1. Introduction

East Carolina University (the “University”) is committed to providing a safe and non-discriminatory environment for all members of the University community. The University prohibits Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Sexual and Gender-Based Harassment, Complicity and related Retaliation (together, “Prohibited Conduct”). These forms of Prohibited Conduct are defined in the University's Policy on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence (the “Regulation”). This document identifies the University’s training, education, and prevention programs related to the Regulation.  

2. Training

The University provides training to Students and Employees to ensure they understand the Regulation and the topics and issues related to maintaining an education and employment environment free from harassment and discrimination.

2.1 University Official Involved in Implementing the Regulation

The University offers online and in-person training to all officials charged with implementing the Regulation, including the University’s Title IX Coordinator, Deputy Title IX Coordinators, University Investigators, Employees who could be selected to sit on a Review Panel as outlined by the Student and Employee Procedures related to the Regulation, and all other Employees involved in responding to reports of Prohibited Conduct. The training varies by official and is based upon the role(s) the official is fulfilling under the Regulation. Topics include working with and interviewing persons reporting Prohibited Conduct; the particular types of conduct that constitute Prohibited Conduct; issues related to Intimate Partner Violence, Sexual Assault, and Stalking; the proper standard of review for complaints under the Regulation (Preponderance of the Evidence); Consent and the role alcohol or drugs can play with respect to Consent; the importance of accountability for Respondents found to have violated the Regulation, and the need for interim

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1 This document should be read in conjunction with the Regulation. Capitalized terms used and not otherwise defined in this document are defined in the Regulation.
measures for the Respondent, the Complainant, and/or the University community; how to determine credibility; how to evaluate evidence and weigh it in an impartial manner; how to conduct prompt, fair, impartial, and thorough investigations and hearings that ensure due process, protect community and individual safety, and promote accountability; confidentiality; the effects of trauma, including neurobiological change; and cultural awareness regarding how Prohibited Conduct may impact persons differently depending on their cultural backgrounds.

University officials charged with implementing the Regulation receive regular training on these and other topics on an annual basis. The University invites national experts to train on these topics on campus and frequently sends University officials to relevant local, regional, and national conferences.

2.2 Responsible Employees

The University offers in-person training to Responsible Employees to ensure they understand the particular types of conduct that constitute Prohibited Conduct, as well as their reporting obligations under the University’s separate Reporting Regulation. This training includes practical information on how to identify Prohibited Conduct; the behaviors that may lead to and result in Prohibited Conduct; the potential for re-victimization by responders and its effects on persons reporting Prohibited Conduct; appropriate methods for responding to persons who may have experienced Prohibited Conduct, including the use of nonjudgmental language; and the impact of trauma. This training also includes an explanation of the Responsible Employee’s reporting obligations, including how, what, and where to report; the Procedures the University uses for responding to a Complainant’s request for confidentiality; how to inform Complainants of their options for support and assistance following an incident of Prohibited Conduct; and the contact information for the University’s Title IX Coordinator.

2.3 Students and Employees

The University offers online and in-person training to Students and Employees to ensure they understand the Regulation, including how to report incidents of Prohibited Conduct, and how to access confidential sources following an incident of Prohibited Conduct. Topics include Title IX, VAWA and what constitutes Prohibited Conduct under the Regulation; the definition of Consent, including examples; how the University analyzes whether conduct was unwelcome and the existence of a hostile environment for purposes of Sexual or Gender-Based Harassment; options for reporting Prohibited Conduct; the availability of confidential sources, on and off campus; the University’s resolution options for pursuing complaints under the Regulation; the potential sanctions for violating the Regulation; effects of trauma, including neurobiological changes; the role alcohol and drugs often play in incidents of Prohibit Conduct, including the deliberate use of alcohol and/or other drugs to perpetrate Sexual Assault; strategies and skills for bystanders to intervene to prevent sexual, gender-based, and other forms of interpersonal violence; how to report Prohibited Conduct to University Police or local law enforcement and the ability to pursue, simultaneously, a disciplinary and criminal complaint; and the protection against Retaliation afforded by the Regulation.

