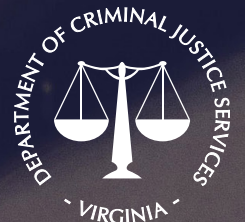


Campus Safety and Violence Prevention Forum

March 11–14, 2024
Norfolk, Virginia



www.dcs.virginia.gov



COMMONWEALTH of VIRGINIA

Department of Criminal Justice Services

The Honorable Jackson H. Miller
Director

Tracy Louise Winn Banks, Esq.
Chief Deputy Director

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Richmond, Virginia 23219
(804) 786-4000

March 11, 2024

Dear Forum Participant:

On behalf of Governor Glenn Youngkin, Secretary of Public Safety and Homeland Security Terrance Cole, and the Virginia Department of Criminal Justice Services (DCJS), it is my pleasure to welcome you to the 2024 Campus Safety and Violence Prevention Forum in Norfolk, Virginia. DCJS, in partnership with the Virginia Association of Campus Law Enforcement Administrators (VACLEA) and the International Association of Campus Law Enforcement Administrators (IACLEA), is proud to host this significant event to offer you the latest information on violence prevention in our higher education community.

Over the next two days, national and local experts will inform you on the latest research, policies, and legal challenges through keynote presentations and workshops. Meaningful topics with an impact on our higher education communities including mental health and trauma, human trafficking, threat assessment, hazing, and Title IX compliance will be explored. It is our goal to provide an opportunity for you, our trusted professionals serving Virginia's institutions of higher education, to gain knowledge and tools to enhance campus safety upon your return.

The success of this forum depends on your participation. Please use this opportunity to learn from each other and share best practices with your colleagues across the Commonwealth. Making connections help us move the needle forward in campus safety and violence prevention. 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 black ink, appearing to read "Jackson H. Miller".

Jackson H. Miller
Director

2024 CAMPUS SAFETY AND VIOLENCE PREVENTION FORUM— PRE-CONFERENCE

MONDAY, March 11, 2024 — *Hampton Ballroom I (Third Floor)*

Recognizing and Responding to Concerning, Aberrant, or Threatening Behaviors

- 8:00 AM–9:00 AM **Understanding Violence**
- Modes of Violence
 - Targeted Violence and Terrorism
 - Radicalization and Mobilization to Violence
 - Understanding Targeted Violence

9:00 AM–9:10 AM **Break**

- 9:10 AM–10:00 AM **Violence Prevention and the Role of Threat Assessment/Management**
- The Effects of Social Media
 - Pathway to Violence
 - Violence Prevention – Public Health Strategy
 - Overview of Behavioral Threat Assessment and Management

10:00 AM–10:10 AM **Break**

- 10:10 AM–11:00 AM **Recognizing Concerning, Aberrant, and Threatening Behaviors**
- Concerning and Aberrant Behaviors
 - Threatening Behaviors
 - Areas of Inquiry – Subject of Concern
 - Areas of Inquiry – Prospective Target of Violence
 - Areas of Inquiry – Precipitating Events
 - Environmental and Systemic Factors

11:00 AM–11:10 AM **Break**

- 11:10 AM–12:00 PM **Reporting and Information Sharing**
- Information Sharing and Mechanisms
 - Bystanders and Bystander Engagement
 - Ethical and Legal Considerations

12:00 PM–1:00 PM **Lunch (provided)** — *Norfolk Ballroom I–II (1st Floor)*

safeTALK

1:00 PM–4:00PM **safeTALK**
LivingWorks

safeTALK is a three-hour training that equips people to be more alert to someone thinking of suicide and better able to connect them with further help. Using a simple yet effective model, LivingWorks safeTALK empowers everyone to make a difference. With over 120,000 people attending each year, it's the world's fastest-growing suicide prevention skills training course.

4:00 PM **Training concludes for the day**

2024 CAMPUS SAFETY AND VIOLENCE PREVENTION FORUM — MAIN CONFERENCE

TUESDAY, March 12, 2024

8:30 AM–9:00 AM **Welcome** — *Hampton Ballroom IV–V (3rd Floor)*
Presentation of Colors – Norfolk Police Department Honor Guard
National Anthem
Opening Remarks
 Jackson Miller, *Director, Virginia Department of Criminal Justice Services*
 Mike Marshall, *Chief of Police, Virginia Military Institute Police Department*
 Josh Bronson, *Deputy Executive Director, International Association of Campus Law Enforcement Administrators*

9:00 AM–10:30 AM **The Heart of Campus Safety: Building Safer Communities Through Collaboration** —
Hampton Ballroom IV–V (3rd Floor)
 Jessica Mertz, *The Clery Center*
 In the realm of campus safety, laws and policies set the stage, but it's the individuals tasked with implementation who bear the weight of addressing a dynamically evolving landscape of safety concerns. Fostering cross-campus collaboration enhances resilience and adaptability to meet community needs and changing regulations. Join this interactive workshop, urging participants to transcend departmental silos, embrace innovative prevention practices, and build a holistic safety approach.

