



# **DOMESTIC VIOLENCE AWARENESS MONTH**

**The Office of Risk and Compliance**  
**Division of Legal, Audit, Risk and Compliance**  
**OCTOBER 2024**

# **Dating and Domestic Violence** *for Students*

# NONDISCRIMINATION POLICIES

Fayetteville State University seeks to comply with all federal, state, and local laws, regulations, and ordinances prohibiting discrimination in public post-secondary education institutions, including Title IX.

The University ***does not discriminate*** against any employee, applicant for employment, student, or applicant for admission ***on the basis of any actual or perceived protected characteristic*** under applicable local, state, or federal law, including protections for those opposing discrimination or participating in any grievance process within the institution or other agency.



# TITLE IX

## TITLE IX OF THE EDUCATIONAL AMENDMENTS OF 1972

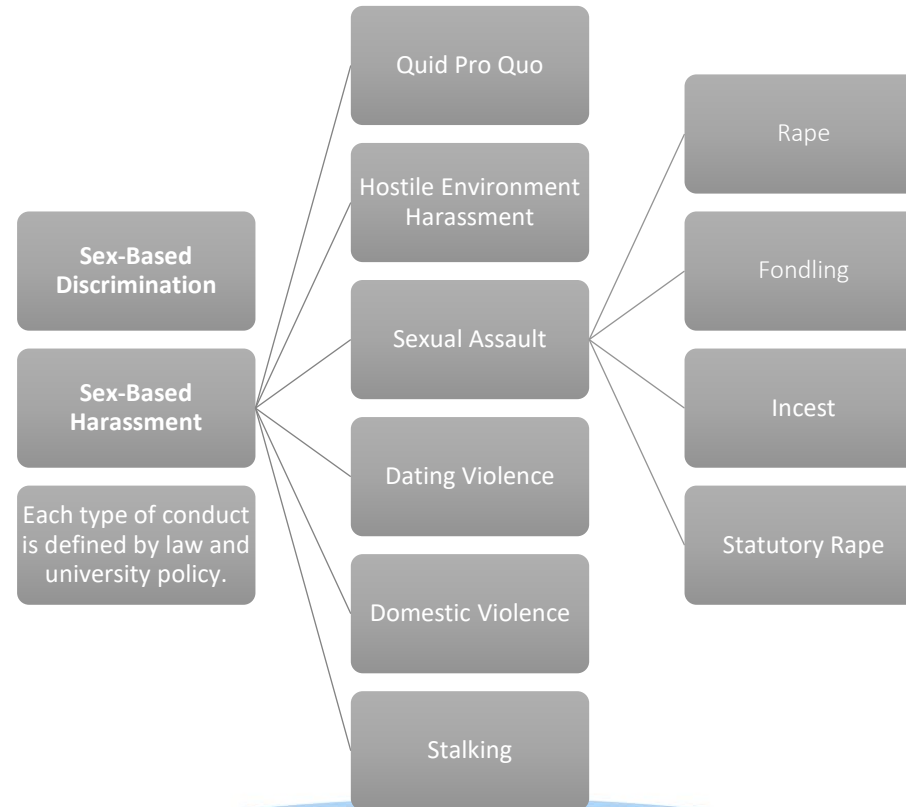


No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.

20 U.S.C. § 1681 et seq

# TITLE IX (2024)

## PROHIBITED CONDUCT



# "VAWA"

## The Violence against Women Act Reauthorization Act of 2022 (VAWA)

VAWA is aimed at addressing sexual assault and other forms of gender-based violence by expanding access to safety and support for survivors and increasing community-wide prevention efforts.

Expands services and support for survivors of gender-based violence from underserved and marginalized communities, including LGBTQ+ survivors and those in rural communities; establishes a federal civil cause of action for victims of cybercrimes; and expands prevention education programs and grants for students in higher ed.

# VAWA DOMESTIC VIOLENCE

Domestic violence includes felony or misdemeanor crimes committed by a current or former spouse or intimate partner of the victim ***under the family or domestic violence laws of North Carolina and,***

***in the case of victim services, includes the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal, psychological, economic, or technological abuse that may or may not constitute criminal behavior,***

***by a person who is a current or former spouse or intimate partner of the victim, or person similarly situated to a spouse of the victim;***

or has cohabitated with the victim as a spouse or intimate partner, ***shares a child in common with the victim; or commits acts against a youth or adult*** against an adult or youth victim who is protected from ***those*** acts under the ***family or domestic*** violence laws of North Carolina.

# DATING VIOLENCE

Dating Violence is defined as violence committed by a Respondent who is or has been in a social relationship of a romantic or intimate nature with the Complainant and where the existence of such a relationship shall be determined based on a consideration of the following factors:

- The length of the relationship.
- The type of relationship.
- The frequency of interaction between people involved in the relationship.



