

Confidential Resource Providers: Incorporating Victim Advocacy in Trauma- Informed Systems

June 8, 2023

Lindy Aldrich



LADDER CONSULTING LLC

Lindy Aldrich, Esq.

Founder, Ladder Consulting
Aldrich@ladderconsulting.net
857-203-1488



LADDER CONSULTING LLC



What will we discuss today?



Campus Safety Act



How Victim Advocates Fit Within A Trauma Informed System



Importance of Privilege



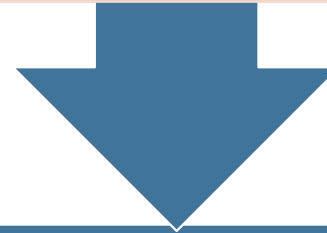
Advocacy Frameworks to Consider



Campus Safety Act

Act Relative to Sexual Violence on Higher Education
Campuses

Passed in January 2021



Requires every campus to designate a Confidential
Resource Provider ("CRP")

Requirements of the CRP

- Provides services to students and employees
- May have another role at the IHE
 - Cannot be a student, Title IX Coordinator, or a Responsible Employee
- Privileged position, but other confidential positions on campus can exist alongside this resource
- IHE with less than 1,000 students can partner with other small campuses to share an advocate
- CRPs must be trained in awareness and prevention of sexual misconduct and trauma-informed response
- CRP must coordinate with appropriate IHE personnel to arrange for supportive measures
- Cannot provide services to responding party

CRPs Must Inform Students & Employees

- Reporting options and effects of each option
- Counseling options on and off campus
- Medical and health services on and off campus
- Supportive measures
- Information on the IHE disciplinary process
- Information on the criminal justice process
- Rights regarding protection orders, no contact orders

But What Problem Are CRPs Solving?



