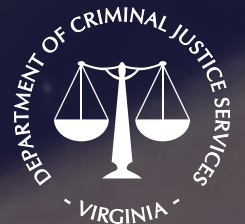


# Campus Safety and Violence Prevention Forum

March 9–12, 2020  
Hampton, Virginia



[www.dcjs.virginia.gov](http://www.dcjs.virginia.gov)



# COMMONWEALTH of VIRGINIA

## *Department of Criminal Justice Services*

Shannon Dion  
Director

Megan Peterson  
Chief Deputy Director

1100 Bank Street  
Richmond, Virginia 23219  
(804) 786-4000

March 9, 2020

Dear Forum Participant:

On behalf of Governor Ralph Northam, Secretary of Public Safety and Homeland Security Brian Moran, and the Virginia Department of Criminal Justice Services (DCJS), it is my pleasure to welcome you to our 2020 Campus Safety and Violence Prevention Forum. DCJS, the Virginia Association of Campus Law Enforcement Administrators (VACLEA), and the International Association of Campus Law Enforcement Administrators (IACLEA) are hosting this event to offer you the latest information on violence prevention on campus.

Over the next four days, in keynote presentations and breakout sessions, you will hear national and local experts on campus safety discuss the latest research, policies, legal challenges, interdisciplinary cooperation, and reporting issues. Relevant topics with an impact on our higher education communities including human trafficking, threat assessment, critical incident management, mental health, and Title IX and Clery Act compliance will be explored.

In addition, I hope you will use your time here to learn from each other, share best practices, and make connections that can help you in your important work. The success of this forum depends on your participation. We very much appreciate you taking the time to be here, and we thank you for your commitment to ensuring the well-being of our students and their safety on campus.

Sincerely,

A handwritten signature in blue ink that reads "Shannon Dion".

Shannon Dion



# OFFICE OF THE CITY COUNCIL



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MAYOR

JIMMY GRAY  
VICE MAYOR

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## GREETINGS FROM THE MAYOR OF THE CITY OF HAMPTON, VIRGINIA

On behalf of my colleagues on City Council and the residents of the great City of Hampton, it is my pleasure to welcome you to the *Virginia Department of Criminal Justice Services 2020 Campus Safety and Violence Prevention Forum* being held here in Hampton on March 9-12, 2020.

Hampton is a historic City that has been the site of many important gatherings and historic events. Founded in 1610, Hampton is where the first Africans arrived in English North America in 1619. It is also where the first Mercury and Apollo astronauts trained for manned missions into space and to the Moon. In addition, Hampton has been recognized as a three-time All-America City recipient for outstanding civic accomplishments.

Besides our rich history, Hampton is full of attractions, restaurants for all tastes, and unique shopping. We view Hampton as a warm and friendly place and our citizens always enjoy the opportunity to share experiences with our visiting friends.

Best wishes for a successful forum.

Respectfully,

Donnie R. Tuck  
Mayor

"OLDEST CONTINUOUS ENGLISH-SPEAKING SETTLEMENT IN AMERICA - 1610"

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## 2020 CAMPUS SAFETY AND VIOLENCE PREVENTION FORUM — PRE-CONFERENCE TRAINING

### *Identifying and Responding to Leadership Challenges in Public Safety and Policing*

**MONDAY, March 9, 2020** // *Grand Ballroom B*

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9:00 AM–9:30 AM Welcome/Overview/Introductions/Expectations

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9:30 AM–10:15 AM Defining and Refining Your Personal Leadership Style

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10:15 AM–10:30 AM *Break*

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10:30 AM–11:00 AM The Front-Line: A 15-Step Process of Improving Supervisory Effectiveness

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11:00 AM–12:00 PM Fostering a Positive and Dynamic Workplace Environment

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12:00 PM–1:00 PM *Lunch Provided*

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1:00 PM–2:30 PM The Ethical Edge of Leadership