# STALKING

- **Stalking** is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others or suffer substantial emotional distress. Allegations of Stalking are processed under this Policy only if the alleged Stalking behavior is based on sex. Non-sex-based Stalking may be addressed by other University policies.

# CONSENT

**Informed, freely and actively given, mutually understandable words or actions, which indicates a willingness to participate in mutually agreed upon sexual activity.**

- In the absence of mutually understandable words or actions it is the responsibility of the initiator, that is, the person who wants to engage in the specific sexual activity, to make sure that they have consent from their partner(s).
- Consent obtained through fraud or force, whether physical force, threats, intimidation, or coercion, is **ineffective consent**.



# CONSENT IS AS SIMPLE AS FRIES



**F**reely given

**R**eversible

**I**nformed

**E**nthusiastic

**S**pecific

# POTENTIAL INTERACTIONS

Misconduct can include the following types of interactions:

Employee ↔ Student

Employee ↔ Employee

Student ↔ Student

Student ↔ Employee

External Individual ↔ Student

External Individual ↔ Employee

# BRONCOS - IT'S ON US



- Do not assume, like most, that someone else will respond, justifying hesitance or refusal to help.
- If you are in a position where you believe relationship violence, sexual misconduct or stalking is about to occur or is occurring, **there are things you can do to safely help**. Call Campus Police and report the conduct to Title IX.
- Make the choice to STAND UP to make things better.
- **YOU** play a critical role in the prevention of sex-based discrimination, harassment and relationship violence on our campus.

**IF YOU SEE SOMETHING,  
SAY SOMETHING!**

# HEALTHY RELATIONSHIPS

Every person deserves to be safe and healthy in their relationships.

If you are concerned about your relationship, or possible dating/domestic violence, the Title IX Office can help.

LovelsRespect is also an online resource for evaluating your relationship and getting help.

# RELATIONSHIP SPECTRUM

- All relationships exist on a spectrum from healthy to abusive, with unhealthy relationships somewhere in the middle.
- The Love is Respect interactive Relationship Spectrum offers different scenarios as healthy, unhealthy, or abusive and helps you find out where your own relationship falls.
- If you recognize any of the warning signs, it may be an indication that your relationship is abusive.
- [Create a safety plan](#) or [text, call, or chat now](#) to connect with an advocate to confidentially discuss your situation and explore available options.

[Relationship spectrum - love is respect](#)



## Healthy

A healthy relationship means both you and your partner are:

- Communicating
- Respectful
- Trusting
- Honest
- Equal
- Enjoying personal time away from each other
- Making mutual choices
- Economic/financial partners

## Unhealthy

You may be in an unhealthy relationship if your partner is:

- Not communicating
- Disrespectful
- Not trusting
- Dishonest
- Trying to take control
- Only spending time together
- Pressured into activities
- Unequal economically

## Abusive

Abuse is occurring in a relationship when one partner is:

- Communicating in a hurtful or threatening way
- Mistreating
- Accusing the other of cheating when it's untrue
- Denying their actions are abusive
- Controlling
- Isolating their partner from others