10:30 AM–10:45 AM **Break**

10:45 AM–12:15 PM **Mitigating Vicarious Trauma** — *Hampton Ballroom IV–V (3rd Floor)*
 Sarah Yanosy, *Sarah Yanosy Consulting, LLC*
 Effective support for staff who are exposed to traumatic events through direct and indirect exposure requires workers to understand the impact of vicarious and collective trauma. This presentation will focus on recognizing and understanding vicarious trauma in the context of campus safety and student support as well as identify symptoms, risk factors, and protective actions for staff in various roles. Learning outcomes: 1) participants will be able to define vicarious trauma as it applies to their work and roles in their campus community; 2) participants will be able to identify two areas of vulnerability for vicarious trauma; and 3) participants will be able to describe three protective factors for both direct and indirect exposure to trauma.

12:15 PM–1:15 PM **Lunch (provided)** — *Norfolk Ballroom (1st Floor)*

WORKSHOPS (90-Minute Sessions) 1:15 PM–2:45 PM



A Hazing Case Study: The Adam Oakes Case – Part 1 — *Hampton Ballroom, Room I (3rd Floor)*

Eric Oakes and Courtney White, *Love Like Adam*

This session will take an in-depth look at the hazing death of freshman, Adam Oakes, at Virginia Commonwealth University in February 2021. The presenters will take a deep dive into the Greek Life world and how the long-standing list of infractions led to his death. The session will explore the investigation mishaps and divergent consequences passed down to those involved. Participants will walk away with a better understanding of hazing, how to investigate hazing incidents and deaths, and signs to look for in an investigation.



Empathy Based Interrogation (EBI) – Part 1 — *Hampton Ballroom, Room II (3rd Floor)*

Nancy Oglesby and Michael Milnor, *Justice3D*

This presentation is an overview of Empathy Based Interrogation (EBI) and the research behind it. EBI is an interrogation philosophy that utilizes a personality-focused approach in a non-confrontational interview process. EBI is supported by research on the use of interrogation in intelligence and criminal justice communities. This method facilitates an understanding of the interviewee's point of view, motivation for committing the offense, and the incentive for sharing accurate information with the interviewer. Once obtained, information can then be corroborated or refuted through the investigative process, reinforcing the idea that a confession is not the sole focus of a proper interview, but instead a by-product.

TUESDAY, March 12, 2024 *(Continued)*

3

Sex Trafficking 101 — *Hampton Ballroom, Room III (3rd Floor)*McKayla Burnett, *Virginia Department of Criminal Justice Services*

The media does a great job at misinforming us about what human sex trafficking looks like. We are led to believe that trafficking always involves big trucks, kidnapping, and transporting children across state lines. As a result, countless victims go unidentified each year. In this session, participants will learn what sex trafficking really looks like in Virginia and how it affects college students. The presenter will share case examples of student victims from both four-year universities and community colleges.

4

\$37 Thousand or \$37 Million? The New Cost of Violating the Clery Act — *Hampton Ballroom, Room VI (3rd Floor)*Kyle Norton, *Director for Regulatory Compliance, The Healy+ Group*Ashley Reich, *Senior Vice President for University Compliance, Liberty University*

This session will address the significant compliance risks associated with anticipated changes to the Clery Act: the addition of hazing as a Clery crime and changes to VAWA requirements and mandatory reporting expectations resulting from the new Title IX regulations. The session will also provide insight into intentional efforts by ED to increase enforcement of the Clery Act and elevate it to the level of Title IX programs via increased fine amounts and a potential private right of action. Participants will leave with actionable strategies for building strong internal controls and increased understanding by senior level leadership that will mitigate the risks associated with non-compliance. Learning Objective: to educate participants about anticipated amendments to the Clery Act and Title IX regulations, and the Department of Education's new approach to enforcement actions. Participants will also learn strategies for mitigating the risk of never-before-seen fine amounts and levels of scrutiny.

