



## Preventing Sexual Violence in Higher Education Act Annual Report

Trinity Christian College  
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### Part A:

#### Required Documents

Please see attached documents:

- a. ATTACHMENT A: *Trinity Christian College's comprehensive policy*. Our policy is also available to students, faculty, staff and the public at: [www.trnty.edu/non-discrimination-policies](http://www.trnty.edu/non-discrimination-policies)
- b. ATTACHMENT B: *Trinity Christian College's concise, written notification of a survivor's rights and options under our policy*. This notification is also available to students, faculty, staff, and the public at: [www.trnty.edu/non-discrimination-policies](http://www.trnty.edu/non-discrimination-policies)

### Part B:

#### Campus Training, Education and Awareness

##### A. Student Primary Prevention Programming

Identify any and all institutional actions and strategies intended to prevent sexual violence before it occurs by means of changing social norms and other approaches, including, without limitation, training programs, poster and flyer campaigns, electronic communications, films, guest speakers, symposia, conferences, seminars or panel discussions that occurred during the 2016 calendar year.

Student Primary Prevention Programming					
Program Name	Type/Description	Date(s)	Location(s)	Target Audience	Number of Attendees
Policy Email	Email of new policy and information to all students	9.1.2016; 1.6.2016	email	all students	all students 1300
Sexual harassment posters	Posters throughout campus	ongoing	main buildings	all members of community	N/A

South Suburban Family Shelter posters	Posters in bathroom stalls	ongoing	all buildings	all members of community	N/A
<a href="http://www.trnty.edu/non-discrimination-policies">www.trnty.edu/non-discrimination-policies</a>	Updated website, linked to homepage	ongoing	online	all members of community	N/A
First year student training session	In person training for all new traditional freshmen and transfer students	multiple, 8.21.2016-9.5.2016	classrooms	all new students	mandatory for all new students 270
First year South/West Series	in depth talk about sex and consent and sexuality with deans, counseling director	9.7.2016	residence hall	all freshmen	50
Residence Life Meetings	community expectations meetings with new students, run by Ras	8.22.2016	residence hall	all freshmen	165
First year Adult Studies Orientation	Intro of policy to all new adult studies students at every orientation session	8.10.2016	administration buildings	all new adult students	mandatory for all new adult studies students
First year Graduate Studies Orientation	Intro of policy to all new graduate students at every orientation session	1.6.2016; 8.10.2016	administration buildings	all new graduate students	mandatory for all new graduate studies students
Notices/passive programming on Trinfo	Trinfo screens throughout campus had information throughout the year	ongoing	administration buildings	all members of community	N/A

#### B. Employee Training

Identify any and all training provided to higher education institution employees who, with respect to reports of sexual violence, domestic violence, dating violence or stalking: 1. Receive student reports; 2. Refer or provide services to survivors, or 3. Participate in the complaint resolution procedure.

Employee Training					
Program Name	Type/Description	Date(s)	Location(s)	Target Audience	Number of Attendees
New Faculty Institute Training	Training by dean, Title IX Coordinator and Counseling Director for all new faculty	8.15.2016	Library	New faculty	all new faculty
New Staff Training Session	Training by dean, Title IX Coordinator and Counseling	8.3.2016	Science Center	new staff	all new staff

	Director for all new staff				
New Adjunct Faculty Training	Training by Title IX Coordinator for all new adjunct faculty	8.15.2016	Library	new adjunct faculty	required for all new adjunct faculty (approximately 10 people)
All Staff at Trinity Training	Training by Title IX Coordinator for all new staff - 1.5 hours	8.3.2016	Science Center	all staff	All staff
Fall faculty retreat	Training by Title IX Coordinator for all faculty	8.18.2016	Ozinga Grand Lobby	all faculty (required event)	all faculty
Email to all faculty, staff, adjunct faculty	Email to all faculty, staff and adjuncts with 1. policy, 2. how to help guide, and 3. victim resource guide	8.24.2016	Email	all staff, faculty, adjunct	All staff, faculty, and adjuncts (approximately 200)
Training of Chicago Semester Staff*	Training by Title IX Coordinator and Deputy Coordinator for all Chicago Semester staff	9.6.2016	Chicago Semester building	Chicago Semester staff	7 (full staff)
Training with Semester in Spain Director*	Training discussion between Title IX Coordinator/Director Of Spain program	summer	On campus	Spain Director	1 (full director staff)
Conference and Events staff training	Discussion between Title IX Coordinator and Conference Director on application of policy in conference setting	12.20.2016	On campus	conference and events director	1 (full staff)
Student Life & Athletics Staff Training*	2 hour training on new policy by Title IX Coordinator	8.3.2016	Science Center	All student life & athletics staff	25 (full staff)
Residence Life Student Staff training*	1.5 hour training on new policy/procedures by Title IX Coordinator/Deputy Coordinator	8.15.2016	Alumni Hall	all residence life staff	20 (full staff)