2.4 Resident Life Staff Training

All Students and professionals who are part of Campus Living’s Residence Hall Staff receive training regarding alcohol and drug abuse, emotional well-being, students in crisis, and recognizing signs of
Sexual Assault and other forms of sexual, gender-based, and interpersonal violence. Residence Life staff are also provided training on the Regulation, how to report Prohibited Conduct as Responsible Employees, and how to support a student reporting Prohibited Conduct. All of the above training is conducted in person via lecture/dialogue format and/or case study scenarios. Title IX, VAWA and Clery Act have an additional training requirement for staff to complete online training modules.

3. Education and Prevention

The University is committed to the prevention of Prohibited Conduct through regular and ongoing education and awareness programs. Incoming Students and new Employees receive primary prevention and awareness programming as part of their orientation, and returning Students and current Employees receive ongoing training and related programs. These programs include (1) statements that the University prohibits Prohibited Conduct, as defined by the Regulation, and related crimes under state and federal law; (2) the definitions of related crimes under state and federal law; (3) the definition of “Consent,” for purposes of the Regulation; (4) safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of Prohibited Conduct against another person; (5) information on risk reduction to recognize warning signs of abusive behavior; and (6) information about the Procedures that the University will follow after an incident of Prohibited Conduct has occurred.

The University’s education and prevention programs reflect comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end Prohibited Conduct. These programs are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness, and/or outcome. These programs are also designed to consider environmental risk and protective factors as they affect individuals, relationships, institutions, communities, and society.

East Carolina University is dedicated to ending sexual violence in our community. The University’s education and prevention programs support this effort; they include (1) awareness programs; (2) bystander intervention programs; (3) ongoing prevention and awareness campaigns; (4) primary prevention programs; and (5) education on risk reduction.

3.1 Awareness Programs

Awareness programs consist of community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration. The University's specific annual awareness programs are:

3.1.1 Sexual Assault Awareness Month: Each year, the University observes Sexual Assault Awareness Month in April with programming around sexual violence awareness and prevention.

3.1.2 Halloween Safety: Safety education and awareness programming is provided annually related to Halloween events. Included among this are publicity and social media awareness efforts about safety during the night, as well as an alcohol-free alternative event for students on campus titled Halloween Havoc.
3.1.3 **National Hazing Prevention Week:** Each year, several campus offices collaborate to provide a week of programming aimed at educating the campus on the three types of hazing: subtle, harassment, and violent. The focus is prevention of hazing as well as how to report instances of hazing.

3.1.4 **International Women’s Day:** Annually in March, the University celebrates International Women’s day with a day-long series of lectures on topics relevant to women’s issues. The event is sponsored by the Chancellor’s Committee of the Status of Women, the Office of the Provost, the Division of Student Affairs and the Women's Studies program.

3.1.5 **Personal Safety Seminars:** These seminars, conducted by the ECU Police Department, are designed to improve safety habits within the student population. Topics include Resident Hall security, personal safety habits, reporting illegal suspicious activity, crime on campus, and police services. This program allows students the opportunity to address safety-related concerns and to receive an appropriate response.

3.1.6 **Alcohol & Drug Awareness Seminars:** These seminars, conducted by the ECU Police Department, are for the entire campus community and provide information on alcohol and drug abuse. Included are topics such as binge drinking, Drug ID kits, and the effects on the body and legal ramifications of alcohol and drug abuse both on and off campus.

3.1.7 **Sexual Assault Police Seminars:** These seminars, conducted by the ECU Police Department, are for the entire campus community and address acquaintance rape, statistics, victim resources, and reporting procedures. Also provided is information about the various so called "date rape" drugs.