5

Marcus Alert and Institutions of Higher Education: How Can the Program Help Streamline Emergency Crisis Care for the College Population — *Hampton Ballroom, Room VII (3rd Floor)*Emilee Grossi, *Virginia Department of Behavioral Health and Developmental Services*Dallas Leamon, *Virginia Department of Criminal Justice Services*

This presentation is intended to be interactive with participants from higher education involved in all aspects of student crisis care. It will include a brief overview of the Marcus Alert legislation as well as details for the implementation process. Attendees will be able to discuss successes, challenges, and concerns with state Marcus Alert program staff and receive guidance about how to successfully implement for their own student populations. Intended Participants: Campus police, campus public safety answering point (PSAP) personnel, campus administration, campus crisis counseling staff, and others involved in mental health crisis response for college communities.

2:45 PM–3:00 PM **Break****WORKSHOPS** *(90-Minute Sessions)* **3:00 PM–4:30 PM**

6

Hazing Case Study: The Adam Oakes Case – Part 2 — *Hampton Ballroom, Room I (3rd Floor)*Eric Oakes and Courtney White, *Love Like Adam*

The session will be a review and continuation of Part 1. The presenters will take the developed knowledge gained in the first session and explore additional hazing cases across the nation as well as their investigation. Participants will walk away with additional knowledge on investigating hazing cases.

7

Empathy Based Interrogation (EBI) – Part 2 — *Hampton Ballroom, Room II (3rd Floor)*Nancy Oglesby and Michael Milnor, *Justice3D*

This presentation is an overview of Empathy Based Interrogation (EBI) and the research behind it. EBI is an interrogation philosophy that utilizes a personality-focused approach in a non-confrontational interview process. EBI is supported by research on the use of interrogation in intelligence and criminal justice communities. This method facilitates an understanding of the interviewee's point of view, motivation for committing the offense, and the incentive for sharing accurate information with the interviewer. Once obtained, information can then be corroborated or refuted through the investigative process, reinforcing the idea that a confession is not the sole focus of a proper interview, but instead a by-product.

TUESDAY, March 12, 2024 *(Continued)***Sex Trafficking and College Students** — *Hampton Ballroom, Room III (3rd Floor)*

McKayla Burnett, *Virginia Department of Criminal Justice Services*

Financial stress and experimentation with substance use are a normalized part of the college experience for many students, but these things can make students more vulnerable to sex trafficking. In a world of sextortion, sugaring, and OnlyFans, how do we identify sex trafficking on college campuses and protect those at risk? This session will address these intersecting issues and provide resources for prevention, response, and recovery.

**Vicarious Trauma: Prevention and Intervention Skills** — *Hampton Ballroom, Room VI (3rd Floor)*

Sarah Yanosy, *Sarah Yanosy Consulting, LLC*

This learning session will describe techniques for enhancing protective factors against vicarious trauma, including brain regulation and relational skill building for anyone working in high stress environments. Content will also focus on building skills for workers who engage with students who may present with high emotional intensity, distress, volatility, or defiant, demanding or verbally aggressive behavior. Through exploration of de-escalation steps and skills practice, participants will build competence in managing interactions and insight into student and staff reactions. Learning outcomes: 1) participants will be able to demonstrate competence in two brain regulation strategies; 2) participants will be able to demonstrate two skills for lowering emotional intensity; and 3) participants will be able to describe five responses to avoid in de-escalation situations.

**How the FBI Campus Liaison Agent Supports Your Campus** — *Hampton Ballroom, Room VII (3rd Floor)*

Clinton Preston, *Federal Protective Service*

The Federal Bureau of Investigation (FBI) investigates and disrupts terrorism threats through the use of FBI-led Joint Terrorism Task Forces (JTTFs), which integrate federal, state, and local agencies across the country. To better develop and enhance liaison relationships with colleges and universities, the FBI established the Campus Security Program (CSP). This mechanism is designed to increase mutual cooperation and information sharing between institutions and JTTFs to address soft-target vulnerabilities, to detect, deter, and disrupt extremist activity, and to protect the lives of those on campuses across the country. Through a network of field Campus Liaison Agents (CLAs) along with the CSP, we track and analyze national threats and trends; then disseminate current intelligence with a campus nexus. The CLAs build broader relationships with campus security and law enforcement personnel to provide information, guidance, and training to campuses which allow them to mitigate risks and threats to their campuses while still supporting the FBI's overall counterterrorism mission.

