A WORD FROM SAFECAMPUS

Last June, amidst the chaos and uncertainty of the pandemic, I sat down to write a retrospective of SafeCampus during 2019. What I couldn't have imagined at the time was that the UW would still be operating nearly entirely remotely a full year later. Against a backdrop of overflowing hospitals, a rising death toll, job loss on a mass scale, and the isolating nature of life under shutdown, SafeCampus was able to support our community. I am so proud that the team pulled together to continue providing trauma-informed response, coordinating safety planning efforts, partnering on new projects & initiatives, and providing live virtual training for our community.

During this time, SafeCampus saw an 83% increase in calls involving “missing” or unresponsive UW community members. We developed new protocols around gathering information and evaluating risk. Although we did not see an increase in the overall number of calls related to suicide (around 10-12% of all calls for the past three years), the calls we received posed a higher risk for imminent suicidal action. This increase in severity prompted the team to develop methods of providing comprehensive support for individuals experiencing suicide ideation.

In addition to the uncertainty and tragedy of the pandemic, this year involved unrest as the country contended with George Floyd's murder and the realities of institutional racism. These dynamics gave rise to a new dialogue about the welfare check process, and how to balance the need to intervene to prevent violence with the reality that interventions involving the police make some members of our community feel unsafe. SafeCampus has taken a leadership role in coordinating voices, perspectives and expertise across all of our campuses to ensure that UW's violence response approach involves alternatives to the police.

The pandemic also impacted the prevention side of SafeCampus' work. Both SafeCampus and the Empowering Prevention and Inclusive Communities (EPIC) program it oversees pivoted to live virtual training via Zoom within a month of the pandemic beginning. Not only did we reach more people than in previous years, but participants shared that being able to ask anonymous questions allowed them to get direct answers to more personal questions because of the relative privacy of the remote context. In the process of adapting to the remote context, the training we provided became an even more trauma-informed, accessible, and equitable experience.

Working remotely also afforded the team to broaden our expertise. Whereas previously, financial restrictions would have severely limited the number of conferences an employee could attend, remote work enabled the entire team to cultivate new skills. Team members attended several national conferences and workshops: Association of Threat Assessment Professionals (ATAP), Institution for Research on Male Supremacism, and EndTAB, an organization invested in ending tech-enabled abuse. SafeCampus has particularly grown in its capacity to assist callers in improving their online digital safety and has benefited considerably from its partnership with the Chief Information Security Officer (CISO) office.

SafeCampus was able to weather these uncertainties despite experiencing nearly complete staff turnover. In 2020, SafeCampus hired three FTEs, 2 academic student employees for the EPIC program, and two additional Master’s students to support the SafeCampus helpline. We have managed these changes while being able to maintain the same commitment to quality threat assessment and prevention that has long characterized the SafeCampus approach. The necessity of remotely onboarding these new employees pushed the SafeCampus team to become even more intentional and systematic in its onboarding processes, resulting in an even more cohesive, skilled, and supportive team. I am exceptionally proud and in awe of the ways the team has continued to show up with deep love for our community!

Gillian Wickwire, CTM
Certified Threat Manager
Manager of SafeCampus
2020 TAKEAWAYS AND ANALYSES

Patterns and trends in incidents.
> October consistently marks an increase in number of incidents for SafeCampus. This was true for incidents overall (pg. 4) as well as for Title IX incidents (pg. 12.)
> Many factors contribute to this pattern. This uptick corresponds with the high volume of SafeCampus trainings offered at this time of year in coordination with a substantial communications push made by the SafeCampus team.
> It also corresponds with research documenting that the first six weeks of the semester are the most dangerous time for sexual assault, a period referred to as the “red zone.”

Patterns and trends in who SafeCampus reaches.
> SafeCampus has proven to be a key resource for the staff of the UW community. Most people who report incidents to SafeCampus are staff, and more than a quarter of the incidents SafeCampus handles involve staff (pg. 6).
> Although undergraduate students make up only 9% of the people who report incidents to SafeCampus, they make up 38% of the people experiencing a concern in the incidents SafeCampus handles (pg. 6). Suggesting SafeCampus plays an important role in helping staff feel equipped to make the university a safe place for its students.
> 74% of the people who reached out to SafeCampus about a Title IX call were third-party callers, rather than the impacted individual, speaking to the fact that calling SafeCampus is one method members of the UW community are active bystanders and sources of support for each other.

Intimate partner violence and domestic violence (IPV/DV) and the role of SafeCampus.
> Since May 2016, SafeCampus has served as the main intake point for Title IX concerns.
> In 2020, IPV/DV were the highest Title IX incident subtypes reported to SafeCampus, followed by stalking (pg. 13).
> The categories of violent incidents that occurred (“violence actual”) and concern that violent incidents might occur (“violence concerns”) were incidents involving a personal relationship (pg. 10) which usually refer to IPV/DV.
> This speaks to the crucial role that preventing gender-based violence must play in reducing overall violence for the UW community.
INCIDENTS
Incidents: The count of new incidents reported during the month (does not include ongoing incidents reported from previous timeframes.)