3.1.8 **Domestic Violence Awareness Month:** Each October, the University recognizes in Domestic Violence Awareness Month. Awareness activities to bring attention to issues related to domestic violence are held, to include relevant speakers, participation in the Red Flag Campaign, and a PSA campaign.

3.1.9 **Sexual Assault Victim Advocate Presentations:** The Victim Advocate provides awareness presentations as requested regarding sexual assault and rape. These presentations typically include definitions of sexual assault and rape, definitions and discussion of consent, statistics regarding victims, myths and truths about sexual violence, typical reactions to being the victim of sexual violence, and how to help a friend who has experienced an assault.

3.1.10 **Intimate Partner Violence Awareness Presentations:** The Victim Advocate provides
upon request awareness presentations regarding intimate partner violence. These presentations typically include definitions of intimate partner violence, a discussion on the cycle of violence, statistics regarding victims, power and control dynamics and tactics, red flags of abusive behavior, a discussion of why individuals may stay in abusive relationships, and how to help a friend who is experiencing partner violence.

3.1.11 **Dry Dock Alcohol Free Tailgate:** An alcohol free tailgate program for home football games that provides a place for students and their guests who want to enjoy tailgate activities with food, music, and games without consuming alcohol and potentially experiencing associated negative consequences. Dry Dock also offers a great location to have fun without the peer pressure to consume alcohol.

3.1.12 **Wellness Passport Events:** This program provides students with an added opportunity to experience a variety of health and wellness activities, services and programs at ECU relative to the 8 Dimensions of Wellness. A required assignment for all students enrolled in HLTH 1000 and some sections of COAD 1000.

3.1.13 **Understanding Title IX Presentations:** These presentations to students, faculty and staff provide a general understanding of Title IX, as well as how to report issues of concern. Topics covered include sexual misconduct, sexual harassment, sexual violence, consent, ECU policy, who is protected by Title IX, and reporting procedures and resources.

3.1.14 **The Clothesline Project:** A national project to promote awareness to women’s issues including domestic violence and rape. This event provides an opportunity for survivors and victim’s to share their stories. During the project participants decorate T-shirts in honor of the stories of domestic violence victims and survivors.

3.1.15 **Responsible, Who Me?:** An in person training that educates responsible employees on their duty to report incidents of sexual harassment and misconduct of which they are told or become aware of. The course includes information on Title IX, definitions, reporting requirements, how to report, what information to report, and campus resources available to those who have been affected.

3.1.16 **Pirate Ally:** Pirate Ally offers a training experience modeled after Safe Zone. Targeted at the ECU undergraduate student body, Pirate Ally offers the opportunity to explore vocabulary and discuss issues of important to sexual and gender minority students on campus.

3.2 **Bystander Intervention**

Bystander intervention consists of safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is risk of an occurrence of Prohibited
Conduct. It also includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene. The University’s specific bystander intervention programs are:

3.2.1 **Stand. Speak. Act.** ECU’s bystander intervention education program, Stand. Speak. Act. aims to help empower faculty, staff and students to become active bystanders who intervene on behalf of potential victims in any situation that is perceived to be unsafe. The program, modeled after the national program *Step Up!*, is working to engage all communities at the University for a unified prevention effort. The training focuses on giving individuals tools to intervene, as well as building a culture around the premises that (1) violence will not be tolerated, and (2) everyone has a role in preventing violence. Stand. Speak. Act. was developed specifically for ECU by the Campus Recreation & Wellness Office in 2014 and is facilitated by the Victim Advocate on campus. All incoming freshmen hear extensive messaging about bystander intervention during Orientation. Trainings are available for students, staff and faculty at ECU through Campus Recreation and Wellness and the Center for Counseling & Student Development.

- **Stand:** Stand up for what is right. Take a stand against bullying. Stand up to perpetrators. Stand up for your fellow Pirates.

- **Speak:** Speak out against violence. Speak up on behalf of fellow Pirates. Be honest and direct when you speak in a situation.

