

**The George Washington University
Panhellenic Association
Sexual Assault Task Force
September 13, 2017**



Task Force Introduction

The Panhellenic Association (“Panhellenic” or “PHA”) Sexual Assault Task Force was created after a Call for Action¹ was published in May 2017 by PHA to address the culture of campus sexual assault in our community. The Task Force is comprised of the PHA Executive Board, students in the Greek community, and non-Greek students who met regularly throughout the summer of 2017. The Task Force was divided into four committees: Risk Management, Education and Prevention, PR and Communication, and Resources, Reporting & Survivor Support. Each committee was charged with researching and developing recommendations for their assigned focus areas, and the committees often collaborated to address issues spanning multiple committee jurisdictions.

¹ See Appendix “Panhellenic Call for Action Against Sexual Assault”

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Brittany Nguon, Panhellenic Association VP of Finance

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Jenn Pacicco, Panhellenic Association VP of Community Relations

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Committee Chairs

Taha Anwar, Education and Prevention Committee Chair

Bailey Bystry, Resources, Reporting & Survivor Support Committee Chair

Alexandra Kudatzky, PR and Communication Committee Chair

Mikaela Phillips, Risk Management Committee Chair

Committee Membership

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Matthew Eng, Delta Sigma Phi

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Joe Marine, Delta Sigma Phi

Ellis Martin, Sigma Chi

Beatrice Mount, Phi Sigma Sigma

Jenn Pacicco, PHA VP of Community Relations, Pi Beta Phi

Joseph Timanovsky, Lambda Chi Alpha

Jim Tronolone, Phi Sigma Kappa

Risk Management Committee Introduction

The Risk Management Committee was tasked with developing both short term and long-term recommendations in the areas of risk management and safety. The Committee researched current risk management policies and practices of The George Washington University (“GW” or “GWU”) and its market basket schools². In addition, the Committee examined the inter/national headquarters policies and procedures of every Greek organization represented on GW’s campus.

The primary and secondary recommendations from the Risk Management Committee reflect the Committee’s goal to provide a safer social Greek experience for the community. In addition, the committee has identified how the Greek community can work with campus partners and university departments to extend a culture of care and accountability to the George Washington University student body.

² See Appendix “Market Basket Schools”

Recommendation #1: Mandatory Guest Lists for Social Events

Social Chairs, or the appropriate position holders, of Greek organizations should be responsible for collecting a guest list for each registered event. This list should be submitted to the Center for Student Engagement (CSE), Greek Life Office (GLO), and other appropriate advisors no later than 24 hours before and after the event.

This list should be present at the entrance of each function and signed by members and guests as they enter to the event. Additionally, the guest list may be used by the Social Chair to have guests “check-out” before guests leave an event. A risk management plan, including the names of designated sober event monitors, risk manager, and social chair, as well as a reminder of the Social Greek sober event monitor marker³, will be emailed out to all members and guests within 24 hours of the event.

Rationale

The guest list policy will be implemented in order to create a closed party system for social events, ensuring the safety of all attendees at registered events, assisting the Social Chair in monitoring the event, and verifying all those entering the event are associated with the Chapter sponsoring the event. Using the guest list to “check-out” attendees will also assist in managing the post-event safety of members and their guests. The first submission 24 hours before an event allows GLO to cross check to ensure a proper ratio of sober monitors; the second submission 24 hours after an event allows GLO to have an accurate record of party attendees and time table that can be referenced if needed.

Accountability

The submission of a guest list 24 hours before an event will be a mandatory additional step in event registration. Failure to submit either guest list will result in incomplete event registration subject to appropriate consequences set out by the Greek Life Office and/or the Councils.

Timeline

This recommendation should be implemented during the Fall 2017 semester.

³See Risk Management Recommendation #2

Recommendation #2: Social Greek Sober Monitor and Risk Manager Marker

All sober monitors at fraternity and sorority social events have a uniform item (lanyard, pin, etc.) worn on themselves to serve as a clear marker to be identified.

These items would be funded and provided by the Greek Governing Councils so individual chapters would not endure the cost, but the items would be given out for a one semester's use to be returned.

