Resources and Information to Address
Sexual Assault,
Relationship Violence,
Sexual Harassment,
Stalking,
and Date Rape Drugs

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What is consent?

Consent is an agreement that each person makes if a person wants to engage in sexual activity. The issue of consent can be complicated and ambiguous and needs to be addressed with clear, open, and honest communication. Keep these points in mind if you are not sure consent has been established:

*Each person needs to be fully conscious and aware.*

The use of alcohol or other substances can interfere with someone’s ability to make clear decisions about the level of intimacy s/he is comfortable with. The more intoxicated a person is, the less s/he is able to give conscious consent. If someone says he or she is “too drunk” while engaging in sexual activity, Norwich will interpret this as a “no” when determining the presence of consent.

*Each person is equally free to act.*

The decision to be sexually intimate must be without coercion. Each person must have the option to choose to be intimate or not. Each person should be free to change “yes” to “no” at any time. Factors such as body size, previous victimization, threats to “out” someone and other fears can prevent an individual from consenting freely.

*Each person clearly communicates willingness and permission.*

Willingness and permission must be communicated clearly and unambiguously. Just because a person allows sexual advances does not mean that s/he is willing. Consent is not the absence of the word “no.” If an individual begins to cry during sexual activity, this may very well mean that there is no consent.

In summary, consent is an agreement that each person makes if s/he wants to engage in sexual activity. Each person must be fully conscious and aware, free of coercion, communicating clearly, and sincere in his or her desires. **The more intoxicated a person is, the less a person is able to give conscious consent.**

What is rape?

Rape is any kind of sexual penetration (vaginal, oral, or anal) that is committed against a person’s will or is committed with physical force or with a threat to hurt the victim or another person. It is also considered rape if the victim is intoxicated or unconscious and unable to give consent. Rape and sexual violence are not about sexual desire—they are about power and control.
Relationship violence

What is abuse?

Emotional abuse
This type of abuse is also referred to as psychological abuse. It is often the form of abuse that is most difficult for people who have never been abused to understand. When taken out of context, emotional abuse may look “normal.” For example, joking about a mistake someone has made can be a normal part of a relationship. When this becomes part of ongoing insults, criticism and put-downs, this reinforces a victim's feelings of worthlessness. Other examples of emotional abuse include:

• isolating the victim
• tracking everything the victim does
• threatening to “out” the victim
• threatening to turn friends against the victim
• threatening suicide
• withholding emotion
• blaming the victim for everything
• keeping someone from studying or doing things they enjoy

People who have been abused consistently say that emotional abuse is the most difficult form of abuse to recover from. Bruises and broken bones can heal, but recovering from feeling worthlessness is a much harder process.

Economic abuse
Money is a difficult thing to negotiate in a healthy relationship. When someone is abusive, money becomes a way to control the victim. Students may feel pressure to spend money that they don't have in order to fit in, and an abuser may manipulate that pressure. Economic abuse can include:

• using the victim’s credit cards or meal plan
• ruining someone’s credit
• paying for things the victim needs and using that to manipulate the victim
• making someone feel guilty about financial status
• stealing money
• not paying bills
Sexual abuse
The most obvious form of sexual abuse involves forcing someone to have sex. More subtle forms include:

• pressing someone to have sex or to engage in sexual activities
• manipulating someone into having sex, through false promises, emotional pleas or alcohol and other drugs
• not allowing the victim to use birth control or protect themselves from sexually transmitted infections
• forcing a woman to have an abortion—or not allowing her to have an abortion
• forcing someone to watch or act out pornography

Sexual abuse in an intimate relationship can be very confusing. Because the victim has consented to be with this person sexually, s/he may feel pressured to agree to everything a partner wants. In a healthy relationship, a person’s sexual boundaries are always respected.

Physical abuse
Physical abuse can include:

• hitting or slapping
• pushing, grabbing or choking
• restraining the victim
• burning the victim
• hurting pets
• damaging the victim’s property
• using weapons

In many abusive relationships, physical abuse is not very frequent. However, once someone has been physically abusive, the threat of it happening again can be a powerful way to control the victim.

If you are in an unhealthy relationship, please consider calling the Washington County Sexual Assault Crisis Team at (802) 479-5577 for confidential advocacy.

You can also call the Norwich Counseling Center at 485-2134 or call the Norwich Employee Relations/Equal Opportunity Officer at 485-2144.