LADDER CONSULTING LLC



Trauma Informed Approach



Understanding Impact of Trauma on the Individual

Individual

Neurobiology of Trauma

Stereotypes Change the Narrative

Culture and Identity Impact on Reporting



LADDER CONSULTING LLC



Community

Systemic Trauma Informed Response

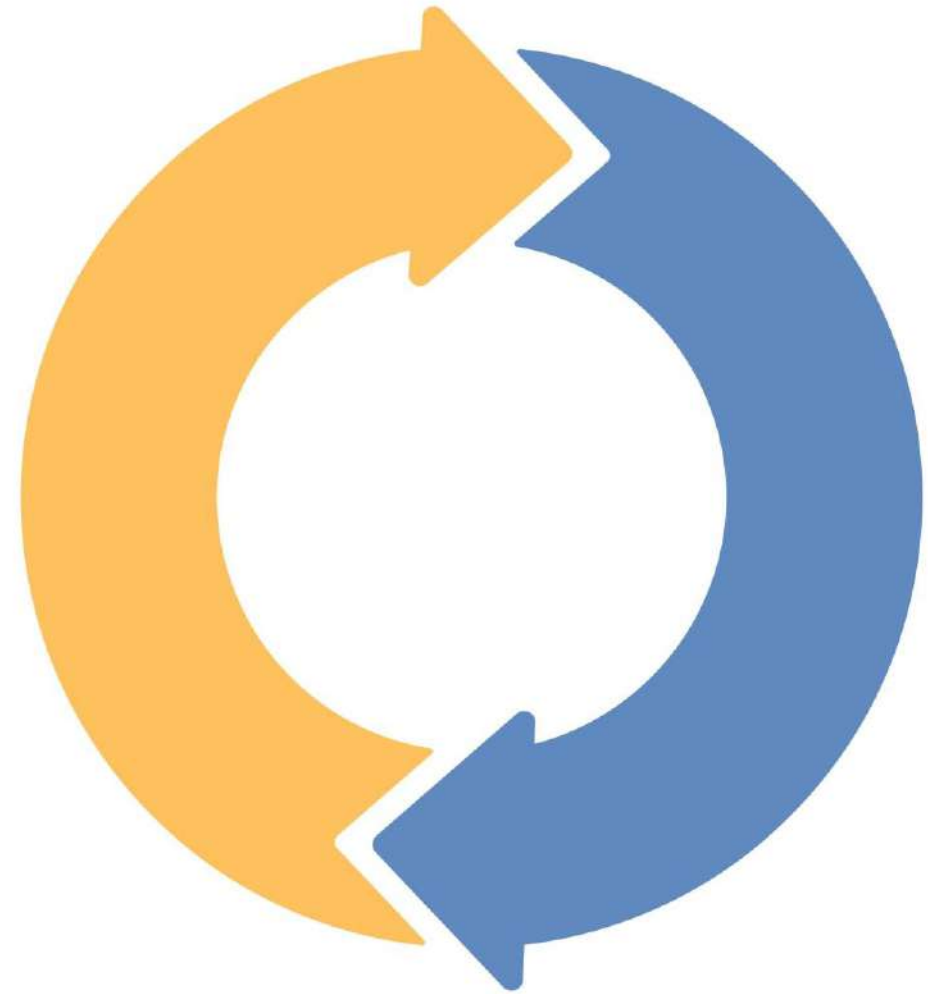


Trauma Informed Community Approach

Serves the entire community

Dictated by Institutional Values
"What you hold sacred"

System must meet YOUR needs





Social Capital

Perception =
Reality

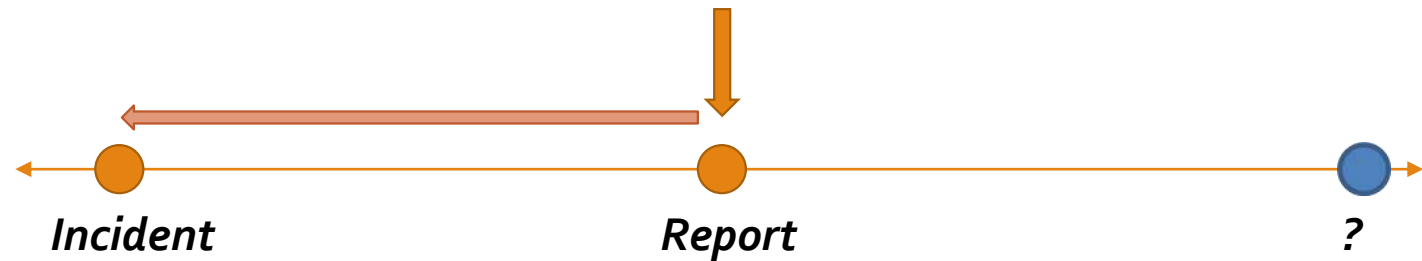


*With or
Without You*
by Domenica
Ruta

“The only problem is I don’t sleep much, and when I do I have horrible nightmares. Some mornings it’s hard to shake them off. ... A succession of these restless nights makes me loopy and paranoid. Afraid of the sounds coming from the air vents in my bedroom, afraid of the car pulling up outside. ... I need to take a shower, but I’m afraid to take off my clothes. Even with the door double-bolted, the windows locked, the shades drawn, it feels too dangerous... My only objective is : *Take a shower.*” (page 214)



Response Starts Before the Report



- On-going prevention
- Advocacy services
- Culturally specific services
- Employee training
- Supportive measures
- Safety planning
- Communicating to community

- Disciplinary procedure
- Training of boards
- Supportive measures
- No Contact Orders
- Sanction