Rationale

To host an event with alcohol as an organization at The George Washington University, the undergraduate Greek organization must uphold at least a 1 to 25 designated sober monitor ratio, though many national organizations require a 1 to 15 ratio. Organizations must follow the stricter policy. Sober monitors' names are to be listed when registering an event with alcohol and are required to refrain from consuming alcohol the day of and for the duration of the event. Although the University, and sometimes the members of the organization hosting the event, is made aware of the sober monitors, the average guest would not be able to identify them due to the lack of a designated marker/identifier. This recommendation would allow all guests at an event to spot a sober monitor who could assist or step in if needed. Having a standard Social Greek marker/identifier would make sober monitors consistent and recognizable at all chapters on The George Washington University's campus social events.

Accountability

Chapters will check out lanyards/pins each semester from their respective Council. Chapters will be required to submit a list of sober monitors during event registration 24 hours before an event, which will be cross checked with the submitted guest list to ensure the correct ratio. The cross checks will be conducted by GLO staff or the Vice President of Standards/Judicial Affairs of the Chapters' respective Council.

Timeline

This recommendation should be implemented during the Fall 2017 semester.

Recommendation #3: Improve the Chapter Risk Management Position

Individuals who are appointed or elected to their chapter's Risk Management positions as well as Chapter Presidents and House Managers go through a mandatory day-long certification training developed by the governing Councils and the Title IX Office that covers, but is not limited to, the following subjects and provides the tools necessary to address sexual misconduct at and after events:

- Alcohol consumption at parties
- Bystander intervention training – specifically how to confront a brother/sister in a high risk situation
- Best risk management practices
- The Emergency Medical Response Group (EMeRG) and the aftermath of a transport to the hospital – specifically from a chapter house
- How to convey expectations for mixers/date parties/off-campus formals to chapter members and guests
- How to detect warning signs of potentially dangerous situations
- Resources available for sexual assault prevention and survivors

Furthermore, those individuals who are appointed or elected to their chapter's risk management positions attend monthly meetings with members of the Greek Life Office and the Executive Board of each Council to discuss the current risk management climate, ways to continue to make our campus safer, and topics regarding sexual assault prevention.

Rationale

A mandatory baseline training for all Chapter Risk Managers and additional chapter officers, including Chapter Presidents and House Managers, would ensure these positions are properly trained and equipped to handle potential risk management situations during their terms.

In order to foster a collaborative Greek risk management community, additional opportunities for communication between risk managers should be in place with monthly meetings. These meetings will address the current state of risk management in the community and how to best address arising issues. It will also give risk managers from different organizations the opportunity to share and compare their risk management practices, allowing each to improve upon their own. Finally, designated monthly risk management meetings give the Council leadership the opportunity to continue to reaffirm risk management is a priority and their standards for it. Similar to resident advisors monthly forums, it will also allow room to continue education on different topics regarding sexual assault prevention.

Accountability

Chapters are required to send the elected or appointed Risk Manager to the mandatory training. In addition, each chapter is required to send the elected or appointed Risk Manager to the monthly meetings with GLO staff and Greek Councils. Should the Risk Manager be unavailable to attend either, the Chapter should send another representative, and notify GLO staff. Failure to send a representative is subject to a consequence set out by GLO and/or the Councils.

Timeline

This recommendation should be implemented during the Spring 2018 semester.

Recommendation #4: Reframe the House Manager Position

Examine the feasibility of increasing the scope, responsibility, and training of Greek House Managers.

An evaluation of the House Manager position should be done in conjunction with the Greek Life Office, Center for Student Engagement, GW Housing, and the governing Councils. Areas of focus should include responsibilities of House Managers, the selection and vetting process, the training and ongoing education process, and support of the House Managers.

Greek House Managers have the potential to be of greater support to our students residing in Greek housing and the Greek community in general. Just as Resident Advisors are a resource for their residents, House Managers should be available for questions, information, reporting, and community development.

Rationale

Currently, House Managers undergo a different kind of training than resident advisors. House Managers can often feel uncomfortable reporting fellow sorority/fraternity members for disciplinary action, unprepared to intervene in potentially dangerous situations, and ill-equipped to deal with situations regarding the mental health and wellbeing of students.

