

IUPUI Staff Council (SC)

Minutes

November 20, 2013 ~ Campus Center, Room 450A ~ 2:00 – 4:00 p.m.

Members and Guests Present: Charles Akerland, Charles Bantz, Kaitlin Bell, Michelle Benberry, Jeyanthi Bhaheetharan, Victoria Bills, Russell Black, Matt Borden, Landon Brothers, Kristy Chapman, Wade Chatmon, Pam Clinton, Ben Cockrum, Nicole Collins, Venue Davis-Wallace, Caitie Deranek, Teri Duell, Mary Fisher, Rita Flynn, Alicia Gahimer, Kathy Grove, Barbara Hanes, Todd Herring, Patti Holt, Leslie House, Phyllis Humphrey-Sarver, Felicia Jackson, Betty Klein, Jim Klenner, Lyndy Kouns, Julie Lash, Summer Layton, Karen Lee, Lodema Lines, Margie Martinez, Laura Masterson, Teresa McCurry, Greg Mobley, Matthew Moody, Kevin Mouser, Christen Mumaw, Andrew Myers, Kitty O'Doherty (alt: Scott Orr), Larra Overton (alt: Sam Walters), Kristi Palmer, Melanie Pride, Kathy Risacher, Tim Roach, Tanika Scott, Damon Spight, Lee Stone, Yolanda Taylor, Carleen Thompson, Lindsay True, Etta Ward, Louise Watkins, and Emily Wren

Members Absent or Excused: Rose Baker, Margo Barton, Denise Brown, Rob Bullock, Tina Carmichael, Natalie Edwards, Kendra Hein, Susan Hill, Rochelle Hudson, Rachel Limbach, Mary Lindop, Pamela Lovejoy, Cortnee Martin, Brady McManama, Kasey Myers, Jenny Perrino, Mary Pat Poskon, Carol Riley, Liz Rybak, Jan Smith, Michael Sprinkle, and Susan Steele-Moore

Agenda Item I: Welcome and Call to Order

IUPUI Staff Council President Lee Stone called the meeting to order at 2:04 p.m.

Agenda Item II: Adoption of the Order of Business for the Day

The agenda was adopted as the Order of Business for the Day.

Agenda Item III: [Action Item]: Approval of the Minutes of the October 16, 2013 Meeting

The minutes of the October 16, 2013, SC meeting were approved and entered into record.

Agenda Item IV: [Information Item] Report from Human Resources Administration (HRA)

Carleen Thompson, Assistant Vice Chancellor for Human Resources

Thompson reported on the following:

- Open Enrollment closes November 22 at 5 p.m.
- HR Liaisons update will be sent November 21 regarding electronic grievance forms. The link will be on the HR website and sent to the liaisons and the SC.
- Recruiting for the director of occupational development and training has begun with on-site interviews. The next step will be wider campus input and meetings.

Agenda Item V: Update from the Vice Chancellor for Finance and Administration

Emily Wren, Associate Vice Chancellor for Facilities / Chancellor's Administrative Designee Alternate

Wren reported on the following:

- The Science, Engineering, and Lab Building (SELB) was dedicated yesterday. It is 3500 square feet of lab space. The School of Science has had a space shortage and has filled it already. The School of Engineering and Technology is inhabiting it as well. A few students spoke of their research at the dedication. Angel Campbell can answer questions about space available including conference rooms. It is a tight-feeling building with minimal space for conference rooms and classrooms.

