

Preventing Violence (includes Domestic and Dating) Harassment (all forms), Hate Crimes, Intimidation, Assault and Misconduct, and Stalking on the School of Nursing and Hospital Campus

Statement: The Joseph F, McCloskey School of Nursing is committed to providing a safe learning and working environment that is in compliance with federal laws, including the Jeanne Clery Act and the Campus Sexual Violence Elimination Act (Campus saVE Act), Crime Victims Rights Act (<https://www.justice.gov/usao/resources/crime-victims-rights-ombudsman/victims-rights-act>) and Pennsylvania state laws, including PA House Bill 1615, section 2001-J – Violence Policy and Online Reporting System.

The School of Nursing prohibits all forms of violence (includes dating violence, domestic violence), assault, harassment, including sexual harassment, sexual assault, and stalking as they are defined for purposes of the Clery Act.

Purpose: To provide an academic and clinical learning and working environment that is safe, secure and free of violence (domestic, dating), including sexual harassment and misconduct, and stalking.

To provide a procedure for students, school faculty, staff and other employees to report campus incidents of alleged violence (domestic, dating) sexual assault, stalking, harassment.

To ensure prompt investigation and resolution of all incidents of alleged violence (domestic, dating)

Definitions:

Violence – physical act of aggression, force or assault based on all defined forms of harassment

Dating violence - Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; The existence of such a relationship shall be based on consideration of the length and type of relationship, and the frequency of interaction between the persons involved in the relationship

Domestic Violence – includes felony or misdemeanor crimes of violence committed by: A current or former spouse, or intimate partner of the victim; A person with whom the victim shares a child; A person residing in the same household as the victim; Any person against whom the victim is protected under Pennsylvania domestic and family violence laws

Assault – an act done with intent to cause fear in another of immediate bodily harm or death. The intentional infliction of or attempt to inflict bodily harm upon another; The threat to do bodily harm to another with present ability to carry out the threat.

Sexual Assault – attempted or unwanted sexual activity (rape [oral, anal, and/or vaginal] fondling, incest, or statutory) directed against another person forcibly and/or against the person's will; or not forcibly or against the person's will where the victim is incapable of giving consent

- Mental or physical incapacity or impairment that includes incapacity/impairment due to alcohol, drugs, sleep or an unconscious state

Sexual Misconduct – is a form of sexual harassment and includes sexual offenses such as rape, sexual assault, battery, exploitation, coercion, and any other form of nonconsensual sexual activity.

Sexual Exploitation – includes, but is not limited to, prostituting another person, non-consensual visual or audio recording of sexual activity, nonconsensual distribution of photos, images or information of an individual's sexual activity or intimate body parts, non-consensual voyeurism, (the practice of obtaining sexual gratification by looking at sexual objects or acts, especially secretly), coercing someone against their will to engage in sexual activity, or knowingly transmitting sexually transmitted infection (STI) without disclosing STI status

Hate Crimes – any crime motivated by perpetrator bias against the victim based on race, religion, gender, gender identify, sexual orientation, ethnicity, national origin, and disability (whether actual or perceived)

Harassment – unwelcome, severe, persistent, or pervasive physical, verbal, or visual contact that:

- Has the purpose or effect of creating an intimidating, hostile, or offensive working or academic environment
- Has the purpose or effect of substantially or unreasonably interfering with an individual's work or student's academic performance
- Otherwise adversely affects an individual's employment or student's academic opportunities
- Sexual harassment – includes unwelcome and unsolicited sexual advances, requests for sexual favors and other physical or other verbal conduct or communication of a sexual nature, whether or not it is linked to an academically quid pro quo situation (an item or a service has been traded in return for something of value). Such conduct would have the purpose or effect of interfering with a student's academic/clinical performance or creating an offensive or hostile learning environment
- Visual harassment – derogatory or offensive posters, cartoons, drawings, or other written or electronic communications that causes discomfort to others
- Verbal harassment – verbal threats, use of vulgar or profane language; disparaging or derogatory comments, slurs or jokes, verbal intimidation, name calling, or unreasonable or excessive criticism
- Physical harassment – any physical assault such as hitting, pushing, kicking, holding, impeding, or blocking movement or other unwanted, unwarranted, and inappropriate physical contact
- Racial or Color harassment – can include unwelcome verbal, written, or physical conduct, directed at the characteristics of a person's race or color, such as nicknames emphasizing stereotypes, racial slurs, comments on manner of speaking, and negative references to racial customs
- Religious (Creed) harassment – unwelcome verbal, written, or physical conduct, directed at the characteristics of a person's religion or creed, such as derogatory comments

regarding surnames, religious tradition, religious clothing, or use of religious slurs or graffiti