Furthermore, students who reside in Greek housing face many of the same issues and obstacles as other students on campus. These issues and obstacles range from navigating roommate disagreements to issues of mental health and wellbeing. Students living in Greek housing should have a resourceful and thoroughly trained House Manager to turn to in times of need or when students need support, just as any other GW student can turn to a Resident Advisor.

Timeline

This recommendation should be implemented during the 2018-2019 academic year.

Resources, Reporting & Survivor Support Committee Introduction

This Committee was tasked with addressing the availability of resources, community knowledge of reporting processes, and the creation of a more supportive environment within the Greek community. This Committee focused its initial research on national, local, and University resources for survivors of sexual violence, University offered trainings on sexual violence and trainings offered by campus groups, and current structures existing within individual chapters regarding reporting sexual violence. The Committee then expanded its research efforts to understand similar programs at DC Consortium⁴ and market basket schools, the viability of the proposed recommendations within the Interfraternity and Panhellenic self-governance structure, and the viability of the proposed recommendations within each individual Infraternity and Panhellenic chapter at The George Washington University.

The following recommendations reflect this Committee's goal of creating a community culture in which survivors feel more supported by their peers. This Committee hopes to equip the Greek community with the tools it needs to better support survivors at GW and beyond. These tools include a guidebook to University, local, and national resources (outlined in Recommendation #2) and the implementation of a training program that discusses how to support a student who discloses they have experienced sexual violence, what resources are available to them, and what different reporting processes would look like if a student chose to report.

⁴ See Appendix "Consortium of Universities of the Washington Metropolitan Area"

Recommendation #1: Implementation of the Confidential Support Sister and the Confidential Support Brother Program

This recommendation outlines the creation and implementation of a training program within the Greek community to teach chapter members, hereafter referred to as Confidential Support Sisters/Brothers (CSS/CSB). This program will train individuals to provide resources to anyone who has experienced sexual violence and equip chapter members with knowledge of different reporting processes which, in turn, they may provide to survivors, should survivors freely choose to report.

While any member can be trained, each Greek chapter must have a minimum of one member outside of the Executive Board (or equivalent) per pledge year to serve as a trained CSS/CSB as well as every chapter President and every Risk Manager (or equivalent).

The following outlines the implementation of the CSS/CSB program:

- 1) A chapter's Executive Board or equivalent, referred to hereafter as Leadership, describes the CSS/CSB position at an all-member chapter meeting early in the fall.
 - a) *Leadership should stress the importance of such a training.
 - b) **Leadership should also stress that individuals should not run for the CSS/CSB position because those individuals believe it is a stepping stone to a Leadership position, but because those individuals believe they can provide sufficient and necessary support services to their chapter and community.
- 2) Soon after this meeting, Leadership emails all of the chapter members and provides a schedule of upcoming approved trainings being held.
 - a) *These trainings will be 30-45 minutes in length and be approved by the Panhellenic Sexual Assault Prevention Task Force before the Task Force's dissolution.
 - b) **Leadership should note if there is not one person per pledge class year who is not a member of Leadership, Leadership will have to nominate someone to fill the role.
- 3) As members receive their training, it is Leadership's responsibility to ensure their chapter is meeting the minimum requirement for the CSS/CSB program. It is also Leadership's responsibility to make the list of trained members **clear and available** to the entire chapter.
 - a) *A CSS/CSB training is valid for two regular semesters. If a member would like to continue as a CSS/CSB for an additional year (or semester), that current member with the CSS/CSB position must attend an additional training.
- 4) Leadership must submit this list of trained CSS/CSB members to the Panhellenic Council or the Interfraternity Council and continue to update the list if additional members receive trainings.
 - a) The Panhellenic Council and the Interfraternity Council will verify these lists with the CSS/CSB training attendance logs.
- 5) *Note: In cases of extraordinary circumstances, an adjustment to the CSS/CSB minimum may be made by the Panhellenic Council or the Interfraternity Council.

- 6) ****Note:** The Panhellenic Council, the Interfraternity Council, and the Leadership of a member's chapter can revoke a member's certification and listing as a CSS/CSB at any time. This process will be determined on a case by case basis.
- 7) *****Note:** Students filling the role of CSS/CSB may leave GW for any reason, such as going abroad or taking a semester off. They may also disaffiliate from their chapters. Regardless, the Greek chapter must ensure there is one CSS/CSB per pledge class year at all times.