The Northfield Police Department can also be reached at 485-9181.
Warning signs of an abusive person

This is a list of behaviors that are seen in people who abuse their partners. The first four behaviors (past abuse, threats of violence, breaking objects and any force during an argument) are almost always seen in an abusive person. If someone exhibits more than three of any of these warning signs, there is a strong potential for abuse in the relationship. An abuser may exhibit only a few of these behaviors, but they may be quite exaggerated.

Past Abuse
An abuser may say, “I hit someone in the past, but s/he made me do it.” An abusive person who minimizes what happened with a previous partner is likely to be violent with a current partner. Abusive behavior does not just go away; long-term counseling and a sincere desire to change are necessary.

Threats of Violence or Abuse
Threats can involve anything that is meant to control the victim. For example, “I’ll tell your parents about your drug use if you don’t do what I want.” Healthy relationships do not involve threats, but an abusive person will try to excuse this behavior by saying that “everybody talks like that.”

Breaking Objects
An abuser may break things, beat on tables or walls or throw objects around or near the victim. This behavior terrorizes the victim and can send the message that physical abuse is the next step.

Any Force During an Argument
An abuser may use force during arguments, including holding the victim down, physically restraining the victim from leaving the room, and pushing and shoving. For example, an abuser may hold a victim against the wall and say, “You’re going to listen to me.”

Jealousy
An abuser will say that jealousy is a sign of love. In reality, jealousy has nothing to do with love. It is a sign of insecurity and possessiveness. An abuser may question the victim about who s/he talks to or be jealous of time spent with other people. As the jealousy progresses, the abuser will call the victim frequently, stop by unexpectedly, or monitor the victim’s activities.

Controlling Behavior
An abuser will claim that controlling behavior is out of concern for the victim’s welfare. S/he will be angry if the victim is late and will frequently interrogate the victim. As this behavior gets worse, the abuser will control the victim’s appearance and activities.
Quick Involvement
An abuser will often pressure someone to make a commitment after a very short amount of time. The abuser comes on quickly, claiming “love at first sight,” and will tell the victim flattering things such as “you’re the only person I could ever love.”

Unrealistic Expectations
The abuser is dependent on the victim for everything and expects perfection. The victim is expected to take care of everything for the abuser, particularly all emotional support. The abuser will say things like, “you’re the only person I need in my life.”

Isolation
The abuser will attempt to diminish and destroy the victim’s support system. If a female victim has male friends, she is accused of being a “whore.” If she has female friends, she is accused of being a “lesbian.” If he is close to his family, he is accused of being “tied to the apron strings.” The abuser will accuse people who are close to the victim of “causing trouble.”

Blames Others for Problems
Abusers will rarely admit to the part they play in causing a problem. They will blame victims for almost anything that goes wrong.

Blames Others for Their Feelings
Abusers will tell victims, “I hurt you because you made me mad,” or “you’re hurting me when you don’t do what I ask.” Blaming victims is a way of manipulating them and avoiding any responsibility.

Hypersensitivity
An abuser can be easily insulted. The slightest setbacks are seen as personal attacks. An abuser will rage about the everyday difficulties of life as if they are injustices—such as getting a traffic ticket or not doing well on an exam.

Cruelty to Animals or Children
An abuser may brutally punish animals or be insensitive to their pain or suffering. Pets can be used to control the victim or to emotionally abuse them.

“Playful” Use of Force During Sex
The abuser may like to hold the victim down during sex. S/he may want to act out sexual fantasies in which the victim is helpless. An abuser may show little concern about whether the victim wants to have sex and use sulking or anger to manipulate the victim into compliance. They may demand sex or start having sex with the victim when s/he are sleeping or very intoxicated.
**Rigid Sex Roles**
Male abusers often expect women to serve and obey them. They view women as inferior to men and believe that a woman is not a whole person without a relationship with a man.

**Jekyll-and-Hyde Personality**
Explosiveness and mood swings are typical of abusers, and these behaviors are related to other traits such as hypersensitivity. This is not always a sign of mental health problems but may be a way of controlling the victim by being unpredictable.


**Sexual harassment**

**What is sexual harassment?**
Examples of sexual harassment include:

- uninvited touching or hugging
- requesting sexual favors for rewards related to school or work
- suggestive jokes of a sexual nature
- sexual pictures or displays
- continuing unwelcome flirtation or propositions
- obscene gestures or sounds
- written notes of a sexual nature

**Who can be a victim of sexual harassment?**
Anyone can be a victim of sexual harassment regardless of gender or gender identity. The victim does not have to be of the opposite sex of the harasser. The victim does not have to be the person directly harassed but could be anyone affected by the offensive conduct.
Who can be a sexual harasser?

