



**WILLIAM & MARY**

CHARTERED 1693

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**Fraternity/Sorority Life  
Task Force on Sexual Assault  
and Harassment Prevention:  
Final Recommendations**

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April 21, 2016

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## Introduction

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On September 10, 2015, the *Final Report of the William & Mary Task Force on Preventing Sexual Assault and Harassment* was released. This Task Force, comprised of students, faculty, and staff from across the university, worked to understand this issue and make recommendations for the College to implement to help address this critical issue. This report highlights that members of the Fraternity and Sorority community are experiencing acts of sexual misconduct at higher rates than unaffiliated students. Following the release of this report, the Fraternity and Sorority community convened their own task force.

The task force members came from a variety of chapters and knowledge backgrounds. This group served to bring together community voices, review the findings of the *Final Report: William & Mary Task Force on the Prevention of Sexual Assault and Harassment*, collect further community-specific information, and develop an action plan with recommendations to improve the experience of our members around this issue. The members of this task force came together around the idea that as fraternity men and sorority women, they have an opportunity and a responsibility to lead the way in responding to and improving the environment of sexual assault and harassment not only within our community, but on the whole William & Mary campus.

The resources at our disposal, including our talented and passionate members, our leadership development and promotion, and our direct support from and communication with the College administration, give us an opportunity to create significant and meaningful change. Over the past seven months, this group came together around these ideas and goals and worked towards creating a strategic plan. The group approached the work deliberately and with purpose.

These recommendations are both short-term and long-term in their aims, and work to create sustained change within our community to improve upon this issue for all members. This is a strong community that people call their family, and the collective community will continue to work to make the fraternity/sorority experience the best for our members.

## **The Process**

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The task force met regularly throughout the 2015-2016 academic year. This group identified three areas in which to focus our efforts to effectively address this overall issue: Prevention Education, Survivor Support, and the Environment/Climate of this issue within our community. Upon the end of the fall semester, the group formed three subcommittees consisting of the original members and additional community members whom were invited to join the effort. Each subcommittee focused on one of the previously mentioned areas and was led by one of the task force co-chairs. To kick off the start of the spring 2016 semester, the task force held an extended retreat. Throughout the spring semester, the subcommittees developed recommendations specific to their assigned focus area. There is overlap between focus areas due to the complexity of this issue. These recommendations have been revised and edited with feedback from various stakeholders at the university. The task force is poised to begin implementation in summer 2016.

## **Task Force Membership**

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Felicia Bowins, Delta Sigma Theta Sorority, Inc., Co-Chair  
Kendall Carter, Gamma Phi Beta, Co-Chair  
Paul Naisbitt, Sigma Phi Epsilon, Co-Chair

Seroja Boyakhchian, Alpha Tau Omega  
Carolyn Calder, Kappa Kappa Gamma  
Kelly Gorman, Gamma Phi Beta  
EJ Jackson, Alpha Phi Alpha Fraternity, Inc.  
Mike McDonagh, Delta Chi  
Andrew McGlothlin, Beta Theta Pi  
Jake Mervis, Sigma Pi  
Christen Scalfano, Alpha Chi Omega  
Kayla Sharpe, Alpha Kappa Alpha Sorority, Inc.  
Ashlyn Tennyson, Delta Delta Delta  
Marilyn Vaccaro, Delta Gamma  
Jacob Young, Kappa Delta Rho

Jennifer Leung, Associate Director of Student Leadership Development, Advisor  
Joe Wheelless, Coordinator of Fraternity and Sorority Life, Advisor

## **Subcommittee Membership**

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### ***Environment/Climate***

Paul Naisbitt, Sigma Phi Epsilon, Chair

Carolyn Calder, Kappa Kappa Gamma

Julia Canney, Pi Beta Phi

Jen Hartley, Alpha Chi Omega

Jake Mervis, Sigma Pi

Jacob Young, Kappa Delta Rho

### ***Prevention Education***

Kendall Carter, Gamma Phi Beta, Chair

Seroja Boyakhchian, Alpha Tau Omega

Kelly Gorman, Gamma Phi Beta

Bel Kelly-Russo, Kappa Kappa Gamma

Elena Macdonald, Kappa Delta

Mike McDonagh, Delta Chi

Kayla Sharpe, Alpha Kappa Alpha Sorority, Inc.