- **Act:** Call the police or 9-1-1. Avoid using violence whenever possible. Recruit help if necessary.

3.2.2 **Good Samaritan Regulation:** The Good Samaritan Regulation aims to remove potential barriers and facilitate access to emergency medical care in cases of alcohol-related medical emergencies. Through this regulation, the University wishes to increase the likelihood that a person needing medical assistance will receive this assistance by reducing the reluctance of students to seek out appropriate help for themselves or their peers due to fear of potential University consequences.

3.3 **Ongoing Prevention and Awareness Campaigns**

Ongoing prevention and awareness campaigns consist of programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to, and skills for addressing Prohibited Conduct, using a range of strategies with audiences throughout the University. The University’s specific ongoing prevention and awareness campaigns are:

3.3.1 **Greek Member Education Programming:** Throughout the year, the Office of Greek Life conducts numerous educational programs. The topics of these programs include but are not limited to: hazing, sexual assault, alcohol and drug prevention, and other ways to reduce risk. These programs require at least 50%
chapter attendance. In addition, the Interfraternity and Panhellenic Councils conduct programs called Junior IFC and Junior Panhellenic, which mandate similar programming for all new members.

3.3.2 **Pledge Purple Week:** An annual, week-long initiative focused on education and advocacy centered on the issues of sexual violence, harassment and bullying. Students participating commit by signing the following pledge:

“I will not use my hands or words in acts of violence, bullying, or sexual assault. I will educate myself about what violence, bullying and sexual assault looks like in the Pirate community. I will support my fellow Pirates and safely intervene as an active bystander if I witness scenarios of violence, bullying or sexual assault.”

Activities and programs during Pledge Purple Week include guest presenters, It's On Us awareness campaigning, and the Take Back the Night walk, among others.

3.3.3 **It’s On Us:** The Student Government Association initiated and launched the It’s On Us media and awareness campaign in 2014 to raise awareness about sexual assault. This national campaign features male and female students, administrators, athletes and other campus faculty and staff speaking about messages related to consent, bystander intervention and responsibility for ending sexual assault. The SGA is committed to maintaining It’s On Us as an annual program as part of Pledge Purple Week.

3.3.4 **Take Back the Night:** A walk to demonstrate support for victims of sexual violence and to promote its end. This is a national rally, march and speak out for survivors and allies.

3.3.5 **Unlawful Harassment Prevention:** Harassment is also seen as prohibited behavior at ECU. This training offered through the Office of Equity and Diversity is provided to educate the community about why harassment compromises the community and how you can protect yourself from such behavior.

3.3.6 **Preventing Discrimination and Sexual Violence Online Module:** The University through the Office of Equity and Diversity offers this educational module to educate ECU Employees (permanent, temporary, short-term and student employees) about sexual assault, sex discrimination, Title IX, Campus SaVE Act and other related terms and regulations. This module is mandatory for all employees to complete every five years. New employees must complete this module within ninety (90) days of their hire date.

3.3.7 **SAFE:** SAFE is an acronym which stands for Staff and Faculty Eyes. The purpose of the SAFE Program is to develop liaisons between the various employees working in academic/administrative buildings and the ECU Police Department in order to increase crime awareness and reporting. The program was designed to promote positive interaction between police officers and staff and faculty members
with an overall objective of working together to formulate strategies to solve and prevent crime related problems. The SAFE Program is fashioned after the Neighborhood Community Watch Programs found in many local communities.

3.3.8 **Safe Zone Training:** The Safe Zone program is a symbol of this University’s commitment to diversity and inclusiveness. Participation in the Safe Zone training helps to create an ever-expanding network within the ECU community to support our students. Safe Zone training is an opportunity for faculty/staff to talk, learn, and ask questions about sexuality and gender in a non-judgmental, educational environment. The purpose of Safe Zone is to create a network of allies who are willing to talk to students about sexual orientation, gender identity, and gender expression. Trainings are offered throughout the year.