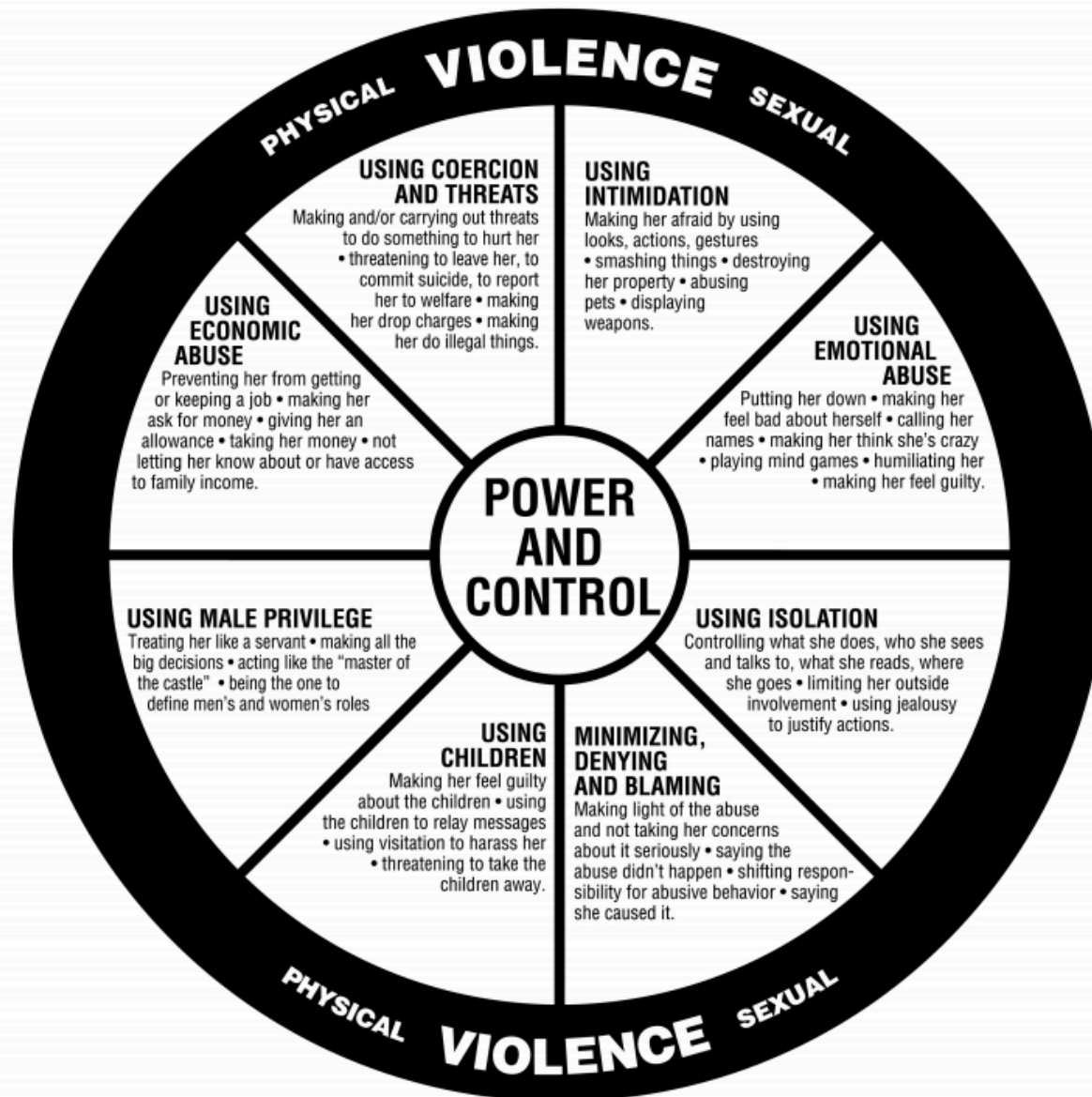


# POWER AND CONTROL

**Reclaim power. Regain control.**

- Dating abuse is an attempt by abusive partners to gain or maintain power and control, and it comes in many forms. Abuse usually isn't isolated — it forms a pattern of behaviors that collectively make the victim question their own self-worth and become further entrenched in the abusive relationship.
- The **Power and Control Wheel** developed by the [Domestic Abuse Intervention Project](#) offers a useful tool to understand the dynamics of dating abuse.
- Think of the wheel as a diagram of tactics that an abusive partner uses to keep their victims in a relationship.
- The inside of the wheel is made up of subtle, continual behaviors over time, while the outer ring represents physical and sexual violence.
- Abusive actions like those depicted in the outer ring often reinforce the regular use of other, more subtle methods found in the inner ring.

*Note: the Power and Control Wheel assumes she/her pronouns for the victim and he/him pronouns for the perpetrator, but the abusive behavior that it details can happen to people of any gender or sexuality.*



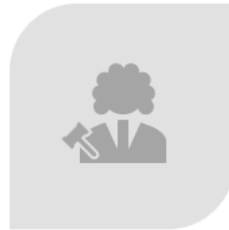
# SUPPORTIVE SERVICES



THE UNIVERSITY WILL PROVIDE  
REASONABLE SUPPORTIVE  
MEASURES TO THE PARTIES.



SUPPORTIVE MEASURES ARE  
DESIGNED TO RESTORE OR  
PRESERVE ACCESS TO THE  
UNIVERSITY'S EDUCATION  
PROGRAM OR ACTIVITY.



THE UNIVERSITY WILL  
IMPLEMENT MEASURES IN A  
WAY THAT DOES NOT  
UNREASONABLY BURDEN ANY  
PARTY.



THE UNIVERSITY MAY OFFER  
SUPPORTIVE MEASURES  
REGARDLESS OF WHETHER AN  
INDIVIDUAL FILES A  
COMPLAINT.

# WHAT TO SAY

The University takes domestic and dating violence seriously.

There are campus resources that can provide confidential support and discuss options with you (or an alleged victim).

Let me provide you with that information.

# WHAT TO DO

Share the contact information of the Title IX Office.

- Title IX Office, 201 Collins Administration Bldg.
- [titleix@uncfsu.edu](mailto:titleix@uncfsu.edu)
- [Intake Form](#) on the FSU Title IX webpage.

