



VIRGINIA TECH™



Mitigating Campus Violence: *An Academic Advisor's Role in Preventing Sexual Violence and Hazing at Virginia Tech*

KAYLA GOODWIN, CLAHS ACADEMIC ADVISING CENTER
ABBEY ROWE ERVIN, FRATERNITY AND SORORITY LIFE
CHELSEA J. CLEARY, HOKIE WELLNESS
DAVID ANDREWS, HOKIE WELLNESS
DR. SHANNON K. SHASTRY, WOMEN'S CENTER

MARCH 4, 2022





UT PROSIM

(THAT I MAY SERVE)

In this spirit of ***UT PROSIM***, we believe that it takes all of us to create a safer, healthier, and more engaged community.



TODAY'S OUTCOME

We hope you leave today's presentation with a better understanding of how you can make a difference in your community.

HOW DID I GET HERE?

UNDERGRADUATE

On-Campus Advocate and
Undergraduate Thesis

GRADUATE

Graduate Thesis

HIGH SCHOOL

Peer Health
Educator

PROFESSIONAL

Academic
Advisor



DEFINITION OF TERMS

HAZING

Any activity expected of someone joining or participating in a group (such as a student club, organization, or team) that humiliates, degrades, abuses, or endangers, regardless of a person's willingness to participate (Hoover, 1999; Allan et al. 2018)

SEXUAL VIOLENCE

The continuum of behaviors such as sexual assault, coercion, unwanted contact, harassment, and stalking (Dill et al., 2016). It also encompasses rape, being made to penetrate someone else, stalking, and intimate partner violence (Smith et al., 2018)

NEED FOR THE STUDY

HAZING

Over 50% of college students involved in campus organizations experience some form of hazing

SEXUAL VIOLENCE

30% of college students will experience at least one form of victimization during an academic year

Roughly 25% of college women experience rape or sexual assault

Though it meets the definition, hazing has not yet been recognized as a form of interpersonal violence by the World Health Organization or Centers for Disease Control.

RESEARCH DESIGN



REVIEW **73**
ARTICLES
REGARDING
HAZING

CREATE LIST OF
CHARACTERISTICS
IDENTIFIED IN THE
LITERATURE THAT
WERE NOTED TO
EITHER **ENHANCE**
OR **MITIGATE**
HAZING

CODE 277
CHARACTERISTICS
AND GROUP INTO
11 RISK AND 9
PROTECTIVE
FACTORS

FINDINGS

Early Sexual Initiation
Coercive Sexual Fantasies
Preference for Impersonal Sex and Sexual Risk-taking
Exposure to Sexually Explicit Media
Hostility Towards Women
Poverty
Lack of Employment Opportunities
Lack of Institutional Support (From Police and Judicial System)
General Tolerance of Sexual Violence Within the Community
Weak Community Sanctions Against Sexual Violence
Perpetrators
Societal Norms that Support Sexual Violence
Societal Norms that Support Male Superiority and Sexual Entitlement
Societal Norms that Maintain Women's Inferiority and Sexual Submissiveness
Weak Laws and Policies Related to Sexual Violence and Gender Equity
High Levels of Crime and Other Forms of Violence

Substance Misuse
Hypermasculinity
Intrapersonal Challenges
and Past Victimization
Particular Group Association

Deviant Overconformity
Groupthink Mentality
Culture of Silence
Strong Value of Tradition
Pervasive Power Dynamics
Lack of Hazing Education
Community Adherence to Hazing Behavior

FINDINGS

UNDERSTANDING OVERLAPS

Identifying what causes and prevents multiple forms of violence



COLLABORATIVE EFFORTS

Research continually indicates that effective prevention strategies are collaborative, comprehensive, and integrate all levels of the community.

CULTIVATE A SAFE COMMUNITY

With a comprehensive approach to prevention efforts, college campuses mitigate future risk of violence.

NOW WHAT?

Fraternity and Sorority Life



[FSL.VT.EDU/HOKIESDONTHAZE.HTML](https://fsl.vt.edu/hokiesdonthaze.html)

Virginia Tech defines hazing as any mental or physical requirement, request, or obligation placed upon any person that could cause discomfort, pain, fright, disgrace, or injury; that is personally degrading; or that violates any federal, state, or local statute or university policy, the willingness of an individual to participate in such activity notwithstanding.

Examples of hazing activities include:

- sleep deprivation
- humiliation
- forced eating
- acts of exertion
- isolation from the group
- acts of servitude
- forced consumption of alcohol



Hazing Prevention Initiatives at Virginia Tech

- National Hazing Prevention Week (September 19-23, 2022)
- Required Educational Workshops for new members of Fraternities and Sororities
- Creation of anonymous hazing reporting form that is open to the public
 - Located on FSL, student conduct, and Dean of Students websites



Sexual Violence
Culture and Climate
Work Group



Sexual Violence Culture and Climate Work Group

Established in 2021 to advance the university's commitment to end sexual violence and enhance preventative programming. The main working group consists of 26 members including faculty, staff, and students.