Austin Tapp, Delta Chi

Louis Werts, Alpha Phi Alpha Fraternity, Inc.

### ***Survivor Support***

Felicia Bowins, Delta Sigma Theta Sorority, Inc., Chair

Christen Scalfano, Alpha Chi Omega

Thomas Fergus, Sigma Pi

Andrew McLaughlin, Beta Theta Pi

Michael O'Connor, Beta Theta Pi

Laura Stern, Gamma Phi Beta

RAE-Mischel Thompson-Cooper, Delta Sigma Theta Sorority, Inc.

## **Recommendation #1: Fraternity/Sorority Sexual Misconduct Prevention Steering Committee**

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**A steering committee should be formed in order to uphold the standards set by the governing councils, and to efficiently communicate with pertinent offices and organizations.**

This committee should consist of students and administrators with the purpose of informing and advancing prevention initiatives for the Fraternity/Sorority community. This committee will assist the councils in the following ways, including but not limited to: standardizing education programs, quality control checks of the organizations' presentations, record-keeping of those who have completed education requirements, and communicating individually with chapter liaisons, as well as other offices that have a direct impact on students and student health.

Invitations of membership to this committee should be extended to the following administrators (but not be limited to): Asst. Director of Health Promotion/Sexual Violence Prevention Specialist, Haven Coordinator, and staff from the University Compliance Office, staff from the Office of Student Leadership Development. Additionally, student representatives (no more than seven) will be appointed by the IFC/NPHC/Panhellenic Presidents.

This committee should convene no later than September 30<sup>th</sup>, 2016 and meet regularly. Objectives for fall 2016 will be to develop an 18-24 month plan and identify education/prevention priorities for that timeframe.

### **Rationale**

The implementation of a large scale education program for Fraternity/Sorority community would be most effective and standardized if it were overseen by a group of students and staff across the institution. This will not only keep the administration informed of the education program's progress but to also allow different offices to participate in program implementation. Just as the William & Mary Task Force recognized the need for a Coordinating Committee following its work, we too recognize the need for a unified body to continue to assess the effectiveness of sexual assault prevention education.

## **Recommendation #2: Fraternity/Sorority Community Partnership with Asst. Director Health Promotions/Sexual Violence Prevention Specialist**

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**A partnership should be established between the governing councils, the Office of Student Leadership Development and the newly created Assistant Director of Health Promotion/Sexual Violence Prevention Specialist position in the Office of Health Promotion.**

This individual should serve as a content expert on education programs and information presented or provided to fraternity/sorority students ensuring it contains appropriate language, facts, resources, etc. This individual would assist in developing a standardized template for mandatory education requirements (i.e. bystander intervention, consent, survivor support) that should be included in all programs presented to fraternity/sorority members. This individual could also provide quality control checks for presentations, and communicate with the liaison appointed by the presenting organizations to ensure the aforementioned standards are in place. This administrator shall serve in an advisory role for the members of the Fraternity/Sorority Sexual Misconduct Prevention Steering Committee. The leaders of IFC/NPHC/Panhellenic and staff from SLD should meet with this individual no later than September 15<sup>th</sup>, 2016.

### **Rationale**

For any sexual assault prevention and education plans we put in place for the Fraternity/Sorority community at William & Mary to be maintained and standardized we need to establish a strong partnership with the professional in the school administration responsible for oversight for sexual violence prevention efforts. As members of our chapters and the Fraternity/Sorority community, we can only do so much while a content expert in the administration would have the resources and expertise to make more informed decisions and appropriately standardize education requirements. Additionally, this would help ensure that the efforts of the Fraternity/Sorority community are complementary and coordinated with the efforts of the broader institution, reducing duplication and maximizing efficacy.

## **Recommendation #3: Chapter Education Liaison**

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**IFC/NPHC/Panhellenic Council should affirm that every fraternity and sorority chapter is required to appoint an education liaison. The role/responsibility of this liaison is to ensure communication between his/her chapter and the Steering Committee.**

It is the responsibility of the liaisons to provide information to the committee about their chapter's prevention efforts and educational content presented to the chapter. The liaison will be the main resource for the chapter, and should receive training about issues related to sexual misconduct and campus resources/services. The liaison should serve for a term of at least one academic year, and must remain on campus for the entirety of his/her term.

