

OFFENSE (Reported By Hierarchy)	YEAR	ON CAMPUS	NONCAMPUS	PUBLIC PROPERTY	TOTAL	RESIDENTIAL FACILITIES*	UNFOUNDED CRIMES**
	2016	0	0	0	0	N/A	0
Liquor Law Arrests	2018	0	0	0	0	N/A	0
	2017	0	0	0	0	N/A	0
	2016	1	0	0	1	N/A	0
Drug Law Arrests	2018	0	0	0	0	N/A	0
	2017	0	0	0	0	N/A	0
	2016	0	0	0	0	N/A	0
Weapons Law Arrests	2018	0	0	0	0	N/A	0
	2017	1	0	0	1	N/A	0
	2015	0	0	0	0	N/A	0
Liquor Law Violations Referred for Disciplinary Action	2018	0	0	0	0	N/A	0
	2017	0	0	0	0	N/A	0
	2016	0	0	0	0	N/A	0
Drug Law Violations Referred for Disciplinary Action	2018	0	0	0	0	N/A	0
	2017	0	0	0	0	N/A	0
	2016	0	0	0	0	N/A	0
Weapons Law Violations Referred for Disciplinary Action	2018	0	0	0	0	N/A	0
	2017	0	0	0	0	N/A	0
	2016	0	0	0	0	N/A	0
OFFENSE (Not Reported By Hierarchy)	YEAR	ON CAMPUS	NONCAMPUS	PUBLIC PROPERTY	TOTAL	RESIDENTIAL FACILITIES*	UNFOUNDED CRIMES**
Arson	2018	0	0	0	0	N/A	0
	2017	0	0	0	0	N/A	0
	2016	0	0	0	0	N/A	0
Domestic Violence	2018	0	0	0	0	N/A	0
	2017	0	0	0	0	N/A	0
	2016	0	0	0	0	N/A	0
Dating Violence	2018	0	0	0	0	N/A	0

OFFENSE (Reported By Hierarchy)	YEAR	ON CAMPUS	NONCAMPUS	PUBLIC PROPERTY	TOTAL	RESIDENTIAL FACILITIES*	UNFOUNDED CRIMES**
	2017	0	0	0	0	N/A	0
	2016	0	0	0	0	N/A	0
Stalking	2018	0	0	0		N/A	0
	2017	1	0	0	1	N/A	0
	2016	0	0	0	0	N/A	0

Hate Crimes:

There were no reported hate crimes for the years 2015, 2016 or 2017 on Kaua'i CC's campus.

X. SEX DISCRIMINATION AND GENDER-BASED VIOLENCE

A. Introduction

The University of Hawai'i, Kaua'i Community College (Kaua'i Community College) is committed to maintaining and promoting safe and respectful campus environments that are free from sex discrimination and gender-based violence. Members of the Kaua'i Community College community, guests and visitors have the right to be free from all forms of sex/gender harassment, discrimination and misconduct, which can include acts of sexual violence, sexual harassment, domestic violence, dating violence and stalking. All members of the campus community are expected to conduct themselves in a manner that does not infringe upon the rights of others.

Kaua'i Community College does not tolerate and prohibits sex discrimination and gender-based violence, including the crimes of sexual assault, domestic violence, dating violence, and stalking, under its sexual misconduct policy, Interim EP 1.204, Policy and Procedure on Sex Discrimination and Gender-Based Violence (EP 1.204). Please click here for EP 1.204: <https://www.hawaii.edu/policy/docs/temp/ep1.204.pdf> .

B. Policy

Sexual misconduct, including sexual harassment, sexual assault, sexual exploitation, domestic and dating violence, and stalking are violations of EP 1.204. A number of federal laws and regulations, including Title IX, the Violence Against Women Act, and the Clery Act mandate how institutions respond to such allegations. Many types of sexual misconduct also constitute violations of Hawai'i law.

Members of the campus community, guests, and visitors have a right to be free from sexual misconduct. The sexual misconduct policy, EP 1.204, is intended to define expectations for appropriate conduct, and outline resolution processes to address conduct that does not meet these expectations. When individuals accused of sexual misconduct are found to be in violation of the policy, Kaua'i Community College will impose serious sanctions, as will be explained further in this report.

All members of the campus community, guests and visitors are protected by EP1.204, regardless of their sexual orientation or gender identity. Kaua'i Community College has jurisdiction over conduct that occurs on Kaua'i Community College property and outside of Kaua'i Community College property if the conduct was in

connection with a Kaua'i Community College -sponsored program or activity, or if the conduct may have a continuing adverse effect or could create a hostile environment on campus. For more details on this policy, please visit the University of Hawaii System Office of Institutional Equity (OIE) webpage at <https://www.hawaii.edu/titleix/>.

While EP 1.204 utilizes different standards and definitions than Hawaii state law, sex discrimination and gender-based violence often overlap with the crimes of rape, sexual assault, sexual harassment, domestic violence, dating violence, and stalking. Individuals subjected to these behaviors are protected by state law, federal law, specifically, Title IX, and the Clery Act, which mandates the contents of this annual security report.