4:30 PM

Training concludes for the day

WEDNESDAY, March 13, 2024**8:30 AM–10:30 AM Sexual Assault Investigation — Hampton Ballroom IV–V (3rd Floor)**

Rick Salcedo and Bianca Becker, *University of Central Florida Police Department*

In 2018, Jessie and her friend left a bar in downtown Orlando. Jessie was extremely intoxicated. Her friend hailed what she thought was an Uber. The driver identified himself as their Uber driver and drove Jessie and her friend to their apartment complex. When her friend exited the vehicle, the vehicle fled with Jessie still in the car. The driver took Jessie to his residence. Jessie awoke in the driver's bed wearing no clothes and believed she was sexually assaulted. Law enforcement was able to locate the suspect's vehicle. A detective interviewed Jessie at the police station where an "old school" interview approach was used with the survivor. The UCF Police Department channels the new, trauma informed approach when responding to a report of a sexual assault. Every UCF Police Officer is trained on this method and makes a pledge to take an unbiased approach when someone tells them they were raped or sexually assaulted. UCFPD always "Starts by Believing," and follows the evidence wherever it leads. This powerful case study includes the surveillance video and the original recorded interview. Participants will walk away with a new appreciation for doing the right thing – no matter their role during sexual assault response, investigation, and prosecution – and to always start by believing. As a result of this session, participants will be better able to: identify trauma-informed principles that can be used to guide law enforcement responses to sexual assault and other traumatic crimes; describe how crime scenes include elements that are probative to an investigation, as well as aspects that are irrelevant, unclear, or even contradictory; and improve information gathering for thorough, evidence-based case determinations.

10:30 AM–10:45 AM Break**10:45 AM–12:15 PM Title IX's Next Evolution — Hampton Ballroom IV–V (3rd Floor)**

Daniel Swinton, *TNG Consulting*

This keynote will discuss the proposed Title IX Regulations and provide crucial insight and tips on what institutions and community partners can do to prepare for a successful implementation. Using his practitioner and national expert lens, our speaker will discuss the major proposed changes, focusing especially on the areas of due process and resolution, and the proposed expansion of the Regulatory coverage for issues of sex-based harassment, as well as gender identity and sexual orientation. This keynote will: provide participants an overview of key provisions in the proposed Title IX regulations; enable participants to prepare now for prompt and smooth implementation of the proposed regulations; discuss the state of Title IX and gender equity in higher education; and highlight best practices that comply with the current and proposed Title IX Regulations.

12:15 PM – 1:15 PM Lunch (provided) — Norfolk Ballroom (1st Floor)**1:15 PM–2:45 PM Charting a Course Through Turbulent Waters: Managing Speakers and Demonstrations on Campus — Hampton Ballroom IV–V (3rd Floor)**

Barry T. Meek, *University of Virginia*

It continues to be a challenging environment for students, faculty, and administrators at colleges and universities. This session will focus on the legal and practical aspects of preparing for controversial speakers and managing demonstrations on campus. The presenter will identify key legal concepts and the associated rights of speakers and those who may favor or oppose them. They will also explore policy considerations and look at opportunities for colleges and universities to use policies effectively to plan for and manage events in their spaces and on their grounds.

2:45 PM–3:00 PM Break**3:00 PM–4:30 PM Major Events, Protests, and Special Guests – Using Behavioral Threat Assessment and Protective Intelligence to Keep Campuses Safe — Hampton Ballroom IV–V (3rd Floor)**

Tara Conway, *Ontic*

This session will focus on understanding targeted violence and having a process to investigate, assess, and manage situations of concern.

4:30 PM Training concludes for the day

2024 CAMPUS SAFETY AND VIOLENCE PREVENTION FORUM — POST-CONFERENCE

Title IX Investigation Foundations for Higher Education

THURSDAY, March 14, 2024 — *Hampton Ballroom V (3rd Floor)*

8:30 AM–10:00 AM **Title IX Overview**

- Title IX and Equity
- Title IX Compliance Oversight
- Title IX Scope and Definitions
- Title IX Formal Grievance Process
- Investigation Oversight and Supervision
- Title IX Grievance Process Overview
- Investigation Overview

10:00 AM–10:15 AM **Break**

10:15 AM–12:00 PM **Pre-Investigation**

- Step 1: Receive Notice/Complaint
- Step 2: Initial Assessment & Jurisdiction Determination
- Step 3: Determine a Basis for Investigation
- Investigation Scope
- Who Should Investigate?