- The Neuroscience Building (by Methodist campus) is scheduled to be complete in February 2014. Psychiatric Research will move there. The Psychiatric Research building will most likely be leveled after the land swap occurs.
- Classroom renovation: LE 104 will become a collaborative lecture space. The northeast end of Hine Hall will become a graduate education center. The School of Business will use the space for the Business Medicine program as well.
- Ball Gardens – Riley Hospital Drive becomes a new gateway for Riley Hospital. Monumental signs helps with location navigation.
- Einstein Brothers Bagels may move into ICTC.
- The office building on University and New York Streets is going forward. Groundbreaking will be in the spring. The building will be occupied by the chancellor's office and staff, IU Foundation, School of Social Work and the Lilly Family School of Philanthropy.
- Wishard Land Swap: Wishard moves their hospital and patients to Eskenazi Health on the weekend of December 6 (Saturday, and Sunday is backup moving day). The police are getting a traffic plan together. On December 8, the campus will have the right to use the Wishard Garage. The Lockefield Village lot will become available for IUPUI parking and discussions on how it will be tagged are occurring. Wishard will continue to operate the facilities until sometime when they decommission their equipment to surplus vendors. They believe they will be able to turn over all the property at the end of January.
- Is there a directory of who is moving into the SELB? Wren said it would be best to contact Professors Doug Lees and Dave Skolnik. Angel Campbell is the building coordinator as well and could help.
- Has the chicane on Michigan Street been cancelled? Wren said the project has been put on hold for a little bit. More study needs to be done. She hasn't heard of any reactivation of the chicane methodology.
- Shuttles going to the Wishard Garage will change when the swap takes place. Could a survey go to the staff about their frequency between Wishard and VA buildings? Karen Carrel should be contacted about all of this.
- 5/3 Bank is a donor for the Simon Family Tower; however, the bank does not occupy the space.
- Duos Restaurant will be providing Wishard's cafeteria food.

Agenda Item VI: Report from the President

Lee Stone

Stone reported on the following:

- Strategic Plan: He hoped the members reviewed the [strategic plan](#). Comments should be directed to the "[contact us](#)" page.
- State of the Campus: In his November 5 address to the campus, the chancellor mentioned staff and their importance in the internationalization experience. The report was based on the strategic plan.
- Basketball tickets: Tickets are available for the men's and women's games scheduled for December 29 and 30. Tickets can be picked up after this meeting, the December 18 meeting, or by notifying the council office.
- Patti Holt has volunteered to serve as the Human Resources Liaison for the Staff Council.
- Employee Survey: The survey is now closed and Stone hoped everyone had a chance to participate. He looks forward to the results.
- Faculty and Staff Relations Committee met last week for the first time. They are reviewing the TIME system, the results of the SSI report, and strategic plan.
- HJR6 proposal: The SCEC discussed the invitation from the IUPUI Faculty Council to join with them and the university in opposing the amendment which seeks to put into the state's constitution that marriage is defined as between one man and one woman. The SCEC voted to remain neutral.

Stone will share the information in the next JagJournal. He read the letter to the staff that will be included.

- Question: What is the role of Patti Holt as an HR Liaison? Stone said it is to be the voice from HR to the SC. Each unit has their own liaison, and Holt will serve for the purpose of the Staff Council.
- Myers tried to submit a comment on the strategic plan website, but it did not go through. He sent it through the e-mail function. Stone will check in with the webmaster on the problem.
- Klenner reminded the members that if you do not participate in open enrollment and carry insurance, your designations will remain the same as last year. However, you still need to do the smoking cessation portion in order to get the insurance premium discount.

Agenda Item VII: [Information Item] Student Government

Jeyanthi Bhaheetharan, Secretary/Treasurer, Graduate and Professional Student Government

The GPSG wants to increase engagement between the graduate students, be more mindful of their budget, redevelop their website, and increase student awareness. The number of applications for education enhancement grants has more than doubled. Both the Undergraduate Student Government and the GPSG continues to ask the Board of Trustees for a health/recreation center as it could allow for recreation, a better health and wellness center, a safe place to socialize, etc. They ask for support in requesting a health and wellness center. Stone said the council supports the initiative and hopes it can work on this together. The Executive Committee will discuss it. He welcomed further collaboration.

Agenda Item VIII: Report from the IUPUI Faculty Council Liaison

Kristi Palmer, Faculty Council Executive Committee Member

The IFC passed a resolution to support the president and IU's stance on HJR6. She read the resolution as follows:

**Resolution to Support the
Freedom Indiana Coalition and Indiana University
In Opposition of House Joint Resolution 6**

Indianapolis Faculty Council
Proposed and Approved: November 5, 2013

Whereas Indiana University joined the Freedom Indiana coalition¹, a bipartisan grassroots campaign to oppose the constitutional amendment proposed in House Joint Resolution 6 (HJR6) that seeks to define marriage as between a man and a woman,

