
ENHANCING VICTIM SERVICES THROUGHOUT RUTGERS UNIVERSITY

2017-2018 FINAL PROJECT REPORT

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**SUPPORTED BY A VICTIMS OF CRIME ACT (VOCA) GRANT ADMINISTERED THROUGH
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INTRODUCTION

Rutgers University has a long and successful history of responding to and preventing campus interpersonal violence. A victim services office was first opened in 1991 in New Brunswick and the university has worked off the strong foundation this office provided. The university has been identified as a leader in the field for programs, prevention, and research. Funding administered through the Victims of Crime Act (VOCA) from the N.J. Attorney General's office in 2017-2018 allowed the university to continue work to expand and refine our "Rutgers Model" for addressing campus sexual and dating violence. The following report highlights the ways in which the AG-VOCA grant has enabled Rutgers University to strengthen and expand services and programming on all three campuses.

PROJECT GOALS

- 1** To enhance the work on each of the Rutgers campuses to address sexual and dating violence
- 2** To strengthen a coordinated, university-wide message about the Rutgers response to sexual violence



VICTIM SERVICES

At the start of this grant Rutgers had one Office for Violence Prevention and Victim Assistance (VPVA) on the New Brunswick Campus. This office provided a broad spectrum of services and trainings to the New Brunswick Community. The office has expanded and similar, new offices were opened on the Newark and Camden Campuses

- Across all campuses, 178 new clients were served between the months of October 2017 and July 2018
- 89% of clients visited VPVA offices for services more than once
- Individual counseling was the largest service provided for 58% of clients
- Clients who were surveyed about their experience strongly agreed that they would use the VPVA offices again
- Clients reported working with VPVA offices positively impacted grades/academics, relationships with others, emotional and physical well-being, and feelings about themselves
- Newark campus developed a new VPVA website
- The New Jersey Victim Assistance Academy (NJVAA) conducted two trainings with VPVA staff and project members on each campus



CAMPUS & COMMUNITY PROGRAMS

Each of the campuses introduced innovative and evidence-informed training and educational programs for their communities. All three campuses held the following events:

1) Take Back the Night

Each campus held Take Back the Night events, which protests dating and sexual violence and supports victims with the aim of students reclaiming the space without fear.

2) The Clothesline Project (TCP)

TCP is a visual display of shirts made by those that have experienced violence firsthand or made by members of the Rutgers community in honor of those who have experienced violence.

3) Denim Day

Wearing jeans on Denim Day has become a symbol of protest against erroneous and destructive attitudes about sexual assault. In this rape prevention education campaign we ask community members, elected officials, businesses and students to make a social statement with their fashion by wearing jeans on this day as a visible means of protest against the misconceptions that surround sexual assault.

Other campus & community programs included:

Camden

Community Ambassadors developed a team of students to serve as representatives to students and local neighborhood residents to develop relationships that strengthen the campus and law enforcement

New Brunswick

New Brunswick Special Populations focused training efforts on reaching students with Autism Spectrum Disorder and a two-part in-person training was developed

Rutgers CARES program, educated students about how to respond to peer disclosures of sexual & dating violence

Newark

Student leadership partnered with ResLife, and others, to ensure students became familiar with services they could access and offer to fellow students who experienced sexual or dating violence



- Gain skills to help you navigate these complex power dynamics
- Engage in a guided discussion
- Participate in an interactive theater presentation

Join us on Cook Campus on
April 13th from 2:00 PM to 4:30 PM
@ Marine Sciences Building, Alampi Room.
Refreshments will be served.
For more details and
to register for this event:
[https://eoas.rutgers.edu/
graduatestudentexperience/](https://eoas.rutgers.edu/graduatestudentexperience/)

#METOO: THE GRADUATE STUDENT EXPERIENCE

Do you
know the
resources
available
to you?

Do you know how
to support
a friend
who confides
in you?