- National Origin harassment – unwelcome verbal, written, or physical conduct, directed at the characteristics of a person’s national origin, such as negative comments regarding surnames, manner of speaking, customs, language, or ethnic slurs.
- Sexual Orientation harassment – unwelcome verbal, written, or physical conduct, directed at the characteristics of a person’s sexual orientation, such as negative name calling and imitating mannerisms.
- Lifestyle harassment – unwelcome verbal, written, or physical conduct, directed at the characteristics of person’s lifestyle, such as negative name calling and imitating mannerisms.
- Disability harassment – harassment based on a person’s disabling mental or physical condition and includes any unwelcome verbal, written, or physical conduct, directed at the characteristics of a person’s disabling condition, such as imitating manner of speech or movement, or interference with necessary equipment.
- Retaliatory harassment – intentional action(s) taken by an accused individual or allied third party

Intimidation – words or conduct that places the victim in reasonable fear of bodily harm.

Stalking – A course of conduct directed at a specific person that would cause a reasonable person to

- Fear for his or her safety or the safety of others
- Suffer substantial emotional stress Stalking may include harassment, repeated telephone calls, written and/or electronic communication, social media, personal visits, following or other unwanted behavior

Consent – effective consent is clear, known, and voluntary. It is active, not passive. Silence cannot be interpreted as consent. Consent can be given by words or actions, as long as they create mutually understandable, clear permission regarding willingness to engage in sexual activity. Consent to one form of sexual activity does not automatically imply consent to another form. Consent can also be withdrawn at any point in sexual activity. If a person is mentally or physically incapacitated or impaired so that they are prevented from understanding the fact, nature, or extent of the sexual situation is not consent.

Campus Security Authority – a person that a victim of a crime committed on any Lehigh Valley Health Network campus or non-campus leased buildings/property, School of Nursing clinical sites, School of Nursing sponsored activities, or public property immediately adjacent to Lehigh Valley Hospital – Schuylkill campus properties (sidewalk adjacent to hospital property and the street and sidewalk directly across from hospital property) can report the crime. This includes any School of Nursing administration, full-time faculty, and security department officers. The Title IX Coordinator has the major responsibility for Title IX compliance efforts, such as coordinating any investigations of complaints received pursuant to Title IX and the implementing regulations

Retaliation

Retaliation against anyone reporting, participating in, or thought to have reported or participated in an allegation or investigation regarding sexual assault, domestic violence, dating violence, stalking, or harassment is prohibited. Retaliation is considered a violation of this policy.

Knowingly false accusations are prohibited and considered a violation of this policy. Good faith, reports of sexual assault, domestic violence, dating violence, stalking or Harassment that are found to be unsubstantiated is not a violation of the policy.

Reporting

Victims of sexual assault, sexual harassment, sexual exploitation, non-consensual sexual contact, domestic violence, dating violence, and stalking are encouraged to report such incidents to local police by dialing 911 or to seek immediate assistance by going to a Lehigh Valley Hospital – Schuylkill Emergency Department or the nearest medical facility’s Emergency Department.

The Campus Security Authority will assist the victim in obtaining medical attention if necessary, which may involve a sexual assault examination to check for sexually transmitted diseases and injury, as well as to collect evidence of the crime. If the victim chooses to have this type of exam, there should be no showering or changing of clothing prior to the exam. Police will collect these items as evidence.

Victims are encouraged to report such incidents occurring on School/Hospital campus or adjacent to campus to a Campus Security Authority (CSA). If the CSA are Faculty, they will notify the Title IX Officer.

The Title IX Officer will notify the Lehigh Valley Hospital – Schuylkill Security Department and assist the victim in seeking treatment and speaking to the Security Department and/or local police. The victim may choose to decline to notify the Security Department and/or local police.

Incidents occurring at School sponsored off-campus activities should be reported to the Director of the School of Nursing. Victims are encouraged to report such incidents to the local police. Note: The School does not have off-campus student organizations officially recognized by the School of Nursing.