Each chapter should submit the name of their liaison no later than December 1, 2016, to the Steering Committee. The collective group of Chapter Education Liaisons should meet with the Steering Committee no later than February 15, 2017.

### **Rationale**

In order to coordinate such large-scale education efforts for the Fraternity/Sorority community, liaisons from each fraternity and sorority chapter would be absolutely necessary to maintain communication between any individual organizations and the Steering Committee. Maintaining this line of communication would be crucial for program quality control checks, record-keeping of completion of program requirements, and the overall accountability of chapters' efforts.



## **Recommendation #4: Mandatory Baseline Training**

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**We recommend that every new member in the Fraternity/Sorority community complete mandatory “baseline” training in consent, bystander intervention, and sexual assault prevention.**

We recommend that this baseline training curriculum be developed by the Steering Committee. Each council (IFC/NPHC/Panhellenic) will be responsible for determining delivery and implementation, in consultation with the Steering Committee, for their respective member organizations. The training is to be delivered by facilitators approved by the Steering Committee.

This training is to be completed within three weeks of joining his/her respective organization. The three governing councils should plan a make-up training to be carried out for members of their respective organizations so that every new member has ample opportunity to receive this training before sanctions are enforced.

### **Rationale**

As stated in the *Final Report: William & Mary Task Force on the Prevention of Sexual Assault and Harassment*, members of the Fraternity/Sorority community both experience and witness sexual misconduct at higher rates than those not involved in the Fraternity/Sorority community. More specifically, 36% of women and 16% of men have experienced some kind of physical misconduct, and 77% of women and 75% of men have reported observing physical misconduct of any kind. Despite these statistics, currently there are no mandatory educational requirements specifically for new members of the Fraternity/Sorority community.

This baseline training is in part designed to demonstrate that sexual misconduct is a community-wide issue, and one that this community considers of a great importance. Therefore, we want to set the precedent that being informed on this issue is something we expect of all our members.

### **Accountability Measures**

Members within the Fraternity/Sorority community should respond to a survey following their training. This survey, created by the Steering Committee, will include questions related to the training that ensures members understood its content. Members failing to achieve an appropriate level of correct responses in the survey will be required to attend additional training.

Chapters whose members fail to complete the baseline training within the allotted time period will be subject to review by the council’s judicial board, with a recommended minimum sanction of “loss of social privileges” until the training is completed.

## **Recommendation #5: Continuous Education Requirement**

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**IFC/NPHC/Panhellenic should affirm a continuous education requirement for their respective member organizations focused on the topic of sexual misconduct/assault prevention.**

This continuous education will occur, at minimum, annually with emphasis on the spring semester. The program is to be selected by each individual chapter from a list of options approved by the Steering Committee; approval will be based on whether a program meets institution requirements. This list could include (but is not limited to): HOPE, Someone You Know, local community agencies, and inter/national fraternity/sorority programs. It is preferred that these programs include interactive/discussion-based components.

This training may be given to organizations individually or may be given to multiple organizations that wish to pair up for a larger conversation.

### **Rationale**

Training and education that occurs only in the first month of membership is insufficient. This prevention education must be ongoing, in order to ensure its effectiveness and permanence. We recognize the need to partner with other groups in order to tackle the issue in the most effective way. Just as the William & Mary Task Force recognized that the issue of sexual assault concerns many parties, we too understand that collaboration and co-sponsorship is necessary in ensuring that prevention efforts are maximized to their potential.

### **Accountability Measures**

The Steering Committee will be responsible for monitoring the progress of these trainings. The liaisons will report back to the committee to express how effective the training was for their chapter or whether it has been completed yet. Organizations will be expected to hold a program on an annual basis though they may also choose to offer a program each semester.

We recommend the Steering Committee develop a follow-up survey to be distributed to chapters so that members can provide feedback on the effectiveness of the program. This feedback will be shared with the facilitators so that the program can be improved for the next semester, if applicable.