This event is sponsored by:
Institute of Earth, Ocean, and Atmospheric Sciences,
Office for Violence Prevention
and Victim Assistance,
Office of Student Affairs
Compliance and Title IX,
and the



STUDENT EDUCATIONAL PROGRAMS

Funding from this grant allowed each campus to provide peer education and awareness programming.

- All campuses hosted online training for incoming students to complete on sexual and dating violence;
- Bathroom stall inserts were created for each campus explaining how to access support services if a student is a victim of sexual or dating violence;
- All campuses provided education and resources on sexual and dating violence in June through August during new student orientations;
- Trainings were rated positively with data showing that training helped students better understand how to intervene as a helpful bystander.

On the campuses:

Camden

Implemented a Bystander Intervention Training where students participated in a Peer Facilitated Bystander Intervention Pilot Program that encourages to take an active role in prevention

New Brunswick

SCREAM (Students Challenging Realities and Educating Against Myths) Theater used their interactive skits to engage students in audiences as large as 450 people

Newark

Students from Newark's Unity Theatre performed scenes to raise awareness of issues of dating violence and healthy relationships

UNIVERSITY-WIDE ACCOMPLISHMENTS

- An Advisory Board was convened and included the highest levels of leadership on each campus and at the University
- The "We R Here" Campaign was successfully launched and worked to tie all campus efforts together to promote the support services that exist throughout Rutgers University as a direct result of this funding
- Stakeholders reported increased awareness of resources since the project began and cited the Rutgers-wide response as innovative and unique
- A Public Service Announcement (PSA) was created and released using the voices of students from all three campuses to raise awareness about the resources available on sexual and dating violence ([click here to view](#))

TECHNICAL ASSISTANCE

Technical assistance was developed and provided by The Center on Violence Against Women and Children (VAWC) at the Rutgers School of Social Work to all three campuses to help them use evidence-informed programs and procedures

Examples of Technical Support Provided to Campuses

- A Guide for New Hires
- Toolkit for Establishing Comprehensive Victim Services Programs
- A Guide to Trauma-Informed Approaches
- Support Groups Guidance
- Self-Care & Wellness Toolkit
- Best Practices Guide for Campus Sexual Violence Webpages
- Training on Victim Rights and Assistance in the Criminal Justice Process

EVALUATION

Ongoing evaluation and assessment of all project related activities was conducted by the Center on Violence Against Women and Children. Findings were shared with the campuses to help them improve their services. Please see Table 1 for a summary of evaluation findings

Findings illustrated that Rutgers made significant progress in addressing the needs of victims/survivors.

HIGHLIGHTS

Across all campuses...

- 623 participants across 35 programs completed an evaluation
- Student surveys showed that awareness of resources increased by 21% on New Brunswick since 2014, 16% on Camden since 2016, and 27% on Newark since 2016
- Exposure to messages about dating violence increased 43% on NB, 56% on Camden, and 73% on Newark
- Knowledge of where to report sexual violence increased by 11% on NB, 5% on Camden, and 9% on Newark

**TABLE 1: EVALUATION COMPONENTS ACROSS THE CAMPUSES
FOR THE ACADEMIC YEAR 2017-2018**

Evaluation Component	Brief Description	Key Findings
<div>Tracking</div> <div>Victim Services</div>	<ul style="list-style-type: none">On each campus, the number of clients, services provided, and who referred the clients was tracked.The number of awareness and educational events were also tracked for each campus.	<ul style="list-style-type: none">In this grant year, the campuses saw a combined total of 178 victim/survivor clients.A majority of clients (89%), visited the VPVA offices for services more than once.Individual Counseling was the single largest service provided and comprised 58% of the services provided
<div>Satisfaction Surveys for Clients</div> <div>Victim Services</div>	<ul style="list-style-type: none">Students who received services from VPVA, on each campus were invited to participate in a brief survey.The survey contained questions regarding: 1) the number and types of services received; 2) overall satisfaction with VPVA staff and the services; and 3) the impact of VPVA services on academics, relationships and self-image.	<ul style="list-style-type: none">All participants strongly agreed that they would use VPVA's services again if they needed a similar service in the future.Overall, interviewees reported that working with VPVA positively impacted survivors/victims' academics/grades, relationships with others, and feelings about themselves.