The Joseph F. McCloskey School of Nursing does not publicize the name of crime victims nor does it include identifiable information in the Campus Security Daily Log.

Victims

The Joseph F. McCloskey School of Nursing does not discriminate on the basis of sex in accordance with education programs. Questions regarding Title IX may be referred to the School of Nursing’s Title IX Officer or to the Office of Civil Rights.

Victim’s and Accused’s Bill of Rights

A victim of a sexual assault is entitled to:

- Be treated with dignity
- Report the incident to a Campus Security Authority and/or the Security Department
- Be offered assistance in notifying law enforcement
- Be taken to the emergency department for the collection of sexual assault evidence if the victim so chooses
- Have reasonable changes made to academic and living situations
- Have access to counseling through the Student and/or Employee Assistance Program
- Choose whether or not to have the case adjudicated through the Joseph F. McCloskey School of Nursing, the criminal justice system, or both
- Be present during disciplinary hearings
- Have same opportunity as accused to have others present at a disciplinary hearing
- Protection from any reference to past sexual history in the disciplinary proceedings
- Be unconditionally notified of outcome of hearing, sanctions, and terms of sanctions in place
- Speak (or choose not to speak) to anyone regarding the outcomes
- Have their name and identifying information kept confidential (FERPA)
- Be free from intimidation or further harassment by the alleged perpetrator or others
- obtain an order of protection, a “no contact” order, a restraining order or a similar lawful order issued by a criminal, civil or tribal court.

Victims have rights under federal and state law, including the crime victims bill of rights. Under PA state law, victims are referred to <https://law.lclark.edu/live/files/4976-pennsylvania> and under federal law, victims are referred to <https://www.justice.gov/usao/resources/crime-victims-rights-ombudsman/victims-rights-act>

An individual accused of a sexual assault has the right to:

- Reasonable confidentiality
- Be afforded all rights as defined in the Student Handbook
- Have access to counseling through the Student/Employee Assistance Program

Bystander Intervention/Risk Reduction

An engaged bystander intervenes before, during, or after a situation when they see or hear behaviors that promote violence, including sexual violence.

When and How to Intervene:

- Each situation is different and there is no universal response when intervening to prevent sexual violence. Safety is key in deciding when and how to respond to sexual violence. Every person must decide for themselves the safest and most meaningful way to become an engaged bystander.

- The following are ideas on how one can maintain safety while being an engaged bystander:
 - ✓ If you witness any form of violence as listed in this policy, get support from people around you. You do not have to act alone.
 - ✓ Practice with friends and family about what you would say and how you would say it
 - ✓ When intervening, be respectful, direct, and honest.
 - ✓ If you see or hear something and you do not feel safe, call 911

When Alcohol is involved – bystanders are less likely to intervene when alcohol is involved, particularly when both the victim and offender have been drinking. People tend to place the responsibility on the female for her behavior. However, alcohol is never a cause of rape or an excuse for committing a crime; consent cannot be obtained when someone is incapacitated due to alcohol or other substances.

Role of Social Media – during and after acts of sexual violence, social media and online anonymous spaces could provide venues for harmful comments and abusive behavior toward other. This might include threatening with distribution of photos or videos of the assault. Responsible bystanders play a powerful role in showing support for survivors, challenging disrespectful comments, and changing the culture to end violence

Checklist for bystanders

- Is there a problem? Does someone need help?
- Is it safe to intervene? What are my options?
- What should I do? Should I call on others to help?

Bystander Intervention Examples

- Online: There are comments posted in regard to a story about a sexual assault that imply that the person deserved to get raped because of how they are dressed and how much they had to drink. An engaged bystander could respond to the comments by posting that it is never the survivor's fault if he or she is sexually assaulted, and that the responsibility lies with the person who chose to commit sexual violence.
- At work: Someone overhears a female supervisor say that she wishes her boyfriend had a butt like one of her male employees. An engaged bystander could talk with the supervisor directly or report the incident based on the workplace's sexual harassment policy.
- At a party: A friend starts flirting with someone. The other person is not interested, but the friend will not leave them alone. An engaged bystander could go up to the friend and start a conversation to distract them from the uninterested person.
- At school: A group starts making sexual gestures and comments to another student. The student tries to ignore the comments but becomes upset. An engaged bystander could tell

the group to stop harassing the student or ask the student to leave and tell an instructor or the director.