Rationale

In our research the committee found studies which show the first 2-3 people a survivor discloses to impacts whether or not the survivor continues to seek help . For this reason and many others, it is incredibly important our community understands the impact of someone's reaction to the news of someone's assault. Sororities and fraternities function as support networks for their members and should not exclude support for survivors of sexual violence.

Taking a disclosure can be a very difficult and frankly an intimidating experience for people and members of the Greek community should feel confident in their ability and knowledge. In addition, by training members of our community, this will not only equip people with the tools they need to properly support someone who discloses, but it will also demonstrate that the Greek community prioritizes the needs of survivors of sexual violence. Therefore, this program acts as both an educational training component and a show of solidarity with survivors.

Accountability

Should a chapter not meet the minimum amount of CSS/CSB members, sanctions will be determined by the Panhellenic Council and the Interfraternity Council. These sanctions will be prefaced by reminders to the chapter's Leadership to meet the minimum requirement. Sanctions will vary in severity depending on the unique violation.

Timeline

This recommendation should be implemented during the Spring 2018 semester with full participation expected by Spring 2019.

Recommendation #2: The Resource Guidebook

This recommendation outlines the creation of a condensed list of resources for survivors of sexual violence called the Resource Guidebook. The Resource Guidebook lists each resource with a brief description of the support services it provides. The Resource Guidebook includes the best and most comprehensive local and national resources, all University resources available to students, and resources specific to a survivor's identity including students who are male, LGBT*+, disabled and/or are experiencing intimate partner abuse/dating violence.

These resources should be easily accessible to all students at GW--whether through various GW and Greek Life websites, individual chapters' social media and listservs, or as print copies. CSS/CSB members will be especially familiar with this guidebook and where to find it. The Panhellenic Council and the Interfraternity Council will be tasked with updating the guidebook annually.

Rationale

It is often difficult and overwhelming to navigate next-steps after an individual experiences sexual violence or the disclosure of sexual violence occurs to an individual. By creating a trusted , streamlined guidebook of resources that were researched, tested, and evaluated by members of the Task Force, the committee hopes to assist survivors (and those the survivor discloses to) in their road to recovery. The mass dissemination of the Resource Guidebook serves to bring awareness to the many resources available to students on GW's campus should their lives become impacted by sexual violence. The members of this Committee that assembled and wrote the Resource Guidebook have extensive experience supporting survivors of sexual violence and, in many cases, have interacted with the resources listed in the Guidebook in the past and thus can speak to their merits.

Accountability

This recommendation will be kept up to date on an annual basis by the Panhellenic Association in consultation with the appropriate resources.

Timeline

This recommendation should be implemented during the Fall 2017 semester.

Public Relations & Communication Committee Introduction

The Public Relations (PR) & Communication Committee was tasked with creating recommendations for both short term and long term goals that coincide with topics concerning Public Relations and Communication methods. The Committee explored PR & Communication campaigns already in place at The George Washington University regarding the topic of sexual assault, in addition to researching successful social media, event planning, speaking and other campaigns that are utilized by market basket schools.

The primary recommendations from the PR & Communication Committee reflect the Committee's goal to provide a safer social Greek experience for the community as well as working with campus partners and university departments to extend a culture of care and accountability to the George Washington University student body. The PR & Communication Committee's recommendations serve to address PR/communications specific topics, in order to publicize and emphasize recommendations put forth by the Risk Management, Education, and Survivor Support Services committees.

Recommendation #1: Ongoing Public Relations Campaign

The committee recommends an ongoing public relations campaign which will begin in the first few weeks of the academic year. The most vulnerable times of the academic year should be used to display the dangers of sexual assault and also display the support resources available to students.

The “Red Zone,” and more specifically, “Welcome Week,” should be filled with on-campus, online, and on-paper reminders and resources concerning these issues. The first weeks of the semester are the most important and formative weeks in a student’s campus life. During this “Red Zone,” the PSATF, in partnership with other organizations, can launch various campaigns involving events, social media postings, and other marketing tools in order to publicize statistics, precautionary tactics, survivor resources and other important topics pertaining to the issue at hand.

