

**CONTENT WARNING: THIS DOCUMENT CONCERNS RESOURCES FOR SEXUAL ASSAULT, RAPE, DOMESTIC VIOLENCE, GENERAL SEXUAL VIOLENCE, CONTROLLING SITUATIONS, AND SUICIDE. WEBSITES LINKED MAY INCLUDE GRAPHIC IMAGES AND/OR DESCRIPTIONS WITHOUT SIMILAR CONTENT WARNINGS, SO PROCEED AT YOUR OWN RISK**

*Beyond Resolved and Speaking Up Safely cannot vouch for all of the information or services provided by these organizations.*

*We are not lawyers or mental health professionals, we are 16-17 year olds trying our best to compile information from reputable sources.*



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## Immediate Resources for Survivors

What To Do Immediately if Assaulted— Guide from StopSexualAssaultInSchools.org

Recommendations from [RAINN](#):

- Get away from the attacker to a safe place as fast as you can. Then call 911 or the police.
- Call a friend or family member you trust. You also can call a crisis center or a hotline to talk with a counselor. One hotline is RAINN’s [National Sexual Assault Hotline](#) at 800-656-HOPE (4673). Feelings of shame, guilt, fear, and shock are normal. It is important to get counseling from a trusted professional.
- Do not wash, comb, or clean any part of your body. Do not change clothes if possible, so the hospital nurse can collect evidence. Do not touch or change anything at the scene of the assault. It is important to collect evidence, even if you don’t believe you will prosecute the assailant.
- Go to your nearest hospital emergency room as soon as possible. You need to be examined, treated for any injuries, and checked for possible sexually transmitted infections (STIs) or pregnancy. The nurse or doctor will collect evidence the attacker may have left behind.
- Collect the evidence even if you are unsure whether you will file a complaint.

While at the hospital:

- Ask the hospital staff to connect you with the local rape crisis center. Many times a crisis center can support you while in the hospital, help you make choices about reporting the attack, and help you find counseling and support groups.
- If you decide to file a police report, you or the hospital staff can call the police from the emergency room.

Recommendations from [Culture of Respect](#):

- [Get yourself to a safe place.](#)
- If you intend on filing an official police report, or if you might want to in the future, [RAINN recommends](#) for the purposes of evidence collection that you:
  - Do not shower
  - Do not use the restroom
  - Do not change or dispose of clothes worn when the assault occurred
  - Do not comb your hair
  - Do not clean up the crime scene



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- Do not move anything the offender may have touched
- [Consider seeking medical attention.](#)
- [Talk to someone you trust.](#)
- [Decide if you want to report the assault to your school and/or the police.](#)
- [Decide if you may want or need legal protection from the perpetrator.](#)
- [Consider seeing a counselor.](#)
- [Create a safety plan.](#)
- [Follow a routine that includes things that make you feel good.](#)
- Again the most important thing is to trust your instincts

**Important Reporting Tips For Students:**

- Keep good documentation.
- Follow up phone conversations with an email or written summary to those involved (schools, medical providers, law enforcement, etc.).
- Use written communication whenever you can.
- Keep all medical reports, records, and paperwork from any office or person connected with your complaint.

**Hotlines:**

**National Domestic Violence Hotline**

Phone: 1.800.799.7233 (English) 1.800.787.3224 (Spanish)

Web Chat (English and Spanish): <http://www.ndvh.org>

[www.ndvh.org](http://www.ndvh.org)

**Rape, Abuse & Incest National Network**

Phone: 1.800.656.4673 (English)

Web Chat (English and Spanish): <https://www.rainn.org/get-help>

[www.rainn.org](http://www.rainn.org)

Description: RAINN created and operates the National Sexual Assault Hotline, accessible 24/7 by phone (800.656.HOPE) and online (online.rainn.org). We work closely with more than 1,000 local sexual assault service providers to offer confidential support services to survivors regardless of where they are in their recovery.

**National Teen Dating Abuse Helpline**

Phone: 1.866.331.9474 (English and Spanish)



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Text: “loveis” to 1.866.331.9474 (English and Spanish)

Web Chat (English and Spanish) <https://www.loveisrespect.org/>  
[www.loveisrespect.org](http://www.loveisrespect.org)

Description: Our trained peer advocates are available 24/7/365 to offer education, support and advocacy to teens and young adults, as well as their concerned friends and family members, who have questions or concerns about their dating relationships. We also provide information about dating abuse to service providers, counselors, teachers and members of law enforcement.