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Evaluation Component	Brief Description	Key Findings
<p>In-depth Interviews with Clients</p> <p>Victim Services</p>	<ul style="list-style-type: none"> Interviews were conducted with a sample of students who received services from VPVA. Interviews focused on students' experiences with accessing and receiving services from the on-campus service provider. A total of 11 clients participated in the interviews 	<ul style="list-style-type: none"> Overall, survivors/victims reported that VPVA's services improved their emotional, and in some cases physical, well-being. For many survivors/victims, health services and friends served as referrals for VPVA.
<p>Online Educational Programs Posttest Evaluation</p> <p>Educational programs & Training</p>	<ul style="list-style-type: none"> All students at Rutgers University were invited to participate (mandated for first-year students) in an online training program, "Not Anymore" or "Everfi", at the start of the academic year, 2017. The program provided information on sexual & dating violence and had built-in survey mechanisms that were used to gather student feedback about the training. Across the campuses, 10,788 students completed this posttest survey. 	<ul style="list-style-type: none"> Students across the three campuses rated the training platforms positively. Students generally agreed that the training program helped them better understand how to act as a prosocial bystander during incidents of sexual and dating violence.

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FOR THE ACADEMIC YEAR 2017-2018**

Evaluation Component	Brief Description	Key Findings
<p>Training Posttest Evaluations</p> <p>Educational programs & Training</p>	<ul style="list-style-type: none"> • Brief surveys were administered to all training participants immediately following the conclusion of training programs on sexual and dating violence. • Survey items assessed perceived impact of participation in training program. • A total of 623 training participants, from 35 programs, completed the posttest evaluations. 	<ul style="list-style-type: none"> • A majority of participants who attended trainings felt the training increased their knowledge and awareness about interpersonal violence. • Students also offered suggestions for improving the various programs.
<p>Student Surveys</p> <p>Educational programs & Training</p>	<ul style="list-style-type: none"> • In the spring semester, 2018 an online survey was open to all students. • Survey items assessed the following: 1) Awareness of resources; 2) Knowledge of where to report sexual violence 3) Number of exposures to various types of information/ education/messages about sexual and dating violence. • Response rates varied across campuses ranging from 7% to 17% of eligible students with 8,623 total students taking this survey. 	<ul style="list-style-type: none"> • Compared to the last survey administration, awareness of resources for sexual violence increased across all 3 campuses • Students had mid-to-high levels of knowledge of where to report an incident of sexual violence. Knowledge of where to report increased compared to the last survey administration. • Many students reported multiple exposures to messages about interpersonal violence at Rutgers University. Compared to the last survey administration, exposure to messages about interpersonal violence increased

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Evaluation Component	Brief Description	Key Findings
<p>Web Presence Assessment</p> <p>Educational programs & Training</p>	<ul style="list-style-type: none"> • An online assessment was conducted to explore how the web-based informational environment of each of the Rutgers' campuses addresses sexual violence. • The assessment was conducted twice, once in the summer of 2017 and a year later in the summer of 2018. 	<ul style="list-style-type: none"> • Overall, all the three campuses were following best practices and providing a great deal of information regarding sexual violence to students via web-based information. • Over the academic year, Newark campus developed a new VPVA website, where none existed previously, with resources for students.
<p>Campus Staff Readiness Assessment</p> <p>Educational programs & Training</p>	<ul style="list-style-type: none"> • Student Affairs staff on all three campuses were asked to participate in a brief survey in the summer of 2017 and a year later in the summer of 2018. • The survey items included questions about resources on campus for interpersonal violence, readiness to engage in actions to address sexual assault, and questions about information regarding interpersonal violence. • In 2017, the response rate for the survey ranged from 26% to 56% with a total of 229 staff member taking the survey. 	<ul style="list-style-type: none"> • Overall, student affairs staff on all three campuses rated Rutgers University highly on its readiness to address sexual violence.