Whereas President McRobbie has stated the proposed amendment “runs counter to IU’s deeply held values” of tolerance,

Whereas Indiana University believes HJR6 would cause prospective and current faculty, staff, and students to feel unwelcome and be “a disincentive to locate in Indiana, adding to the state’s challenges to remain economically competitive,”

Whereas the University Faculty Council supports the action of the university in joining the coalition,

And Whereas Indiana University joins notable Indiana businesses working to ensure the state Constitution is not altered to enshrine intolerance “that is not representative in the best of Hoosier values,”

¹ <http://news.iu.edu/releases/iu/university-wide/2013/10/iu-joins-freedom-indiana.shtml>

We, the IUPUI Faculty Council, support the action of President McRobbie and the University Faculty Council to join Freedom Indiana and oppose the amendment proposed in HJR6.

Agenda Item IX: Standing and Ad Hoc Committee Reports and Other Standing or University Committee Reports

The following committee reports were given orally:

- Bylaws Committee (Teresa McCurry, Chair): McCurry introduced the following suggested bylaw revision.

(1) VOTING:

Currently Article VI, Section C: bylaws reads as such:

"Voting on all matters, other than election of officers and members of the Executive Committee, shall be by voice vote unless a secret ballot is requested."

Proposed amendment for submission to the Executive Committee:

"Any provision in the IUPUI Staff Council Bylaws stating, directly or by implication, that voting shall occur by means of an in-person vote or a paper ballot shall be understood to permit electronic voting. The method and means of electronic voting shall be as established from time to time by the IUPUI Staff Council Executive Committee."

(2) AT-LARGE MEMBERS:

Currently Article IV, Sections A and B read as follows:

"A Second Vice President, Corresponding Secretary, and three members of the Executive Committee shall be elected by a majority of the voting representatives present at the June meeting of each odd numbered year from a slate of candidates prepared by the Nominating Committee. This vote shall be taken by secret ballot."

"A First Vice President and three members of the Executive Committee shall be elected by a majority of the voting representatives present at the June meeting of each even numbered year from a slate of candidates prepared by the Nominating Committee. This vote shall be taken by secret ballot."

"The Council Officers and six additional members from the Council shall comprise the Executive Committee."

Proposed amendment for submission to the Executive Committee:

*"A Second Vice President, Corresponding Secretary, and **three At-Large Members** of the Executive Committee shall be elected by a majority of the voting representatives present at the June meeting of each odd numbered year from a slate of candidates prepared by the Nominating Committee. This vote shall be taken by secret ballot."*

*"A First Vice President and **three At-Large Members** of the Executive Committee shall be elected by a majority of the voting representatives present at the June meeting of each even numbered year from a slate of candidates prepared by the Nominating Committee. This vote shall be taken by secret ballot."*

*"The Council Officers and **six At-Large Members** from the Council shall comprise the Executive Committee."*

Rationale:

The At-Large Members are included in the Staff Council Executive Committee and as such should be identified by name in the SC bylaws.

These bylaw changes will be voted on at the December SC meeting.

- Membership Committee (Alicia Gahimer, Chair): The Five-Year Anniversaries of Kaitlin Bell and Felicia Jackson were celebrated. The committee sponsored the SC booth at the Employee Health

and Benefits Fair. She encouraged the unit representatives to get in touch with their constituents as there were some staff who came to the booth indicating they didn't know who their representative was. An election was held for the School of Medicine Cluster 2 due to a representative vacancy. Venus Davis-Wallace was elected and Gahimer introduced her at the meeting.

- **Special Events Committee** (Kristy Chapman and Cortnee Martin, Co-Chairs): The fall blood drive produced 64 donations. The Miracles Happen Toy Drive will be the community project this year. The committee partnered with Cali Harrison, an IUPUI student, who lost her cousin to cancer. She volunteers at Wishard and Riley and collects toys throughout the year for the children at Riley. A flyer was distributed showing what can be collected. The items should be brought to the December SC meeting where they will be collected by the student. The toys should be unwrapped. Stuarts Moving is donating collection boxes. Cash will be accepted as a donation instead of toys as well. The December meeting/party will be a shorter meeting and the EC will provide treats for everyone. The committee is also preparing for the summer retreat. They are looking for a location.
- **[Ad Hoc] Web Committee** (Andrew Myers and Matt Borden, Co-Chairs): The committee has been working on a [directory of representatives](#) for the website. He demonstrated the directory and asked everyone to look at it, find themselves, and see if they want to update their profile and/or picture.