### **National Suicide Prevention Lifeline**

Phone: 1.800.273.8255 (English) 1.888.628.9454 (Spanish) 1.800.799.4889 (For Deaf and HoH)  
<https://suicidepreventionlifeline.org/talk-to-someone-now/>

Description: No matter what problems you’re dealing with, whether or not you’re thinking about suicide, if you need someone to lean on for emotional support, call the Lifeline. People call to talk about lots of things: substance abuse, economic worries, relationships, sexual identity, getting over abuse, depression, mental and physical illness, and loneliness, to name a few. Talking with someone about your thoughts and feelings can save your life.

### **Women’s Law Email Hotline**

Web Chat: <https://hotline.womenslaw.org/public> (English and Spanish)

Description: The purpose of this Email Hotline is for WomensLaw to provide basic legal information, referrals, and emotional support related to domestic violence, sexual assault, or stalking. All emails that involve legal content are answered by an attorney or answered by a law student volunteer and then reviewed by an attorney. However, we cannot provide legal advice or apply the law to your specific situation.

### **The Trevor Project**

The following resources are specific to LGBTQIA+ individuals

TrevorLifeline (specific to suicide and crisis counselling): 1-866-488-7386

TrevorChat (confidential webchat with a trained counselor):

[https://trevorproject.secure.force.com/apex/TrevorChatPreChatForm?endpoint=https%3A%2F%2Ftrevorproject.secure.force.com%2Fapex%2FTrevorChatWaitingScreen%3Flanguage%3D%23deployment\\_id%3D57241000000LPlc%26org\\_id%3D00D410000005OLz%26button\\_id%3D57341000000LTDX%26session\\_id%3DtoLZpYpNBtmbYQ==](https://trevorproject.secure.force.com/apex/TrevorChatPreChatForm?endpoint=https%3A%2F%2Ftrevorproject.secure.force.com%2Fapex%2FTrevorChatWaitingScreen%3Flanguage%3D%23deployment_id%3D57241000000LPlc%26org_id%3D00D410000005OLz%26button_id%3D57341000000LTDX%26session_id%3DtoLZpYpNBtmbYQ==)

TrevorText (confidential texts with a trained counselor): Text “Start” to 678678



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## Reporting Violations— guide from StopSexualAssaultInSchools.org

### File a Title IX Complaint

Any individual or group can [file a Title IX complaint](#) with the U.S. Department of Education Office for Civil Rights (OCR) or the U.S. Department of Justice (DOJ). You don't have to be a victim of sex discrimination to file a complaint. Filing a complaint is simple. You do not need a lawyer.

- To submit a complaint, contact a local OCR [enforcement office](#) or use the OCR [on-line complaint form](#).
- Here is an [infographic](#) on filing a complaint with OCR (from notalone.gov).
- Although every complaint is unique, OCR recommends that your complaint include [this information](#) (here's the [complaint we submitted to OCR in 2014](#)). Additional example complaint letters to OCR will be posted to our web site.
- Here are [selected examples of complaints](#) where OCR found schools non-compliant with Title IX.
- To illustrate the variety of Title IX complaints, here is OCR's list of [recent resolutions of Title IX cases](#).

### File a Title IX Lawsuit in Federal Court

- Only a victim, or the parents of the victim (if the victim is a minor), can file a Title IX lawsuit.
- It's possible to file a Title IX lawsuit without filing a complaint with OCR. You can also file a complaint with OCR and then file a lawsuit after OCR has completed its investigation, regardless of the outcome. Note that if you file a Title IX lawsuit while OCR is investigating your complaint, OCR will close its investigation.

### Other Complaint Options

- OCR requires schools to “adopt and publish grievance procedures” for resolving sex discrimination complaints. Consult these procedures for ways to appeal complaints to oversight agencies at the local and state level.
- Contact your [state department of education](#). Many state education departments have an office that handles equity and civil rights complaints. Keep a record of all correspondence.
- File a lawsuit under other state and federal equal protection laws. For example, six LGBTQ students filed an [equal protection violation lawsuit against their school district](#), whose employees ignored or minimized their complaints.
- File a lawsuit for damages suffered by the injured student. Consult a lawyer before considering this action.