Bystander Intervention Strategies

- “I” Statements
 - ✓ Three parts: 1. State your feelings, 2. Name the behavior, 3. State how you want the person to respond. This focuses on your feelings rather than criticizing the other person.
 - Example: “I feel when you _____. Please don’t do that anymore.”
- Silent Stare
 - ✓ Remember, you don’t have to speak to communicate. Sometimes a disapproving look can be far more powerful than words
- Humor – reduces the tension of an intervention and makes it easier for the person to hear you. Do not undermine what you say with too much humor. Funny doesn’t mean unimportant.
- Group intervention – there is safety and power in numbers. Best used with someone who has a clear pattern of inappropriate behaviors where many examples can be presented as evidence of the problem
- Bring it Home - Prevents someone from distancing themselves from the impact of their actions.
 - ✓ Example: “I hope no one ever talks about you like that.”
- Prevents someone from dehumanizing their target.
 - ✓ Example: What if someone said your friend deserved to be raped or called your family member a derogatory name?
- We’re Friends, Right?
Reframes the intervention as caring and non-critical
 - ✓ Example: Hey as your friend I’ve got to tell you that getting someone drunk to have sex with them is not cool, and could get you in a lot of trouble. Don’t do it.”
- Distraction
Snaps someone out of their “sexist comfort zone.”
 - ✓ Example: Ask a man harassing a woman on the street for directions or the time.
- Allow a potential target to move away and/or to have other friends intervene.
 - ✓ Example: Spill your drink on the person or interrupt and start a conversation with the person.

Guidelines:

The School of Nursing in conjunction with Lehigh Valley Health Network prohibits harassment, acts of violence, or inappropriate aggressive behavior directed toward any student, school faculty or staff members, other employees, or other individual while participating in any school program or activities. This includes school activities that take place off campus. Harassment includes, but is not limited to: incidents based on race, color, sex, national origin, disability, sexual orientation, lifestyle, or religion as outlined in Definition of Terms. Acts of violence or aggressive behavior include, but are not limited to incidents as outlined in Definition of Terms.

Weapons are prohibited on the campus of the School of Nursing Lehigh Valley Hospital (all campuses) and any of its adjacent buildings, or student's vehicles. The carrying of weapons by students while engaged in any school activity is prohibited.

Weapons prohibited include: guns, knives, clubs, explosives, or chemicals that could be used to harm another. The use of such weapons in a menacing or threatening manner is also prohibited.

The School of Nursing will immediately investigate all complaints of violence, which include, but are not limited to incidents as outlined in Definition of Terms, formal or informal,. Action will be taken to protect individuals from further harassment or violence/aggression. Appropriate disciplinary action will be taken against any individual found to be in violation of this policy (see Disciplinary Proceedings).

Students found to be in violation of this policy will be disciplined to a degree based on the nature and seriousness of the incident(s). This may include suspension or dismissal from the nursing program as well as criminal prosecution.

Victims of Crime

- A student who believes he/she has been the victim of harassment or violent/aggressive behavior by another student, school faculty or staff member, employees of Lehigh Valley Health network, or any individual while participating in school programs and activities should report the alleged acts to a Campus Security Authority (CSA). Reporting by victims and witnesses is done on a voluntary, confidential basis. Victims may also use the anonymous online reporting system at <http://www.lvhn.ethicspoint.com/>
- This information is received by the Title IX Officer. The report is anonymous and will go directly to the School of Nursing's Title IX officer – Lawrence Riddles, Lawrence Riddles, MD, MS, MBA, FACS, FACPE. The Title IX officer may not be compelled to produce a record of the email except pursuant to a court order.
- If the victim is unable to make a report of a crime, witnesses should report the alleged act to a CSA, Security Department, or the Police. Witnesses may also use the anonymous online reporting system at <http://www.lvhn.ethicspoint.com/>
- This information is received by the Title IX Officer The report is anonymous and will go directly to the School of Nursing's Title IX officer – Lawrence Riddles, Lawrence Riddles, MD, MS, MBA, FACS, FACPE. The Title IX officer may not be compelled to produce a record of the email except pursuant to a court order.