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2:30 PM–2:45 PM *Break*

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2:45 PM–3:30 PM Crisis Leadership and the Media

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3:30 PM–4:45 PM Lessons Learned (Transitional and Change Leadership Challenges)

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4:45 PM–5:00 PM Review and Wrap Up

# 2020 CAMPUS SAFETY AND VIOLENCE PREVENTION FORUM — CONFERENCE

**TUESDAY, March 10, 2020**

8:30 AM–9:00 AM **Welcome** // *Grand Ballroom B/C*

**Presentation of Colors**, *Hampton Police Department Honor Guard*

**National Anthem**

**Opening Remarks**

Donna Michaelis, *Division Director, Virginia Center for School and Campus Safety,*  
*Virginia Department of Criminal Justice Services*

Deb Cheesebro, *Chief of Police, College of William and Mary Police Department*

Josh Bronson, *Director of Training, International Association of Campus Law Enforcement Administrators*

9:00 AM–10:30 AM **Together We Can: Sexual Violence, Gender, and Responsibility** // *Grand Ballroom B/C*

Jeff Bucholtz, *We End Violence*

In today's world, there is a lot to think about when it comes to sex and sexual violence. Together We Can is a fun and interactive way to take a critical look at the ways in which our culture facilitates sexual violence by exploring ideas about healthy sex, obtaining consent, the language of violence, and the role popular culture plays in promoting unhealthy ideas about sex and consent. During this humorous and interactive presentation, we will also address victim blaming, survivor dynamics, current social movements, and responsibility for sexual violence in order to provide critical insights into the discourses that promote survivor self-loathing, and prevent survivor recovery. Together We Can will help all of those with the desire to build a world free from sexual violence with a variety of motivational and pragmatic tools.

10:30 AM–10:45 AM **Break**

10:45 AM–12:15 PM **Frog in a Pot** // *Grand Ballroom B/C*

Rachael Frost, *Frost Iced*

The presenter will discuss the potential correlation between domestic violence and strangulation for those who commit targeted violence. The presentation will illustrate how domestic violence truly is a community problem – and how often this community problem affects the workplace. Strangulation mechanisms and the large percentage of incidents that do not leave any visible injury on the victims will be reviewed. The research related to strangulation as a potential behavior of concern for subjects who commit workplace and community violence, murder/suicide, and familicide will also be explored. Domestic violence and stalking at education facilities comes with its own special set of challenges, just like in a small town, where the populace is intertwined and it's not always possible to get away from a perpetrator or their support group. These challenges add another level of concern and hesitation regarding reporting abuse, even with the availability of Title IX protections. Additional topics will include the effect domestic violence has on women in the workplace, why women are reluctant to come forward even though half of all female homicide victims are killed by intimate partners, resources that can be offered to increase a willingness to seek help, and the evolving state laws that mandate support of employees who are victims of domestic violence. This discussion will include the disconnect between corporate staff and the reality faced by human resources personnel who often find domestic violence issues prevalent in their concerns involving staff.

12:15 PM–1:15 PM **Lunch** // *Grand Ballroom A*

1:15 PM–2:45 PM **WORKSHOPS (90-minute sessions)**



**Improving Partnerships and Response between Community Advocates, Campuses, and Municipal Law Enforcement** // *Room 201*

Kristen Pine, *YWCA of South Hampton Roads*

The session will explore the importance of the relationships between Title IX Investigators, campus law enforcement, local law enforcement and victim advocates when responding to victims of dating violence, sexual violence and stalking who would like to prosecute criminally. The presenter will discuss the importance of healthy SART teams on campuses that include well-defined roles and protocols to respond to these crimes.



