A Guide for Faculty and Staff
Responding to Students
Sexual Harassment/ Gender Based Violence/ Stalking

Your Role: RESPONDING

Faculty are looked upon in a unique manner and are well positioned to assist students experiencing sexual misconduct, dating or gender based violence, or stalking. You are often in a position to see warning signs—absence or decreased participation and/or lower grades in class. In addition, you may be one of the first people a student may confide in, so it is important to be prepared and to know how to handle a disclosure.

Listen and avoid judgmental questions - it is important that the student not feel blamed for what happened.

Tell the student you believe them - you are not an investigator, and they are trusting you.

Refer the student to resources - you are not an expert, but you can play a critical role in assisting the student to connect with the experts who can provide advocacy and support.

Be flexible - a student may need to miss deadlines or a class to seek assistance. Your support academically will be invaluable in minimizing negative academic consequences.

Your Role: PREVENTION

As a respected and important member of the Bowdoin community, you play an important role in shaping a culture and environment that is free from interpersonal harassment or violence.

- Faculty are role models of respectful, egalitarian behavior to students, staff & fellow faculty members.
- Speak up if you see inappropriate behavior or hear anyone making sexist remarks or jokes about rape.
- Know the Title IX Coordinators:
  - Benje Douglas - Student Affairs
  - Lisa Peterson - Student Affairs
  - Tama Spoerri - Human Resources
  - Elizabeth McCormack - Academic Affairs
- Attend and support student led programming.

PRIVATE RESOURCES

“I need to confide in someone and it is okay if they need to tell the Title IX Coordinator.”

Benje Douglas x5189
Title IX Coordinator
Director of Gender Violence Prevention & Education

Lisa Peterson x3411
Deputy Title IX Coordinator
Associate Director of Gender Violence Prevention & Education

Tama Spoerri x3838
Deputy Title IX Coordinator
Vice President for Human Resources

Elizabeth McCormack x3578
Deputy Title IX Coordinator
Dean for Academic Affairs

“ I want to think this through with someone who can keep this as confidential as possible.”

- Counseling Center x3145
- Health Center x3770
- Center for Gender and Sexuality x4223
- Director, Religious & Spiritual Life x4196
3 STEP PROCESS FOR RESPONDING TO STUDENTS
Sexual Harassment/ Gender Based Violence / Stalking

Step 1: CARE

Care for the student

- Show concern
- Listen without judgment
- Avoid questions that imply fault
- Offer support

“I’m sorry this happened. Thank you for telling me.”

Step 2: CONNECT

Connect the student with resources

Reporting Options:
- Confidential vs Private Resources - (contact listing on reverse side)
- Sexual Assault Support Services of Mid Coast Maine (SASSMM) - 800.822.5999
- Family Crisis Center - 866.834.4357

“There are a number of resources or places you can reach out to for more information & support.”

Step 3: CONTACT

Contact the Title IX Coordinators

- You must report the incident for follow-up and tracking purposes.
- Title IX Coordinator: Benje Douglas x5189
  Cell 207.798.0209
- Deputy Title IX Coordinators: Tama Spoerri x3838
  Lisa Peterson x3411
  Elizabeth McCormack x3578

“I have an obligation to notify the Title IX Coordinator. I want to assure you that this means someone will reach out to you to offer you assistance, reporting options and resources. As much as possible any steps taken will remain your decision.”

POLICY RESOURCES

- Employee Handbook
  http://www.bowdoin.edu/hr
- Title IX Policy
  http://www.bowdoin.edu/hr/handbook/general-policies/Title%20IX%202.shtml
- Freedom from Discrimination, Harassment, Sexual Misconduct and Gender Based Violence Policy
  http://www.bowdoin.edu/hr/handbook/general-policies/freedom-from-harrassment.shtml
- Student Handbook
- Student Sexual Misconduct & Gender Based Violence Awareness and Prevention Resources
  http://www.bowdoin.edu/title-ix/index.shtml
- Student Sexual Misconduct & Gender Based Violence Policy