As a UNCW faculty or staff member, you may be concerned about your own or a student’s safety. Even though ours is a safe, secure campus, the threat or experience of violence can occur anywhere. Recent data regarding violence indicates:

- At least 1 in 5 college women has been the victim of an attempted or completed sexual assault.
- Of women who are assaulted, more than 8 in 10 knew their assailants.
- In the United States, 5 in 100 women and 1 in 100 men reported at last one stalking incident that resulted in a high level of fear during the past year.
- 4 of 10 stalking incidents occur at the end of a relationship.
- More than 1 in 5 women in the United States reported being assaulted by a partner during their lifetime.
- Incidents of women assaulting partners have increased, with 1 in 14 partners reporting an assault by a woman.

UNCW has created a comprehensive violence prevention and education response, led by several offices on campus, including UNCW Police, CARE: Collaboration for Assault Response & Education, and the Office of the Dean of Students. These offices work closely with Student Heath Services, Housing and Residence Life, the Counseling Center and off-campus agencies, including Rape Crisis Center and Domestic Violence Services.

CARE: Collaboration for Assault Response & Education works confidentially with students who may need information and support after experiencing assault or attempted assault, relationship abuse or stalking. We collaborate with UNCW Police and other offices in a confidential manner.
The CARE office recognizes the importance of faculty and staff relationships with students. If a student discloses a violence-related concern to you, it is important that the information disclosed not be kept confidential. Rather, the student should be referred to an appropriate office that can support them in reporting the violence, or UNCW’s anonymous notification procedures may be used to inform the university of the assault without identifying the student. The following guidelines may be helpful:

**Do:**
- Do provide information about how to connect with CARE by calling 962.CARE. The CARE responder may also be contacted 24/7 at 512-4821.
- Do help the student to contact UNCW Police if he or she desires to do so at 962.2222 or 911 (in an emergency)
- Do allow the student to make his or her own decisions about how to proceed.
- Do get information and support for yourself as a helper (especially if the student does not want to talk to anyone else) by calling 962-CARE.

**Don’t:**
- Don’t ask for details. Good intentions may be experienced as intrusion.
- Don’t tell students what they “should” or “must” do.
- Don’t make statements or ask questions that unintentionally imply victim-blaming (“How much were you drinking?”)
- Don’t make judgments about the student’s reactions or behaviors. It is normal for people to respond to a traumatic experience in a wide variety of ways.
**University Employee Responsibilities**

It is not your responsibility to determine whether an assault actually occurred or to confront alleged perpetrators. Always refer students who report possible sexual assault, relationship violence or stalking to the CARE office and/or UNCW Police for additional information and support. Referring a student does not mean the student will be required to pursue any legal or judicial action.

There are designated university employees who are required by law (Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990) to notify UNCW Police that a sexual assault has been reported to them. This is an anonymous notification that an incident has occurred; it is not an official report and does not name the reporting victim. These required-to-report employees are those from the following offices: UNCW Police, Dean of Students, Campus Recreation, Campus Life and Athletics.

All faculty and staff are encouraged to share information regarding violent or criminal activity that may assist UNCW Police in maintaining community safety. This can be accomplished while maintaining the anonymity of the person who alleged an assault or other crime. For example, Student Health Services and the Counseling Center, while not required by law to use the anonymous notification, typically will do so with student consent.

**Sexual Harassment**

In contrast, when sexual harassment is alleged, all faculty and staff are required to report. If the alleged harasser is an employee, this must be reported to the Human Resources office. Cases in which a faculty or staff member is notified of possible sexual harassment by a student require a report to the Office of the Dean of Students.
The following summarizes faculty and staff responsibilities:
Anonymous notification of sexual assault to UNCW Police is required from:

- UNCW Police
- Dean of Students
- Campus Recreation
- Campus Life
- Athletics

For more information regarding required notification or reporting, contact UNCW Police, Dean of Students or Human Resources, as appropriate.

When a student or fellow faculty member discloses sexual assault, relationship violence, or stalking, referral to the CARE office for information, support, crisis response or referral, as appropriate, is always a recommended option. Remember that CARE can also help you make a referral to CARE, even when the one who discloses may be understandably reluctant to talk to another person.

The CARE office will support faculty and staff in their roles as student mentors and will help to clarify appropriate responses to students who need assistance. If you are unsure of the appropriate contact, CARE can help with connection and use of the many on- and off-campus resources.

UNCW also understands that the resources listed here can be helpful to faculty and staff in situations in which you are more directly involved, either as a victim or as a concerned friend or family member. Off-campus resources may be contacted directly for confidential services, or you may choose to call or come by the CARE office or UNCW Police for more information or referrals.
The UNCW Police Department offers training for faculty and staff specifically designed to instruct you in the ways they will respond and protect the campus community in instances requiring rapid response. All staff and faculty are strongly encouraged to attend these safety trainings.

For more information regarding faculty/staff resources for you and for the students you interact with, please go to: www.uncw.edu/care or www.uncw.edu/safe-relate.
**UNIVERSITY RESOURCES**

UNCW Police Department ................................................................. 962.2222
   911 (in an emergency)

CARE ............................................................ 962.CARE/512.4821

Office of the Dean of Students ..................................................... 962.3119

Student Health Services ............................................................... 962.3280

Housing and Residence Life ......................................................... 962.3241

Counseling Center ................................................................. 962.3746

Human Resources ................................................................. 962.3160

**COMMUNITY RESOURCES**

Rape Crisis Center ................................................................. 392.7460/392.7408

Domestic Violence Services .................................................... 343.0703

Wilmington Police Department .................................................. 343.3600
   911 (in an emergency)

New Hanover County Sheriff’s Department ................................ 341.4200
   911 (in an emergency)

New Hanover Regional Medical Center .................................... 343.7000

Cape Fear Hospital ................................................................. 452.8100
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