Incidents: Yearly Comparison

Months with Highest Incidents in 2020

INCIDENTS
Incidents: The count of new incidents reported monthly (does not include ongoing incidents reported from previous timeframes.)

<table>
<thead>
<tr>
<th>Month</th>
<th>Jan</th>
<th>Feb</th>
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<td>89</td>
<td>109</td>
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<td>79</td>
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<td>50</td>
<td>42</td>
<td>83</td>
<td>86</td>
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INCIENDENTS: VPATS
Assessments/Violence Prevention Assessment Team Meeting (VPAT): An assessment is organized by SafeCampus and involves multidisciplinary campus partners and appropriate UW departments to coordinate a response plan to an incident. VPAT meetings can indicate incidents with a high level of complexity and/or impacting multiple groups or departments.

Assessments (VPAT): Yearly Comparison

<table>
<thead>
<tr>
<th>Year</th>
<th>Reporting Individual</th>
<th>Person Experiencing Concern</th>
<th>Person Causing Concern</th>
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<tbody>
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<td>24</td>
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<td>6</td>
<td>43</td>
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<td>15</td>
<td>46</td>
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<td>146</td>
<td>302</td>
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<td>21</td>
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<td>22</td>
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<tr>
<td></td>
<td>52</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>1</td>
<td>1</td>
<td>6</td>
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</tbody>
</table>

INCIENDENTS: AFFILIATION
Affiliation: SafeCampus consults with anyone associated with the UW community. The chart below reflects the count of individuals who reported, the individuals who were impacted, and the individuals who caused concern.

<table>
<thead>
<tr>
<th>Affiliation</th>
<th>Reporting Individual</th>
<th>Person Experiencing Concern</th>
<th>Person Causing Concern</th>
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</thead>
<tbody>
<tr>
<td>Public</td>
<td>57</td>
<td>24</td>
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<tr>
<td>Public (Patient)</td>
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<tr>
<td>Public (Personal Relationship)</td>
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<td>6</td>
<td>43</td>
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<tr>
<td>Public (Previous UW Affiliation)</td>
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<tr>
<td>UW Faculty – Non-Supervisor</td>
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</tr>
<tr>
<td>UW Faculty - Supervisor</td>
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</tr>
<tr>
<td>UW Staff - Non-Supervisor</td>
<td>227</td>
<td>101</td>
<td>93</td>
</tr>
<tr>
<td>UW Staff - Supervisor</td>
<td>246</td>
<td>25</td>
<td>20</td>
</tr>
<tr>
<td>UW Undergraduate Student</td>
<td>66</td>
<td>146</td>
<td>302</td>
</tr>
<tr>
<td>UW Undergraduate Student Employee</td>
<td>21</td>
<td>32</td>
<td>22</td>
</tr>
<tr>
<td>VPRP Partner</td>
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<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>1</td>
<td>6</td>
</tr>
</tbody>
</table>
INCIDENTS: AFFILIATION

Affiliation: SafeCampus consults with anyone associated with the UW community. The below charts are the percentages of individuals who called SafeCampus, the individuals experiencing the concern, and the individuals who causing the concern.

Affiliation: Reporting Party

Staff: 54%
Faculty: 19%
Undergraduate Students: 9%
Graduate Students: 6%
Public or Unknown: 12%

Affiliation: Person Experiencing Concern

Undergraduate Students: 38%
Graduate Students: 13%
Public or Unknown: 13%
Staff: 27%
Faculty: 9%

Affiliation: Person Causing Concern

Undergraduate Students: 38%
Graduate Students: 11%
Public or Unknown: 35%
Staff: 13%
Faculty: 3%
SCENARIO:

Alex, a graduate student, calls SafeCampus because he is concerned about Kyle, another graduate student in the same program. While Kyle is usually very diligent and successful academically, he recently stopped showing up for group work for one of the core classes of their program. Alex is also friends with Kyle on social media and has seen Kyle posting status updates about feeling hopeless and not seeing the point of continuing anymore.

IN TAKE

A Violence Prevention and Response Specialist gathers information about suicide risk factors, warning signs, and protective factors to determine severity and urgency.

PROVIDE RESOURCE

Kyle is referred to the Suicide Intervention Program (SIP) through LiveWell. Alex also receives supportive resources for himself such as Mental Health Resources and MySSP.

CARE & CONSULTING

SafeCampus coaches Alex on supportive strategies and asks him to call back should risk increase.
INCIDENTS

Behaviors of Concern 569
Information 107
Violence - Concerns 104
Suicide - Concerns 95
Violence - Actual 91

INCIDENTS: BEHAVIORS OF CONCERN
This graph shows the detailed subcategories within Behaviors of Concern.