Climbing the Mountain



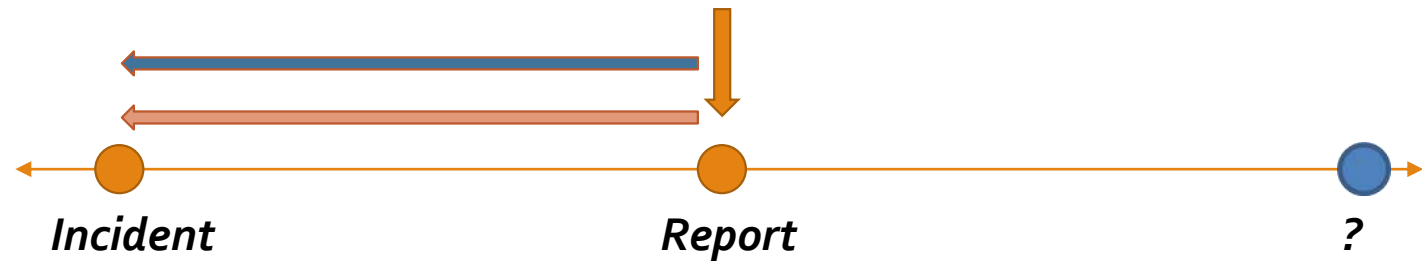
Maslow's hierarchy of needs

A group of young women are sitting outdoors, engaged in conversation. The woman in the center is wearing a light blue denim shirt and green overalls, looking towards the right. To her left, a woman with purple hair and a green bandana is also looking right. In the foreground, the back of a woman's head and shoulders is visible, wearing a red patterned top. Another woman in a green floral top is partially visible on the right. The background is a blurred outdoor setting.

Trauma-Informed Systems Meet Population Needs



Response Starts Before the Report



- On-going prevention
- Advocacy services
- Culturally specific services
- Employee training
- Supportive measures
- Safety planning
- Communicating to community

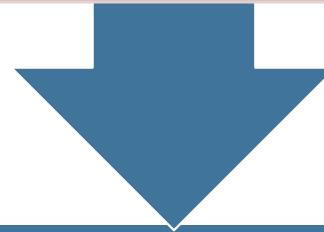
- Disciplinary procedure
- Training of boards
- Supportive measures
- No Contact Orders
- Sanction



Campus Advocates

Resource Sharing and Process Navigators

Help link survivor to the right resources and
get information



Not all survivors identify as sexual assault
or domestic violence victims or needing
mental health counseling



Importance of Campus-Based Advocates



Crucial Sources of Information



Prime Position to Identify Campus Needs



Subject Matter Experts



Different Skills Sets than Other Departments

Building a Culture of Support



Privacy is #1 Victim Concern

- Advocate confidentiality is critical
 - Understanding barriers to communication with internal departments
 - Not just Title IX but General Counsel, Athletics, Residence Life, Advisor, etc.

Explaining Privilege



CLOSET



LOCK BOX
WITH KEY



SAFE

CRPs Provide Privilege to Students and Employees

- Cannot disclose information without prior written consent of the student/employee experiencing harm
 - Information means any communications gathered during the relationship such as notes, email, texts, or conversation
- Information provided to the CRP does not constitute actual or constructive notice to the IHE for Title IX purposes
- Not discoverable in a criminal or civil proceeding
 - If you're sued, you cannot access information through the CRP without consent of reporting party
 - Unless required by state or federal law
 - i.e., Mandatory Reporting for minors

Examples of Advocacy Frameworks



Advocacy Considerations

- Set realistic expectations for coverage
- Support and supervision
- Strong partnerships with community providers



Common On Campus Advocacy Location/ Frameworks

Stand Alone Anti-Violence Program

Housed within Wellness Office

Housed within Counseling Office

Single Advocate Space with Outside Supervision



Campus Safety or Title IX Office

What
Locations Are
Complicated
for Advocates?

No confidentiality – likely to require
advocate to report

Unwillingness to speak with either
department



Working with Community Providers

- Expertise not on campus
- Services/resources not available on campus
 - Even if services DO exist, off-campus should be a choice
- Training for staff
- CRP training
- Provide community partner employee as the CRP



Thank You!

Aldrich@ladderconsulting.net

857-203-1488

www.ladderconsulting.net