Cardinals CARE....

Do you know someone who....

- is being <u>bullied</u>?
- is in a dating or domestic violence relationship?
- is experiencing online violence?
- has been sexually assaulted?
- has been stalked?
- is struggling with <u>substance abuse</u>?

If you need help or want to report a violent act such as bullying, domestic or dating violence, online violence, sexual assault, stalking, or substance abuse for a student, contact the Vice President of Student Affairs at 620-820-1264 or LCC employees contact the Director of Human Resources at 620-820-1234. In an emergency contact your local authorities by dialing 911.

Labette Community College encourages everyone at the college to be an <u>Active Bystander</u>. <u>Healthy relationships</u> are important to success as students and employees. The <u>CARE</u> program supports Labette Community College's mission to provide quality learning opportunities in a supportive environment.

CARE to help stop bullying....

Bullying is a widespread and serious problem that can happen anywhere. It is not a developmental phase an individual has to go through, it is not "just messing around", and it is not something to grow out of. Bullying can cause serious and lasting harm.

Bullying Involves...

- **Imbalance of Power** people who bully use their power to control or harm the people being bullied.
- **Intent to Cause Harm** actions done by accident are not bullying, the person bullying has a goal to cause harm.
- **Repetition** incidents of bullying happen to the same the person over and over by the same person or group.

Who is a Bully?

Anyone can be a bully by using the following techniques to intimidate, embarrass, belittle or harass someone.

- Verbal name-calling, hassling someone, spreading rumors or making degrading comments
- Social spreading rumors, leaving people out on purpose, interfering negatively on other relationships
- **Physical** hitting, punching, shoving or by using threatening looks or gestures
- Cyber bullying using the Internet, mobile phones or other digital technologies to harm others

When bullying becomes physical or sexual and causes harm or damage to property or makes you feel afraid to attend classes, it can be considered an assault or harassment.

Are You Being Bullied?

If you experience any of the following feelings caused by someone, you may be a victim of bullying.

- Feel angry, sad, lonely, or depressed
- Feel like you have no friends.
- Find that you are getting into fights.
- Want to hurt someone else or yourself.
- Feel like taking steps to defend yourself.
- Feel helpless to stop the bullying.
- Feel hopeless that anything can be done.
- Be afraid to be on campus, or feel anxious all the time.
- Feel bad about yourself.

Decide "NO" and take action now! - You have a right to be safe. Communicate your concerns to a friend or parent. Students should contact the Vice President of Student Affairs at 620-820-

1264 or employees can contact the Director of Human Resources at 620-820-1234. In an emergency contact your local authorities at 911.

Be an Active Bystander!!! If you know someone being bullied, take action now!

- Refuse to join in bullying behavior.
- Safely intervene to point out unacceptable behavior to the bully.
- Ask a college official's help. You can make a positive difference in someone's life.
- Tell the victim that you want to help him or her.
- Contact the Vice President of Student Affairs at 620-820-1264 or for a LCC employee contact the Director of Human Resources at 620-820-1234. In an emergency contact your local authorities at 911.

CARE to help stop dating/domestic violence...

Facts About Dating Violence

- shows abusive, controlling or aggressive behavior.
- displays verbal, emotional, physical, or sexual abuse.
- monitors your activities and demands explanations for your whereabouts.
- shows extreme jealousy and controls your relationships with others.
- belittles you by criticizing you while alone or in front of others.
- controls the relationship by making decisions for you.
- shows disrespect by not listening or displays lack of interest when you talk.
- physically threatens or hurts you.

Statistics

- 43% of dating college women report experiencing abusive dating behaviors including physical, sexual, technological, verbal or controlling abuse.
- 29% or one out of three college women say they have been in an abusive dating relationship.
- 57% of college students who report experiencing dating violence said it occurred in college.
- 58% said they do not know how to help someone who is a victim of dating abuse
- 38% of college students say they don't know how to get help for themselves if they are or were a victim of dating violence.

Say "No" to....