2

### **If Lightning Strikes: All Hazards/Critical Incident Management Planning and Collaboration for Higher Education // Room 202**

Mike Clesceri, *McHenry County College*

This presentation is designed as an overview to prepare higher education law enforcement and college/university personnel to respond to multi-hazard conditions; perform Hazard Risk Assessments to identify training needs for maximum preparedness during a crisis; and maintain a living Critical Incident Management Plan (CIMP) and Emergency Operations Plan (EOP). Additionally, the session will provide institutions of higher education with knowledge and planning strategies to protect lives, property, and the environment by supporting operations more effectively within the context of comprehensive public safety and emergency management. The content focuses on the core issues specific to campus law enforcement, higher education officials and regional first responder partners. The presenter will address collaboration with local, regional and state stakeholders, before and during a major incident. ICS roles and responsibilities during drills and actual emergencies will also be discussed.

3

### **Man Up?...Masculinity, Popular Culture, and Preventing Violence // Room 203**

Jeff Bucholtz, *We End Violence*

Everyone can play a critical role in ending violence, including men. During this workshop, participants will explore common stories and representations about masculinity in our culture, and how those representations can facilitate different forms of interpersonal violence. Participants will then discuss strategies to promote alternative stories that can create safer and healthier communities. This workshop will teach media literacy skills for examining masculinity in popular culture, tools for challenging unhealthy social norms, and strategies to redefine the ways our culture teaches what it means to "be a man."

4

### **Connecting the Dots: Promising Practices in Higher Education Threat Assessment Case Management, Communication, and Collaboration // Room 204**

Laurie Casteen, Alex Hall, and Ed Markowski, *University of Virginia*

This session will include a brief history of threat management in higher education and future goals for broader implementation through the proposed TAPS legislation. Intentional and thoughtful TAT team composition, philosophy and process will be covered in detail, as well as critical aspects of collaboration and communication for identification of risks, case management, tracking, and follow up, including the intersections of Title IX and conduct with threat assessment. Key aspects will be highlighted with real examples from the presenters' own experiences in threat assessment and case management. Finally, the session will address strategies to enable colleges and universities of all sizes, types and budgets to develop and maintain high functioning, productive teams that contribute to safety on any campus.

5

### **Human Trafficking 101: The Basics of Human Trafficking // Room 208**

Angella Alvernaz, *Virginia Department of Criminal Justice Services*

Human trafficking is an issue that is pervasive within our youth populations. As these individuals enter college, their experiences of exploitation may continue. These individuals need additional support to work through their experiences utilizing wraparound case management. It is important to understand what human trafficking is, what signs to look for, and how to support students who may be involved. This session is designed for those with limited knowledge of human trafficking or those who may need a refresher. It will be beneficial for staff members who interact with students to include admissions staff, faculty, student services, residential life, and others. Participants will be able to develop an understanding of what human trafficking is, the indicators to look for, and what services may be appropriate for those identified. The topics of sextortion and arrangement dating will also be discussed to include their possible intersection with human trafficking.

6

### **SURVIVORS Program: To Help Those Who Have Survived Extreme Violence Regain Their Direction // Room 209**

Rachael Frost, *Frost Iced*

How do the "everyday helpers" assist others who have survived extreme violence to desire, find, and take opportunities to heal? How do we help the survivors recognize that they are having a normal reaction to an abnormal situation and THAT'S OKAY; that life may not go back to the way it was before and mourning that reality and THAT'S OKAY; that their reactions are theirs and everyone processes differently, at a different pace, and THAT. IS. OKAY.? We begin by creating a system of response with line staff that starts by being honest and taking steps to help survivors not just get through, but get UP above their pain and fear. Learning new life skills and planning can create a structure for survivors through sharing success and failure. These steps can provide an avenue for survivors of extreme trauma and violence to get

back on their emotional feet, while helping them identify personal goals and pathways to achieve their best version of personal success. In this session, participants will learn about the importance of connection and communication; identify the Ten Points of Support to help a survivor through one facet of their journey to heal; and identify ways to further expand their current victim response process to support the survival component.

