

# TURN THE CAMPUS TEAL

## A Toolkit for Creating a Safer Campus

The Office for Violence Prevention & Victim Assistance  
Rutgers University Camden

April 2023



TOGETHER WE CAN END  
ABUSE AND ASSAULT!

**VPVA**

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# About Turn The Campus Teal

April is National Sexual Assault Awareness Month (SAAM). Advocates and activists across the country engage their communities in education, outreach, and awareness raising on sexual violence and its intersecting issues.

At Rutgers University Camden, we honor this month with Turn the Campus Teal (TTCT), an annual campaign to engage students, staff, and faculty in the important work of supporting survivors and preventing violence.

This toolkit provides you with information to understanding sexual violence, how it impacts survivors, and how all of us at Rutgers-Camden can be part of the solution.

**It takes a community to  
support survivors and  
prevent violence on our  
campus.**



# What's Sexual Violence?

Sexual violence is a term used to describe a spectrum of unwanted sexual behaviors. The list provided includes common forms of sexual violence, however it is not an exhaustive list of all forms of sexual violence.

- Sexual assault and rape
- Child sexual abuse
- Sexual harassment
- Stalking
- Sexual exploitation & trafficking
- [Reproductive coercion](#)
- Sexual [coercion](#)
- Sextortion/"[revenge porn](#)"

**Sexual violence includes behaviors that can be overt or subtle and that are rooted in a sense of entitlement and the exertion of power and control over the victim.**

A common misconception about sexual violence is that it often involves or requires the use of physical violence. While this is true for some forms of violence, most forms are often more subtle. This includes using existing power dynamics, manipulation or pressure, or substances to make the victim vulnerable. Understanding the nuanced ways in which sexual violence can occur is critical to ensuring all survivors receive the support they deserve.

# Impact of Sexual Trauma



**While trauma impacts each person in unique ways, there are common experiences survivors share in the short and long-term.**

The above graphic provides a guide on common ways trauma impact is experienced.

Some of these impacts may be visible, but even when we can see them, we may not understand them as connected to the traumatic event. Survivors that develop Post Traumatic Stress Disorder (PTSD) experience neurological changes caused by the traumatic event that can result in behavioral and cognitive changes. Even if a survivor doesn't develop PTSD there may still be similar behavioral and cognitive differences they experience as they process the traumatic event and work to reestablish a sense of safety and trust.

# Holding Space for Student Survivors

Holding space is an ongoing practice of supporting survivors without judgement. It's about creating an environment in which they can process their experience, heal in the ways that are best for them, and be empowered to make their own decisions.

Holding space calls us to put our own beliefs and expectations aside and to let go of the need to “fix” the situation.



# How can we all hold space for survivors at Rutgers-Camden?

## Believe Them

Believing survivors when they choose to disclose is critical to supporting them from a place of empathy. Belief can be demonstrated in simple ways, including:

- Thanking them for trusting you.
- Reassuring them no one deserves to be harmed.
- Asking how you can support them.



## Listen & Empathize

It's common for survivors to simply need to share their experiences with people they feel safe with and trust. It can be tempting to offer solutions or advice when people we care about are hurting, however it may not be what a survivor needs.

**Staying present, listening, and offering compassion and empathy are invaluable in supporting survivors on their healing journey.**

## Honor their Privacy

Respecting a survivor's privacy is a critical for the safety and well-being of survivors. The decision to disclose abuse or assault is deeply personal. Honoring a survivor's right to self-determination is deeply connected to the survivor's ability to choose when, where, how, and with whom to share their experiences with.

## Share Resources

Connecting survivors with resources can help facilitate connection and healing. It's important to ask consent before sharing resources and respect if they aren't interested in services at this point. Student survivors can access services through the university or local community.

### Sample Syllabus Statement

Rutgers University Camden strives to create a campus free from discrimination and harm. If you have experienced sexual violence, domestic/dating violence, stalking, or any form of sex or gender related discrimination, help is available.

I may be required to report any disclosures you share with me to the Title IX Coordinator. The Office for Violence Prevention & Victim Assistance (VPVA) VPVA provides confidential resources and support to students.



# Responding to Student Disclosures

## Title IX and Survivor Rights

The sexual harassment of students, including physical sexual misconduct, interferes with students' right to receive an education free from discrimination. In the case of physical sexual misconduct, it may also be a crime. Title IX of the Education Amendments of 1972 (Title IX) and its regulations prohibit discrimination on the basis of sex and/or gender in educational programs or activities operated by recipients of federal financial assistances.

“Sexual misconduct” includes, but isn't limited to:

- Sexual harassment
- Sexual assault
- Sexual exploitation
- Gender-based harassment
- Relationship violence
- Stalking
- Retaliation

**Not all survivors may have experienced an incident that rises to the level of Title IX or criminal requirements. This doesn't negate the traumatic impact of their experience or their right to obtain supportive services through Rutgers University .**



## Reporting Requirements

Responsible employees are all employees that are not a confidential resource for students. As such, they are mandatory reporters of domestic/dating violence, sexual violence, stalking, and harassment.