Controlling Behaviors

- Not letting you hang out with friends
- Checking often to find out where you are, who you are with and what you are doing
- Telling you what to wear
- Needing to be with you all the time
- Checking your phone or Facebook

Verbal or Emotional Abuse

- Calling you names
- Jealousy
- Belittling you–cutting you down
- Threatening to hurt you, someone in your family or himself/herself if you don't do what he or she wants.

Physical Abuse

- Shoving
- Punching
- Slapping
- Pinching
- Kicking
- Hair Pulling
- Strangling

If you or someone you know is a victim of dating violence, get help now! - You have a right to be safe. Communicate your concerns to a friend or parent. Students should contact the Vice President of Student Affairs at 620-820-1264 or employees must contact the Director of Human Resources at 620-820-1234. In an emergency contact your local authorities at 911.

Tips for Ending an Abusive Dating Relationship

- Create a safety plan, like where you can go if you are in danger.
- Make sure you have a working cell phone handy in case you need to call for help.
- Create a secret code with people you trust. That way, if you are with your partner, you can get help without having to say you need help.
- If you're breaking up with someone you see at your high school or college, you can get help from a guidance counselor, advisor, teacher, school nurse, or principal. You also might be able to change your class schedules or even transfer to another school.
- If you have a job, talk to someone you trust at work. Your human resources department or employee assistance program (EAP) may be able to help.
- Try to avoid walking or riding alone.
- Be smart about technology. Don't share your passwords. Don't post your schedule on Facebook, and keep your settings private.
- If you are ending a long-term or live-in dating relationship, you may want to read our section on domestic and intimate partner violence.

Information Provided By:

- <u>The National Center for Victims of Crime</u>-Advice, support and information for victims of crime.
- <u>Love is Respect</u>-National Youth Advisory Board providing support and guidance by text, phone or online chat.
- Women's Health.org-Health information for women of all ages.

CARE to help stop online violence...

Facts about online violence

- Social Networking if it was a country would be the second largest country (soon to be largest)
- 62% are visiting social networks, while only 15% are doing research/work for school
- 74% access the web on mobile phones
- 52% say they have been a victim of cyberbullying
- Less than 1 in 5 cyberbullying incidents are reported
- 37% of students report being bullied at school
- 50% of 12th grade girls spend at least 10 hours per week texting on their cell phones
- 22% of teens say they have 'sexted' (sent text messages related to sex)
- 15% of teens say they have sent nude photos to someone they have never met

Potential Internet Threats...

- Violence/harm to others or harm to self (kidnapping, suicide)
- Personal violence/harm/abuse/rape (stalkers, remember over 90% of sexual assaults are from people you know.)
- Nudity/sexual content (sexting, porn)
- Inappropriate content (receiving or asking you to send questionable content, linking to inappropriate sites, cheating)
- Alcohol/smoking/drug abuse
- Human trafficking(wanting you to meet somewhere or can they meet you at your home)

Signs on online threats...

Help others understand that some information should be private

- Personal Identified Info (locations, B-Date, SS#,)
- Pictures (personal in nature, identify personal locations)
- Do not know them personally don't share (remember they may be a friend now, but friendships can turn soar)

Stop cyber bullying (bullying leads to stalking, stalking leads to relationship violence)

- Alert someone in authority
- There are laws against cyber bullying; use them

The threat of online predators is real!

- Out of nowhere a complete stranger contacts you; don't let them have you at, 'hello'.
- If a stranger or acquaintance is being nice, it usually is too good to be true.
- Predators usually seek out the vulnerable and those who are lonely.
- If a stranger or acquaintance sends you gifts, be cautious and aware of possible issues.

Report Online concerns to

• A close friend, parent or to a college official. Contact the Vice President of Student Affairs at 620-820-1264 or for a LCC employee contact the Director of Human Resources at 620-820-1234. In an emergency contact your local authorities at 911.

Use Common sense filters...

- If it does not feel right, trust your gut.
- Use software filters that monitor communications.
- Ask yourself if the public knew about what is being shown or said, would you be embarrassed? If so probably not a good idea to continue with the conversation.

Be an active Bystander!