12:00 PM–1:00 PM **Lunch (provided)** — *Norfolk Ballroom I–II (1st Floor)*

1:00 PM–2:30 PM **Investigation**

- Step 4: Notice of Investigation and Allegations
- Step 5: Establish Investigation Strategy

2:30 PM–2:45 PM **Break**

2:45 PM–4:00 PM **Investigation and Post-Investigation: Decision-Making and Hearings**

- Step 6: Formal Comprehensive Investigation
- Step 7: Draft Investigation Report

4:00 PM **Conference Concludes**

FORUM PARTNERS



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RESOURCES

Additional conference materials are available by accessing this QR code:



www.dcjs.virginia.gov/2024-virginia-campus-safety-and-violence-prevention-forum-resource-page



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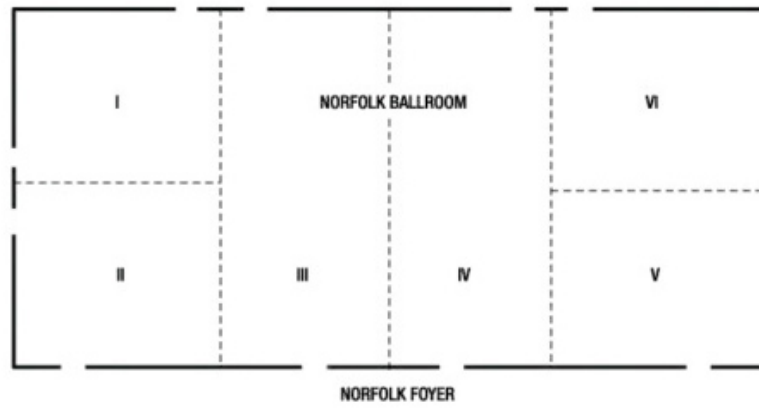


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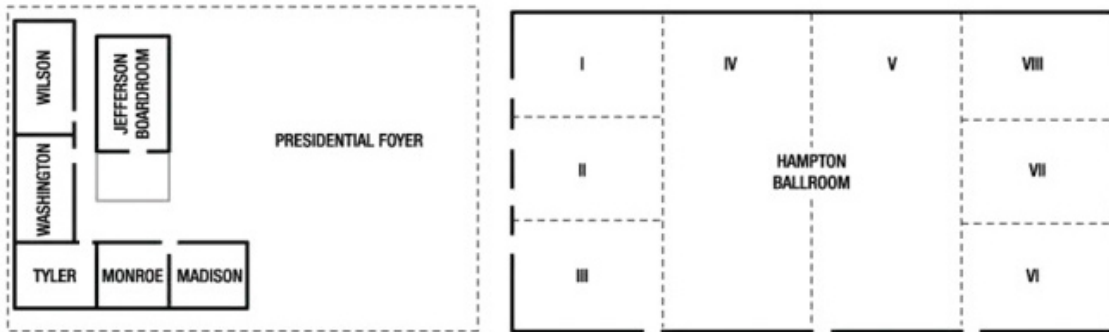
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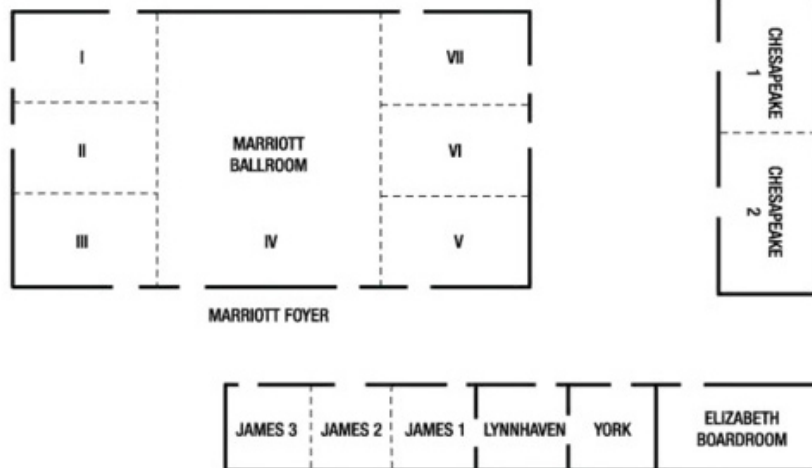
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Link to the DCJS Public Safety
Training and the Virginia Center for
School and Campus Safety website
for more information.

