

DELTA GAMMA FRATERNITY'S

COMMITMENT TO
SUPPORT SURVIVORS
OF SEXUAL VIOLENCE

Member Resource Guide



DELTA GAMMA IS COMMITTED TO CREATING

A Culture of Care

Delta Gamma is committed to creating a Culture of Care—one that supports women and gives them the resources they need to support someone who may have been sexually assaulted. The Fraternity’s Culture of Care is all-encompassing, embracing every member at every level with sincere support and thoughtful inclusion. Grounded in ritual and Article II, a Culture of Care offers a spirit of purposeful camaraderie characterized by kindness and respect, exemplifying sisterhood at its best.

This resource guide has been designed with you in mind. Whether you are learning about a Culture of Care for the first time, you are a member looking for resources to help a survivor of sexual assault, or a survivor yourself, this document is for you. The survivor could be a member of Delta Gamma, but does not have to be. All of the resources provided are aimed to support all survivors.

DELTA GAMMA RESOURCES

One Student

Delta Gamma has an ongoing partnership to help lead the conversation on consent and sexual empowerment. Through this partnership, we provide educational and empowering resources in the Delta Gamma website library:

- Supporting Survivors resource
- Kelly & Becca: Creating a Culture of Consent resource
- “Creating a Culture of Consent-Step One: Talking About IT” Webinar

U.S. RESOURCES

United States National Sexual Assault Hotline

Phone: 800.656.HOPE (4673) **Website:** hotline.rainn.org/online

Calls are routed to a local RAINN (Rape, Abuse & Incest National Network) affiliate organization based on the first six digits of your phone number.

- Confidential support from a trained staff member
- Support finding a local health facility that is trained to care for survivors of sexual assault and offers services like sexual assault forensic exams
- Local resources that can assist with next steps toward healing and recovery
- Referrals for long term support in the area
- Information about the laws in the community
- Basic information about medical concerns

CANADIAN RESOURCES

24-hour crisis line: 1-877-392-7583

The toll-free crisis line is answered by empathetic and skilled support workers. Crisis Line support workers are there to listen, to provide non-judgmental support and, if needed, to provide information on available counseling services or referrals to other community programs and organizations.

Women Against Violence Against Women (WAVAW)

Website: Wavaw.ca Provides information about their 24-hour crisis line, free counseling programs, support groups and victim services.

Canadian Association of Sexual Assault Centres

Website: <http://www.casac.ca/content/anti-violence-centres>

List of rape crisis and women’s centres by Province and Territory

LOCAL RESOURCES

Search of independent sexual assault service providers

Website: <https://centers.rainn.org/>

Sexual assault service providers have highly trained staff that can aid in moments of crisis as well as resources for ongoing support related to sexual violence. Their services are usually free or low cost. They can offer information and resources including individual/group counseling, support groups, hospital accompaniment and community education, just to name a few.

UNIVERSITY RESOURCES

Many of these resources are non-confidential resources and they are required to report the incident as described by the survivor to additional university administration and potentially campus police. If unsure about a resource's reporting status, the individual always has the right to ask about confidentiality before sharing.

The following resources will most likely be confidential resources:

- Counseling Center (most campus counseling centers will be confidential resources)
- Health Center or Women's Center
- Campus Advocate (can be confidential resource, but not always)
- Clergy

The following sources will most likely be non-confidential resources:

- Title IX Coordinator/Office
- Dean of Students Office/Vice President for Student Affairs
- Fraternity/Sorority Advisers
- University Faculty/Staff
- Resident Assistant

SUPPORT WITHIN DELTA GAMMA

Time and space to take care of yourself

- Survivors of sexual assault can ask for excused absences through the extended absence policy (Section 4 of Standing Rules).
- CMT (chapter management team) can grant excused absences from anchored events for an extended period of time. Work with the president or vp: social standards to submit the request.
- In the event the accused has access to Delta Gamma property or events, a survivor can notify the chapter president or vp: social standards to initiate the process of restricting access of said individual until further notice.

CONCERNS YOU MAY HAVE

“I don’t know what to do.”