First Year Forum Mentors - faculty and students - training	Training with student/faculty mentors on policy/procedures	8.17.2016	Ozinga Grand Lobby	all First Year Forum and Framing Your Future Mentors	40 (full staff)
Counseling staff training*	Training with counseling staff by counseling director (also member of Title 9 team)	fall 2016	Molenhouse Student Center	all counseling interns	4 (as part of their required supervision)
Undergraduate Learning Assistants Training	Training of student undergraduate learning assistants by ULA director	fall 2016	Classrooms	all undergraduate learning assistants	all ULAs were trained (5-7)
Conduct & Resolution Pool training (individuals who may be called upon to resolve cases) - Conducting Investigations*	8 hours with Franczek/Radelet legal firm and other local institutions on conducting investigations	2.22.2016	Aurora University	Individuals who may be called upon to resolve cases of sexual violence	12 from Trinity
Conduct & Resolution Pool training (individuals who may be called upon to resolve cases) - Domestic Violence*	2 hours with local domestic violence shelter	12.16.2016	DeVos Athletics Complex	Individuals who may be called upon to resolve cases of sexual violence	16
Title IX Coordinator Training*	Association of Title IX Administrators (ATIXA) Level 1 Coordinator Training (4 days)	1.25.2016-1.28.2016	Orlando, FL	Title IX Coordinator	1
Staff participation in Legal Issues conference, University of Vermont*	Counseling Director, dean of students, VP for Student Life, Campus Safety Director and Registrar participate in Title IX education via legal issues conference, with Title IX related sessions	10.10.2016 - 10.12.2016	Online, live streamed to campus	Key staff on Title IX team	5
Discussion/Training with Board of Trustees, with approval of new policy	Session led by Title IX Coordinator on policy for board members	10.21.2016	President's Residence	Board of Trustees	full board (approximately 30 in attendance)

Discussion/Training with Faculty Association, with approval of new policy	Session led by Title IX Coordinator to explain changes to policy and vote on the new revised policy	9.20.2016	Faculty Association Meeting	Faculty	Faculty Association members (approximately 60 – the full faculty & administration)
*denotes groups that include staff who are most directly involved in receiving reports, referring students or participating in complaint procedure.					

## Reports

A. Please see the ATTACHMENT C: *Annual Security and Fire Safety Report*

B. Supplemental Information to the Clery Report & Clarifications

*Supplemental Information to the Clery Report:* Trinity Christian College had one additional report of sexual violence on the Palos Heights campus during the 2016 calendar year that did not meet the Clery definitions. This report was investigated and resolved through our complaint procedure and the respondent was found responsible and was disciplined via probation and educational sanctions.

*Clarification regarding number of attendees at sessions:* we did not always record the exact numbers of attendees at each session for employee training or student training in 2016. At that time, we were keeping accumulated data of overall attendees (not organized by session attended). Our aggregate data indicates that 195 out of 219 or 89% of all staff and faculty employed in 2016 attended some type of in person training on campus. All individuals who were named as involved members of our resolution pool in 2016 received 8-10 hours of in person training that year. We will be recording numbers of attendees at specific training sessions going forward.

*Clarification regarding campus culture and social norms:* Many other positive programs and culture-making activities exist on our campus to promote a healthy culture that “prevents sexual violence before it occurs by changing social norms and other approaches” that do not *directly* address sexual violence, but work *indirectly* to build a healthy culture that promotes care and hospitality for all members. Our campus is unique in that we educate a high number of students who choose to attend Trinity because we have a very low incidence of alcohol use (dry campus) and we hold shared values that place sexual activity in marriage. While we are not naïve to believe that assault does not happen here, we also believe that our community building strategies, our values, and our emphasis on care for one another promote different social norms that have been present on our campus for some time. One data point we have to this end is that we have received 3 other reports in 2016 that we would term “bystander reports” in which an individual reported something that did not rise to the level of sexual violence, but was of an initial concern about a community member or a relationship. These reports allowed us to engage in proactive, prevention-oriented conversations.