- When you see a friend is posting or saying things that have potential to harm say something.
- Question your friend if they are "connecting" with a complete stranger.
- Contact a person in authority for a friend (anonymous reporting is an option).
- Report cyber-bullying , stop the abuse earlier before it leads to more harmful activity.
- Help others lock down social networking settings to keep the strangers out.

Say "No" to Inappropriate Content!

- Do not forward, copy, download, or share the content.
- Determine if the person in possession of the content has shared it.
- Minimize the number of devices and people involved.
- Contact law enforcement if appropriate.

CARE to help stop sexual assault...

Facts about sexual assault

One in three women on the planet is raped or beaten in her lifetime, adding up to one billion women violated, according to the <u>One Billion Rising</u> website. The employees, students and community members are working to maintain a safe environment for study and work. This includes awareness and prevention of sexual assault or misconduct. All employees, students, and visitors to Labette Community College are expected to conduct themselves in a manner that does not infringe upon the rights of others. If you or someone you know has been sexually assaulted recently or is dealing with the long-term effects of sexual abuse, there are many helpful resources available throughout Southeast Kansas. These can be found at http://www.kcsdv.org/find-help/in-kansas/dv-sa-services.html.

Sexual Violence Includes

There are many types of sexual violence and ways for individuals to be victimized. If you experience or are aware of any of the following violent acts, http://www.kcsdv.org/find-help.html provides additional information to assist the victims and observers to seek assistance immediately.

- **Sexual Violence:** Often this term is used interchangeably with rape depending on the federal state and federal laws.
- **Rape:** In 8 out of 10 rapes, no weapon is used other than physical force. Anyone may be a victim of rape: women, men or children, sexual orientation.
- Acquaintance Rape: Assault by an acquaintance involves coercive sexual activities by someone that the victim knows. It occurs against a person's will by means of force, duress, violence or fear of bodily injury.
- **Child Sexual Abuse:** Often a means of child sexual abuse occurs by an acquaintance or relative through incest.
- **Dating and Domestic Violence:** The issues of power and control are often at the center of dating and family violence. It occurs in all socio-economic, educational, racial, and age groups.
- **Drug Facilitated Sexual Violence:** This form of violence is used to compromise the individual's ability to consent prevent the sexual act from occurring. Drugs and alcohol are used to prevent the victim from protecting themselves.
- **Hate Crimes:** Victims of hate crimes are usually based on a dislike of another's race, religion, national origin, ethnic identification, gender, or sexual orientation.
- **Incest:** This crime occurs between closely related individuals such as parents and children, uncles/aunts and nieces/nephews, grandparents, siblings, etc.
- Male Sexual Violence: Men and boys are also the victims of the crimes of sexual violence, sexual abuse, and rape. In fact, in the U.S., over 10% of all victims are male.
- Partner Rape or Domestic Violence: This violent sexual act is committed without a
 person's consent and/or against a person's will. The perpetrator is is the individual's
 current partner (married or not), previous partner, or co-perpetrator.
- **Sexual Exploitation by Helping Professionals:** This act involves sexual contact without consent by a person of trust such as helping professional and a victim. These individual

- perpetrators could be the victims' doctor, therapist, teacher, priest, professor, police officer, lawyer, etc.
- **Sexual Harassment:** Unwelcome advances for sexual favors by verbal or physical conduct that affects a victim's work or school performance.
- **Stalking Victims:** that have been unaware of being followed for the purpose of a physical or sexual assault often have life altering experiences.
- **Stranger Rape:** there are three major categories which include *Blitz Sexual Assault* by rapidly assaulting the victim with no prior contact. *Contact Sexual Assault* is done by the suspect trying to gain the trust of their victim by luring them out of areas where they can seek help. *Home Invasion Sexual Assault* when a stranger breaks and enters a victim's home.