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## Therapy and Counseling:

### **Crisis Text Line**

Text HOME to 741741

Connect with trained volunteers for 15-45 minute (or longer) discussions. Questions do not have to be about sexual abuse/assault, and they are open to refer you to future resources and provide advice, or just listen. This program is free.

### **Good Therapy**

<https://www.goodtherapy.org/learn-about-therapy/issues/abuse>

(Content warning for descriptions of other areas of abuse) Guide on recognizing sexual abuse, and its symptoms, and walks you through the therapy process. The guide is free, but the website also has a massive database of therapists by region, the price of that counseling varies.

### **The Rape Crisis Counseling**

<https://rapecrisis.com/counseling/>

Online, bilingual counseling for any assault survivors- as soon or late after the event. This program is free.

### **Teen Counseling.com**

<https://www.teencounseling.com/>

This provides online counseling for a variety of mental health and identity issues. They are not required to report anything to an adult unless you are seriously contemplating hurting yourself or someone else, or if you / someone you know is immediately in danger of being abused. The program is \$40-70 week.

### **7 Cups**

<https://www.7cups.com/online-therapy-for-sexual-abuse/>

Online, anonymous counseling for assault survivors, self paced guides, and support groups. One on one counseling is an additional \$150/Month.

### **Guide to helping teens access therapy**

<https://www.nami.org/Blogs/NAMI-Blog/June-2018/4-Ways-Teens-Can-Access-Therapy-Without-Health-Ins>

**Wellness Guide for Survivors \*Not therapy or counseling, but designed by mental health professionals\***



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[https://www.odvn.org/wp-content/uploads/2020/04/JustBreathe\\_finalnocrops.pdf](https://www.odvn.org/wp-content/uploads/2020/04/JustBreathe_finalnocrops.pdf)

## Online Support Groups:

*Some descriptions and info taken from Jezmina Von Thiele of Greatist*

### **1 in 6**

<https://1in6.org>

1in6 is a resource for men who have had unwanted or abusive sexual experiences.

The website offers:

- recovery information for men
- men's stories of trauma and recovery
- 24/7/365 online chat support with trained advocates
- anonymous online support groups facilitated by a professional counselor

### **Forge Forward**

<https://forge-forward.org>

Forge is a Milwaukee-based organization dedicated to advocating for and protecting the lives of transgender/nonbinary people and their loved ones.

If you are trans and a survivor of sexual violence, domestic violence, dating violence, stalking, or hate violence, you can email [AskFORGE@forge-forward.org](mailto:AskFORGE@forge-forward.org) or call their hotline at 414-559-2123 for information, resources, and referrals to providers in your area.

Forge's website also offers:

- a peer support listserv
- online Writing to Heal courses
- conferences
- workshops.

### **Survivorship**

<https://survivorship.org>

This resource is not a replacement for therapy but rather an online space for survivors of a very specific kind of sexual abuse or trauma to share and validate their experiences as peers. Survivorship has yearly conferences and video resources.





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Membership is available on a sliding scale of “\$75 down to what you think you can pay.” Benefits include updates every other month with news of the organization, national events, and news articles for survivors.

Members also have access to the members-only section of the website. Two times per year, members receive the journal, which contains many articles, poems, and artwork by survivors, therapists, family or friends of survivors, and other supporters.

### **Women’s Law Center**

<https://www.womenslaw.org/find-help/national/chats-and-message-boards>

This website is a database of many online support groups for survivors. Please abide by all warnings on the website.

### **My Away Out**

<https://www.myawayout.org/peer-online-support>

This is another database of resources, same caveats apply. Extra warning for flashing lights and bold colors

### **After Silence**

<http://www.aftersilence.org/mission.php> (English)

<http://www.aftersilence.org/espanol.php> (Spanish)

An online moderated message board support group for survivors

### **TrevorSpace**

[https://www.trevorspace.org/?utm\\_source=trevor\\_website&utm\\_medium=web&utm\\_campaign=get\\_help\\_page](https://www.trevorspace.org/?utm_source=trevor_website&utm_medium=web&utm_campaign=get_help_page)