## **Recommendation #6: Communication of Aggregate Resources to the Fraternity/Sorority Community**

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**We recommend the consistent dissemination of information about campus resources to the entire Fraternity/Sorority community, via multiple delivery mechanisms.**

At the beginning of each academic year, the IFC/NPHC/Panhellenic councils will provide laminated posters to each chapter, to be displayed prominently in their chapter facilities. These posters will highlight ways to access up-to-date information on the W&M website. Chapters not in a recognized chapter facility may request posters for chapter use.

Within one week of the start of each academic term, the IFC/NPHC/Panhellenic Presidents will send an email to the community outlining available resources and a link to the website with relevant information. This communication will also include information about submitting CARE reports, hazing concerns, etc., with the focus being on member care. Additionally, a similar communication will be sent to new members within one week of joining their organization. The language in these communications should be coordinated with the Steering Committee to ensure consistency of messaging.

The Steering Committee is encouraged to identify/develop additional effective methods of communicating to the Fraternity/Sorority community about aggregate resources.

### **Rationale**

The William & Mary Task Force identified, as one of the overarching recommendations, the need for ensuring adequate access to and knowledge of resources for students. One of these measures was the provision of “highly visible, easily accessible materials.”

### **Accountability Measures**

We recommend that Housing Assistants, and the Residence Life Staff responsible for the evaluation and upkeep of chapter houses, also ensure the provision of the resource as an integral part of chapter house maintenance and resource provision.

## **Recommendation #7: Supporting Survivors Program**

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**We recommend that Panhellenic, IFC, and NPHC affirm a requirement for their member organizations that programming is provided for members of fraternity and sorority organizations so that they can become informed on the options available to survivors, as well as how to support a survivor.**

Each chapter will be required to have two or three members trained. Following this training, each chapter will have a presentation delivered by one of these trained presenters, as well as a Haven volunteer, who will make sure that the chapter is receiving the most accurate and up to date information. This program will be delivered annually. This is also recommended since the resources on campus change frequently, so it will be important to keep students up to date.

### **Rationale**

There are various resources across campus for survivor support, but they are difficult to navigate in times of crisis or distress. By consolidating information on survivor support, members of the Fraternity/Sorority community will become more aware not only of resources available to survivors on campus, but of how to help a friend who has experienced acts of sexual misconduct. Having a presentation team comprised of a member and non-member would be most effective because an external presenter can bring in a different perspective and expertise, and a fraternity or sorority member encourages: a safe space for more open and honest conversation, and has knowledge of the organization and its members. This demonstrates a partnership between the chapter and a campus resource. The College has mainly focused on education surrounding bystander intervention, and has not yet devoted sufficient resources to education surrounding survivor support. Students should have an understanding of how to better support someone who has experienced an act of sexual misconduct.

### **Accountability Measures**

Chapters will be required to report on the progress of their training to the Steering Committee. Non-compliant chapters will be referred to their governing council.

## **Recommendation #8: I Stand with Survivors Campaign**

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**We recommend that a Fraternity/Sorority community-wide campaign is implemented that expresses the community's support and empowerment of sexual assault survivors.**

In an effort to show solidarity amongst all fraternity/sorority chapters, this campaign would exemplify that the community takes this issue seriously and offers their utmost support to survivors. This weeklong campaign would take place during the spring semester under the direction of the governing councils' Vice Presidents of Public Relations. In addition to social media efforts, this campaign could also include paraphernalia such as t-shirts and stickers free of Greek letters that read: "I Stand with Survivors."

### **Rationale**

Drawing from the 2013 William & Mary Stands with Survivors Campaign (Abby Boyle, "The College Stands with Survivors, *The Flat Hat* 2013) this campaign would aid in raising awareness of issues regarding sexual assault and moreover serve as a public expression of how the Fraternity and Sorority community supports not only sexual assault survivors within their own community but all sexual assault survivors at the College.

## **Recommendation #9: Study the Feasibility of Delaying Fraternity & Sorority Recruitment**

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**The Panhellenic Council and Interfraternity Council should each create their own committee, reflective of their membership, to explore the possibility of delaying recruitment, and evaluate the effectiveness of such delay.**

These committees should meet beginning no later than fall semester 2016, to begin their research and to establish an agenda resulting in a report submitted to their respective councils no later than spring semester 2017.