The following committee reports were submitted in written form (no changes made to the report):

- **[Ad Hoc] Academic Affairs Committee Report** (Laura Masterson, Chair): The Academic Affairs committee is preparing for the December 18 presentation for Staff Council. As a committee, we've decided to focus our efforts this year on providing training, information, and best practices for staff to develop strong working relationships with faculty. We are currently exploring ways to best share this information with staff by collaborating with the Staff Council Faculty Liaison. Our intention is dual purpose: to encourage further understanding of the role of faculty for staff as well as to provide a way for faculty to learn more about working effectively with staff.
- **Committee on Diversity, Equity, and Inclusion Report** (Phyllis Humphrey-Sarver and Yolanda Taylor, Co-Chairs): The committee met on October 31. They discussed setting a schedule for meetings, holding a Diversity Fair in spring 2014 and the Multicultural Success Center Dialogue Series. IUPUI is a title sponsor of the Steward Speakers Series which is an organization that provides the community opportunities to engage with leaders of diverse topics such as education, mentoring, networking, empowerment, etc. It was discussed to perhaps sponsor the March 7, 2014, program where VC Dawn Rhodes is on a panel. Kim Kirkland or Margo Foreman may be invited to a meeting to discuss the Office of Equal Opportunity 2013 Annual Report.
- **Communications Committee Report** (Todd Herring, Chair): The committee assisted with communications promoting the Staff Council Blood Drive.
- **Staff Affairs Committee Report** (Barb Hanes and Kevin Mouser, Co-Chairs): The Staff Affairs Committee met on November 7th. The Urban 15 project was discussed in greater detail. Going along with this project, Summer Layton gave an interesting presentation about the University of Florida's benefits and other issues that our group is discussing; parking, smoking policy, health plan, shared time off, etc. It will be posted to Oncourse if anyone is interested. Margo Burton presented the survey being created that will cover our big topics. It will be sent to the committee first for their review, then to the rest of the council once approved by the Executive Committee. We are hoping to have this ready to send out in December.
- **[Ad Hoc] Staff Development Committee Report** (Caitie Deranek, Chair): The Staff Development Committee met on October 31. The Member Feature was determined through the end of the year and members volunteered to write the article through January. Please send any suggestions for potential featured members to Caitie Deranek at cderanek@iupui.edu. The committee discussed staff development grants and disparities between IUB and IUPUI. The committee is developing an application process and criteria to share with campus leadership based on already established processes through the IUB Professional Council. SDC is also reviewing the Urban 15 reports

compiled by the Staff Affairs Committee to determine if additional information on the three points of focus (retirement benefits, tuition fees, and staff development opportunities) is needed. Finally, SDC is planning a training opportunity for Staff Council members focused on leadership development. This is on the agenda for the Staff Council meeting on June 18, 2014. Please also share any subjects that would interest you for this workshop with Caitie Deranek.

Agenda Item X: Unfinished Business

There was no Unfinished Business.

Agenda Item XI: New Business

There was no New Business.

Agenda Item XII: [Information Item] Sexual Assault, Prevention, Intervention, and Response (SAPIR)

Julie Lash, Director, CAPS

Kathleen S. Grove, Director, Office for Women

Lash and Grove gave the presentation appended to the minutes.

Agenda Item XIII: Report from the Chancellor's Academic Liaison

Mary Fisher, Associate Vice Chancellor for Academic Affairs

Fisher reported on the following:

- A task force has been formed to review the status of women on this campus, and includes a review of the Office for Women (Kathy Grove, Director). Kim Kirkland, Executive Director of the Office for Equal Opportunity, chairs the task force that includes staff and faculty. A report should be received in the spring. The last report was done 20 years ago and culminated in the beginning of the Office for Women. Salary equity studies will be done every five years for faculty. The current review will identify any inequities as well, if there are some.
- The Strategic Plan has been posted on the website (as mentioned previously during the meeting) and committees are meeting to discuss the findings. The implementation phase has begun. The deans will write reports as well as school and units in concert with the plan.
- 106 cases will be heard this spring for faculty promotion and tenure.
- Fisher will step down from her current position on December 31. A search is underway for her replacement.