Mandated reporters\* must immediately notify the Title IX Office and provide all information regarding the alleged act.

\*Mandated reporters are any employee (including student employee) with administrative leadership, teaching or advising responsibilities.

# CONFIDENTIAL RESOURCES

Confidential Resources will not share information about an individual without the individual's express permission, unless there is a continuing threat of serious harm or a legal obligation to reveal such information (e.g., suspected abuse or neglect of a minor).

## **Student Health Services**

- Phone: 910-672-1259
- Location: Spaulding Building
- [healthservices2@uncfsu.edu](mailto:healthservices2@uncfsu.edu)


## **Counseling and Personal Development Center**

- Phone: 910-672-1222
- Location: Spaulding Building
- [counselingservice@uncfsu.edu](mailto:counselingservice@uncfsu.edu)



# AFTER A REPORT

When the Title IX Office receives a report of dating or domestic violence, we will contact the complainant to offer Supportive Measures.



The individual will also be advised of the option to pursue a complaint and available supportive services.



# NON-RETALIATION



The University prohibits retaliation against individuals for reporting alleged discrimination or engaging in protected activity.



*The exercise of rights protected under the First Amendment does not constitute retaliation.*



# GENERAL RESOURCES

- [Know Your IX](#): In-depth information and helpful resources related to Title IX.
- [The Clery Center](#): Information and resources about the Clery Act.
- [The Center for Changing Our Campus Culture](#): The Center for Changing Our Campus Culture is an online resource to address sexual assault, domestic violence, dating violence and stalking.
- [It's On Us](#): A social initiative created by former President Barack Obama and the White House Council on Women and Girls to raise awareness and fight against sexual assault on college campuses for both men and women.
- [United We Dream](#): United We Dream, the largest immigrant youth-led network in the country, works to empower people to develop their leadership, their organizing skills, and to develop campaigns to fight for justice and dignity.
- [Without My Consent](#): Without My Consent is a non-profit organization seeking to combat online invasions of privacy.

# EXTERNAL RESOURCES

- [Good Therapy](#): Search for therapists and counselors in your area using Good Therapy's directory.
- [LGBT National Hotline](#): Serving gay, lesbian, bisexual, transgender, and questioning people by providing peer support and local resources.
- [Childhelp](#): Childhelp runs the Childhelp National Child Abuse Hotline, which offers 24/7 support for anyone affected by child abuse.
- [National Runaway Safeline](#): Support for anyone who is thinking about running away or already has.
- [Your Life Your Voice](#): Hotline for teens and young adults dealing with depression, suicidal thoughts, addiction, physical or sexual abuse, gang violence, or an overwhelming challenge.
- [myPlan](#): myPlan is a tool to help with safety decisions if you or someone you care about is experiencing abuse in their intimate relationship.
- [Victim Connect](#): The Victim Connect Helpline provides information and referrals for victims of all crime and can be reached at 855.4.VICTIM (855.484.2846).
- [Suicide Prevention Lifeline](#): The National Suicide Prevention Lifeline is a national network of local crisis centers that provides free and confidential emotional support to people in suicidal crisis or emotional distress 24 hours a day, 7 days a week.
- [All Options](#): All-Options (formerly Backline) uses direct service and social change strategies to promote unconditional, judgement-free support for people in all of their decisions, feelings, and experiences with pregnancy, parenting, abortion, and adoption.
- [Crisis Text Line](#): Crisis Text Line is a global not-for-profit organization providing free crisis intervention via SMS message.

# OTHER RESOURCES



## FSU CAMPUS SAFETY RESOURCES

**Police & Public Safety**  
(910) 672-1775

**Clery Office**  
(910) 672-2462

**Title IX Office**  
(910) 672-2325

**Victim Assistance Program**  
(910) 672-2486

**Student Conduct Office**  
(910) 672-1788

**Student Affairs**  
(910) 672-1201

**Housing & Residence**  
(910) 672-1884

**Human Resources**  
(910) 672-1146

## CONFIDENTIAL RESOURCES

**Student Health Services**  
(910) 672-1259

**Counseling & Personal Development  
Center**  
(910) 672-1222

**Employees should contact HR's EAP  
program for similar resources**  
**(866) 465-8933**

**University Ombuds**  
[ombuds@uncfsu.edu](mailto:ombuds@uncfsu.edu)  
(910) 672-1474

*\*\* Confidential Resources provide a  
free, confidential place for students to  
seek support, information, assistance,  
and resources.*

Fayetteville State University is committed to providing a safe,  
inclusive, and welcoming environment for all students, employees,  
applicants, and visitors.

UNCFSU.EDU



*Thank you for doing your part to  
make our campus a safe place for  
everyone.*