- Campus Security Authorities will record the information on a Campus Security Authority Incident Report form, located in Appendix B, on the Hospital Intranet School of Nursing shared Drive, and 5th floor conference room, School of Nursing.
- CSAs are required to record the information on a Campus Security Authority Incident Report form and promptly submit the completed form to the Title IX Coordinator and Security Department.
- CSAs are obligated to report Clery Act qualifying crimes which have occurred in any of the following areas: On Campus: Lehigh Valley Hospital – Schuylkill buildings and/or property; Non-campus: Lehigh Valley Hospital – Schuylkill leased off-campus buildings/property; public property immediately adjacent to the Lehigh Valley Hospital-Schuylkill property, School-sponsored events, Lehigh Valley Health Network properties.
- Prior to filing a report, CSAs should ask of themselves the following 3 questions:
Is it a qualified Clery Act crime/incident?
Did the crime/incident occur in one of the geographic areas defined by the Clery Act?
Was this crime/incident specifically reported to me as a CSA?
If “yes is the answer to those questions you are required to report the incident to the Director, who will report to Security department in a timely manner.
Crimes covered under the Clery Act: murder, manslaughter, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, hate crimes, violence against women, drug, alcohol and weapons violations.
- CSA will take the information and report it to the Security Supervisor immediately.
- School faculty or staff members who receive a report or have cause to believe harassment or violent aggressive behavior have occurred to a student, school faculty or staff member, or an employee of the Lehigh Valley Health Network while participating in school programs or activities are required to report the alleged acts to Title IX Coordinator.
- School faculty, staff members, employees of the Lehigh Valley Health Network or other individuals who believe they have been the victim of harassment or violent/aggressive behavior committed by a student(s) enrolled in the School of Nursing should report the alleged acts to the Title IX Coordinator immediately or use the anonymous online reporting system at <http://www.lvhn.ethicspoint.com/>
- Should the alleged acts involve an employee of the School of Nursing or Lehigh Valley Health Network, the Administrative Policy – Prevention of Violence in the Workplace and/or Sexual Harassment will take precedence as appropriate.
- Upon receipt of a report, the Title IX Coordinator will conduct or authorize an investigation. The Campus Security Department will be notified and a report filed. All reported incidents will be reduced to writing. Confidentiality will be maintained to the maximum extent possible in the investigation process.
- It may be necessary to take immediate steps to protect the alleged victim, and other individuals pending completion of the investigation.
- The results of the investigation process and actions taken will be made within 60 days in a written report to the President of Lehigh Valley Hospital –Schuylkill, LVHN Department of Education, and to the victim.
- A witness or victim of an incident of sexual harassment or sexual violence who reports the incident in good faith will not be sanctioned by the School of Nursing for admitting in

the report to a violation of the School of Nursing's student professional behavior/conduct policy or drug and alcohol abuse prevention policy on the personal use of drugs or alcohol.

Alternative appeal/complaint process

1. A student, who believes they have been deprived of due process or the School has not acted on his/her report or corrected the situation as outlined in the policy, or whose conclusions are erroneous, has the right to use the Student Grievance Procedure as outlined in the Student Handbook. They also have the right to file a complaint with the Office of Civil Rights (OCR) for the state of Pennsylvania.
2. School personnel and hospital employees will follow appeal procedures in accordance with Administrative Policies, Collective bargaining agreements, and Lehigh Valley Hospital – Schuylkill Human Resources Departments.

Investigation Process

The Title IX Coordinator will thoroughly and impartially investigate all allegations in a prompt and confidential a manner as possible. An accused individual may be suspended pending investigation if the Title IX Officer deems appropriate to shield the alleged victim from further potential misconduct by the accused. Privacy of all parties will be protected and corrective action will be taken when warranted.

If the victim determines that she/he wants to proceed with formal School of Nursing disciplinary proceedings, the Title IX Coordinator will proceed with an investigation as stated below.

The accused will be contacted and scheduled for an appointment with the Title IX Coordinator. At this meeting, the Title IX Coordinator will:

- Inform the accused of his/her rights
- Ask the accused to respond to and discuss the allegations
- Give the accused the opportunity to provide a written statement to contest the allegations.
- Assess if the accused student's continued presence on campus appears dangerous to property, to the student him/herself, or to any other member of the Joseph F. McCloskey School of Nursing community. If so, the student may be subjected to suspension pending the results of the proceedings.
- Instruct the accused in all cases to refrain from any contact with the victim.
- Schedule a follow-up appointment to discuss the status of the case, if necessary.