The harasser may be a woman or a man. Sexual harassment may occur between any two members of the Norwich community, for example, between faculty and students, faculty and faculty, students and staff, and student and student. While sexual harassment often occurs when there is a power differential between the two people, it can also happen between peers or colleagues where there is no power difference.

Can one incident constitute sexual harassment?

It depends. In “quid pro quo” cases, a single sexual advance may constitute harassment if it is linked to the granting or denial of employment or educational advancement. In contrast, a single incident of offensive sexual conduct or remarks generally does not create a “hostile environment.” A hostile environment claim usually requires a showing of a pattern of offensive conduct. However, a single incident that is severe could create a hostile environment.

It is important to remember that every situation is unique and needs to be evaluated based on several factors, including the nature of the behavior, the frequency and context of the behavior, and the relationship between the two people involved.

Because of this, please contact the Employee Relations/Equal Opportunity Officer at 485-2144 so that you can better understand the situation, your options and your rights.

What can I do to prevent sexual harassment?

It is important to be aware that sexual remarks or physical conduct of a sexual nature may be offensive or can make some people uncomfortable even if you wouldn’t feel the same way yourself. Follow these guidelines to help avoid making someone else uncomfortable.

- Do not repeat behavior if you have been told that it is not wanted.
  If you are in doubt, stop the behavior.
- Ask if something you do or say is being perceived as offensive or unwelcome.
  If the answer is yes, stop the behavior.
- Do not interpret someone’s silence as consent. Look for other nonverbal signals.
- Do not retaliate if someone accuses you of sexual harassment. Retaliation is against the law and is considered an additional or separate offense.
What do I do if I think I’m being sexually harassed?

Whether sexual harassment comes from a person in authority or a peer, it is not acceptable. Norwich University regards any behavior which is sexually harassing as a violation of the standards of conduct required for everyone associated with the University, whether faculty, staff or students.

If you are being sexually harassed, there are a number of things you can do:

• Tell the person that their behavior is making you uncomfortable, if you feel that you can do this. There are other ways of addressing the situation if this approach is not right for you including contacting the Employee Relations/Equal Opportunity Officer at 485-2144 for support and information.

• Save any written material, including pictures, notes and email, that is part of the harassment. You may be tempted to get rid of it immediately, especially if it is offensive. However, your feelings may change over time about whether or not you want to file a complaint, and that physical evidence will be very helpful in holding someone accountable.

• Know your rights and Norwich’s policies

• To find out more information on services at Norwich and the process of filing a complaint, you can contact the Employee Relations/Equal Opportunity Officer at 485-2144 or view Norwich’s policies on sexual harassment at http://about.norwich.edu/policy/non-discrimination.

How do I help a friend?

• It’s important to take what your friend says seriously. Experiencing sexual harassment can be confusing and difficult to sort out. Providing a sympathetic ear will help your friend feel understood.

• Learn as much as you can about the available resources. It may be difficult for your friend to take the first step to talk to someone. You can call any of the resources and discuss the situation without identifying the people involved or filing a formal complaint. Gathering this information for your friend can help them make the best decision for their situation.

• Don’t confront the harasser. Although it is normal to want to do this, it may only make things worse for your friend and may place you in danger.

• Encourage your friend to save any physical evidence, including notes, pictures and emails. If your friend decides to file a complaint at some point, this evidence will be very important.

• It’s important to recognize that hearing about your friend’s situation could affect you in many different ways. Taking care of yourself will enable you to provide your friend with better support.
Norwich University resources

For information on filing a complaint of sexual assault or sexual misconduct, discrimination or harassment on the basis of gender, gender identity, race, ethnicity, color, national origin, religion, disability, sexual orientation, age, genetic information, or veteran’s status, contact one of the following individuals:

Stephanie Drew, Employee Relations/Equal Opportunity Officer 2144 sdrew@norwich.edu
Rowly Brucken, History 2362 rbrucken@norwich.edu
Kristine Seipel, Commandant’s Office 2138 seipelk@norwich.edu
Nicole DiDomenico, Civic Engagement 2670 ndidomen@norwich.edu
Tracey Poirier, International Students 2582 tpoirier@norwich.edu
Russ Holden, Commandant’s Office 2114 rholden@norwich.edu
Steve Looke, Retention 2241 slooke@norwich.edu
Martha Mathis, Dean of Students 2640 martham@norwich.edu
Penny Shtull, Criminal Justice 2373 pshtull@norwich.edu
Iphy Tanguay, Student Life 2660 itanguay@norwich.edu
Lisa Yaeger, Human Resources 2075 lyaeger@norwich.edu

Emergency phone numbers:
Norwich Security 2525
Norwich Counseling Services 2134
Northfield Police Department – Emergency Dial 911
Northfield Police Department – Office Number (802) 485-9181
Central Vermont Hospital Emergency (802) 371-4263
Sexual Assault Crisis Team of Washington County (24 hours) (802) 479-5577
Statewide Sexual Assault 24-hour Hotline (800) 489-7273

What is stalking?

In Vermont, stalking is basically defined as when someone repeatedly (at least two times) follows you, hides to wait for you, or engages in “threatening behavior” towards you or someone in your family and the conduct must have no legitimate (valid) purpose, and reasonably causes you to:

• fear for your safety or
• suffer substantial emotional harm

“Threatening behavior” means acting in a way that reasonably causes you to fear that the abuser will commit unlawful sexual acts, illegally restrain you, cause physical injury, or cause death. The threatening behavior can include threats made verbally, in writing, through the phone/text, or other electronics, vandalism (destruction or harm), or physical contact without consent.
What do stalkers do?

Stalking behavior can take many forms and can vary greatly from situation to situation. Some common stalking behaviors include:

- following you and showing up wherever you are
- repeatedly sending letters, emails and unwanted gifts
- repeatedly asking you out
- repeatedly calling you, including hang-ups
- causing damage to your home, car, or other property
- monitoring your phone calls or computer use
- using technology, like hidden cameras and computers to track you down
- driving by or hanging out at your home, school, or work
- threatening to hurt you, your family, friends, or pets
- finding out about you by using public records or online search services, hiring investigators, going through your garbage, or contacting your friends, family, neighbors, or co-workers
- other actions that control, track, or frighten you

To an outsider, the stalker’s behavior might appear friendly and unthreatening, for example, showering the victim with gifts or flattering messages. But, these acts are intrusive and frightening if they are unwelcome to the victim.

Stalking behavior patterns closely mirror those common in abusive relationships. The pattern is usually triggered when the stalker’s advances toward their victim have been rejected—whether the stalker is seeking to establish a personal relationship or continue a previously established relationship against the wishes of the victim. The stalker may first attempt to woo the victim into a relationship, perhaps sending gifts like flowers or candy. When the victim rejects their unwelcome advances, the stalker often turns to intimidation. Intimidation may begin as inappropriate intrusion into the victim’s life and these contacts may become more numerous and intrusive over time, until the behaviors form a persistent pattern of harassment. Many times, harassing behavior escalates into threatening behavior. These threats may be direct or indirect, explicit or implied by the stalker’s conduct. Cases that reach this level of seriousness are particularly dangerous and can become violent.
While this progression in behavior is common, no stalking case is completely predictable. Some stalkers may never escalate past the first stage. Others jump from the first to the last with little warning. Others regress to previous stages before advancing to the next. It is not uncommon for stalkers to intersperse threatening or violent episodes with flowers and love letters.

A stalker can be a stranger or someone the victim knows including a partner, an ex-partner, or a family member. Because there is a wide range of stalking behaviors, it is virtually impossible to devise a single effective strategy that can be applied to every situation. For this reason, it is vital that stalking victims immediately seek advice to devise a safety plan for their unique situation and circumstances. For information or help please contact the Northfield Police Department at (802) 485-9181, Sexual Assault Crisis Team at (802) 479-5577, or the Norwich Employee Relations/Equal Opportunity Officer at 485-2144.

What should I do if I’m being stalked?

If you are being stalked, trust your instincts and don’t downplay the danger. Consider taking some or all of these steps:

• If you have not already done so, assertively communicate that you want the behavior to stop and set and maintain personal boundaries.

• Try not to allow yourself to be isolated with the person.

• Tell family, friends, roommates, and co-workers about the stalking and seek their support.