www.dcjs.virginia.gov/virginia-center-school-and-campus-safety

PRE-CONFERENCE — MONDAY, March 11, 2024

Hampton Ballroom I (3rd Floor)

Recognizing and Responding to Concerning, Aberrant, or Threatening Behaviors

- 8:00 AM–9:00 AM Understanding Violence
- 9:10 AM–10:00 AM Violence Prevention and the Role of Threat Assessment/Management
- 10:10 AM–11:00 AM Recognizing Concerning, Aberrant, and Threatening Behaviors
- 11:10 AM–12:00 PM Reporting and Information Sharing
- 12:00 PM–1:00 PM Lunch (provided) — *Norfolk Ballroom I–II (1st Floor)*

safeTALK

- 1:00 PM–4:00 PM safeTALK

MAIN CONFERENCE — TUESDAY, March 12, 2024

- 9:00 AM–10:30 AM **The Heart of Campus Safety: Building Safer Communities Through Collaboration** — *Hampton Ballroom IV–V (3rd Floor)*
- 10:45 AM–12:15 PM **Mitigating Vicarious Trauma** — *Hampton Ballroom IV–V (3rd Floor)*
- 12:15 PM–1:15 PM Lunch (provided) — *Norfolk Ballroom I–II (1st Floor)*

WORKSHOPS (90-Minute Sessions) 1:15 PM–2:45 PM

- 1) **A Hazing Case Study: The Adam Oakes Case – Part 1** — *Hampton Ballroom, Room I (3rd Floor)*
- 2) **Empathy Based Interrogation (EBI) – Part 1** — *Hampton Ballroom, Room II (3rd Floor)*
- 3) **Sex Trafficking 101** — *Hampton Ballroom, Room III (3rd Floor)*
- 4) **\$37 Thousand or \$37 Million? The New Cost of Violating the Clery Act** — *Hampton Ballroom, Room VI (3rd Floor)*
- 5) **Marcus Alert and Institutions of Higher Education: How Can the Program Help Streamline Emergency Crisis Care for the College Population** — *Hampton Ballroom, Room VII (3rd Floor)*

WORKSHOPS (90-Minute Sessions) 3:00 PM–4:30 PM

- 6) **Hazing Case Study: The Adam Oakes Case – Part 2** — *Hampton Ballroom, Room I (3rd Floor)*
- 7) **Empathy Based Interrogation (EBI) – Part 2** — *Hampton Ballroom, Room II (3rd Floor)*
- 8) **Sex Trafficking and College Students** — *Hampton Ballroom, Room III (3rd Floor)*
- 9) **Vicarious Trauma: Prevention and Intervention Skills** — *Hampton Ballroom, Room VI (3rd Floor)*
- 10) **How the FBI Campus Liaison Agent Supports Your Campus** — *Hampton Ballroom, Room VII (3rd Floor)*

MAIN CONFERENCE — WEDNESDAY, March 13, 2024

- 8:30 AM–10:30 AM **Sexual Assault Investigation** — *Hampton Ballroom IV–V (3rd Floor)*
- 10:45 AM–12:15 PM **Title IX Compliance and Updates** — *Hampton Ballroom IV–V (3rd Floor)*
- 12:15 PM–1:15 PM Lunch (provided) — *Norfolk Ballroom I–II (1st Floor)*
- 1:15 PM–2:45 PM **Charting a Course Through Turbulent Waters: Managing Speakers and Demonstrations on Campus** — *Hampton Ballroom IV–V (3rd Floor)*
- 3:00 PM–4:30 PM **Major Events, Protests, and Special Guests – Using Behavioral Threat Assessment and Protective Intelligence to Keep Campuses Safe** — *Hampton Ballroom IV–V (3rd Floor)*

POST-CONFERENCE — THURSDAY, March 14, 2024

Title IX Investigation Foundations for Higher Education — *Hampton Ballroom V (3rd Floor)*

- 8:30 AM–10:00 AM **Title IX Overview**
- 10:15 AM–12:00 PM **Pre-Investigation**
- 12:00 PM–1:00 PM Lunch (provided) — *Norfolk Ballroom I–II (1st Floor)*
- 1:00 PM–2:30 PM **Investigation**
- 2:45 PM–4:00 PM **Investigation and Post-Investigation: Decision-Making and Hearings**