A safe online moderated support group for LGBTQIA+ Teens

## **Legal Advice/Representation:**

### **Legal Aid for Survivors (legal advice and representation)**

<http://www.legalaidforsurvivors.org/help/>

### **List of legal resources from the National Center for Domestic and Sexual Violence**

[http://www.ncdsv.org/ncd\\_linkslegal.html](http://www.ncdsv.org/ncd_linkslegal.html)



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Database of legal resources from the National Sexual Violence resource center, you can filter it by state

<https://www.nsvrc.org/organizations>

Database of legal resources from the Women’s Law Center

<https://www.womenslaw.org/find-help/federal/rapesexual-assault>

## Identifying, Addressing, and Preventing Abusive Situations

### In General

Identifying abusive relationships

<https://www.loveisrespect.org/is-this-abuse/types-of-abuse/>

Interactive wheel to identify abuse from Love Is Respect

<https://www.loveisrespect.org/is-this-abuse/power-and-control-wheel/>

What are some warning signs when adults interact with children?

<https://www.stopitnow.org/ohc-content/behaviors-to-watch-out-for-when-adults-are-with-children>

What about children with other children?

<https://www.stopitnow.org/ohc-content/signs-child-at-risk-to-harm-another-child>

Know your rights under Title IX

<https://www.loveisrespect.org/on-campus/what-is-title-ix/>

Find laws specific to your state:

<https://apps.rainn.org/policy/>

View this comprehensive guide from Black Women’s Blueprint

[https://d6474d13-2b53-4643-b862-e78077ee7880.filesusr.com/ugd/f0223e\\_67aaff57f49b48aa8bacf77787d87c1a.pdf](https://d6474d13-2b53-4643-b862-e78077ee7880.filesusr.com/ugd/f0223e_67aaff57f49b48aa8bacf77787d87c1a.pdf)



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## Statutes of Limitations

A statute of limitations determines how long after a crime you can take legal action on it.

To find the statute of limitations for your state, visit this site

<https://statelaws.findlaw.com/statutes-of-limitations.html>

## Mandatory Reporting

Mandatory reporting laws require certain people and institutions to report instances of sexual violence when working with minors.

To find mandatory reporting laws in your state, visit this site <https://apps.rainn.org/policy/>

## Schools

What can schools be accountable for under Title IX?

According to the ACLU, two conditions must be met:

- behaviors are so severe (for example, even a single incident of rape) or happen so often (for example, numerous harassing texts) that the acts would deprive a student of equal access to education, or to an educational activity like being on a team or in the band

AND

- your school has authority over the person or people committing the violent or harassing behavior, and over the environment where the behavior is happening.

<https://www.aclu.org/title-ix-and-sexual-violence-schools>

<https://www.educationdive.com/news/to-what-extent-are-districts-schools-liable-for-students-safety/547823/>

### Definitions from Women's Law Center:

#### **Q: What types of behavior qualify as sexual harassment—how do you draw the line between flirting and sexual harassment?**

Sexual harassment covers a range of behaviors, including but not limited to: touching, pinching, or grabbing body parts; sending sexual notes or pictures; writing sexual graffiti on bathroom walls; making suggestive or sexual gestures, looks, jokes, or verbal comments; spreading sexual rumors or making



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sexual propositions; pulling someone’s clothes off; pulling your own clothes off; sexual assault; and rape. Unlike flirting or good-natured joking, which are mutual interactions between two people, sexual harassment is unwelcomed and unwanted behavior which may cause the target to feel threatened, afraid, humiliated, angry, or trapped.

**Q: Who is responsible if a student is harassed at school?**

Schools have a duty to prevent harassment, to have policies against it, to investigate complaints, and to take prompt action to stop harassment when it occurs. In some cases, a student may be able to go to court to get damages, if a school fails in these responsibilities. Although an individual harasser cannot be sued under Title IX, if the harasser has engaged in a criminal act—like rape, attempted rape, or assault—then a district attorney may choose to prosecute the individual in criminal court.