2:45 PM–3:00 PM

**Break**

3:00 PM–4:30 PM

**WORKSHOPS (90-minute sessions)**

7

**The Clery Act – Department of Education Enforcement and Your Risks // Room 201**Michael Webster, *Margolis Healy*

Clery Act compliance is a “binary business,” i.e. like a light bulb you are either “on” or “off” the mark. Good faith has no bearing (except for a solitary instance in thousands of pages of regulation and guidance). Nevertheless, our research into the Education Department’s Clery Act fines describes the relative return on investment as you work to comply.

8

**Through the Looking Glass: A Conversation about Bias, Perception, Victims, and Change // Room 203**Jeff Bucholtz, *We End Violence*

This presentation will examine the ways that stereotypes and bias affect our perceptions, and how this in turn affects our ability to support victims, especially those from marginalized, minoritized, and underserved communities. We will then look at a variety of institutional practices designed to further ensure that our system-wide efforts are inclusive and culturally responsive rather than merely checking boxes. As practitioners who are invested in creating a world free from interpersonal violence, bias against victims, and barriers that disrupt those in need from accessing services, we must recognize that all forms of bias and bigotry are inextricably linked with injustices and then choose to invest in intentional practices that promote having power with instead of having power over others. Together, during this presentation, we will focus on the power of inclusion, hope, bravery, and social change. This is how we will ensure our values of justice, equity, connection, compassion, and self-reflection lead to the transformative change we desire.

9

**Human Trafficking 201: Prevention, Response, and Recovery // Room 208**Angella Alvernaz, *Virginia Department of Criminal Justice Services*

Human Trafficking is being recognized on college campuses more prevalently each year. Educational institutions are concerned about how to prevent human trafficking from occurring and what to do if a student is identified as being exploited. This session will discuss how educational institutions can educate and engage their student populations about human trafficking, encourage the identification of students who have been exploited, and how to support this vulnerable population through graduation.

10

**Investigating the Consent Defense in Sexual Assault // Room 209**Rachael Frost, *Frost Iced*

Sexual assault investigations can be challenging for many reasons, including the lesser-known dynamics of sexual assault victims; dynamics that differ from society’s idea that rape usually occurs at the hands of a stranger and involves vicious physical injury. Further exacerbating those challenges for investigators are the “He Said/She Said” allegations and drug/alcohol-facilitated sexual assaults where there may be a significant lack of supportive evidence or even a loss of memory regarding the actual assault. These investigations are often left suspended for lack of evidence, even when such sexual assaults are an all too frequent occurrence on college and high school campuses, in the dating world, and even within the workplace. However, as investigators, advocates, prosecutors, and forensic examiners, we can take the challenges presented by such cases and embrace them, using them to develop trust and understanding with our victims, as well as to take concrete steps for identifying items of evidentiary value for the investigation. These steps identified in this presentation serve as a foundation for moving forward and providing a complete and accurate investigation into cases that historically met with a lack of leads and nothing to build upon.



## Creating a Trauma-Informed SART Response // Room 202

Kristina Vadas, *Virginia Department of Criminal Justice Services*

In this session, attendees will learn about the benefits of a multidisciplinary team response to sexual assault. Attendees will increase their knowledge about how to use their team as an instrument to improve response processes. The presenter will discuss elements and practices in sexual assault response that are effective in reducing and preventing further trauma, and will provide tools and resources that can be used to support trauma-informed, victim-centered, and offender-focused responses.

## WEDNESDAY, March 11, 2020

### 8:30 AM–10:00 AM Hazing // Grand Ballroom B/C

W. Scott Lewis, *TNG, LLC*

The cases of hazing behaviors transcend Greek Life and include athletics, bands, clubs and even academia. While sometimes motivations for hazing are altruistic (building brotherhood, solidarity, or teaching group relevant skills), recent incidents increasingly lack altruism and seem to exist merely to reinforce social dominance and a mindset that membership must be earned. Understanding conduct policies for individuals and organizations are one way to address the issue, but it also requires understanding the motivation behind the hazing and the mechanisms of hazing groups to prevent and redirect these behaviors.

