

TRANSFER CUSTOMS 2019

Just when you
thought you
knew it all...



Sarah E. Sudak
Associate Vice President for
Student Affairs and Dean of Students

Keathley University Center, Room 212
615.898.5342

sarah.sudak@mtsu.edu

<http://www.mtsu.edu/~stuaff/>

MTSU Statement of Community Standards and Expectations

true blue

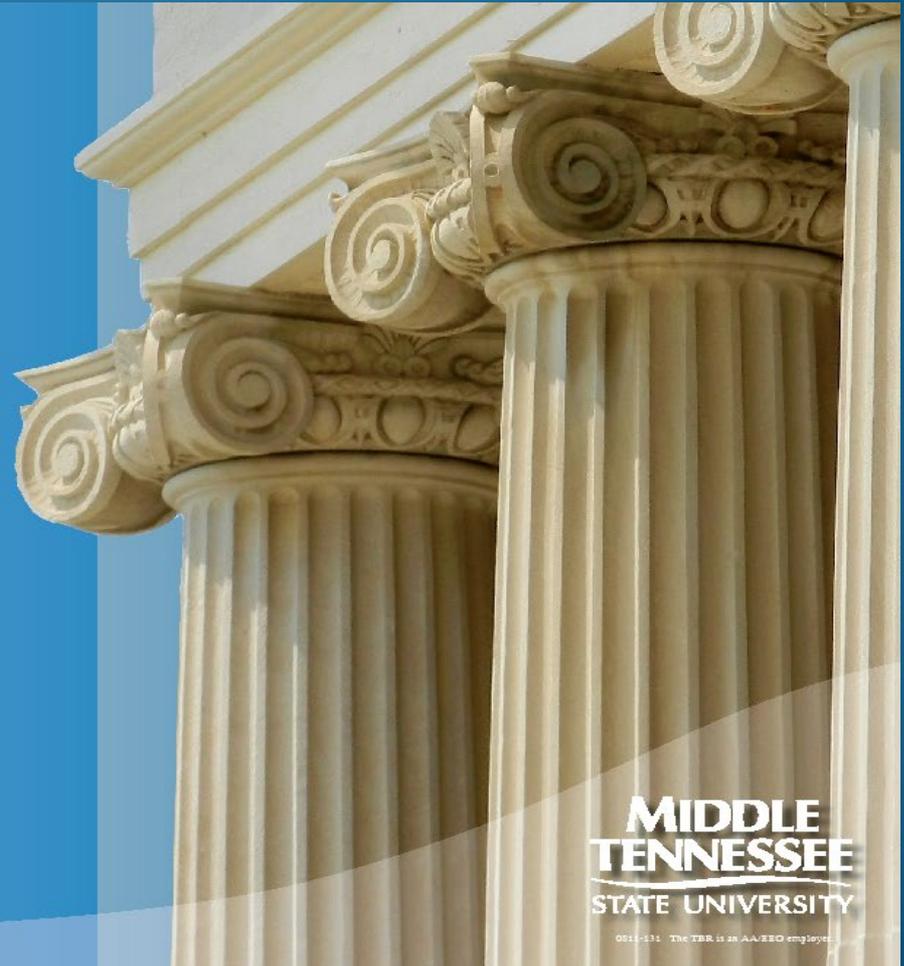
MTSU is committed to developing and nurturing a community devoted to learning, growth, and service. Each person who joins or affiliates with the community does so freely and accepts and practices the following core values and expectations:

Honesty and Integrity. The notions of personal and academic honesty and integrity are central to the existence of the MTSU community. All members of the community will strive to achieve and maintain the highest standards of academic achievement in the classroom and personal and social responsibility on and off campus.

Respect for Diversity. The MTSU community is composed of individuals representing different races, ethnicities, sexual orientations, cultures, and ways of thinking. We respect individual differences and unique perspectives and acknowledge our commonalities.

Engagement in the Community. All members of the community are encouraged to participate in educationally purposeful activities that support and enhance the MTSU experience. Active involvement and personal investment in the classroom and throughout the community are hallmarks of an engaged citizen.

Commitment to Nonviolence. MTSU is committed to the principles of nonviolence and peaceful conflict resolution. Community members will freely express their ideas and resolve differences using reason and persuasion.