**Can cyberbullying also be sexual harassment?**

Much cyberbullying is sexual harassment. Conduct does not have to be sexual in nature to constitute harassment. It can also include demeaning a person because of that person’s gender or that person’s sexual activity. For example, sexual harassment can include harassing a person because “girls should not take shop classes, or be a math whiz, or play a particular sport” (although girls are not the certainly not only people who can be harassed!). Other examples include using cell phones or the internet to target students with sexual epithets like “slut” or “whore,” disseminating compromising photographs of a student, or spreading rumors about a student’s sexual activity or partners. Conduct too often dismissed as just “boys being boys” or “mean girls,” when severe, can actually be prohibited harassment.

**Must schools respond to cyberbullying?**

Often, yes. Sexual harassment—including sexual harassment in the form of cyberbullying—can make the school environment hostile for a student when it is severe or pervasive enough to interfere with the student’s education. All schools covered by Title IX have an obligation to take prompt and effective action to end hostile environments caused by sexual harassment, prevent the recurrence of such harassment, and remedy its effects. And in lawsuits, schools that have actual knowledge of harassment and are deliberately indifferent to it may be held liable for damages.

In addition, as a matter of educational policy schools should respond to cyberbullying, because students cannot learn and succeed if they do not feel safe at school. A positive, safe, and respectful school environment is critical to student achievement, so it is in everyone’s best interest for schools to do all they can to detect, swiftly address, and ultimately deter cyberbullying and other forms of harassment.



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### **What about cyberbullying that happens outside of school?**

Some schools question whether they can get involved in cyberbullying that is done “off campus,” from home computers, cell phones, or elsewhere, because of concerns about students’ rights to free speech. However, courts have held that schools may discipline students for off-campus cyberspeech consistent with the First Amendment if it was reasonably foreseeable that the speech would create a substantial disruption in the school environment.

In order to clarify schools’ obligations, the Department of Education’s Office for Civil Rights (OCR) issued a “Dear Colleague” letter in October 2010 to make it clear that sex-based bullying and harassment that is severe or pervasive enough to interfere with a student’s education, although it may occur in electronic form, is still prohibited by Title IX. OCR did not distinguish between on- and off-campus conduct.

In short, Title IX requires schools to respond to hostile environments in their education programs caused by sexual harassment, regardless of where—or in what form—the conduct occurs. Though courts have not yet addressed the intersection of Title IX and the First Amendment, if sexual harassment in the form of off-campus cyberbullying creates a hostile environment for a student, it will likely also be reasonably foreseeable that the conduct would cause a substantial disruption in the school. In such a case, a school would be required to intervene under Title IX and would be constitutionally able to address the harmful conduct without impermissibly violating its students’ rights to free speech.

### **Q: What should I do if I am being sexually harassed?**

Sexual harassment which is ignored often escalates. If you feel safe doing so, let the harasser know that their attention is unwanted and alert other people—a friend, a counselor, or trusted adult—about the behavior. Doing so protects your rights and the rights of other students to be free from this unwanted behavior. Here are some basic things you should do if you believe you are being sexually harassed:

**Tell the harasser that you want the unwelcome behavior to stop.** If you feel comfortable doing so, tell the harasser that their behavior bothers you and that you want it to stop.

**Talk to someone you trust.** Whether it’s a friend, parent, counselor, or someone else whom you trust, find a person who believes you. Doing this will provide you with support and can be important evidence later.

**Keep a detailed written record of the harassment.** Record what happened, when, where, who else was present, and how you reacted. Save any notes, pictures, or other documents you receive from the harasser.



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**Report the harassment.** Find your school’s anti-harassment policy and talk to the person who has been designated to deal with complaints of sexual harassment. If you feel uncomfortable talking to the designated person, go to a teacher or another adult at the school whom you like and trust. It’s okay to bring a friend or parent with you to that meeting.

**File a complaint.** You have the right to file a complaint with the U.S. Department of Education’s Office for Civil Rights, with your state’s Department of Education, or to bring a lawsuit under Title IX. You may want to talk to a lawyer about these options, particularly if you are thinking of filing a lawsuit.

Remember you are not alone. The most recent comprehensive study of sexual harassment in high schools found that 83% of females and 79% of males reported having been sexually harassed in ways that interfered with their lives, with 27% experiencing it often (they don’t collect data on students outside the gender binary but, however trans and non binary students are disproportionately targeted by school policies and bullying and harassment from peers).

**Know that you have a right to feel safe in school.** If you have concerns about harassment, bullying, or other forms of violence, you can seek help. For more information, contact us at [info@nwlc.org](mailto:info@nwlc.org).