C. Violence Against Women Act (VAWA)

On March 7, 2013, President Obama signed a bill that strengthened and reauthorized the Violence Against Women Act (VAWA). Included in the bill were amendments to the Clery Act that afforded additional rights to campus individuals subjected to sexual violence, dating violence, domestic violence, and stalking. VAWA amended the Clery Act to require institutions to compile statistics for incidents of domestic violence, dating violence, sexual assault, and stalking, and to include certain policies, procedures, and programs pertaining to these incidents in their annual security reports (ASRs). The statute requires institutions to include this new information in the ASR beginning with the ASR that must be provided to students, employees, and prospective students and employees by October 1, 2014.

As stated above, Kaua'i Community College prohibits the crimes of domestic violence, dating violence, sexual assault and stalking (as defined by the Clery Act) and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the campus community. To that end, Kaua'i Community College issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault, and stalking, as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a campus official.

D. Education and Prevention Programs

In an effort to reduce the risk of gender-based violence, as well as the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, and domestic violence occurring among its students, Kaua'i Community College utilizes a range of campaigns, strategies, and initiatives. It is the policy of Kaua'i Community College to offer programming to identify and prevent domestic violence, dating violence, sexual assault, and stalking each year.

Kaua'i Community College's programming efforts include, but are not limited to:

Online Training for Students and Employees.

Students and employees at Kaua'i Community College are provided access to online training.

Students are offered the opportunity to take *UH CampusClarity Online Student Training Program on Sex-Discrimination and Gender-Based Violence* ("CampusClarity"). *CampusClarity* is an educational tool for students to learn about sex-discrimination, gender-based violence, and the rights and resources available to them on the campus and in the community. The curriculum covers Title IX, VAWA and relevant Hawaii State law. The training establishes standards for what constitutes sexual violence and how to respond to

problematic situations. Because these problems occur on both an intimate and institutional level, the training takes a look at these issues from a personal and academic lens. There are four parts to the training:

- Part I – Foundations: Looks at the big picture and pinpoints the roots of the problem.
- Part II – Academic Life: Teaches skills to create and maintain a supportive environment.
- Part III – Personal Life: Teaches how to identify abusive relationships and sexual violence.
- Part IV – Taking Action: Explore practical strategies to do something about sexual misconduct.

For more information on *CampusClarity* please visit: <https://www.hawaii.edu/titleix/documents/7619/>.

New employees are required to participate in, and current employees are strongly encouraged to participate in, the online training *Intersections: Anti-Harassment – Title VII – Title IX – VAWA Section 304* (“*Intersections*”). *Intersections* trains employees to recognize, prevent, and respond to workplace harassment and discrimination based on “protected characteristics.” The course also helps employees address inappropriate behavior before it creates a “hostile work environment” by giving employees the skills necessary to reduce potential legal risks by recognizing and addressing abusive behavior and other misconduct, including microaggressions and unconscious bias, that may lead to workplace bullying or hostility, reducing productivity and creativity. *Intersections* invites employees to consider the nature of harassment and discrimination, and provides practical tips on creating a safe, inclusive environment for work, including safe and positive options for bystander intervention.

- Part I provides employees with a learning experience that is driven by narratives and immersive interactions. These interactive exercises engage employees with realistic situations and tasks, and cover all aspects of an employee’s role in promoting a harassment and discrimination free workplace.
- In Part II: Protecting Students, employees are trained in how to identify and report sexual and interpersonal misconduct against students, covering awareness and prevention subjects required by Section 304(a)(5) of the Violence Against Women Reauthorization Act of 2013 (known as the “Campus SaVE Act”), as well as Title IX of the Education Amendments Act of 1972. In addition, as required by the Campus SaVE Act, the course includes summaries of the legal definitions of consent, sexual assault, domestic violence, dating violence, and stalking, and provides copies of the relevant statutes for Hawaii.

For information on *Intersections*, please visit: <https://www.hawaii.edu/titleix/training/>.

In Person Training

In person trainings included:

- Title IX training provided to faculty, staff, new employees, peer mentors and student ambassadors, and new students
- Safe-Zone training for faculty, staff, and students

Awareness programs.

“Awareness programs” refer to programs, campaigns, or initiatives that increase audience knowledge of the issues of sexual assault, domestic violence, dating violence and stalking share information and resources to prevent interpersonal violence, promote safety, and reduce perpetration. These types of programs, which can include tabling and distribution of information, are offered to all students and employees to promote awareness of rape, domestic violence, dating violence, and stalking. Kaua‘i Community College’s “PAU

Violence Kaua'i" committee, whose mission is to promote the prevention, awareness, and understanding of violence through education both on campus and in the community, offers educational events and campaigns throughout the year. The PAU Violence committee works to provide awareness and education that will create a culture of respect on campus by engaging students and members of the campus community in critical conversations about what we can all do to prevent interpersonal violence and intervene when it happens.