What to Do If Sexually Assaulted

- Get to a safe place for your protection.
- **Get medical attention immediately.** The primary purpose of medical examination is to check for physical injury, the presence of sexually transmitted diseases or pregnancy as a result of the assault. The secondary purpose of the medical examination is to aid in the police investigation and legal proceedings.
- **Don't bathe or douche.** Bathing or douching might be the first thing you want to do. This would literally be washing away valuable evidence. Wait until you have a medical examination.
- Save your clothing. It is all right to change clothes, but save what you were wearing. Place each item of clothing in a separate paper bag and save for the police. Your clothing could be used as evidence for prosecution.
- **Report the incident to the police.** It is up to you, but reporting is not the same thing as prosecution. Prosecution can be determined later.
- Contact your victim support resources. If you are a victim of a sexual assault, please secure medical attention and supporting agencies even if you decided not to contact the police.
- Talk to a professional counselor to get the emotional help that you need due to trauma. Many sexual assault cases go unreported because the victim fears retaliation or possible humiliation if word gets around she/he has been the victim of a sex offense. Victims tend to feel guilty as though they did something to bring it on themselves and often keep the incident to themselves or share the incident with a close friend. While this might be helpful in the immediate sense, we encourage you to talk to a knowledgeable counselor about your reactions to being victimized. The services that are provided both on and off campus are available to all victims of violent acts and are designed to assist in overcoming the trauma of the attack.

Decide "NO" and take action now! - You have a right to be safe. Communicate your concerns to a friend or parent. Students should contact the Vice President of Student Affairs at 620-820-1264 or employees can contact the Director of Human Resources at 620-820-1234. In an emergency contact your local authorities at 911.

Be an Active Bystander if Someone You know is Being Sexually Abused

- Help the victim by encouraging them to get help and that you will help them.
- Safely intervene to point out unacceptable behavior.
- Ask a college official for help. You can make a positive difference in someone's life.
- Encourage the victim to contact counselors for emotional assistance and guidance.
- Encourage the victim to go to the police for safety and help.

CARE to help stop stalking...

Facts about stalking

Approximately 3.4 million people in the United States are victims of stalking each year. The primary target is young adults between the ages of 18-24 years old. Most victims know their stalker. About 1 in 4 victims experienced some form of cyberstalking. Stalking creates uncertainty, instills fear and can completely disrupt lives. Refer to the National Institute of Justice for a legal definition and information concerning stalking.

Stalking Involves

- Repeated undesired contact such as phone calls, emails, letters, showing up unexpectedly, etc.
- Following or laying in wait for the individual.
- Making threats to the individual or their family.
- Any harassing or threatening behavior used to contact, track, or place fear in the individual.
- Cyberstalking includes threatening behavior to create unwanted advances using the
 Internet and other forms of online and computer communications. Some forms of cyber
 stalking can include harassment using threatening or obscene emails, live chat, texting,
 hacking or monitoring a victim's computer and online activity.

Who is a Stalker?

- A stalker can be someone you know well or not at all. Most stalkers have dated or been involved with the people they stalk. Most stalking cases involve men stalking women, but men do stalk men, women do stalk women, and women do stalk men.
- Intimate partner stalkers frequently approach their targets, and their behaviors escalate quickly.
- Almost 33% of stalkers have stalked before.
- 66% of stalkers pursue their victims at least once per week, many daily, using more than one method.
- 78% of stalkers use more than one means of approach.
- Weapons are used to harm or threaten victims in 1 out of 5 cases.

How you know You Are Being Stalked

If you experience any of the following unwanted or harassing contacts on more than one occasion during the past year that made you feel annoyed, fearful, anxious or concerned, you may be a victim of stalking.

- Receiving unwanted phone calls.
- Receiving unsolicited or unwanted letters or e-mails
- Having a sense of being followed more than once by someone.
- Having someone show up at places without a legitimate reasons or waiting for you.
- Finding unwanted items, presents, or flowers.
- Finding that your property has been vandalized or damaged.
- Receiving threats directed at you or someone close to you.

• Finding posted information or rumors about yourself on the Internet, in a public place, or by word of mouth.

Decide "NO" and take action now! - You have a right to be safe. Communicate your concerns to a friend or parent. Students should contact the Vice President of Student Affairs at 620-820-1264 or employees can contact the Director of Human Resources at 620-820-1234. In an emergency contact your local authorities at 911.

Be an Active Bystander if you suspect someone is being stalked!