- This is perfectly OK and 100 percent normal. There is no perfect answer. The only right answer is to provide as much support as the member needs and wants.
- Sharing this information with you is an act of courage, be gracious and respect this act.
- Listening is the most important thing you can do.

“I don’t know what to say, I’m afraid I might say the wrong thing.”

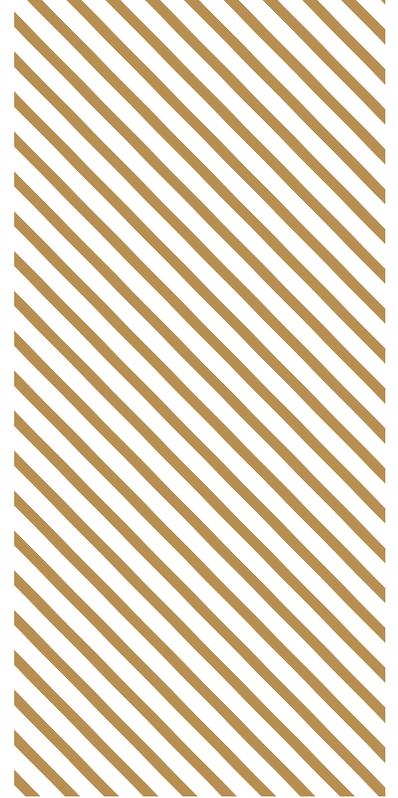
- Remember, listening is the most important thing you can do. This is not a time to ask questions, leave those to the experts. Your job is to support, listen and believe them.

Here are some phrases that can help you support someone who has been sexually assaulted:

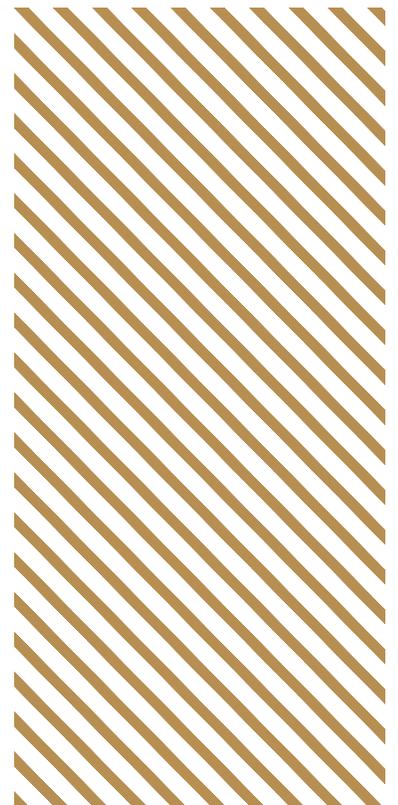
- I believe you
- What you are feeling is normal
- It is not your fault
- You are not alone
- You deserve support
- I am so sorry this happened to you
- You did not deserve to be hurt
- Thank you so much for sharing with me
- Thank you for trusting me with that information

“Who should I tell?”

- No one. Please do not tell anyone without the member’s consent.
- If you think the member may harm themselves or others, please contact a confidential resource and let them know you are concerned about someone.
- If a member needs support from Delta Gamma direct them to the chapter president or vp: social standards.
- Encourage the member to get support. Remember, it’s up to them to make the decision to get help.



REMEMBER,
LISTENING
IS THE MOST
IMPORTANT
THING YOU
CAN DO.



THINGS TO KEEP IN MIND

Reporting is completely up to the survivor

- No chapter officer, member or Delta Gamma volunteer should share information about the situation without permission of the survivor.
- Do not share with anyone without the survivor's consent. This includes chapter officers and members, university administration, the accused, friends or family of the accused, etc.
- The decision to seek help has to be made by the survivor.

Confidential vs. non-confidential resources

- Most campus/university professional staff and all faculty are often required to report suspected incidents of dating violence, sexual violence and stalking to the university.
- Victim advocates, licensed counselors, medical staff and clergy are not required to report to the university administrators.
- Limitations apply to confidentiality if these sources feel the survivor is in danger (i.e., self harm).
- For Delta Gamma members, Honor Board is a confidential space; the Fraternity is not required to report information disclosed in that setting.