• Stalking behavior can be confusing and it can be challenging to sort out what’s happening. For confidential support, you can contact Sexual Assault Crisis Team at (802) 479-5577 or the Norwich Counseling Center at 485-2134.

• Try not to walk alone, particularly at night. Contact Norwich’s Cadet Guard Room at 485-2589 or Norwich Security at 485-2499 if you do not feel safe walking alone. You can also make plans for friends to accompany you.

• It is also a good idea to make a record of the stalking behavior. Keep logs including the date, time, what happened and the names of anyone who witnessed the incident. Save any packages, letters, messages or gifts from the stalker. Save all voicemail or text messages from the stalker.

• If you feel you are unsafe, you probably are and should seek help. Take threats seriously. Danger generally is higher when the stalker talks about suicide or murder, or when a victim tries to leave or end the relationship. Don’t confront a stalker. Go to a safe space and call the police.

• Norwich can also help you arrange for a no contact order, so don’t hesitate to call for help and support to the Employee Relations/Equal Opportunity Officer at 485-2144.
What are date rape drugs?
GHb, rohypnol and ketamine have become known as “date rape drugs” or “predatory drugs” because they are used to incapacitate someone for the purposes of committing a crime, often sexual violence. These drugs are odorless and colorless and can easily be slipped into someone’s drink. They can cause dizziness, disorientation, loss of inhibition and a loss of consciousness. They can also produce amnesia, causing a victim to be unclear of what, if any, crime was committed. These drugs are particularly dangerous when combined with alcohol, although alcohol alone is still the drug most commonly associated with sexual violence.

Alcohol
It is important to remember that the most common date rape drug is alcohol. Ninety percent of sexual violence that takes place on a college campus involves alcohol or other drug use by either or both the victim and the perpetrator. Perpetrators often use alcohol as a weapon to incapacitate their victims and then will isolate them from friends and others.

How to protect yourself
While the perpetrator is always responsible for sexual violence, there are some things you should know about date rape drugs.

To protect yourself from date rape drugs, follow these suggestions:
• Don’t put your drink down. If your drink is out of sight, even for a few minutes, don’t finish it. Get yourself a new one.
• Don’t accept an open drink from anyone. If you order a drink in a bar, make sure you watch the bartender open the bottle or mix your drink.
• Avoid punch bowls. You don’t know what’s in the punch.

If you feel any of the symptoms of a date rape drug, get help immediately. You can call Norwich Security Officers anytime at 485-2525. You can also obtain a urine screening test. Though traces of the drug may still appear up to 72 hours after ingestion (depending on dosage, and individual metabolism) the chances of getting proof are best when the sample is obtained quickly, so don’t hesitate to get tested. You may call the Norwich Employee Relations/Equal Opportunity Officer for support or information at 485-2144.
What is bystander intervention?

Bystander intervention is a social science model that predicts that most people are unlikely to help others in certain situations. A bystander is anyone who observes an emergency or a situation that looks like someone could use some help. They must then decide if they are comfortable stepping in and offering assistance. Research has found that people tend to struggle with whether helping out is their responsibility and one of the major obstacles to intervention is something called diffusion of responsibility—which means that if several people are present, an individual is much less likely to step up and help out because he/she believes someone else will. Other major reasons that bystanders fail to intervene are that the situation is too ambiguous, that the bystander is worried about misjudging the situation and may be embarrassed by intervening, or that the bystander believes the victim is in some way responsible for the situation and is getting what they deserve.

Have you ever stopped a friend from going home with someone when your friend was really drunk? Have you ever taken a friend who was very drunk to Urgent Care or taken care of them for the night because you knew they were too drunk to be left alone? These are examples of you being a bystander and using your power to stop violence and/or potential injury or death from alcohol poisoning.

What can bystanders do to make a difference here at Norwich?

Believe someone who tells you they have been sexually assaulted, are in an abusive relationship or are experiencing stalking or cyberstalking.

Be respectful of yourself and others—make sure any sexual act you engage in is OK with your partner and check in every time you initiate greater intimacy. Is your partner enthusiastically giving consent—if not, check in and make sure you are both comfortable with what is going on.

Watch out for your friends and classmates—if you come across someone who looks like s/he is in trouble, check in and make sure s/he is ok. If you see a friend doing something questionable—say something.

Speak up—if someone says something offensive, derogatory, racist or abusive, then let s/he know that this behavior is wrong and not acceptable at Norwich. Don’t laugh at racist, sexist or homophobic jokes.