TABLE 1: EVALUATION COMPONENTS ACROSS THE CAMPUSES FOR THE ACADEMIC YEAR 2017-2018

Evaluation Component	Brief Description	Key Findings
<div>Key Stakeholders Interviews</div> <div>Educational programs & Training</div>	<ul style="list-style-type: none">• Interviews were held with stakeholders from each of the three campuses involved with the project.• Interviews focused on stakeholders’ perceptions and experiences in regards to Rutgers University’s response to sexual violence, and familiarity with university wide messaging.• Seventeen participants were interviewed.	<ul style="list-style-type: none">• Since the project began, participants cited an increase in community engagement on the issues of sexual and dating violence from Rutgers as a whole.• Generally, stakeholders reported an increased perception of the availability of resources for victims/survivors of interpersonal violence since the project began.• Stakeholders cited the Rutgers-wide university response as innovative and unique and one that it exhibits leadership in the field.

Overall the evaluation findings listed on the prior pages demonstrate an improvement in Rutgers University’s provision of services, resources, and programming around the issue of sexual and dating violence. As Rutgers University continues taking positive steps to address interpersonal violence, the research team plans to continue gathering data and tracking change over time. In addition, the research team will build on the processes started in the 2017-2018 academic year by strengthening and increasing the feedback loops to the three campuses. In this way, the campuses can become aware of the research team’s evaluation findings in real time and use this information to adjust programming and service provision as needed, ultimately increasing the usefulness of services for victims/survivors and the university’s messaging on these issues.



2018 FINAL REPORT PROJECT HIGHLIGHTS

ACKNOWLEDGEMENTS

The project team thanks the many members of the Rutgers University community who contributed to the Enhancing Victim Services project. This report and the project as a whole are the result of the enthusiastic support and participation of administrators, faculty, staff, and students across Rutgers. This report is dedicated to all those who are survivors of sexual and dating violence. We hope our efforts can help contribute to creating campus communities that are free of all forms of violence.

2017-2018 AG-VOCA ADVISORY BOARD

The AG-VOCA Advisory Board was created including representatives from all campuses.

Those members include:

Sarah Baumgartner, Deputy Director of Athletics, Rutgers University

Nancy Cantor, Ph.D., Chancellor, Rutgers-Newark campus*

Kenneth Cop, Chief of University Police & Executive Director of Police Services, Rutgers University

Mary Beth Daisey, M.Ed., Associate Chancellor of Student Affairs, Rutgers-Camden campus

Timothy Fournier, Ed.D, MBA, Senior Vice President for Office of Enterprise Risk Management, Ethics, & Compliance, Rutgers University

Phoebe A. Haddon, J.D., LL.M., Chancellor, Rutgers-Camden campus*

John Hoffman, J.D., Sr. Vice President and General Counsel, Rutgers University

Barbara Lee, Ph.D., Sr. Vice President for Academic Affairs, Rutgers University

Peter McDonough, Sr. Vice President for External Affairs, Rutgers University

Felicia McGinty, Ed.D., Executive Vice Chancellor of Administration and Planning, Rutgers-New Brunswick campus

Salvador Mena, Ph.D., Vice Chancellor for Student Affairs, Rutgers-New Brunswick

Christopher J. Molloy, Ph.D., R.Ph., Chancellor, Rutgers-New Brunswick campus*

Cathryn Potter, Ph.D., Dean School of Social Work, Rutgers University

Judith Ryan, J.D., University-Wide Title IX Coordinator, Rutgers University

Brian L. Strom, Ph.D., Chancellor, Rutgers-Rutgers Biomedical & Health Services campus*

Karen Stubaas, Ph.D., Vice President for Academic Affairs and Administration, Rutgers University

Corlisse Thomas, Ed.D, Vice Chancellor for Student Affairs, Rutgers-Newark campus