- Listen and show support for the victim.
- Have the victim keep you and their close acquaintances informed about their travel schedule and other information so that they can be located at all times.
- Ask others to include the victim in activities so that it will eliminate them being alone.
- Encourage the victim to ask you or someone they trust to join them if they will be out alone.
- Safely intervene by telling authorities of your concern.
- Encourage the victim to have a phone at all times and include speed dial numbers on their phone.
- Help the victim create a safety plan.
- Help the victim locate a safe place if in imminent danger.
 - police stations
 - o residences of family or friends, especially if unknown to the perpetrators
 - o domestic violence shelters
 - place of worship
 - o public areas

CARE to help stop substance abuse...

Facts about substance abuse

Alcoholism is a chronic disease that will affect a person for an entire lifetime. There are four main symptoms that are present when someone is dealing with alcohol dependence:

- Craving having a strong need or urge to drink alcohol
- Loss of control not being able to stop drinking once drinking has started
- **Physical dependence** withdrawal symptoms such as nausea, sweating, shakiness and anxiety after drinking has stopped
- **Tolerance** needing to drink greater amounts of alcohol to get high

Know if there is a problem

If you think you might have a problem, ask yourself:

- Have you ever felt you should cut down on your drinking?
- Have you been annoyed if others expressed concern about your drinking?
- Have you ever felt guilty about your drinking?
- Have you ever had to drink first thing in the morning to steady your nerves or to get rid
 of a hangover?

Decide "NO" and take action now! - You have a right to be safe. Communicate your concerns to a friend or parent. Students should contact the Vice President of Student Affairs at 620-820-1264 or employees can contact the Director of Human Resources at 620-820-1234. In an emergency contact your local authorities at 911.

Be an Active Bystander if someone you know is abusing substances!

- Refuse to join in the behavior.
- Safely intervene to point out unacceptable behavior.
- Ask a college official for help. You can make a positive difference in someone's life.
- Tell the individual that you want to help him or her.
- Encourage them to contact college officials and offer to go with them for support. Labette Community College has partnerships with the Labette Center for Mental Health and the University of Kansas Medical Center's TeleMedicine and TeleHealth Center.

CARE and Be an Active Bystander

The college asks everyone at Labette Community College be an active bystander. If you witness any troubling behavior, take action to make sure that LCC is a safe place. Being aware, and responding are key to become an active bystander. **See something, say something and do something!**

There are many examples for becoming an active bystander. If you observe any of the following behaviors you must something so our LCC students, employees, and visitors are safe.

Say NO to These Behaviors!

- disrespectful or abusive behavior
- homophobic
- racist or sexist jokes
- discrimination
- risky behavior resulting from substance use
- hate behavior or comments
- taking advantage of power imbalances such as status, size, or level of inebriation.

Just Ask

- Are you OK?
- Can I talk to you for a second?
- That's really not cool.

Be Safe...

Use Backups

- 1. Get your friends together when it's time to leave
- 2. Get your friends for back-up. Sometimes having your friends to back you up makes it easier to intervene.
- 3. If intervening in the situation would be dangerous for you to do, call your local authorities.

Use Distraction

- 1. Invite yourself to tag along
- 2. Say something, "So, this party is lame, let's go somewhere else."

Use the Silent Stare

1. Sometimes a disapproving look can be far more powerful than words

Use Humor

- 1. Reducing the tension of an intervention and makes it easier for the person to hear you.
- 2. Do not undermine what you say with too much humor. Funny doesn't mean unimportant.

Use Disapproval

- 1. Say something, "I hope no one ever talks to me like that."
- 2. Challenge a sexist/rape joke, "I don't get it, can you explain why that joke is funny?

Use Friendship

- 1. "I got to tell you that the way you acted makes you look like a jerk."
- 2. "As your friend, I thought you were better than this."

Report It

If you need help or want to report a violent act such as bullying, domestic or dating violence, online violence, sexual assault, stalking or substance abuse for a student contact the Vice President of Student Affairs at 620-820-1264 or for a LCC employee contact the Director of Human Resources at 620-820-1234. In an emergency contact your local authorities at 911.

Healthy and Unhealthy Relationships

How to determine whether you're in an unhealthy relationship...