Agenda Item XIV: [Information Item] The Vital Role Staff Play in IUPUI's Growth and Development

Charles Bantz, Chancellor

The chancellor reported on the following:

- Dedication of the SELB: Celebrated a dream of having a new lab building. 20 years and 17 days ago..... (on the anniversary of the Gettysburg Address) the last building for Science or Engineering was built. John Lechleiter, CEO of Lilly, spoke at the ceremony on research collaboration and the life sciences. He was given an honorary doctorate. The building will change the face of research, education, and life sciences.
- The transformation of University Place Conference Center and Hotel into Hine Hall and the Tower couldn't be done without the help of staff on this campus. The conference center space was flipped in six weeks' time to have classrooms ready to go in January. The tower is full to capacity.

- The neuroscience building across from the emergency room at Methodist Hospital is almost complete. It is a research building that will open at the first of the year. Staff in psych research will be moving into this area.
- The rotary building is being remodeled and does not resemble the old structure at all.
- Last year when the Higher Learning Commission came to accredit the campus, they were impressed that people understood the mission of the campus and our role in it. They were impressed that staff knew why we were here and what we are all about. The review came back very positive. Their only comment was that we have made progress in diversifying the campus with faculty, staff, and students, but we could do better. Bantz said we could do a lot better.
- Strategic Plan: He thanked everyone who was involved in the process and serving on the task forces. We are ready to implement the plan. The most recent *Inside IUPUI* newsletter shows where we stand with the strategic plan. The plan was the focus of the State of the Campus address. Our strategic plan will become part of the university strategic plan.
- The Impact Campaign is finished. We are the first campus to break more than \$1 billion. Besides monetary donations, grants were also received for specific projects. The Impact Campaign went over \$1.25 billion by 111%. The Simon Cancer Center was a \$50 million gift (\$25M for the building and \$25M for research). The Glick Eye Institute came from a grant from the campaign as well. Marilyn Glick wanted to have the best eye institute in the world. The institute has already moved from being the 100th ranked, to in the top 20. Fairbanks School of Public Health came from the campaign (\$20M). Bob McKinney also gave a significant gift to the law school for scholarships and faculty chairs. The first chair is the Gerald Bepko Chair. Faculty and staff gave as well individually (over \$18M) in the campaign to support the institution and what it stands for. It makes him comfortable to ask to support us when we support us as well.
- The campus could never be recognized for civic engagement without the support of the faculty, staff, and students. We keep winning awards for community engagements including the recognition from *US News and World Reports* on how we work with our students.
- When Bantz came to IUPUI, student graduation rates were a challenge. Students in the professional schools graduated; however, undergraduates finished in six years or more. We now just broke the 42% mark that graduate in six years. We have moved the bar and we graduate substantially more students (1,600 more students graduated than six years ago). We affect so many lives and that is an achievement. All these other things are related to this. Raising money matters for student success. This building (i.e., the Campus Center) matters for student success. The conversion of the hotel will help as well with the graduation rate. VC Paydar noted that not many students are taking 15 hours each semester unless you are going to school in the summer. You can't graduate in four years if you haven't taken 15 hours each semester. Data also show that if you take 15 hours, you are more likely to do better. He has asked the advisors to work with students to move in this direction.
- We are changing lives. We can't do all this without the staff support.

Questions:

- Has reduced tuition in the summer helped with graduation rates? Bantz said he had received a report earlier in the day about this, but he hasn't gotten a chance to review it yet. He said we all think going to school in the summer is important, but we don't know if this is the best way yet. He will review the data in the next day or so.
- Akerland received an email this afternoon that the campus is supporting the opposition of HJR6. He thanked the chancellor for doing that.
- This is the last year the basketball teams will play in The Jungle. They will move to the Fair Grounds Coliseum next year.
- What is the prediction for housing? Bantz said the Board of Trustees always asked if it will pay for itself. Occupancy in the housing is still over 100%. We have 200 students in Park Place and students on the waiting list. We are going to wait until spring 2014, when we will have evidence that with

housing at capacity, we will be able to push forward a proposal for 500 additional units by a private developer. If the demand is there, he thinks the campus could be successful with a proposal.