3.3.9 **Collegiate Recovery Community:** The East Carolina University Collegiate Recovery Community (ECU CRC) provides a supportive environment within our campus culture to help students who have made a commitment or are making a commitment to lead sober, healthy lives. ECU CRC is designed to provide social and educational opportunities where recovering students can thrive academically and socially while actively pursuing their recovery. A variety of educational materials are available to support students in their recovery, and two lounges exist on campus for the purpose of building a sense of community.

3.4 **Primary Prevention Programs**

Primary prevention programs consist of programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop Prohibited Conduct before it occurs through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions. The University’s specific primary prevention programs are:

3.4.1 **AlcoholEDU:** AlcoholEd, a product of EverFi, is a research-based program that provides information on alcohol and its effects on the body and mind, as well as information about campus resources for health and wellness that are available to students. Each year, all new students to the University under the age of 21 are required to participate in this online module.

3.4.2 **Haven:** Haven, a product of EverFi, is a research-based program that provides information on the importance of healthy relationships, including consent, and being a good communicator. Each year, all new students to the University are required to participate in this online module.

3.4.3 **Pirate Safety:** The Pirate Safety module is designed specifically for new students to ECU to provide valuable information related to safety guidance and tips. Included is information related to “blue light” emergency phones and security cameras on campus; resources such as the ECU Alert texts and the ECU Cares
phone line and website; mechanisms for reporting suspicious or concerning behavior; and tips students can take to protect themselves.

3.4.4 **Alcohol, Tobacco, & Other Drug Committee (ATOD):** The ATOD Committee is the campus taskforce whose mission is to reduce the ill effects of alcohol, tobacco, and other drugs on our campus. It is comprised of students, administration, faculty, and staff. The committee coordinates prevention, harm-reduction and educational messages on the ECU campus pertinent to alcohol and other drugs to foster a healthier environment. The ATOD Committee also is the group that examines the totality of our alcohol, tobacco, and other drug education on our campus and seeks to add campaigns or initiatives where gaps in prevention programming may be occurring.

3.4.5 **Healthy Pirates – Peer Health Educators:** A diverse group of students who are trained to teach fellow students about pertinent health issues in a positive, interactive and nonjudgmental manner. Topics range from alcohol and other drugs, smoking cessation, sexuality programming, nutrition, body image, eating disorders, stress management and more. Healthy Pirates provide patient education sessions; facilitate dynamic outreach programs; encourage physical, mental, and spiritual health; create informative awareness events; and promote community support to create a healthy campus culture.

3.4.6 **Title IX Advisory Council:** The Title IX Advisory Council works to monitor and evaluate Title IX compliance and issues of gender equity.

3.4.7 **The Committee on Sexual Misconduct Prevention:** Offers recommendations to improve awareness of the University’s sexual misconduct policies and procedures. The Committee also reviews the University’s prevention efforts and suggests programs and initiatives to enhance the campus climate.

3.4.8 **Alcohol, Tobacco, & Other Drug Committee (ATOD):** The ATOD Committee is the campus taskforce whose mission is to reduce the ill effects of alcohol, tobacco, and other drugs on our campus. It is comprised of students, administration, faculty, and staff. The committee coordinates prevention, harm-reduction and educational messages on the ECU campus pertinent to alcohol and other drugs to foster a healthier environment. The ATOD Committee also is the group that examines the totality of our alcohol, tobacco, and other drug education on our campus and seeks to add campaigns or initiatives where gaps in prevention programming may be occurring.

3.4.9 **The Chancellor’s Committee on the Status of Women:** This Committee works to improve the lives of women on campus and in the community through events, outreach, and engagement on and off campus. The Committee brings attention to the achievements and challenges that women at East Carolina University face daily.

3.4.10 **Safe Spring Break:** Each spring, this health fair event is held for students with vendor tables from various campus departments providing information and
resources before students leave for break. The goal is to provide students with these resources to encourage better decision making if students choose to go on a spring break trip.