### **Rationale**

The findings in the *Final Report: William & Mary Task Force on Preventing Sexual Assault and Harassment* show sorority women and fraternity men are more likely to experience several types of sexual misconduct, thus indicating this population is at a higher risk than unaffiliated students. Additionally, this report found younger students at the College are more likely to experience several types of sexual misconduct. Consequently, the William & Mary Task Force recommended a possible delay in fraternity and sorority recruitment to allow incoming students to adjust to life at the College and to have time to learn more about the organizations they may potentially join.

Chapters conducting membership intake, (i.e. NPHC Fraternities and Sororities and Hermandad de Sigma Iota Alpha, Inc.) are not affected by this recommendation. The rationale behind this conclusion is the standards for membership are at a level where a student must have at least one semester of college completed before beginning the membership intake process. Some chapters even have standards requiring up to two full semesters of college complete before beginning the membership intake process. Because of this, we only recommended IFC and Panhellenic Councils study their recruitment timing and practices.

## **Recommendation #10: Evaluate the Environment Surrounding IFC Fraternity Recruitment**

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**We recommend the Interfraternity Council evaluate current recruitment practices (official and unofficial) and institute changes to allow a more honest, effective, and values-based IFC fraternity recruitment process.**

IFC should also evaluate recruitment practices of IFC member organizations. These practices include, but are not limited to, open parties during Orientation and the official recruitment open house period, involvement of Potential New Members (PNMs) in social events (“mixers”), and drinking-game-based unofficial recruitment events. This group should also explore methods to increase more open houses and other daytime recruitment events. Additionally, methods to increase transparency and knowledge of each PNM’s values, as well as potential past conduct violations, should be explored.

Lastly, this group should explore methods to convey the values and expectations of the William & Mary Fraternity/Sorority Community to PNMs. Recruitment should be values-based, and early education on this idea to the PNMs should help diminish unsafe and dangerous recruitment practices. This group should explore the feasibility of mandating an educational program for any PNM before they can officially join an IFC Fraternity.

### **Rationale**

While exploring the option of delaying fraternity and sorority recruitment could be effective in helping diminish sexual misconduct in high-risk subpopulations, we believe simply delaying recruitment will not solve this problem. The unofficial events surrounding IFC Fraternity Recruitment including open parties, inviting PNMs to closed social events, and competition based nights of drinking are more problematic with regards to this issue. Often, this can lead to PNMs trying to “prove themselves” to fraternity members and/or bragging about sexual conquests. Additionally, this problem is furthered by providing PNMs with alcohol, an undeniable factor in sexual assault occurrences on college campuses.

Lastly, it may be beneficial for IFC Fraternities to inquire about previous conduct violations.

## **Recommendation #11: Decrease Emphasis on Alcohol within the Fraternity/Sorority Community**

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**We recommend that IFC, NPHC, and Panhellenic Councils work towards decreasing the emphasis on alcohol in their communities and create a “Community Development Team” of newer members from each council.**

The governing councils should encourage chapters to interact socially in ways that do not place alcohol at the center of the experience. For example, mixers could consist of a midday cookout or a bowling outing as opposed to a nighttime mixer at a deli where attendees frequently drink before, during, and after the event. Additionally, the conduct boards of these councils should consider reframing the ways in which alcohol misuse is addressed in organizations to primarily focus more on group dynamics than the individual.

Additionally, the Interfraternity, NPHC, and Panhellenic Councils should create a ‘Community Development Team’ consisting of newer members from at least 75% of the chapters from each council at the time of the team’s creation. This team will meet frequently throughout the year to discuss methods in which to ensure a positive social experience in fraternity and sorority life. This is to include, but is not limited to, effective risk management practices, alternate social interactions (‘mixers’), and methods to decrease the emphasis on alcohol within the community. This team should be formed within three weeks of the end of the fall recruitment period and should be chaired by an IFC, Panhellenic, and NPHC officer with oversight from the Office of Student Leadership Development. A new team will form every fall semester.

### **Rationale**

Given that, under Virginia state law, consent to sexual activity cannot be given after alcohol has been consumed, alcohol plays an undeniable role in sexual assault on college campuses. Data shows fraternity and sorority students at William & Mary consume alcohol more heavily and at a higher frequency than unaffiliated students. Also, the campus climate survey of the William & Mary Task Force found that fraternity and sorority students are more likely to experience sexual misconduct than unaffiliated students. Although these two reports indicate only correlation and not necessarily causation, they imply that addressing alcohol consumption should be a part of attempts to prevent sexual assault and harassment.