Rationale

A very public and prominent campaign will educate students on the risks they face in those first few weeks and beyond, as well as describe their options if a sexual assault situation rises. Utilizing public spaces, fraternities’/sororities’, and other organizations’ events, and other tactics will keep these issues at the forefront of students’ minds. By having this campaign with the necessary information presented, students will be able to have open conversations about the dangers of sexual assault and potentially feel more comfortable intervening if a dangerous situation is taking place. A wide range of information and resources provide students with support during a difficult time of transition and potential dangers.

Accountability

All PHA and IFC Greek organizations will be required to have some of their membership participate or attend events or utilize social media exercises. All other student organizations on campus will be expected to participate in the overarching campaign to promote unity and decency.

Timeline

This recommendation should be implemented during the Fall 2017 semester.

Recommendation #2: Increase Availability of Relevant Statistics, Guidelines, and On-Campus Resources

A consistent dissemination of information of campus sexual assault resources should be required to be publicized to the entire Greek community, through multiple delivery mechanisms. In order to increase campus safety and security, a requirement for campus locations (academic buildings, residence halls, Greek and non-Greek university-owned properties) have a comprehensive list of campus-specific statistics, resources, and situational options available for students. Council leadership will also make these resources available to their membership via email.

Resources regarding sexual assault prevention, education, and survivor support should be easily accessible to all students at GW - through websites, fliers, social media, or in-person resources (such as in dorms with RAs or in Greek-owned university properties and off-campus Greek properties with the organizations' House Manager). The committee aims to create a graphic/poster/infographic with all relevant information regarding what to do in a sexual assault emergency, simple steps on being an active bystander, statistics about prevalence on our campus, and survivor and perpetrator resources to be displayed in all campus bathrooms and other common places. By displaying this information, it will help students have the information if they need it. Information provided will be from credible internet sources in addition to GW-published statistics and policies.

Within one week of each academic term, the IFC/MGC/PHA will send an email to everyone in their community outlining available resources and a link to the website for further relevant information. This communication should also include information about submitting CARE Reports, Mental Health Services, hazing concerns etc., with the focus being on member care. A similar email from each Council should be sent to new members within a week of them joining their respective organizations as well. This recommendation seeks to make campus resources more readily available for all members of the GW community.

Rationale

In order for students to both feel safe and be safe on campus, it is important students know facts about the problem. Providing students with all necessary information gives an individual the power to make educated decisions based on concrete information and guidelines. Additionally, a person may be struggling with something that happened to them and may not be aware of the resources offered by the university. Having a concise list of information on various types of media and documents with relevant information may be a lifesaver in various situations. The goal of this PR effort is to disseminate information throughout the community to ensure every GW student is equipped with the resources necessary to prevent a sexual assault from happening or to aid survivors.

Accountability

All Greek houses, campus buildings, and dormitories will be required to display the graphic in bathrooms and other locations. Other organizations with housing/campus space will be expected to display the graphic to ensure safety and comfort for their membership. The Interfraternity Council & Panhellenic Association Executive Boards, Students Against Sexual Assault, and other groups will work to hold one another accountable and designate a few people in charge of the artistic/creative efforts, social media, resource compilers, and any other tasks needed to be completed.

Timeline

This recommendation should be implemented during the Fall 2017 semester.

Recommendation #3: Utilize “Greek Week” as an Opportunity for Sexual Assault Awareness and Prevention

Alongside skits and other Greek Week events, the week should be utilized as another method for Public Relations (PR) regarding the issue of sexual assault, through competitions for the best PR, social media campaign competition, and other team/community building exercises.

The committee is recommending Greek Week be altered to incorporate competitive aspects for a good cause. Teams can work together to create their own sexual assault awareness PR campaigns and events for competition.

Rationale

Greek Week serves as an opportunity for Greek organizations to come together as a community for an event (or events) and build a relationship with other Greek chapters through friendly competition. In order to both incentivize accountability amongst chapters and enable the community itself to discuss issues, a PR campaign competition will spread the message of sexual assault awareness and foster a sense of unity against sexual assault. Greek chapters will engage with one another in a healthy, united environment in the planning of a PR campaign by Greek students, for Greek students.