6 Subcommittees:

1. Assessment
 - Co-Facilitators: Amy Epperly and Jill Sible
2. Communications
 - Co-Facilitators: Mark Owczarski and Gabby McCollum
3. Community Engagement
 - Co-Facilitators: Caroline Lohr, Alicia Cohen, Heather Wagoner
4. Developing a Framework for a Sustainable Climate and Cultural Transformation
 - Co-Facilitators: Ennis McCrery, Christine Dennis Smith, Byron Hughes
5. Implementing the 2019 End Sexual Violence Committee Recommendations
 - Co-Facilitators: Katie Polidoro, Henry Yampolsky
6. Transparent Operations
 - Co-Facilitators: Kendrah Cline, Kristina Hartman





Sexual Violence Culture and Climate Work Group

Students, want to get involved?

Learn more about the workgroup subcommittees in the drop down below

[APPLY TO JOIN A SUBCOMMITTEE →](#)

6 Subcommittees:

1. Assessment
 - Co-Facilitators: Amy Epperly and Jill Sible
2. Communications
 - Co-Facilitators: Mark Owczarski and Gabby McCollum
3. Community Engagement
 - Co-Facilitators: Caroline Lohr, Alicia Cohen, Heather Wagoner
4. Developing a Framework for a Sustainable Climate and Cultural Transformation
 - Co-Facilitators: Ennis McCrery, Christine Dennis Smith, Byron Hughes
5. Implementing the 2019 End Sexual Violence Committee Recommendations
 - Co-Facilitators: Katie Polidoro, Henry Yampolsky
6. Transparent Operations
 - Co-Facilitators: Kendrah Cline, Kristina Hartman

Women's Center

Women's Center

SUPPORT & ADVOCACY

Our advocacy services are available to VT students, faculty, and staff of all genders who have been impacted by power-based violence. Services include:

- Trauma-informed, advocacy based short-term counseling and crisis management
- Information on medical resources and forensic evidence collection
- Safety planning
- Assistance with university and criminal/civil proceedings
- Information about reporting options
- Support and assistance for friends, family, and other impacted individuals
- Consultations for faculty and staff members supporting students or colleagues impacted by violence

To schedule an advocacy appointment, email us at wcsupport@vt.edu.

For more information:



womenscenter.vt.edu | 540-231-7806

WOMEN'S CENTER
AT VIRGINIA TECH.

Other Resources

Support Groups

- Women's Center
 - Ebony Women of Excellence
 - General Support Group
- Cook Counseling
- Women's Resource Center of the NRV

Women's Resource Center of the NRV

- 24/7 at 540.639.1123
- Confidential
- Counseling
- Legal Advocacy
- Transitional Housing

www.wrcnrv.org

Contact Info

Virginia Tech Women's Center

206 Washington Street, SW

Monday-Friday 8am-5pm

wcsupport@vt.edu

wcprograms@vt.edu

Hokie Wellness

*Who Here is a
Bystander?*



We Are All Bystanders!

At some point in our professional and personal lives we will be a witness to incidents of violence – be it sexual, discrimination, verbal and/or physical acts of violence.

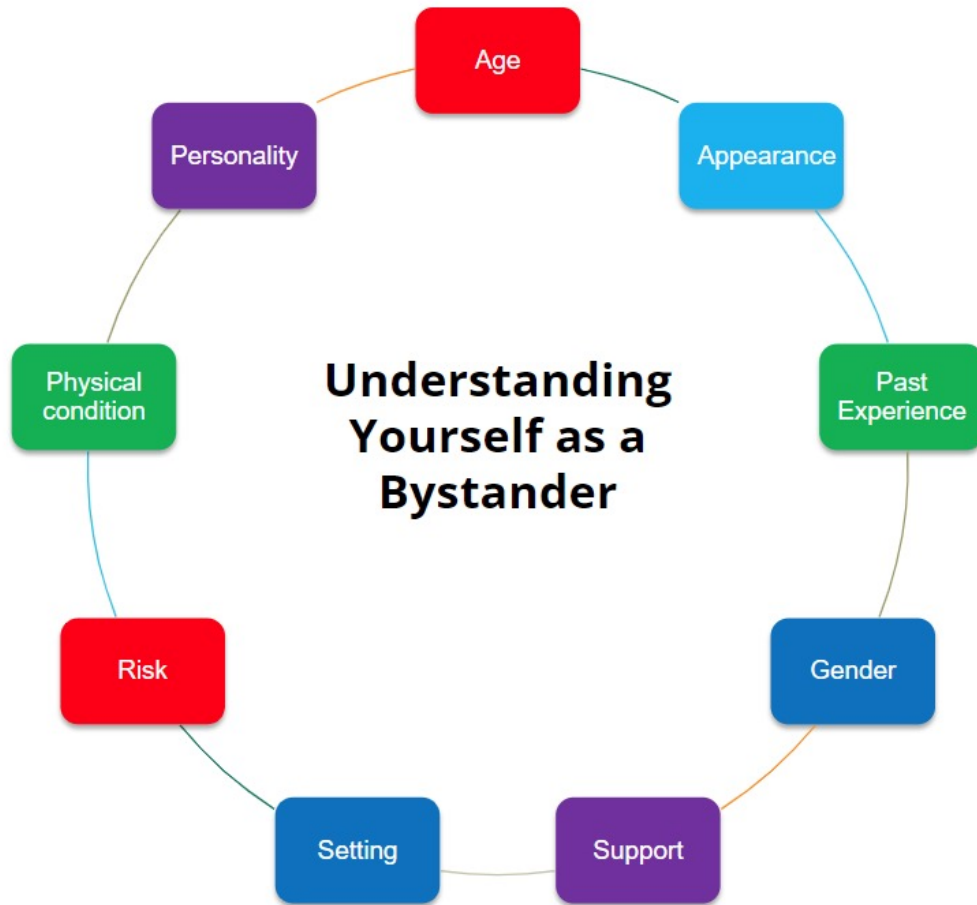
You're Not Alone!