### **Accountability**

Panhellenic, NPHC, and IFC should require chapters to hold at least one alternative mixer per semester. The Vice Presidents of Programming should also create a list of possible mixers fitting this criterion to be distributed to each chapter’s social chair. The Vice Presidents of Programming should work with the social chairs to discuss and work through any barriers to achieving this goal.



## Recommendation #12: Improve the Chapter Risk Management Position

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We recommend that fraternity/sorority members who have been appointed or elected to the risk management positions go through a certification training developed by the governing councils that covers, but is not limited to, the following subjects and provides the tools necessary to address sexual misconduct at events:

- Training in regards to alcohol consumption at parties
- Bystander intervention training - specifically on how to confront a brother/sister in a high risk situation
- How to confidently confront individuals that are on social probation/loss of privileges from the chapter
- How to convey expectations for mixers/date parties/off-campus formals to chapter members
- How to detect warning signs of potentially dangerous situations
- Resources available for sexual assault prevention and survivors

### Rationale

Most, chapters designate an officer responsible for risk management. These members are responsible for working to minimize chapter risk and promote the safety of their brothers/sisters. These positions are often seen as being responsible for ensuring that their respective chapter does not get in trouble. Since the actual role of this position is to: (1) ensure the safety of the chapter members, (2) serve as a resource for all members, and (3) ensure a safe and positive social environment, revision of the training and standards of this position is necessary.

These members hold positions of significant influence, but are often not trained thoroughly or on many important topics. These include, but are not limited to, bystander intervention, holding brothers/sisters accountable, and how to identify potentially dangerous situations. Additionally, the common practice of “social probation” or “loss of privileges” sanctioned by the chapter is often not adequately enforced. While this punishment is deemed appropriate for a variety of situations, it is also used by the chapter when a member is accused of sexual misconduct. The members in risk management positions are often responsible for ensuring that members who are on social probation/loss of privileges aren’t allowed at events.

### Accountability

Every risk manager will be required to undergo this **mandatory** training annually. This training will be supported by the Office of Student Leadership Development. An assessment tool will be created to measure learning outcomes and the effectiveness of the training.

Additionally, the Vice Presidents of Conduct and Conduct Boards of IFC and Panhellenic should work with these positions and the Presidents of each chapter to help promote chapter accountability for members on social probation/loss of privileges. The Vice Presidents of Conduct should help empower these positions to find ways to confront individuals who are violating their probationary status in order to ensure accountability for behavior within the chapter.

## **Recommendation #13: Improve and Develop Mentoring Relationships within Chapters**

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**We recommend that IFC/Panhellenic require that their organizations mandate mentoring training to eligible members who wish to enter into a “Big”/“Little” relationship.**

With such strong relationships already in place within the community, effective same-sex, small-group training should be implemented. This will give members an opportunity to learn and retain information and talk about sensitive issues with the people they trust in their respective organizations. This program should be developed by IFC and Panhellenic in collaboration with the Office of Health Promotion and the Office of Student Leadership Development. This program should discuss healthy relationships, spotting dangerous situations, bystander intervention, and effective mentor/mentee interactions, as well as anything else deemed necessary by the groups developing the program. Each council would be charged with creating an effective implementation plan to include two phases. Phase one would be developed for current members eligible to be paired with a new member. Phase two would be developed for new member educators to facilitate discussions around healthy relationships with their new members.

### **Rationale:**

Most, if not all, fraternity/sorority organizations assign “Big Brothers” and “Big Sisters” to serve as mentors to their new members (“Little Brothers”/“Little Sisters”). New members of fraternities/sororities look up to their Big Brother/Big Sister and will often act in a manner to impress or seem “cool” to these members. With such a strong relationship between these members, negative actions of the “Big” can encourage negative actions in the “Little,” and vice versa. This can be seen in such practices as excessive drinking, drug use/abuse, and inappropriate interactions with other people.