Accommodations and Resources for Survivors

EXTENDED ABSENCE FROM CHAPTER REQUIREMENTS:



This accommodation should be made available for survivors of sexual violence and those accused of member on member sexual violence. The extended absence policy is in Section 4 of the Model Bylaws and Standing Rules. Extended absences from anchored events must be approved by CMT. The survivor or the accused can submit the request to the president or vp: social standards.

REQUEST THAT ACCUSED ARE NOT ALLOWED IN DG FACILITIES OR AT DG EVENTS:



This accommodation should be made available to survivors of sexual violence perpetrated by non-members. The survivor can notify the chapter president or vp: social standards to initiate the process of restricting access for said individual until further notice. In this instance, the chapter president or vp: social standards will notify the necessary chapter officers and in the case of denying access to the chapter property, the entire membership, to make sure the accused is not permitted on property or at certain events.

VIRTUAL HONOR BOARD HEARINGS TO AVOID CONTACT:



This accommodation should be made available to survivors and the accused in instances of member on member sexual violence to ensure they do not cross paths when attending Honor Board hearings, if applicable. The accommodation should be made to both members to avoid contact with each other.

ALTERNATIVE HOUSING OPTIONS:



This accommodation should be made available to survivors and the accused if both members live in a chapter facility. Ideal alternative housing options would be primarily arranged amongst friends and members of the chapter, but could be arranged by EO staff with the university should the members feel it is necessary and are comfortable with the situation being disclosed to EO and university staff (details of the situation would not be shared to avoid mandatory reporting on behalf of the university staff). If neither of those proposed solutions are viable, a hotel stay for a reasonable amount of time is also an available option.

DELTA GAMMA ADVOCATES FOR SURVIVORS:



This accommodation is available to all Delta Gamma survivors of sexual violence. Delta Gamma Advocates are alumnae members trained to help provide survivor support and guidance through the Honor Board process. They are available to answer questions, help connect the survivor with resources on campus, provide support throughout the Honor Board process, attend the Honor Board meeting (if applicable) for support (by phone), and ally who is a sister outside of their own chapter.

• **To request a Delta Gamma Advocate** please contact the assistant director for prevention at Veronica@deltagamma.org.

IMPORTANT INFORMATION

for collegiate presidents, vps: social standards and advisers

How can you support survivors in your Delta Gamma role?

- Use the available resources to become familiar with terminology and knowledge of what constitutes sexual assault.
- Be a supportive sister, provide a listening ear.
- Put the needs of the survivor first. The safety and wellbeing of the survivor is always most important.

What support can Delta Gamma provide?

Time and space for the survivor to take care of themselves

- Survivors of sexual assault can ask for excused absences through the extended absence policy (Section 4 of Standing Rules).
- CMT can grant excused absences from anchored events for an extended period of time. Work with the president or vp: social standards to submit the request.
- In the event the accused has access to Delta Gamma property or events, a survivor can notify the chapter president or vp: social standards to initiate the process of restricting access for said individual until further notice.
- In this instance, the chapter president or vp: social standards will notify the necessary chapter officers and, in the case of denying access to the chapter property, the entire membership, to make sure the accused is not permitted on property or at certain events.

Confidentiality and Privacy

- Sharing this news with you may not be easy for the survivor. Respect their privacy and courage to tell you by not sharing the information with anyone else.
- There's no timetable when it comes to recovering from sexual violence. Remember, the healing process is fluid and every day can look different. Your support and care is important and needed in every step of the process.
- Before speaking with anyone about granting excused absences or barring individuals from chapter property and events, you must have the survivor's permission to notify certain officers, advisers, or the entire chapter if barring someone from chapter property.
- The president can inform the chapter with the following statement:
- "Effective (today's date), (name of accused) is not allowed inside or outside of Delta Gamma property until further notice." If someone asks why this person is not allowed, you can say, "I am not permitted to speak about the details as it is a confidential matter."

This resource guide is for **all** Delta Gamma members.

It is our hope that every member is committed to creating a culture supportive of survivors of sexual violence.

If you are unsure of what to do, have additional questions or would like more information about the resources mentioned in this guide please contact assistant director for prevention Veronica Voll at veronica@deltagamma.org.