**There are strategies *we* can
use to make *our* spaces
safer.**



Strategy One: Understanding Ourselves as Bystanders.

- What *compels* us to intervene?
- What *prevents* us from intervening?

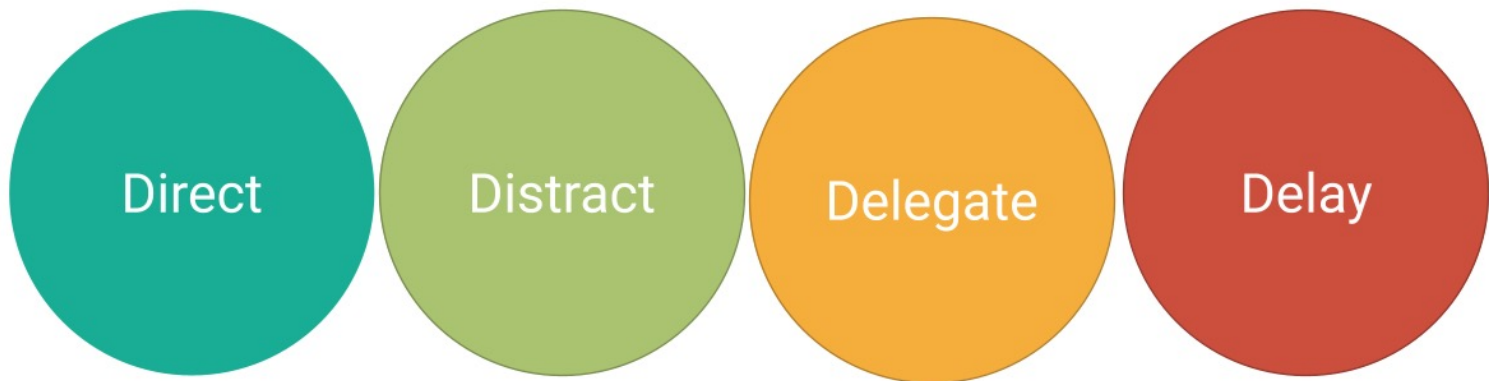


We can all do something.

Having conversations early and often with colleagues about ***how*** we would respond to acts of violence is an effective way we can ***prevent & address*** violence in our work spaces.

Normalizing prevention conversations help ***remove*** the ***stigma*** of intervening.

The 4Ds Model



These are simple but powerful tools to use in our approach to actively and safely intervene to prevent & address violence.

Strategy Two: Providing Easily Accessible Resources.

- Knowing **who** to refer students & colleagues to can be vital in addressing current harms & preventing future harms.
- Making those resources **easily** available is key.
- Be creative – What are some materials you use in your department that you can **incorporate resources into**?



Every Student Has a Syllabus!

Encouraging faculty that you work with to incorporate a page that lists “wellness” resources into their syllabi is an easy way to get crucial sources to folks who may need to access them.

There’s a few template ideas listed here:

<https://teaching.vt.edu/wellbeing>



Some Helpful Resources to Consider Including:

Student Engagement And Campus Life Virginia Tech (Hazing Resource)

*Squires Student Center, 290 College Ave,
Blacksburg, VA 24060
(540) 231-5431*

Title IX Coordinator (Gender Based Harassment & Violence Resource)

*Katie Polidoro
Director for Title IX Compliance
polidoro@vt.edu
540-231-1824*

Virginia Tech Women's Center (Victim Services & Advocacy)

*206 Washington St SW, Blacksburg, VA 24060
(540) 231-7806*

Strategy Three: Incorporating Visual Media into Your Spaces.

- Using flyers, posters, and signs that promote the behavior expectations and values in your spaces is part of prevention work.
- Where are some opportunities in your departments, offices, & shared spaces that people gather to include visual media?





Tips for supporting survivors

It's essential that we work towards creating a community that supports survivors

Listen & Believe

How can I
best support
you?

I
believe
you

Support Them and Their Choices

Share with Them Resources

Can I share
with you a
resource?

Together We Make Our Spaces Safer!



**Normalizing
Prevention
Conversations
& Actions.**



**Making Resources Easily
Accessible & Known.**



**Utilizing Media to
Convey Behavior
Expectations.**



VIRGINIA TECH™