Accountability

Each chapter will be held accountable by their peers, in the traditional format of Greek Week wherein a chapter of each Council is paired with one from a different Council. One week of preparation, will not only provide the Councils with ideas for implementation, but will make the chapters themselves engage with one another throughout an otherwise carefree week on the topic of sexual assault. After the winning team for the contest is picked, they will likely receive an incentive prize as a “thank you” for their efforts and ideas such as donations to philanthropies and service organizations.

Timeline

This recommendation should be implemented during the Fall 2017 semester.

Education & Prevention Committee Introduction

The Prevention and Education Committee was tasked with developing both short and long-term recommendations in the areas of sexual assault prevention and education. The Committee researched current sexual assault education and training practices offered by The George Washington University as well as opportunities for growth and expansion. In addition, the Committee examined established sexual assault education requirements and preventative measures existing at market basket schools.

The primary recommendation from the Prevention and Education Committee reflects the Committee's goal to provide means of collaboration between different campus partners/resources and the Greek community in order to create an environment where The George Washington University student body is more knowledgeable, supported, and safe.

Recommendation #1: Potential New Member Training

A mandatory baseline training should be required for all potential new members (PNMs) through the program “New Member Days” in the fall and early spring. This program will focus on the topics of: consent, bystander intervention, sexual assault prevention, and sexual assault resources on campus.

Rationale

The committee recommends this baseline-training curriculum be developed by the Greek Life Office in conjunction with the Title IX Office. With the new deferred recruitment model, a student interested in participating in any Council’s recruitment must attend 1 of the 19 “New Member Days” mandatory sessions in the fall and early spring. The committee believes PNM participation in this training prior to their participation in recruitment will help inform a larger portion of the Greek community and work towards a more proactive approach when dealing with sexual assault on our campus.

Accountability

If a PNM does not attend 1 of the 19 mandatory sessions prior to the start of spring recruitment, the PNM will not be allowed to participate in recruitment. For any chapters or organizations who decide to take upperclassmen new members in the fall, the entirety of their new member classes are required to attend 1 of the 15 mandatory baseline trainings in “New Member Days” in the fall semester.

Timeline

This recommendation should be implemented during the Fall 2017 semester.

Recommendation #2: Continuous Education Requirement for General Chapter Membership

IFC/PHA should affirm and implement an annual continuous education requirement in the spring semester for their respective member organizations and new members. The trainings should be conducted by a qualified professional focused on Council-chosen topics surrounding sexual violence/assault prevention, and best practices of risk management with a minimum of 80% of each member organization taking part.

Rationale

The committee recommends this continuous training curriculum be developed by each Council along with the Title IX Office, or a Council-approved outside professional may be brought in to conduct the training. Each Council should discuss and determine which topics are relevant and essential for their member organizations; however, it is preferred the program is interactive and discussion-based.

With deferred recruitment taking place for the first time next academic year, the committee recommends this mandatory training take place in the spring semester as to allow each member organization's new members to take part in the in depth training as well. Each member organization is responsible for individually organizing their own trainings, unless given permission by their respective Council Executive Board to pair up with multiple organizations for a larger conversations. Organizations should be required to hold a program on an annual basis at minimum. Each Council will be responsible for monitoring the progress of these trainings for their member organizations.

Accountability

Should a member organization not meet the minimum 80% standard for individual members being trained by the end of the spring semester every academic year, appropriate sanctions will be placed on the chapter by their respective Council.

Timeline

This recommendation should be implemented during the 2017-2018 year.

Recommendation #3: Specific Conversations With Chapter Presidents at Pre-Established Greek Life Conferences and Retreats

During the semesterly Greek Leadership Retreat, Presidents of each member organization take part in a training run by the Greek Life Office Staff and council presidents regarding what to do in situations where chapter leadership becomes aware of a situation where someone in their own chapter has been sexually assaulted or suspected of perpetrating a sexual assault

Rationale

During the fall “Our Purpose Leadership Summit” or the spring “Greek Leadership Retreat,” the committee recommends an interactive discussion take place between the Greek Life Office Staff, Council Officers, Chapter Presidents and Delegates. This discussion should be geared towards how communication should take place when chapter leadership becomes aware of a potential sexual assault and what action Presidents should and are expected to take moving forward.

Accountability

Councils will be responsible for communicating with Greek Life Office staff to create an agenda for these conversations.