### 10:00 AM–10:15 AM Break

### 10:15 AM–11:45 AM Students in Crisis: The Path through and on to a Productive and Thriving Adulthood // Grand Ballroom B/C

Lori Wood, *Region Ten*

Working with and supporting students in a mental health crisis continues to be a major topic of conversation and area of need across all campuses, large and small. The prevalence of mental illnesses among college students, compounded with stress and past traumas, can create a potential for escalating problems. The convergence of these factors impacts students' ability to be successful with school, work, and relationships. This keynote will explore the current landscape and climate, and will give tangible ways to evaluate risk, create safety nets, and navigate the legal, social and emotional elements that factor into this type of support. Trauma awareness, crisis supports and risk assessment frameworks will be discussed. Further time will focus on harnessing resiliency factors and developing easy, digestible frameworks for success and thriving for the students we serve.

### 11:45 AM–12:45 PM Lunch // Grand Ballroom A

### 12:45 PM–2:15 PM Clery Act Compliance – It's a Team Effort // Grand Ballroom B/C

Michael Webster, *Margolis Healy*

While institutions have always needed collaboration, the VAWA amendments have made it impossible to comply without it. This critical issue has been emphasized in the Department of Education's recent Clery Act program review reports. We will help you strategize who and how to engage with the key stakeholders.

### 2:15 PM–2:30 PM Break

### 2:30 PM–4:00 PM Title IX: A Primer on Patience, Perseverance, and Practical Implementation // Grand Ballroom B/C

Leslie Gomez and Gina Maisto Smith, *Cozen O'Connor*

During the past decade, educational institutions have navigated significant changes in the legal and regulatory framework that governs the institutional response to sexual and gender-based harassment and violence, sexual assault, dating violence, domestic violence, and stalking. This session will explore the evolving legal and regulatory framework, including the pending regulations, recent court decisions on procedural due process, and lessons learned from recent OCR-Title IX and DOE-Clery resolutions. The speakers will also discuss effective ways to balance informed and compassionate responses to sexual and gender-based harassment and violence with procedural fairness and "due process" protections.



# 2020 CAMPUS SAFETY AND VIOLENCE PREVENTION FORUM — POST-CONFERENCE TRAINING

*Know More, Do More: Recognizing and Responding to Stalking*

**THURSDAY, March 12, 2020** // *Grand Ballroom B*

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8:30 AM–10:00 AM **Stalking Definition, Dynamics, and Behaviors**

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10:00 AM–10:15 AM **Break**

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10:15 AM–11:45 AM **Risk Assessment and Safety Planning**

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11:45 AM–12:45 PM **Lunch Provided**

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12:45 PM–2:15 PM **Stalking 2.0: The Use of Technology to Stalk**

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2:15 PM–2:30 PM **Break**

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2:30 PM–4:00 PM **Investigations and Hearings**

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4:00 PM–4:30 PM **Wrap Up and Questions**

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**Photos or videos from this event may appear on the DCJS website,  
social media sites, and in other agency materials.**

Sign up for *DCJS Updates* to receive email notification of grants, training and events, publications, and other information from the Virginia Department of Criminal Justice Services as soon as it is available on our website. You may choose to receive all notices, or select specific ones of interest. To subscribe to this free service, start by creating an account at: [www.dcls.virginia.gov/subscribe](http://www.dcls.virginia.gov/subscribe)

Visit DCJS on Facebook: [www.facebook.com/vadcjs](http://www.facebook.com/vadcjs) and Flickr: [www.flickr.com/photos/va\\_dcjs](http://www.flickr.com/photos/va_dcjs)

Follow the DCJS Virginia Center for School and Campus Safety on Twitter: [twitter.com/DCJS\\_VCSS](https://twitter.com/DCJS_VCSS) 