**MIDDLE
TENNESSEE**
STATE UNIVERSITY

021-031 The TBR is an AA/EOI employer.

Make YOUR Safety a PRIORITY!



- Visit www.mtsu.edu/alert4u
- Learn how to respond to situations like a tornado, inclement weather, bomb threat, terrorism, active shooter
 - Watch the videos; read the materials
 - Download the resources
- Think about what you would do to keep yourself safe...would you RUN, HIDE, FIGHT?



- Sexual Violence
- Power-based Violence
 - Harassment
 - Risk Reduction
 - Consent
- Bystander Intervention

What is sexual violence?

Sexual violence is a general term that can include things like rape, sexual assault, domestic violence, dating violence, and stalking.

Middle Tennessee State University prohibits all forms of sexual violence.

What is Power-Based Violence?

Power-based violence is similar to sexual violence where violence is committed with the assertion of power, control, and/or intimidation in order to harm another.

Middle Tennessee State University prohibits all forms of power-based violence.

What about harassment?

- Middle Tennessee State University does not discriminate on the basis of race, color, religion, creed, ethnic or national origin, sex, sexual orientation/gender identity expression, disability, age, status as a covered veteran, or genetic information in its educational programs and activities.
- To file a complaint, contact the Student Conduct staff in the Keathley University Center (KUC), room 208, 615.898.2750, or the Institutional Equity & Compliance staff in the Cope Administration Building (CAB), room 116, 615.898.2185.

What do I need to know?

- Dating Violence: Violence against a person when the accuser and accused are dating, or who have dated, or who have or had a sexual relationship. “Dating” and “dated” do not include fraternization between two individuals solely in a business or non-romantic context. Violence includes, but is not necessarily limited to:
 - Inflicting, or attempting to inflict, physical injury on the accuser by other than accidental means;
 - Placing the accuser in fear of physical harm;
 - Physical restraint;
 - Malicious damage to the personal property of the accuser, including inflicting, or attempting to inflict, physical injury on any animal owned, possessed, leased, kept, or held by the accuser; or,
 - Placing the accuser in fear of physical harm to any animal owned, possessed, leased, kept, or held by the accuser.

**Violence
Against
Women
Act**

What do I need to know?

- Domestic Violence: Violence against a person when the accuser and accused:
 - Are current or former spouses;
 - Live together or have lived together as a spouse or intimate partner;
 - Are related by blood or adoption;
 - Are related or were formally related by marriage; or,
 - Are adult or minor children of a person in a relationship described above.

Domestic violence includes, but is not necessarily limited to,

- Inflicting, or attempting to inflict, physical injury on the accuser by other than accidental means;
- Placing the accuser in fear of physical harm;
- Physical restraint;
- Malicious damage to the personal property of the accuser, including inflicting, or attempting to inflict, physical injury on any animal owned, possessed, leased, kept, or held by the accuser; or,
- Placing the accuser in fear of physical harm to any animal owned, possessed, leased, kept, or held by the accuser.

**Violence
Against
Women
Act**

What do I need to know?

Violence Against Women Act

- Sexual Assault: Nonconsensual sexual contact with the accuser by the accused, or the accused by the accuser when force or coercion is used to accomplish the act, the sexual contact is accomplished without consent of the accuser, and the accused knows or has reason to know at the time of the contact that the accuser did not or could not consent.

Sexual contact includes, but is not limited to,

- Intentional touching of the accuser's, the accused's, or any other person's intimate parts; or
- Intentional touching of the clothing covering the immediate area of the accuser's, the accused's, or any other person's intimate parts, if that intentional touching can be reasonably construed as being for the purpose of sexual arousal or gratification.

What do I need to know?

Violence Against Women Act

- Stalking: A willful course of conduct involving repeated or continuing harassment of another individual that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested.

Harassment means conduct directed toward the accuser that includes, but is not limited to,

- Repeated or continuing unconsented contact that would cause a reasonable person to suffer emotional distress, and that actually causes the accuser to suffer emotional distress.

Harassment does not include constitutionally protected activity or conduct that serves a legitimate purpose.

What do I need to know?

- Hate Crimes: Any crime motivated by perpetrator bias against the victim based on race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability (whether actual or perceived).