Timeline

This recommendation is to be implemented during the 2017- 2018 academic year.

Appendix

Further Recommendations for Campus Partners and University Departments

1. Sexual Misconduct Climate Survey with Greek Specific Data

The Unwanted Sexual Behavior Climate Survey, conducted bi-annually by the Office of Survey Research and Analysis, should be reexamined to provide reliable and informative statistics about our campus culture.

Other beneficial information to gather would include attitudes around victim blaming and bystander intervention and rates of reporting sexual misconduct by survivors. The Task Force proposes to add a section of data where students may indicate if they are affiliated with a Greek organization in order to disaggregate the data between the Greek and non-Greek students.

This recommendation should be implemented during the Spring 2018 semester.

2. Free Semester of Counseling with Mental Health Services for Survivors and Perpetrators of Sexual Assault

The Task Force recommends the University should offer one free semester of counseling services through Mental Health Services for survivors of sexual assault and perpetrators.

These sessions would be in addition to the 6 free counseling sessions every GW student receives. A similar policy was created at Georgetown University, one of our market basket schools.

The University can do more to support survivors of sexual assault, and making campus mental health services more accessible is an important step in helping survivors begin to cope with their trauma. Furthermore, the Task Force acknowledges that being accused of sexual assault can be a difficult experience, thus it is important that all parties involved have equal access to campus resources. Lastly, the financial burden of seeking assistance from outside mental health physicians may impede students who need help but cannot afford to search for a provider outside of the comfort of campus. By readily providing mental health services on campus free of charge, students will feel empowered to reach out to our professionals at the Colonial Health Center. By students utilizing these professionals, an open environment will be created in which the general stigma accompanying mental health counseling may be reduced.

This recommendation should be implemented during the Spring 2018 semester.

3. Mandatory Sexual Assault Prevention Training for All Student Organizations

The George Washington University, in conjunction with the Center for Student Engagement and Student Association, should require student organizations to complete an annual sexual assault

prevention training session with the Title IX office in order to be renewed and recognized as a student organization by the Center for Student Engagement.

Student organizations must already complete three Excellence in Student Leadership (“ESL”) seminars throughout the academic year for recognition by the University. This sexual assault prevention training could be mandated as one of the three ESL seminars, or the Center for Student Engagement could adopt this training as an additional requirement.

This sexual assault prevention trainings could additionally serve as an eligibility requirement to receive funding through the Student Association. By mandating all student organizations to participate in an annual sexual assault prevention training, the university increases students’ awareness of this issue on how to be an effective bystander. This training would help alleviate some of the risk of sexual assault on campus by effectively training a majority of the student population.

This recommendation should be implemented during the Spring 2019 semester.

4. Increase Campus Security in Residence Halls

The University should increase campus security to have UPD student employees posted in all residence halls as a federal work study position.

Currently, only Mitchell, Thurston, and Potomac Halls have consistent 24-hour security at the front desk and upperclassmen residence halls are rarely monitored. Every residence hall should have UPD student employees or UPD officers posted--especially during the evening and early morning hours--as a safety measure for students and guests.

The open access to all campus residence halls, aside from the three mentioned above, allows for potentially threatening individuals to enter into GW’s residence halls without impediment. Reinstalling the student access monitor (“SAM”) program in all residence halls would enforce the tap system, ensuring only the appropriate people are entering residence halls.

This recommendation should be implemented during the Fall 2018 semester.

Market Basket Schools

Market basket schools are defined as universities that GW is often statistically compared to or aspires to be like. These schools have comparable criterion to GW, including caliber of academics, student population size, Greek community size, student and faculty diversity, and/or campus setting. The Task Force examined the policies and practices of these universities while forming recommendations for the GW community.