Stress in Personal/Academic Life 116
Decline in Performance/Attendance 94
Unwanted Contact (Non Relationship) 78
Belligerence, Intimidation, Conflicts 61
Cognition or Reality Perception Concerns 50
Stalking Behavior 38
Suspicious Activity 34
Personal Relationship 27
Workplace Conduct 23
Interpersonal Conflict (Non-Relationship) 16
Academic Conduct 11
Other 8
Blaming Others 6
Overreaction to Situations 4
Perceiving Disgrace or Loss of Options 3

Decline in Performance/Attendance % of Total Incidents

2018 4.9%
2019 5.3%
2020 9.7%
SCENARIO:

Taylor, a professor, calls SafeCampus to consult about an experience online. Taylor teaches a class about environmental justice, and during lectures, a student comments in the chat repeatedly there is not a consensus about climate change in the scientific community. Taylor refutes the argument before continuing with the lecture. That night, Taylor finds their inbox is flooded with emails from addresses like “prof.taylor.sux@yahoo.com.” The next day, Taylor finds out the department’s voicemail is full of messages about why Taylor should be fired. There is also a deluge of angry and insulting tweets from people Taylor does not know, decrying Taylor as a liberal and insulting Taylor’s research.

INTAKE
Violence Prevention and Response Specialist gathers information about whether this coincides with public appearances, media interviews, and/or publications.

PROVIDE RESOURCE
Refers to online data removal guides and harassment response toolkits. Assesses Taylor’s web presence, tech safety, and privacy settings. Refers Taylor to CareLink for help in coping with stress.

CARE & CONSULTING
Provides information about the Campus Advocate, should specialized stalking safety planning become necessary.
INCIDENTS: VIOLENCE ACTUAL & CONCERNS

In 2015 SafeCampus became the UW's designated central point for concerns about suicide-related behavior. *The below tables do not reflect incidents of death by suicide, see the violence actual graph for this information.

Suicide Concerns: Impacted Person

- Student: 85%
- Faculty/Staff: 9%
- Unknown Identity: 5%
- Public: 1%

Suicide Concerns: 2020

- 2018: 123
- 2019: 147
- 2020: 95

Violence Concerns/Actual % of Total Incidents

- Personal Relationship: 88%
- Unwanted Contact (Non-Relationship): 59%
- Belligerence, Intimidation, Conflict with Others: 28%
- Suspicious Activity: 13%
- Workplace Conduct: 3%
- Academic Conduct: 1%
- Suicide: 1%
SCENARIO:

Jamie calls SafeCampus to consult about Sam, an employee Jamie supervises. Sam frequently misses important deadlines, and because Sam reacts harshly to criticism, his past managers have avoided interacting with him. One day, Sam misses a deadline and Jamie reprimands him; Sam responds angrily and raises his voice. Later that day, Sam updates his social media status saying he wants to teach some people a lesson; though he didn’t mention her by name, Jamie sees from the timestamp of the post at about five minutes after they had the conversation about his performance. During a meeting later in the day when Jamie needs Sam to screen share, he mistakenly shares a website page with guns and weapons for sale.

A Violence Prevention and Response Specialist gathers information about the duration of Sam’s behavior, the people it has impacted, its effect on the climate of the workplace. As well as information about relevant stabilizers and buffers in Sam’s life.

CARE & CONSULTING

Convenes a Violence Prevention Assessment Team (VPAT) meeting around crisis points. Connects other people who were impacted with HR.

PROVIDE RESOURCE

Provides CareLink referrals for those impacted. Encourages anyone who feels scared to call SafeCampus to share their experience and safety concerns. Provides safety planning to anyone impacted.

INTAKE

A Violence Prevention and Response Specialist gathers information about the duration of Sam’s behavior, the people it has impacted, its effect on the climate of the workplace. As well as information about relevant stabilizers and buffers in Sam’s life.
INCIDENTS: TITLE IX

In 2016 SafeCampus became the UW's intake point for Title IX Sexual Misconduct incidents. SafeCampus had a soft-launch of this process in May 2016*.