- A student from the GSPG asked for help with a student health and wellness center. What is his view on that? Bantz said the students are very persistent on this matter and he applauds that. The Board of Trustees know that whenever a student comes to the meeting, they know they will ask for a health and wellness center. The campus is working on finding some facility first. The campus has NIFS located on it. Students have never gotten a break on a price; however, there is a deal being worked on that could provide access. It will not be free, but will be a reduced rate. That will give us a chance to see if that facility works. He has spent a reasonable amount of time for a possible gift to build a key piece of a health and wellness center. The conversations continue. There is something else the campus is talking about, but he was “intentionally vague” about it because it is not the right time to talk about it. Students are aware that student fees will pay for the cost of a health and wellness facility and they are on board with that. What we have to do is provide what we can in the context we have and hope for a donor to come forward. He asked if there were staff that would pay for the facility as well. There was many affirmative head nods.
- Basketball and sand volleyball courts are being put in in the green space behind Hine Hall. Student Affairs was instrumental in the development of the property.

Agenda Item XV: Final Remarks and Adjournment

With no further business appearing, President Stone adjourned the meeting at 4:00 p.m.

Minutes prepared by Staff Council Coordinator, Karen Lee
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Kathy Grove, Office for Women
Julie Lash, CAPS

What is SAPIR?

Sexual Assault Prevention, Intervention and Response Task Force

- Broad representation of faculty, staff and students from across campus, as well as community partners
- Including campus constituents that play key roles in making the campus a safer place
- Coordinating efforts to enact the educational and compliance requirements associated with the Campus Sexual Violence Elimination Act (SaVE Act).

What is the SaVE Act?

- November 2012 – Dear Colleague Letter
- Spring 2013 – signed into legislation
- Campus Sexual Violence Elimination Act
 - Updated types of crimes reported
 - Requires specific processes for investigation and enacting sanctions
 - Requires programs for prevention and response

What is happening at IUPUI?

- Updated types of crimes reported
 - Public Safety, Police (system and campus)
- Requires specific processes for investigation and enacting sanctions
 - OEO, Dean of Students, Student Conduct
- Requires programs for prevention and response
 - SAPIR, Student Affairs, OFW
 - Social marketing campaign, Online Prevention/Education, Bystander Intervention Training

What is the social marketing campaign?

- November 2012 – INCSAPP mini-grant
Indiana Campus Sexual Assault Primary
Prevention Project
- Focus groups to identify message and images
- Social marketing focus on behavioral change

“My sober yes is my consent...Sex without continuous consent is sexual assault.”

My **SOBER YES**

is my consent. My **SOBER YES**
is my consent.



Sex without **continuous consent** is sex

SAPIR
SEXUAL ASSAULT PRIMARY PREVENTION
INDIANAPOLIS



INDIANA UNIVERSITY
PURDUE UNIVERSITY
INDIANAPOLIS

Funded by Indiana Campus Sexual Assault Primary Prevention
& ISDH through a CDC Rape Prevention Education



Sex without **continuous consent** is sexual

SAPIR
SEXUAL ASSAULT PRIMARY PREVENTION
INDIANAPOLIS



INDIANA UNIVERSITY
PURDUE UNIVERSITY
INDIANAPOLIS

Funded by Indiana Campus Sexual Assault Primary Prevention
& ISDH through a CDC Rape Prevention Education Agreement

My **SOBER YES**
is my consent.



Sex without **continuous consent** is sexual assault.

SAPIR
SEXUAL ASSAULT PRIMARY PREVENTION
INDIANAPOLIS



INDIANA UNIVERSITY
PURDUE UNIVERSITY
INDIANAPOLIS

Funded by Indiana Campus Sexual Assault Primary Prevention Project
& ISDH through a CDC Rape Prevention Education Agreement

On-Line Education for Students

- Incoming first-year students
 - Implied mandate
 - Integrated with substance abuse prevention
 - AlcoholEdu and Haven (Everfi)
 - >2500 completed in August 2013
- Targeted populations
 - Stand alone Haven
 - 1500 additional administrations – Spring 2014
 - Housing, Athletics, Fraternity/Sorority Life

In-Person Presentations

- Bystander Intervention Training
- Healthy Relationships
- Defining Masculinity

~10 presentations this fall

~300 students

What is Bystander Intervention Training?