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**International Association of Campus Law Enforcement Administrators**

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**Cybersecurity and Infrastructure Security Agency**

Department of Homeland Security  
[www.cisa.gov](http://www.cisa.gov)

**Office of the Attorney General**

202 North Ninth Street  
Richmond, Virginia 23219  
[www.ag.virginia.gov](http://www.ag.virginia.gov)

**Virginia Department of Behavioral Health and Developmental Services**

1220 Bank Street  
Richmond, Virginia 23219  
[www.dbhds.virginia.gov](http://www.dbhds.virginia.gov)

**Virginia Department of Criminal Justice Services**

1100 Bank Street  
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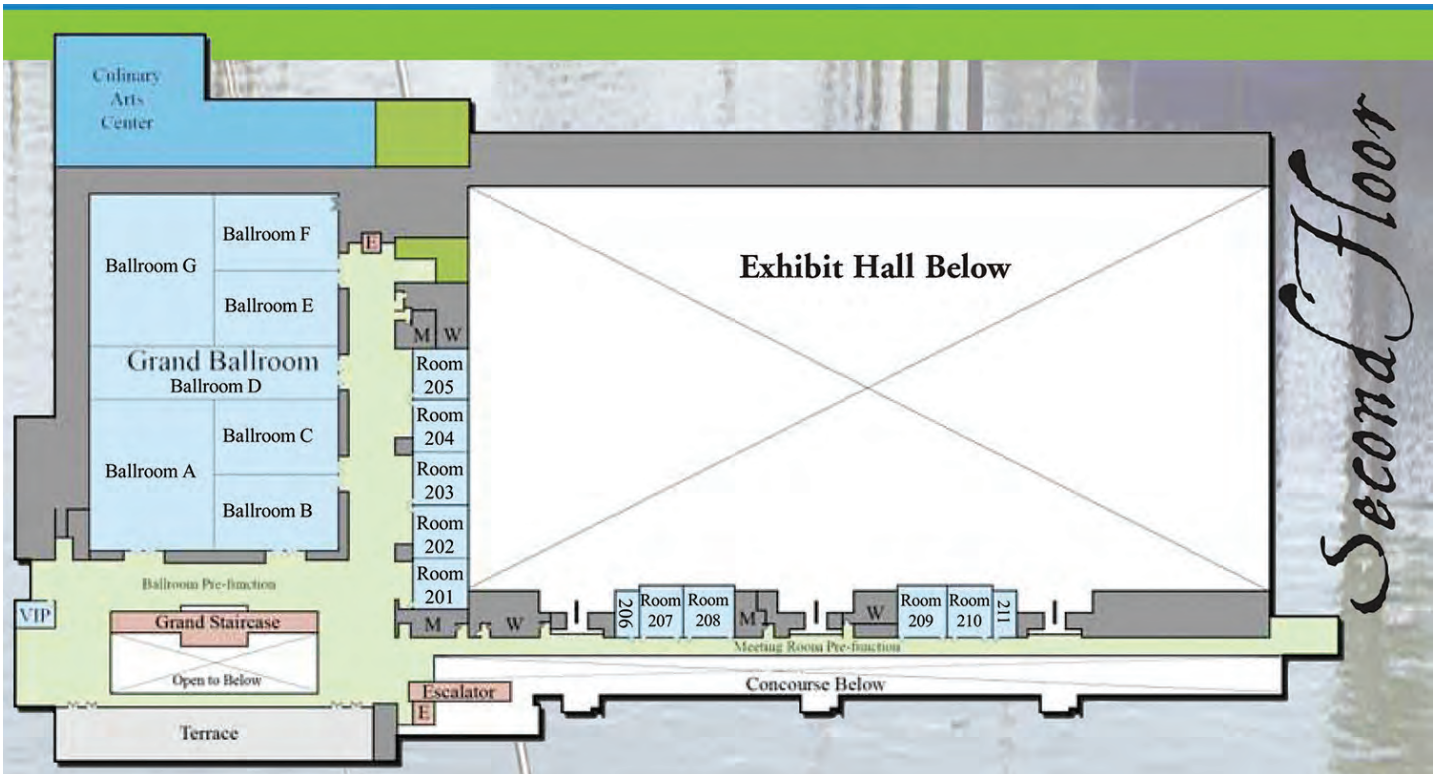
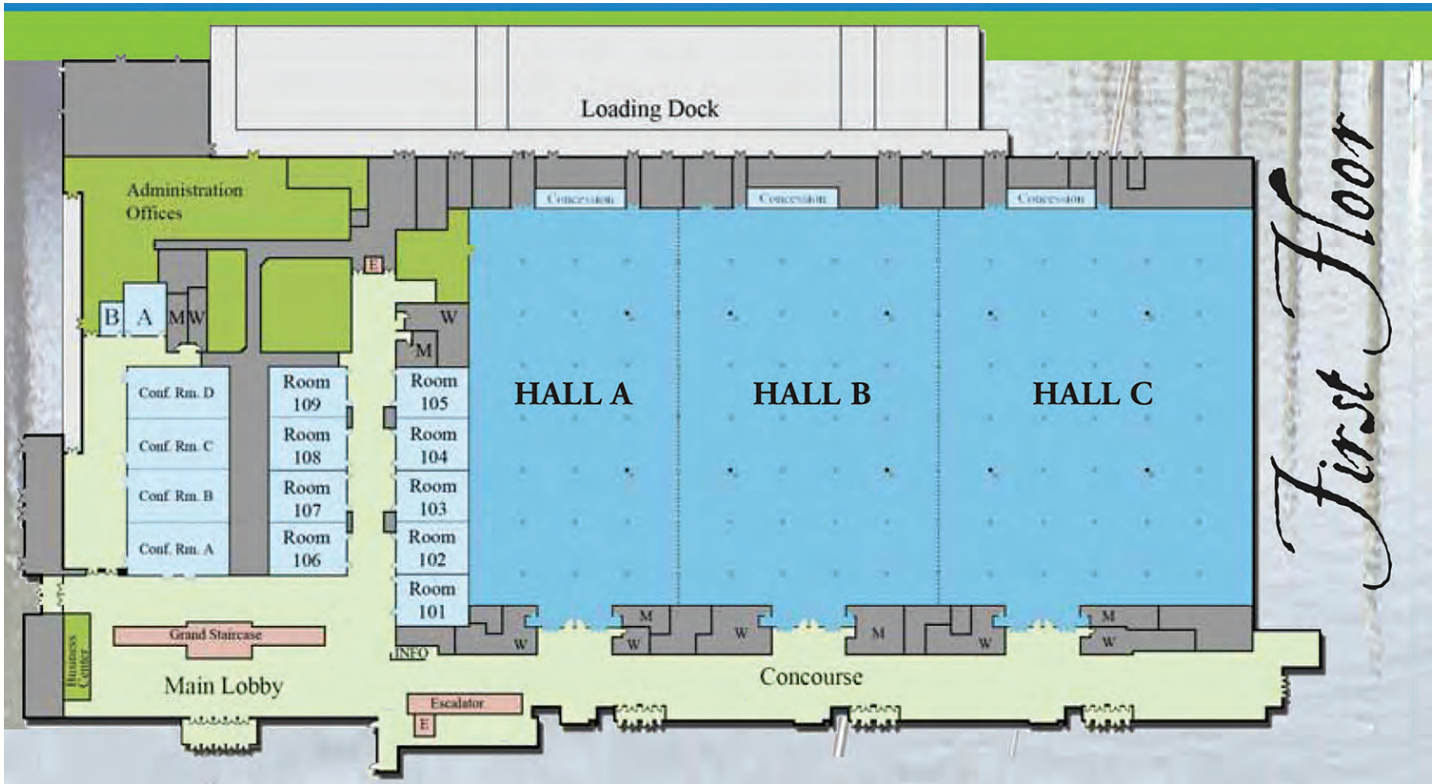
**Virginia Victims Fund**