HATE RACISM
HATE DISCRIMINATION
HATE BULLYING
HATE HOMOPHOBIA
HATE DISABLISM

LET'S END **HATE** CR!ME

Disciplinary Hearings

MTSU's discipline process will:

- insure a prompt, fair, and impartial investigation and resolution process, which will protect the safety of the victim and promote accountability;
- be conducted by staff who receive training on issues related to sexual violence and how to conduct an investigation;
- provide the same opportunities for the accuser and the accused to be accompanied to any related meeting or proceeding by an advisor of their choice;
- notify the accuser and the accused simultaneously, in writing, of the outcome of the discipline proceeding, the procedure for appeal, any change to the results that occurs prior to the time that such results become final, and when the results become final.

How can I reduce my risk?



Risk

- No one is ever at fault for being a victim of sexual violence.
- Be aware of your surroundings.
- Think about where you can go to get help if you need it.
- Be assertive about communicating what you want.
- Trust your instincts.
- When on a date with someone new, be responsible for yourself and let others know your plan.
- Set your sexual limits ahead of time and when you are sober.

Reducing your risk...



- Alcohol interrupts the ability to make sound decisions and impairs your ability to communicate clearly.
- Be aware of the effects of alcohol on your body.
- REMEMBER...drunk sex jeopardizes your ability to get and give consent.
- Watch your drink...
- Stay with friends and watch out for each other...
- Don't hesitate to call 911 if you think you are in danger.

What is consent?

Consent is an informed decision, freely given, made through mutually understandable words or actions that indicate a willingness to participate in mutually agreed upon sexual activity. Consent cannot be given by an individual who is:

- Asleep;
- Unconscious;
- Mentally or physically incapacitated, either through the effect of drugs or alcohol or for any other reason;
- Under duress, threat, coercion, or force.

Past consent does not imply future consent. Silence or an absence of resistance does not imply consent. Consent can be withdrawn at any time.

Did you know...

...if someone is incapacitated due to alcohol or other drugs, even if the individual says yes, it is considered sexual assault.



Did you know...



CONSENT

is the presence of a
YES, every time;
not the absence of a
NO.

How do you know you have consent?



Red: Signs You Should Stop

- Your partner is too intoxicated to give consent.
- You are too intoxicated to gauge consent.
- You don't think they would agree to have sex if they were sober.
- Your partner is asleep, unconscious, or for any other reason is physically or mentally unable to communicate consent.
- You are using physical force or size to have sex.
- You hope your partner will say nothing and go with the flow.
- You have had sex before but they have said they're not interested tonight.
- You have coerced your partner in any way (asking repeatedly, pressuring, physically intimidating them, etc.)
- You intend to have sex by any means necessary.

How do you know you have consent?



Yellow: Signs You Should Pause and Talk

- You are not sure what the other person wants.
- You feel like you are getting mixed signals.
- You have not talked about what you want to do.
- You assume that you will do the same thing as before.
- Your partner stops or is not responsive.

How do you know you have consent?



Green: Keep Communicating

- Partners come to a mutual decision about how far to go.
- Partners clearly express their comfort with the situation.
- You feel comfortable and safe stopping at any time.
- Partners are excited!

(Adapted from American College Health Association, *Shifting the Paradigm: Primary Prevention of Sexual Violence Toolkit*.)

It's as simple as TEA!

[Click here to watch video](#)

Bystander intervention

- Notice the event.
- Interpret it as a problem.
- Assume personal responsibility.
- Know how to help.



Barriers to intervention



- Cultural
- Familial
- Organizational
- Personal
- Relationship

Step Up and ACT...

[Watch Bystander Intervention video](#)

Key takeaways...

- Utilize the 4Ds: Delay, Delegate, Direct, Distract
- If you aren't sure if someone needs your help, ask if the person is OK.
- If your friend is incapacitated, remove them immediately from the situation. Find others who can help you.
- Although it can be awkward to confront a friend/peer, it's better to be safe than sorry. Be direct.
- Interrupt the situation – distract both parties or remove them immediately.
- Be aware of comments/behaviors from others that would indicate they were intent on having intercourse even if the partner was unwilling or incapacitated.
- Don't joke about sexual assault. "Jokes" can trivialize the severity of the behavior.
- Don't allow victim blaming – "It's her fault because..."

The Year Ahead Will Be Amazing!
Make the most of YOUR experience...



**MIDDLE
TENNESSEE**
STATE UNIVERSITY