3.4.11 COAD 1000 – First Year Seminar: This one credit hour course is designed for new students to ECU. The objective of the course is to help new student be successful in their first year of college and beyond. Topics covered in this course include understanding the transition from high school to college, student development and motivation, goal-setting, learning styles, memory development, listening skills, note-taking skills, study skills, test-taking skills, communication, critical-thinking skills, ECU academic rules and regulations, and career development issues. COAD 1000 is taught by academic advisors and student affairs educators trained in understanding college student development and the academic and social issues encountered by college students.

3.4.12 Health 1000 – Health in Modern Society: This two credit hour course – the oldest and largest required college personal health course in the United States – provides mostly incoming freshmen the information and skills they need to make informed decisions about leading healthier lives. The course covers mental, social, and physical health problems faced by children and adults in our society.

3.4.13 True Life: True Life is a face-to-face prevention educational session provided during summer Orientation covering topics including alcohol and other drugs, campus safety, sexual health issues, and diversity. Collaboration amongst Office of Student Transitions and First Year Program, Dean of Students office, Ledonia Wright Cultural Center, Student Recreation/Wellness Center, and the Center for Counseling and Student Development allows delivery of this interactive program to all incoming freshmen.

3.4.14 Sex Signals: A sexual assault prevention presentation required for athletes at ECU. The program focuses on sexual assault prevention, bystander intervention, alcohol and substance abuse, and hazing behaviors.

3.5 Risk Reduction

Risk reduction consists of options designed to decrease perpetration and bystander inaction and to increase empowerment in an effort to promote safety and to help individuals and communities address conditions that facilitate violence. The University’s specific risk reduction programs are:

3.5.1 Rape Aggression Defense R.A.D.: The ECU Police Department offers this free self-defense class to women within the University community. Rape Aggression Defense is a national program of realistic self-defense tactics and techniques taught for women regardless of their physical conditioning. R.A.D. provides students with knowledge to make an educated decision about personal defense, including information on physical and non-physical
options, as well as insight in the mindset of an attacker. This is a 12-hour course that consists of several sessions over four days.

3.5.2 **Resisting Aggression with Defense R.A.D.:** The ECU Police Department offers this free self-defense class to men within the University community. Resisting Aggression with Defense provides realistic self-defense options to men regardless of their level of physical conditioning. R.A.D. aims to empower men to make different decisions when confronted with aggressive behavior. The program provides students with knowledge to make an educated decision about personal defense, including information on physical and non-physical options, as well as insight in the mindset of an attacker. This is a 12-hour course that consists of several sessions over four days.

3.5.3 **LiveSafe Mobile Safety App:** LiveSafe helps students use their mobile devices to report suspicious activity to police through images, video and text messages. Designed to help students be and feel safer, the app uses GPS technology to link students who wish to walk from one place to another on campus and in surrounding areas with other trusted users. This app is free to ECU students.

3.5.4 **ECU Cares:** ECU Cares is a mechanism whereby members of the campus community can make reports of concerning behavior on campus, including acts of sexual misconduct or violence. This tool can be accessed online at www.ecu.edu/ecucares or by phone at (252) 737-5555.

3.5.5 **Emergency Blue-Light Phone System:** Emergency Blue-Light Phones have been strategically placed throughout the campuses of ECU for use in emergency situations. The phones are intended to increase the safety of the campus community and are a quick and easily accessible method of reporting crimes to the ECU Police Department.

3.5.6 **Safe Ride & Pirate Express Transportation:** The Safe Ride program provides “after hours” safe transportation home to any student that calls for this van service. Additionally, Pirate Express provides safe transportation to students in commuting to and from their off-campus apartment complexes to campus, as well as to popular retail and entertainment venues within the city. ECU Student Transit conducts these programs.

In addition, many of the University’s training, education, and prevention programs described elsewhere in this Appendix are designed, in part, to provide Students and Employees with risk reduction strategies.