Your Role in 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 in 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

CONFIDENTIAL RESOURCES

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

- Counseling Center  x 3145
- Health Center  x 3770
- Center for Gender and Sexuality x 4223
- Director, Religious & Spiritual Life x 4196

PRIVATE RESOURCES

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

- Title IX Coordinator, Benje Douglas, Director of Gender Violence Prevention & Education, x 5189
- Deputy Title IX Coordinator, Lisa Peterson, Associate Director of Gender Violence Prevention & Education, x 3411
- Deputy Title IX Coordinator, Tama Spoerri, Vice President for Human Resources, x 3838
- Deputy Title IX Coordinator, Elizabeth McCormack, Dean for Academic Affairs, x3578
3 STEP PROCESS FOR RESPONDING TO STUDENTS
Sexual Misconduct/ 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 Midcoast Maine (SASSMM) - 1-800-822-5999
◊ Family Crisis Center 1-866-834-4357

“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.
◊ Contact for Students, Benje Douglas x5189 Cell (207)798-2090
◊ Title IX Deputy Coordinators, Tama Spoerri x3838, Lisa Peterson x 3411 Elizabeth McCormack x 3578

“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 Sexual Misconduct & Gender Based Violence Awareness and Prevention Resources http://www.bowdoin.edu/title-ix/index.shtml