How do you KNOW if your current relationship is unhealthy? The best way to answer that question is to KNOW the facts about unhealthy relationships, reflect on whether those facts relate to you and your relationship partner and seek help if you think you might be in an unhealthy relationship.

Here are some signs you know you're in a healthy relationship:

- You have more good times in the relationship than bad times.
- You've made a life for yourself with your significant other and still manage to have time for friends.
- Decisions in the relationship are shared, and you both compromise.
- You can have tough conversations without getting angry every single time.
- You can talk through conflict together.
- You trust one another.
- You feel like yourself around your significant other and you're willing, if not eager to share your hopes and dreams.
- You spend time relaxing with each other on a regular basis.
- You and your partner share in the day-to-day operations of managing your household.

If you can relate to most of the above list, you probably are in a healthy relationship. If you can't, you need to consider learning what makes an unhealthy relationship.

Here are some signs that you may have been exposed to unhealthy relationships:

- Did you experience a difficult or harmful home environment growing up?
- When you were a child, did you see your parents fighting on a regular basis?
- Was there unhealthy physical contact among family members?
- Were you physically hurt by a parent or family member on regular basis?
- Were you emotionally hurt put down or humiliated, for example by a parent or other family member?
- Growing up, did you fear for the life of one family member who was being harmed by another family member?
- Did you fear for your life at the hand of another family member?

If you answered "yes" to any of the above questions, you may want to ask yourself these questions:

Physical signs: Do you know what you do?

- Are you repeating any physical behaviors that you did not like as kid, but you're repeating them anyway?
- Do you want to strike or physically grab a family member when you get frustrated or angry?
- Do family members complain, on a regular basis, that you are hurting them?

- Do family members cry, on a regular basis, after you have physical contact with them?
- Do you grab a loved one so hard, he/she is bruised?
- Do you grab a loved one so hard, he/she nearly passes out, or even does pass out?
- Have you shaken someone so hard, he/she cries or becomes injured?
- Have you struck or kicked family pets?
- When you're upset or angry, do you throw objects at loved ones? Do you strike people?
- Do you pressure your partner to accept forceful or violent acts during sex?

Verbal signs: do you know what you say?

- Are you repeating hurtful things your dad or mom said that you did not like as kid, but you're repeating them anyway?
- Do you seek arguments with family members?
- Do you raise your voice in anger on regular basis when speaking to family members?
- Do you publicly embarrass or humiliate family members?
- Do you publicly say things about family members that you would not accept if they said it about you publicly?
- Have you made threats to destroy things family members care about?
- Have you made threats to harm family members?
- Have you made threats to your partner to harm your children?
- Have you made threats to your children to harm your partner?
- Have you made threats to family members to harm their friends?

Behavior signs: do you know how you act?

- Do you find yourself acting like your dad or mom, even though you swore you would never act like that?
- Do you find yourself expecting others to act like your parents expected you to act?
- Do you get jealous about your partner's friends or associates?
- Do you monitor or have to know the location of your partner at all times?
- Do you find yourself texting, emailing or calling your partner to find out what they are doing on a regular basis?
- Do you find yourself nice one moment and mean the next? Could you be described as Dr. Jekyll/Mr. Hyde?
- Do you try to isolate or control the activities of your partner or other family members?

Attitude signs: Do you know how you think?

- Do you find yourself expecting others to think the same way that your parents expected you to think?
- Do you have strict gender roles, thinking "men do this or that" and "women do this or that"?
- Do you have to control what your family members say, wear and/or eat?
- Do you have control of where you can and cannot go?
- Do you have expectations that no one, even yourself, cannot reach?
- Do you find you blame others, especially your partner or family members, for the problems you have?

- Do you find you blame your partner or family members for the unhealthy feelings you have?
- Do you have to control how family members spend money?
- Do you have to control how family members need to address health or medical needs?

Other signs: Do you know other things that keep you from having a healthy relationship?

- Do you overuse or abuse alcohol or other substances?
- Do you spend hours viewing pornography?
- Do you spend hours watching television with programs exhibiting unhealthy relationships?
- Do you spending hours viewing and participating with social media at the expense of time with your family?

For more information:

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