## Confidential Campus Resources

[The Office for Violence Prevention & Victim Assistance \(VPVA\)](#)

856-225-2326

[Student Wellness Center](#)

856-225-6005

If a student discloses abuse or violence, staff and faculty can contact the Office for Violence Prevention and Victim Assistance for help.


Additional information about Title IX and reporting requirements is available at <https://respect.camden.rutgers.edu>

# Cultivating Trauma-Informed Education

Using a trauma-informed approach to education supports survivors in completing their education while also normalizing the social values and norms that help prevent violence to begin with.

Environments that are responsive and supportive of the physical, social, and emotional needs of survivors promote a sense of belonging and care for survivors.

This supports the continuous and life-long healing journey survivors are placed on in the aftermath of violence.



Trauma-informed education is a collection of strategies utilized across an educational system to address the negative impacts of trauma experiences and prevent further trauma in our communities.



# Daily Practices for Trauma-Informed Education

## Promote and Norms that Protect Against Violence

Social norms are informal rules guiding behavior in social and public settings. Norms are taught through formal and informal ways, including group agreements, codes of conduct, and known and unknown expectations of what “success” in various settings mean.

## Practice Collaborative and Power-Sharing Communication Styles

Collaborative communication is an information sharing and discussion style that engages a team in achieving a common goal. Communication is also a powerful tool for practicing power sharing in an educational environment.

Power sharing disrupts social norms that reinforce hierarchical power dynamics of rape culture.

**Norms that protect against violence create social environments based on mutual consent, non-violent communication, and collaborative decision-making create environments that can prevent violence.**

Communication styles in educational and professional environments are powerful opportunities to demonstrate how communication can occur when built on power sharing rather than power building, and centers on achieving a goal for a collective group of people.

### **Rape cultures develop in societies that:**

- **Normalize and accept violence.**
- **Promotes hyper and/or toxic masculinity.**
- **Objectify women and other marginalized people.**
- **Institutionalize these social norms.**

### **Promote Predictability, Consistency, and Openness**

Trauma disrupts a person's sense of safety and control over their lives. Healing from trauma is an ongoing process of regaining control and power over one's life. Creating opportunities for survivors to regain a sense of control in their daily lives facilitates the healing process.

### **Tips for Predictable and Consistent Environments**

- Clear, written expectations for success in the class.
- Multiple opportunities to obtain support/help.
- Flexibility accommodating informal learning and/or support needs.

## **Inform Students of Resources and Services**

Sharing resources and services with students is a critical part of a whole-student educational experience. Students can be referred directly to VPVA or other supportive services. Students can also be provided information in more informal ways, such as a statement or resource directory on the syllabus.

**Survivors that feel supported by their communities are more likely to reach out for support services, use healthy coping skills, and honor their own needs as they encounter triggering experiences.**



## Normalize Consent

Consent is an ongoing practice of safety, communication, agreements, and boundaries. These skills can be practiced in low-risk and non-sexual settings. Using consent outside of sexual encounters reinforces the skills on a regular basis and establishes consent as a critical component of all interactions with people.



**Planned Parenthood uses the FRIES acronym as one approach to consent.**

- Freely given
- Reversible
- Informed
- Enthusiastic and/or engaged
- Specific

# Events & Programs

## Take Back the Night

VPVA and the Inter Greek Council are partnering for our annual Take Back the Night rally and march. Join us for a night of artistic expression, survivor speak outs, and solidarity with survivors. Details available [here](#)

## Tuesday Teal

Wear your teal every Tuesday in April to show your support for survivors. VPVA will have a photo booth, information, and giveaways on April 4 for Sexual Assault Awareness Month Day of Action.

## Tye Dye Your Teal

Make your own teal tie-dye shirt while learning about how you can support survivors and intervene when you see risk of violence. Details available [here](#).



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## **Open Mic Night**

VPVA and WCCR are hosting an Open Mic Night to "Hold Space" with survivors through spoken word, poetry, music, and other artistic expression. VPVA is also launching Zine: Holding Space, a collection of written work, photography, and art from survivors.

## **Strike Out Sexual Violence**

VPVA and Athletics are hosting a tailgate to cheer on our Scarlet Raptors and share information about consent. Join us for an afternoon of fun, snacks, and softball! Event details [here](#).

## **National Crime Victims Rights Week Resource Fair**

Rutgers Camden is hosting a resource fair of campus and community resources for victims and survivors.

## **Denim Day**

VPVA and CAB are hosting a day of fun and denim to raise awareness about sexual violence. Show your support for survivors with your denim drip and enter our contest for a chance to win a prize! Event details [here](#).

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Turn The Campus Teal provides an opportunity for the Rutgers-Camden community to stand in solidarity with all victims and survivors and learn how we can prevent sexual violence on our campus.

**See Engage for all event details .**





A confidential counselor is available 24/7 at 856-224-2326.

Students can email Laura Luciano at [lluciano@camden.rutgers.edu](mailto:lluciano@camden.rutgers.edu) to schedule an appointment with VPVA.

The Title IX Coordinator can be reached at [aemery@camden.rutgers.edu](mailto:aemery@camden.rutgers.edu)



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