![Graph showing Title IX Incidents by Month/Year]

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<tr>
<th>Year</th>
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</table>
INCIDENTS: TITLE IX

2020 TITLE IX INCIDENT SUBTYPE
Some incidents fall under 2 subtype categories

- IPV / DV: 84 incidents
- Stalking: 75 incidents
- Sexual Assault: 50 incidents
- Sexual Harassment: 48 incidents
- Other: 11* incidents
- Retaliation: 10 incidents
- Discrimination (other): 9 incidents
- Sexual Exploitation: 7 incidents
- Indecent Exposure: 5 incidents

*not enough information

MAY 2016 – DEC 2020 TITLE IX INCIDENT SUBTYPE
Some incidents fall under 2 subtype categories

- Stalking: 356 incidents
- IPV/DV: 350 incidents
- Sexual Assault: 254 incidents
- Sexual Harassment: 222 incidents
- Discrimination (other): 30 incidents
- Retaliation: 26 incidents
- Other: 24 incidents
- Sexual Exploitation: 19 incidents
- Indecent Exposure: 14 incidents
INCIDENTS: TITLE IX AFFILIATION

2020: Impacted Individual

- Employee or Other: 33%
- Student: 67%

2020: Individual Causing Concern

- Employee, Public, or Unknown: 71%
- Student: 29%

2020: Who Reached Out

- Third Party: 74%
- Impacted Individual: 26%

May 2016 – Dec 2020:

- Impacted Individual
  - Employee or Other: 31%
  - Student: 69%

- Individual Causing Concern
  - Employee, Public, or Unknown: 66%
  - Student: 34%

- Who Reached Out
  - Third Party: 76%
  - Impacted Individual: 24%
**SCENARIO:**

Ava, a professor, calls SafeCampus to consult about a situation involving Ji-Woo and Oliver, two students in her class. At the beginning of the quarter, Ji-Woo participated frequently in class, but midway through the quarter, she stopped participating entirely and turned off her camera. When Ava assigned a group project, Ji-Woo asked not to be in a group with Oliver. When Ava asked why, Ji-Woo shared about several sexually harassing comments Oliver has made toward her, as well as suggestive pictures he sent to her.

**INTAKE**

Violence Prevention and Response Specialists gather information about how long and on which platforms harassing comments have been occurring. The team looks through a database and finds records of other complaints about Oliver.

**PROVIDE RESOURCE**

Sends *Know Your Rights* to Ji-Woo, along with information about other resources. Refer Ji-Woo to a Confidential Advocate, with an assurance that using the advocate is optional.

**CARE & CONSULTING**

Safety plans with Ji-Woo. Works with the professor to help make the class safe for Ji-Woo. Convene Title IX CAT for long-term support, strategizing, and possible accountability measures.
Prevention Education: In-person trainings to students, faculty, and staff on how to prevent and respond to violence and harm at UW. SafeCampus offers three main types of trainings:

- **Violence Prevention and Response (VPR)**: For all UW community members. Warning signs of potential violence, response options, resources, & bystander strategies.
- **Building Healthy Workplaces (BHW)**: For staff, faculty, and student employees. Prevention strategies to create healthy academic or work cultures and support colleagues.
- **Empowering Prevention & Inclusive Communities (EPIC)**: Designed by and for Academic Student Employees. To build healthy workplace cultures and prevent and respond to sexual harassment.

### 2020 PREVENTION EDUCATION

Report does not include EPIC training numbers or outcomes. To read the EPIC annual report visit: [washington.edu/safecampus/epic-program/](http://washington.edu/safecampus/epic-program/).

**Trainings Conducted**: 62

**Trainings Attendees**: 3,456

**Types of Trainings**:

- **VPR**: 33
- **BHW**: 12
- **Other**: 17

**Attendance by Training Type**:

- **VPR**: 2,641
- **BHW**: 538
- **Other**: 327
- **Total**: 3,456
2020 PREVENTION OUTCOMES

Percentage of participants who are aware of a student or co-worker who has experienced sexual harassment, relationship violence, or stalking.

Yes, 66%  No, 34%

97% said they feel they have a role to play in preventing violence at the UW.

2020 Collaborations with Departments & Programs

- School of Environmental & Forest Sciences
- Electrical & Computer Engineering
- Office of Fraternity & Sorority Life
- HR TTM
- Department of Family Medicine
- University Advancement
- Comparative Medicine
- UW Medicine
- UW Tech Talks
- Burke Museum
- Tacoma Faculty Affairs Executive Council
- Earth & Space Sciences
- APEX Summer Program
- School of Dentistry
- IHME
- College of Engineering – Chemical Engineering
- NOAA
- Biomedical Research Programs
- New Faculty – Tacoma
- Graduate & Professional Student Senate
- Chemistry Graduate Program
- Biology Department
- Associated Students of UW
- Students of UW School of Public Health
- College of the Environment
2020 PREVENTION OUTCOMES

VPR: Participants who are likely to call SafeCampus about concerns for themselves or others:

- Before Training: 47%
- After Training: 95%

VPR: Participants who are likely to notice behaviors of concern:

- Before Training: 18%
- After Training: 84%

BHW: Participants who are likely to identify sexual harassment and discrimination:

- Before Training: 67%
- After Training: 96%

BHW: Participants who are likely to intervene when they witness an action that could be discrimination or sexual harassment:

- Before Training: 38%
- After Training: 89%