Baylor University
Boston University
Brown University
Duke University
Georgetown University
Harvard University
New York University
Southern Methodist University
Syracuse University
Texas Christian University
Tulane University
Vanderbilt University
Washington University of St. Louis
The College of William and Mary

Consortium of Universities of the Washington Metropolitan Area

The Consortium (as it is more commonly referred to) is a nonprofit educational association of 17 member colleges and universities in the Washington Metropolitan Area. The Consortium allows students to cross-register for courses at other Consortium member institutions and facilitates faculty research collaborations across member universities. The Consortium also serves its member universities by providing government relations, business liaison functions, and joint responses to various opportunities and events. The Board of Trustees consists of the presidents of the 17 member universities:

American University
The Catholic University of America
Gallaudet University
The George Washington University
George Mason University
Georgetown University
Howard University
Marymount University
Montgomery College
National Defense University
National Intelligence University
Northern Virginia Community College
Prince George's Community College
Trinity Washington University
Uniformed Services University of the Health Sciences
University of the District of Columbia
University of Maryland College Park

Panhellenic Call for Action Against Sexual Assault

April 28, 2017

On college campuses around the country, sexual assault continues to be a startling reality facing students on a daily basis. According to the Rape, Abuse & Incest National Network 1 in 4 women and 1 in 16 men will be sexually assaulted while in college. Our campus is not exempt from these statistics. In fact, a 2014 GW climate survey found that 22% of the undergraduate population has experienced unwanted sexual behavior first hand, with the highest rates among those students coming from students identifying as LGBT as well as upperclassmen females with rates of 35% and 36% respectively (GW Today, 2016, p.17). While we pride ourselves on having a unique Greek experience, we are still affected by the same cultural issues as any other campus. Recently we have witnessed this issue propagate within our community and it has brought to light the need for more action by the Panhellenic Association and the Greek Community as a whole.

Over the course of this academic year, there has been a spike of reports within the CSE and the Title IX office. There have been numerous reports of women being drugged and in some instances assaulted at open, unregistered events held by member organizations of the Interfraternity Council. When word of this was brought to the Panhellenic Association, we were disturbed by these instances. Beyond this we recognize the high number of assaults that are not reported, and stand in support of all survivors. We remain concerned about our members' safety as well as the safety of the GW community as a whole. In January, we challenged the Interfraternity Council to take more action in protecting the individuals attending their events. Unfortunately, despite the cooperation of some organizations and of the IFC Executive board, the response has not been completely unilateral. We believe this is an issue we must work together as a community to solve and we believe through cooperation will we see real change.

The Panhellenic Association hereby announces the creation of a task force open to members of the Panhellenic community, the Interfraternity Council, the Multicultural Greek Council, Students Against Sexual Assault, and any GW student who can provide support and insight on this matter. This task force will be responsible for creating an itemized action plan that will begin on the first day of the fall semester 2017, creating a new standard for our community when welcoming new students to campus.

We, the Panhellenic Association, take these concerns very seriously. The Panhellenic community is designed to empower our membership and give them a safe and positive experience. As leaders on this campus, we should be held accountable for the culture we create and have the responsibility to combat this culture that continues to allow sexual assault to be the norm. We will not allow this issue to be overlooked any longer.

Sincerely,

The George Washington University Panhellenic Association Executive Board

Glossary of Terms

Sexual Assault

According to the US Department of Justice and RAINN (Rape, Incest & Abuse National Network), The term sexual assault refers to sexual contact or behavior that occurs without explicit consent of the victim. Some forms of sexual assault include attempted or completed: fondling or unwanted sexual touching, forcing someone to perform sexual acts (such as oral sex), or penetrating someone's body (also known as rape).

Sexual Violence

The term "sexual violence" is an all-encompassing, non-legal term that includes sexual assault, sexual harassment, sexual exploitation, stalking, intimate partner violence, and other forms of related violence.

Intimate Partner Violence (IPV)

The World Health Organization defines intimate partner violence as any behavior within an intimate relationship that causes physical, psychological or sexual harm to a partner in the relationship, including acts of physical aggression, sexual coercion, psychological abuse and controlling behaviors. Historically called "domestic violence," IPV can be perpetrated by a current or former partner and often manifests itself in emotional abuse, psychological abuse, physical abuse, sexual abuse, financial abuse, and/or digital abuse (such as controlling behavior in regards to one's online presence and communication).

Disclosure

The term "to disclose/give a disclosure" is commonly used to refer to when a survivor tells someone they trust that they have experienced or are experiencing sexual violence.

The Red Zone

The term "red zone" is used to describe the first week of fall semester when freshmen students are on campus for their first week in college. Typically, more sexual assaults occur in the first week of each fall semester than any other week of the academic year. The survivors of red zone assault are disproportionately underclassmen.