2201 West Broad Street  
Richmond, Virginia 23220  
[cicf.state.va.us](http://cicf.state.va.us)

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# Hampton Roads Convention Center





**2020 CAMPUS SAFETY AND VIOLENCE PREVENTION FORUM — PRE-CONFERENCE TRAINING**

***Identifying and Responding to Leadership Challenges in Public Safety and Policing***

**MONDAY, March 9, 2020 // Grand Ballroom B**

9:00 AM–9:30 AM	Welcome/Overview/Introductions/Expectations
9:30 AM–10:15 AM	Defining and Refining Your Personal Leadership Style
10:30 AM–11:00 AM	The Front-Line: A 15-Step Process of Improving Supervisory Effectiveness
11:00 AM–12:00 PM	Fostering a Positive and Dynamic Workplace Environment
1:00 PM–2:30 PM	The Ethical Edge of Leadership
2:45 PM–3:30 PM	Crisis Leadership and the Media
3:30 PM–4:45 PM	Lessons Learned (Transitional and Change Leadership Challenges)

**2020 CAMPUS SAFETY AND VIOLENCE PREVENTION FORUM — CONFERENCE**

**TUESDAY, March 10, 2020**

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10:45 AM–12:15 PM	Frog in a Pot // Grand Ballroom B/C
1:15 PM–2:45 PM	<b>WORKSHOPS (90-minute sessions)</b>
	[1] Improving Partnerships and Response between Community Advocates, Campuses, and Municipal Law Enforcement // Room 201
	[2] If Lightning Strikes: All Hazards/Critical Incident Management Planning and Collaboration for Higher Education // Room 202
	[3] Man Up?...Masculinity, Popular Culture, and Preventing Violence // Room 203
	[4] Connecting the Dots: Promising Practices in Higher Education Threat Assessment Case Management, Communication, and Collaboration // Room 204
	[5] Human Trafficking 101: The Basics of Human Trafficking // Room 208
	[6] SURVIVORS Program: To Help Those Who Have Survived Extreme Violence Regain Their Direction // Room 209
3:00 PM–4:30 PM	<b>WORKSHOPS (90-minute sessions)</b>
	[7] The Clery Act – Department of Education Enforcement and Your Risks // Room 201
	[8] Through the Looking Glass: A Conversation about Bias, Perception, Victims, and Change // Room 203
	[9] Human Trafficking 201: Prevention, Response, and Recovery // Room 208
	[10] Investigating the Consent Defense in Sexual Assault // Room 209
	[11] Creating a Trauma-Informed SART Response // Room 202

**WEDNESDAY, March 11, 2020 // Grand Ballroom B/C**

8:30 AM–10:00 AM	Hazing
10:15 AM–11:45 AM	Students in Crisis: The Path through and on to a Productive and Thriving Adulthood
12:45 PM–2:15 PM	Clery Act Compliance – It’s a Team Effort
2:30 PM–4:00 PM	Title IX: A Primer on Patience, Perseverance, and Practical Implementation

**2020 CAMPUS SAFETY AND VIOLENCE PREVENTION FORUM — POST-CONFERENCE TRAINING**

***Know More, Do More: Recognizing and Responding to Stalking***

**THURSDAY, March 12, 2020 // Grand Ballroom B**

8:30 AM–10:00 AM	Stalking Definition, Dynamics, and Behaviors
10:15 AM–11:45 AM	Risk Assessment and Safety Planning
12:45 PM–2:15 PM	Stalking 2.0: The Use of Technology to Stalk
2:30 PM–4:00 PM	Investigations and Hearings
4:00 PM–4:30 PM	Wrap Up and Questions