- Develops the awareness, skills, and courage needed to intervene in a situation when another individual needs help.
- Bystander interventions allow individuals to send powerful messages about what is acceptable and expected behavior in our community.

We all have a responsibility to create a safe, supportive, and inclusive IUPUI community!!

5 Step Decision-Making Model

1. Notice the Event
2. Interpret the Event as a problem
3. Take personal responsibility to intervene
4. Decide how you are going to intervene
5. Decide to intervene

Rules for Bystander Intervention

- Do **NOT** put yourself at risk
- Do **NOT** make the situation worse
- **TIPS**
 - Intervene at the earliest point possible
 - Look for early warning signs of trouble!
 - Intervening does not necessarily mean confronting
 - Ask for help!

The Three “D’s” of Bystander Intervention

- ***Direct*** – Directly intervening, in the moment, to prevent a problem situation from happening.
- ***Delegate*** – Seeking help from another individual, often someone who is authorized to represent others, such as a police officer or campus official.
- ***Distract*** – Interrupting the situation without directly confronting the offender.

How do I report an incident?

Assaults involving the IUPUI community should be reported to:

- IUPUI Police, 317-274-7911,
 - <http://www.police.iupui.edu>
- Office of Equal Opportunity (OEO), 317-274-2306
 - <http://www.iupui.edu/~oeo>

Assaults may be reported to the police without filing formal charges.

Individuals can decide if they want to file charges after the report is made.

Where can I get more information?

Stand Up to Sexual Assault!

RESPECT

If someone tells you they have been sexually assaulted:

- Believe them
- Listen without judgment
- Ask how you can help

RESPOND

If you see something, do something!
Trust your instincts. Take the potential victim and yourself to safety.

REPORT

Assaults involving the IUPUI community should be reported to:
IUPUI Police: 317-274-7911
Office of Equal Opportunity: 317-274-2306

REFER

Provide resources to the victim of the assault:
Center of Hope: Wishard Hospital: 317-630-6180
Methodist Hospital: 317-963-3394
Campus Health Services, Coleman Hall: 317-274-8214

FOR STUDENTS:

Counseling and Psychological Services (CAPS):
Walker Plaza #220; 317-274-2548
Dean of Students:
Campus Center #350; 317-274-4431

FOR FACULTY AND STAFF:

Employee Assistance Program:
888-234-8327



<http://SAPIR.IUPUI.EDU>

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SAPIR

SEXUAL ASSAULT PREVENTION INTERVENTION & RESPONSE

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TASK FORCE

Counseling and Psychological Services, the Dean of Students, the Office for Women, Student Health, the Office of Equal Opportunity and IU Police have partnered to create a campus wide coalition to initiate and coordinate efforts to address sexual assault and intimate partner violence on campus. The task force provides a forum for planning and coordinating primary prevention education for students, faculty and staff; policies and procedures for student conduct; articulation of victims' rights; coordination of message and dissemination of information; and training for faculty and staff. It has broad representation from stakeholders across campus and the community. For a current list of membership, [click here](#).

In 2013, CAPS and OFW obtained a grant from the Indiana Campus Sexual Assault Primary Prevention Project, with funding to develop a primary prevention social media campaign on campus. This will be launched in the Fall 2013.

WHAT TO DO

Respect:
If someone tells you they have been sexually assaulted... believe them. Listen without judgment. Ask how you can help.

Respond:
If you see something, do something! Trust your instincts. Take the potential victim and yourself to safety.

Refer:
Provide resources to the victim of the assault.
Center for Hope: 317-630-6180
Campus Health Services: Coleman Hall, 317-274-8214

For Students:
Counseling and Psychological Services (CAPS): Walker Plaza #220, 317-274-2548
Dean of Students: Campus Center #350, 317-274-4431