Below are examples of some programs held in 2018-2019:

- Tabling by PAU Violence at RESPECT week, campus Club Day, Coming Out Day, campus Health & Wellness Fair, Rise of the Wahine film showing
- Bring in the Bystander presentation and discussion
- Clothesline Project (A visual display dedicated to raising awareness about the reality of violence in our society, composed of t-shirts created by survivors of violence, or in honor of someone who has experienced violence)
- "Two Kinds of Love" video presentation and discussion
- Red Flag Campaign tabling event where students are invited to write messages about red flags in relationships and display them. (The Red Flag Campaign uses a bystander intervention strategy to address and prevent sexual assault, dating violence, and stalking on college campuses. The campaign encourages friends and other campus community members to say something when they see warning signs ("red flags") for sexual assault, dating violence, or stalking in a friend's relationship. The Campaign is a project of the Virginia Sexual and Domestic Violence Action Alliance, and was created by college students, college personnel, and community victim advocates.)
- SHOTS film screening and discussion ("SHOTS" film by the Sex Abuse Treatment Center explores the intersection between alcohol and sexual assault)
- PAU promotion of Sexual Assault Prevention Awareness - National Denim Day

In preparing these programs, Kaua'i Community College makes a conscientious effort to ensure that the contents of the material:

- Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness, or outcome; and
- Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Kaua'i Community College also has the following resources available to students and employees:

- Kaua'i Community Resource Card – contains contact information for resources within Kaua'i Community College and off campus in the community for counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services. View the card at https://www.kauai.hawaii.edu/sites/www.kauai.hawaii.edu/files/pdf/Other/resource_card018.pdf.
- Title IX Resource Guide for Students on Sexual Misconduct: Campus Policies, Procedures and Victim Services. View the guide at <http://uhcc.hawaii.edu/titleIX/docs/TitleIXBrochure.pdf>.

E. Risk Reduction

Awareness and Prevention

Sexual misconduct and other forms of gender violence can affect anyone and is never the fault of the victim. Those who commit sexual misconduct are responsible for their actions. Kaua'i Community College provides

the following suggestions to increase awareness and reduce instances of sexual misconduct.

Awareness & Prevention for Intimate Partner Violence, Stalking, Sexual Harassment, and Sexual Violence

- Look out for your friends, and ask them to look out for you. Respect them and ask them to respect you, but be willing to challenge each other about high-risk choices.
- Alcohol and drugs can be used as a tool to gain control over an intoxicated person. Don't accept drinks from strangers and don't leave your drinks unattended.
- Don't take advantage of someone who may be under the influence of drugs or alcohol. Others' loss of control does not put you in control.
- Individuals have a right to set boundaries and limitations in their intimate experiences and relationships. Consent is required each and every time. If a potential partner says "no," accept it and don't push. If you want a "yes," ask for it, and don't proceed without clear permission.
- Know the signs of isolating and controlling behavior. Healthy relationships consist of honesty, respect, trust, equality, and shared responsibility. Violence in a relationship is never deserved.
- Show your potential partner respect if you are in a position of initiating sexual behavior.
- Clearly communicate your intentions to your potential sexual partners. Make sure you understand their intentions and/or boundaries before you proceed. If you are unsure what's OK in any interaction, ask.
- Understand that consent to one type of sexual behavior does not automatically grant consent to other types of sexual behaviors. If you are unsure, stop and ask.
- Avoid ambiguity. Don't assume you have consent, regardless of whether someone is attracted to you, of how far you can go with that person, or if the individual is physically and mentally able to consent. If you have questions or are unclear, you don't have consent.
- Someone's silence or passivity is not consent. Pay attention to verbal and non-verbal signals to avoid misreading intentions.
- Be on the lookout for mixed messages. That should be a clear indication to stop and talk about what your potential partner wants or doesn't want to happen. That person may be undecided about how far to go with you, or you may have misread a previous signal.
- Respect the timeline for sexual behaviors with which others are comfortable, and understand that they are entitled to change their minds.
- Even if you don't think you are intimidating in any way, your potential partner may be intimidated by or fearful of you, perhaps because of your sex, physical size, or a position of power or authority you may hold.
- Understand that exerting power and control over another through sex is unacceptable conduct.

It's always ok to ask for help. There are resources on campus and in the community that are there to assist you whether you are concerned about an incident that happened to you or a friend, the safety of your relationship, or your own choices and behaviors.

Bystander Intervention

Most people want to be engaged bystanders and help in difficult or uncomfortable situations, but incorrectly assume someone else will take action. This section addresses how to be an active bystander and properly assist in a problematic situation.

What is Bystander Intervention?

Bystander Intervention is a strategy based on the likelihood of individuals or groups willing to address a situation they believe is problematic. It is often used to address various types of violence, such as bullying,

