • Notice of Investigation 	<ul style="list-style-type: none"> • OVA may assist in communicating victim/survivor's needs to Interim measures position and/or coordinate who is doing what. • OVA may be notified when NOI is sent if requested by victim/survivor.

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The Investigation

Title IX	Advocate
<ul style="list-style-type: none"> • Gathering evidence • Communication may be directly with the Complainant or through the advocate at the Complainant's request • Follow up interviews • Written Evidence Summary (WES) 	<ul style="list-style-type: none"> • Providing updates, answering questions, discussing process. • Since OVA are also therapists many are participating in ongoing therapy during this time. • OVA may assist in scheduling, informing victim/survivor of what to expect, explaining process, and be present during interview. • OVA may be notified when WES goes out, advocate will follow up with victim/survivor. May schedule to meet to review WES together.

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Factual Findings and Analysis

Title IX	Advocate
<ul style="list-style-type: none"> • Once the responses to the WES are submitted, investigators draft the findings and analysis • Reports presented to a review committee for approval • Issuing of final report 	<ul style="list-style-type: none"> • OVA may be informed by investigator that the report is going to review committee and findings may be sent in the next days/week. • OVA is notified when findings are sent. OVA will follow up with victim/survivor once findings are sent or may have already coordinated to schedule to review findings together. OVA will review with victim/survivor next steps.

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Sanctioning

Title IX	Advocate
<ul style="list-style-type: none"> • Investigators share findings with sanctioning authority <ul style="list-style-type: none"> • Student Respondents: OIEC Executive Director/ Title IX Coordinator • Employee Respondents: Supervisor(s) in consultation with Executive Dir/Title IX Coordinator and Human Resources • Parties have opportunity to separately meet with sanctioning authority to discuss mitigating or aggravating circumstances related to sanctioning • NO APPEALS <ul style="list-style-type: none"> • Still have ability to file with OCR 	<ul style="list-style-type: none"> • OVA will discuss next steps. • May assist in scheduling appointment for victim/survivor to meet with Title IX coordinator. Informed of what to expect in meeting. May be present for meeting. • Will inform if victim/survivor has concerns with process they can meet with Title IX coordinator to discuss concerns, can file OCR complaint, can seek legal advice.

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Title IX Investigations & Victim Assistance

SUCCESSES	CHALLENGES
<ul style="list-style-type: none"> • Increased reporting • Increased cooperation (better information for investigator) • Mitigating further re-victimization 	<ul style="list-style-type: none"> • Navigating when only one party can share information • Burden of an investigation (time, mentally, emotionally) • Moving forward even if that is not what the Complainant wants
<p>It can work!</p>	

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What are your challenges/successes?

Questions or Suggestions?

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THANK YOU!

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