## Camps

What can companies that employ independent contractors be accountable for?

<https://www.employmentlawfirms.com/resources/employment/workplace-safety-health/what-third-party-sexual-harassment>

Who can be sued for harassment and abuse at camps? (From here:

<https://sexualabuselawfirm.com/sexual-abuse/camp/>)

- The individual perpetrators
- camp owners, administrators, and insurers
- the summer camp’s state licensing agency
- legal guardians of minors who have committed sex abuse third parties involved with the camp, such as church sponsors or sports organizations staff members who knew (or should have known) about the abuse and did nothing

## Tournaments

In most cases the school hosting the tournament will be held accountable for all Title IX violations that occur (Including harassment)



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<https://www2.ed.gov/policy/rights/guid/ocr/sex.html>

## Making Action Plans:

Making a plan to leave an abusive situation

<https://www.loveisrespect.org/for-yourself/safety-planning/>

Teen Specific: <https://www.loveisrespect.org/pdf/Teen-Safety-Plan.pdf>

College Student Specific: [https://www.loveisrespect.org/pdf/SafetyPlan\\_College\\_Students.pdf](https://www.loveisrespect.org/pdf/SafetyPlan_College_Students.pdf)

Making a plan for suicidal action and/or self harm

<https://suicidepreventionlifeline.org/help-yourself/>

## Books

Personal Memoirs (if you need to know that someone gets it):

“Know My Name” by Chanel Miller

A memoir by Chanel Miller, the author writes about her emotional, mental, and physical journey after balancing a life of being Emily Doe in the People v Brock Turner case in 2015 and being just Chanel Miller.

“The River of Forgetting” by Jane Rowan

Jane Rowan opens up about her personal experiences with sexual abuse- recalling memories starting from her childhood of when being sexual abused continued to interact with her work, family, love life, and much work.

“I Never Told Anyone” edited by Ellen Bass

In the anthology, “I Never Told Anyone”, femxle contributors share their testimonies with child abuse to the reader.

“Dear Sister: Letters from survivors of sexual assault” edited by Lisa Factora-Borchers

In this anthology, survivors of sexual assault share letters, stories, advice, and visions from a multitude of authors, creatives, and artists about surviving sexual assault.

“Victims No Longer” by Mike Lew



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Mike Lew explores the journey of recovering from instances of child sexual abuse specifically tailored for men. He discusses the stigma around men recovering from abuse and gives advice to those who may not know how to validate themselves, get help, work through personal and social issues, and much more.

“We Believe You: Survivors of Campus Sexual Assault Speak Out” edited by Annie Clark  
Through a collection of letters from students who experienced sexual assault in college, this anthology pushes the reader to know that they are not alone while inspiring them to speak out if they can.

“Letter to My Daughter” by Maya Angelou  
Originally written for her daughter, Maya Angelou shares her advice with the world about her experiences with sexual assault, racism, and trauma.

“The Body Keeps the Score” by Bessel Van Der Kolk  
Combines the sciences to discuss how trauma truly shapes the mind, body, and brain while sharing different methods of healing that he discovered from helping his patients heal. Kolk explains the interconnectedness between hurting and healing to open up avenues for reclaiming personal healing.

“Bestiary: Poems” by Donika Kelly  
In this collection of poems, Donika Kelly introduces animals, mythical creatures, and half-animal-half-mythical creatures to explore the relationship between love, self-discovery, trauma, and travel.

Non-Fiction (if you want to educate yourself more):

“I Still Believe Anita Hill” by Amy Richards and Cynthia Greenberg  
In “I Still Believe Anita Hill”, authors Richards and Greenberg discuss how Anita Hill’s testimony against her boss effectively changed the feminist movement altogether by bringing the public’s awareness to sexual assault. The collection of essays analyses, witnesses, and responds to Hill’s impact in confluence with race, gender, class, politics, and law three generations after Anita Hill’s testimony.

“Yes Means Yes!” Jessica Valenti  
In this book, Valenti dismantles the way the society used to look at sexual assault, female pleasure, consent, and sex education in order to help readers cultivate a better understanding of female respect.