Persons identified by the victim or accused, who has facts pertinent to the allegations, will be contacted by the Title IX Coordinator and asked to provide information about the incident.

The Title IX Coordinator will meet with the victim and discuss the results of the investigation. With the consent of the victim, formal charges may be initiated.

Should the Title IX Coordinator determine it necessary, a committee consisting of Campus Security Authorities may be called to hear the case.

- All members of the committee will be educated on issues involved in sexual assault and sexual harassment utilizing both School of Nursing and community resources.
- Both the accused and victim will be allowed to be present throughout the hearing.
- The accused and the victim will each be allowed to have others present, including the opportunity to be accompanied to any related meeting or proceeding by a faculty counselor of their choice. The counselor is prohibited from speaking during the proceeding, addressing the disciplinary committee, or questioning witnesses. The School may remove or dismiss advisors who become disruptive or who do not abide by the restrictions on their participation.
- Both the accused and the victim will have the opportunity to ask questions of each other and any other witnesses testifying at the hearing.
- The victim's sexual history will not be received as evidence at the hearing.
- The consumption of alcohol or other drugs may not be used as an excuse for rape, sexual assault or harassment by the accused.

Both the accused and accused are required to simultaneously receive the final results of a disciplinary proceeding in writing within five School days.

- Both the accuser and accused have a right to appeal disciplinary proceeding decisions or changes to the final result.

Possible Outcomes

- If the investigation reveals that the accused individual has not engaged in the alleged misconduct, the School will inform both the accused and complaining party that a thorough investigation has been conducted and that there are no grounds to substantiate the report or suspicion of alleged domestic violence, dating violence, sexual harassment, sexual misconduct, stalking, discrimination, unlawful harassment, sale or use of illegal drugs or alcohol, or weapons charges.
- In the event an investigation of alleged domestic violence, dating violence, sexual harassment, sexual misconduct, stalking, discrimination, unlawful harassment, sale or use of illegal drugs or alcohol, or weapons charges) reveals that the accused individual has engaged in the alleged misconduct, the accused is subject to appropriate disciplinary action, up to and including termination of employment or dismissal from the School, depending on whether the accused is an employee or student.

Disciplinary proceedings

A student in the School of Nursing who has been in violation of this policy will have a disciplinary hearing which shall:

- Be prompt, fair and impartial
- Use clear and convincing evidence
- Be adjudicated by officials receiving annual training on: issues of dating violence, domestic violence, sexual assault, and stalking; and conducting investigations and hearing that protects safety of victims and promotes accountability

Procedural rights for both victim and accused include:

- Same opportunity to have others present as witnesses
- Opportunity to be accompanied by an advisor of their choice
- Receive simultaneous written notification of: delay and the reason for the delay; outcome of disciplinary hearing; opportunity to appeal the result; changes to results; results that are final; and reason for the results and sanction imposed

Policy Violation

Any student who is found to be in violation of this policy will be subject to disciplinary and measures that may include but are not limited to warning suspension, or dismissal from the program. School personnel and other employees of the Lehigh Valley Health Network will be subject to provisions as outlined in the Administrative Policy – Prevention of Violence in the Workplace and will be consistent with the requirements of applicable collective bargaining agreements.

Students/Employees may contact the

U.S. Department of Education

Office for Civil Rights

Lyndon Baines Johnson Department of Education Bldg

400 Maryland Avenue, SW

Washington, DC 20202-1100 if their rights have been violated or policy violation has occurred.

Main Line: 800-421-3481 Hot Line: 800-368-1019 FAX: 202-453-6012; TDD: 800-877-8339

Email: OCR@ed.gov

References:

The campus sexual violence elimination act of 2013. (2013.). Retrieved October 30, 2016, from <http://campussaveact.com/>

Clery Center: At the heart of campus safety. (n.d.). Retrieved from <http://clerycenter.org/>

Knowyourix.org. (n.d.). Retrieved from <http://knowyourix.org/>

The national sexual violence resource center – Info & stats for journalists – Engaging Bystanders (2013).

The national sexual violence resource center website. (2012.).
<http://www.nsvrc.org/projects/150/bystander-intervention-resources>,

Violence Against Women Reauthorization Act of 2013 (VAWA) (Pub. Law 113-4).