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## Supporting survivors

### For everyone

Use content warnings in discussions— even if they haven't been open with you about trauma in the past. Here is a starter guide:

<https://medium.com/@UntoNuggan/trigger-warnings-101-a-beginners-guide-e9fc90c6ba0a>

Be a better bystander! This organization provides free training in Bystander Intervention and Conflict De-escalation

<https://www.ihollaback.org/harassmenttraining/>

### For close friends/family

Help them set up a safety plan

<https://www.loveisrespect.org/for-yourself/safety-planning/>

How to help someone in an abusive relationship

<https://wscadv.org/wp-content/uploads/2019/06/Updated-Friends-and-Family-Guide-2020.pdf>

### For students

Familiarize yourself with this guide from the National Women's Law Center

<https://www.nwlc.org/sites/default/files/pdfs/Final%20SH%20Fact%20Sheet-Students.pdf>

Organize on your campus

<https://nomore.org/wp-content/uploads/2016/11/NM-Campus-Organizing-Guide.pdf>

### For coaches/teachers

Reference this guide from the National Women's Law Center

<https://www.nwlc.org/sites/default/files/pdfs/Final%20SH%20Fact%20Sheet-Schools.pdf>



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While much of it is applicable primarily to school administrators you should a) keep pressuring administrators and fighting for all students, especially survivors b) pay close attention to these:

If you are a teacher:

- Act quickly when confronted with sexual harassment.
- Ensure that you report any instances of harassment of which you are aware to the person designated by the school to handle such complaints.
- Strategize with students about improving the classroom environment.
- Enlist the support of parents.
- Make certain the classroom is a welcoming environment for all students.

Additionally, let students know that you are there to support them, including with information like this: <https://118.6f2.myftpupload.com/wp-content/uploads/2020/04/WHAT-TO-DO-COLOR-ONE-PAGER-FINAL.pdf>

Here is a specific checklist about what a comprehensive policy looks like: <https://www2.ed.gov/about/offices/list/ocr/checklist.html>

## For camps

**The following are several guidelines for a camp director to keep in mind when a sexual assault is reported from the American Camp Association**

(<https://www.acacamps.org/resource-library/camping-magazine/staff-sexual-assault-prevention-intervention>)

### **1. Stay calm.**

It does not help anybody if the camp director loses control in a critical incident. Many directors will be worried about the implications of such an incident on their own and their camps' reputations instead of focusing on more important immediate action steps. For example, I can well recall the first time I had to intervene in a sexual assault incident in a camp. Not only was I concerned with the welfare of the participants involved but also the reputation of the camp as well as my own. How should I handle this event? Had I somehow allowed this incident to inadvertently occur? How would this incident reflect on my leadership? Would I lose my job over the occurrence? Would the media somehow become involved? Such concerns prevented my full attention to the immediate incident.

### **2. Give the victim partial control of the situation.**



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A sexual assault is a crime no matter what degree of seriousness it entails. The most important choice a victim can make is whether they want to call the police or not. This contact initiates involvement of the legal system, and it is this system that will determine whether a crime has occurred. It is not the victim's choice however to determine the punishment of the offender (e.g., Should they be fired?). I have heard of camps that granted this right to a victim. Remember, an accusation against a person does not necessarily equate with actual guilt.

Some aspects need to be considered in regards to police investigation. First, every state now has a mandatory reporting protocol in place for child abuse. If the victimized staff member is under the age of eighteen, the director may be obligated to report this to a youth protective agency. Second, some camps have a policy that requires police to question all cases of sexual assault even if the victim declines such involvement; this is done not so much for the protection of the victim but rather to have a written record on file for the camp's own legal security. The downside to mandating police investigation is that it might deter a student from reporting less severe incidents to the administration if they know that they will have to speak to police.

It is recommended that all directors contact their local police and youth protective agency to ascertain their requirements for incidents of sexual assault.

**3. The camp director is not a judge.**

The good news is that camp directors are not responsible for deciding innocence or guilt. This is a decision that the legal system undertakes. For camp directors to attempt to secure evidence that reaches the standard of "beyond a reasonable doubt" as is used in the criminal courts is ill advised, no matter how well intentioned. The duty of the director is to create a safe environment and make all efforts to prevent similar assaults. The legal obligation of all employers is to establish and maintain a workplace free of harassment. This is a vastly different duty as compared to ascertaining guilt or innocence.

A problem that naturally arises in situations of sexual assault is how to respond to the accused. How can a director act on an accusation of assault if they are not making a determination of guilt or innocence? Some assaults are particularly violent and/or occur in the presence of witnesses. Such physical harm of another camp participant is undoubtedly against your camp policy — this behavior is grounds for immediate termination even if the victim in the case declines police involvement. Most occurrences of assault that occur in camp though will be less obvious. Instead of a person presenting bruises and torn clothing, a more common case will present no evidence of physical harm.

The crux of the dilemma is how one is to weigh the welfare of the victim and ramifications for the camp's reputation against a wrongful termination. It is here that an investigation by the director will



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occur with the sole purpose of collecting information that will lead to creating a harassment-free environment. If the perpetrator in question is too much of a risk to the camp environment for future harassment, a decision to terminate may be made. Variables such as frequency of the act, severity of the act, and intentionally intended harm versus unintentional interactions all play a role in the decision to terminate, discipline, or do nothing. Incidentally, the victim in an incident does not have to be completely satisfied with the outcome of an investigation. If they seek a decision of guilt and resulting punishment, this is the responsibility of the legal system. A camp director instead must be reasonable and effective in dealing with the alleged sexual assault. A decision on how successful a camp director is in their response to an accusation of assault is based on the reasonableness, effectiveness, and expediency of the investigation and intervention, not the complete satisfaction of the victim with the consequences for the offender. It certainly helps the process though if the victim is kept informed of the investigation and given an opportunity to offer an opinion on whether a proposed intervention will work.

A successful intervention simply needs to be one that stops future unwanted behaviors. An assault intervention can be approached as would most interpersonal problems at camp including remedies such as problem solving, education, consciousness-raising, and boundary setting.

**4. Find legal counsel.**

Each camp should have a legal representative. Refer questions to this person. Do not attempt to resolve these issues completely on your own. You want to be certain that a well-meaning intervention does not later turn into a legal problem. As more and more sexual harassment disputes are heard in the court, the laws for this area will become more refined. A director most certainly does not want to have their camp branded with a sexual harassment lawsuit.

Additionally, remember: the role of legal intervention should always be there to defend the survivor—not the reputation of the camp.

**The best intervention is prevention.**

The best intervention for sexual assault (as well as all harmful sexual activity) is prevention. A camp's response to a sexual assault should come as no surprise to camp staff. It is assumed that at this point all camps have formulated a sexual harassment policy that will specifically mention unwanted physical contact. In addition, staff should be informed in writing and during a staff-week orientation what specific procedure will occur if a sexual assault is reported. They should know the camp's stance on refusing to determine guilt, police involvement, and possible consequences. They should also know that the obligation of the director in such a case is to implement changes that would lead to a safer and harassment-free environment. This might or might not entail punishment for the offender, dependent



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on the details of the incident. Another significant step to decrease the chances of a sexual assault is to monitor the use of alcohol. A significant minority of sexual assaults occurs while one or both parties are under the influence of alcohol. The ever-increasing use of random alcohol screening with invariant consequences for its use will go a long way in deterring such assaults. Even with the best prevention plan, incidents will happen. Instead of reliance on the common responses of immediate termination of the accused or minimal intervention in the incident, the director should undertake an investigation with the ultimate goal of increasing camp safety for all participants. And in the unlikely situation of an extremely violent assault, it is reassuring to know that the camp director does not need to have all of the answers.

Here is an even more comprehensive guide from the CDC

<https://www.cdc.gov/violenceprevention/pdf/PreventingChildSexualAbuse-a.pdf>

## For parents and guardians

Reference this guide from Love Is Respect for general concerns

<https://www.loveisrespect.org/for-someone-else/help-my-child/>

Refer to this guide for tips for interacting with potentially dangerous institutions— sexual assault can be incredibly pervasive among debate camps

<https://www.momsteam.com/health-safety/preventing-sexual-abuse-at-summer-camp-five-tips-for-parents>

And if your child was targeted at a camp, here is a guide:

<https://sexualabuselawfirm.com/blog/what-to-do-if-my-child-was-sexually-abused-at-summer-camp/>

## More resources

Here is a massive list of further resources for survivors

<https://www.crisistextline.org/resources/>