As the goal of a mentor system is for the “Big” sibling to be able to support the “Little” and hold him/her accountable to the values of the organization and the larger William & Mary Fraternity/Sorority community, adequate vetting and training of “Big” siblings is essential. Mentors should know how to recognize potentially harmful situations and intervene. The “Little” should also be able to hold the “Big” accountable as well.

NPHC and other culturally-based fraternities and sororities do not have specific “Big”/“Little” programs and thus are not included in this recommendation. However, if an organization created one, we recommend it implement the above recommendation.

## **Recommendation #14: Reframe the Housing Assistant Position**

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### **Examine the feasibility of increasing the scope and/or role of the housing assistants (HAs).**

An evaluation of the HA position should be done by the Office of Residence Life in collaboration with the Office of Student Leadership Development and the governing councils. Areas of focus should include the responsibilities of the HAs, the selection and vetting process, the training and continuous education process, where HAs are required to live, and support of the HAs.

We believe the HAs have untapped potential as a vehicle to move forward issues in the Fraternity/Sorority community living in Special Interest Housing. Just as Resident Assistants (RAs) are resources for their residents, HAs should be available for questions, information, reporting, and community development. We believe the governing councils can do more to support the missions of Residence Life and Fraternity/Sorority Housing and increase their support of HAs. Therefore, we recommend the governing councils have a supportive role in this process.

### **Rationale**

Page 9 of the *Campus Climate Subcommittee Report of the Final Report: William & Mary Task Force on the Prevention Sexual Assault and Harassment* recommend modifying the Residence Life oversight of the Fraternity/Sorority community. The Fraternity/Sorority Task Force agrees with that recommendation. HAs often felt uncomfortable reporting fellow fraternity and sorority members for disciplinary issues, or intervening in potentially dangerous situations. While sometimes it may be difficult to report friends for violations, these reports are part of the job description and are necessary for a better climate of safety.

## **Recommendation #15: Improve Social Media Efforts**

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**Panhellenic, IFC, and NPHC should utilize social media in order to recognize and support the successes of our organizations in their efforts to prevent and bring awareness to the issues surrounding sexual assault.**

This would entail posting when organizations have presentations during their chapter meetings, when organizations have events related to sexual assault prevention, and mentioning which organizations attend events about sexual assault prevention.

This would also entail increased social media activity during high profile time periods such as the months of April (Sexual Assault Awareness Month), September/October (“The Red Zone”), and any other appropriate times. Resources available on campus, recent articles related to the issue, and other informative publications should be posted during these times.

Additionally, the list of chapters in compliance with the 2014 IFC resolution at the end of each academic year should be publicized on the social media outlets, as well as provided to every chapter president.

Each individual chapter should also increase their social media presence around these issues. They should publicize their own achievements and actions around this topic as well as show their own members attending events related to this topic.

### **Rationale**

The role of social media in the Fraternity/Sorority community is already quite prominent. However, in regards to furthering the efforts of the community in the prevention of sexual assault, social media efforts are lacking. The accountability methods of chapters in their efforts to prevent sexual assault are also weak. As positive reinforcement is a very effective accountability measure, utilizing social media to promote organizations active in the fight against sexual assault is necessary.

### **Accountability**

The Vice Presidents of Public Relations of IFC, Panhellenic, and NPHC should work with the appropriate officers within chapters to gather the information on when chapters participate in mandatory trainings or when members of their organizations attend events related to sexual assault awareness. Additionally, information should be gathered on which chapter members volunteer with programs related to sexual assault prevention and survivor support.

## **Recommendation #16: Fraternity/Sorority Community Specific Data Collection**

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**We recommend that a survey be administered to analyze the frequency of sexual assault in the Fraternity/Sorority community or an existing survey should be customized (if possible) to provide more in-depth Fraternity/Sorority community-specific data.** Beneficial information to gather should include (but not be limited to):

- Alcohol use
- Rates of experience of varying types of sexual misconduct and whether students are affiliated or not
- Attitudes around victim blaming
- Location of incidents
- Questions surrounding respect of other genders and/or subpopulations

Every three years, the College administers the National Collegiate Health Assessment to poll students about the climate of William and Mary. The College has also released a National Sexual Misconduct Campus Climate Survey, which will be administered biannually henceforth. The information gathered through this survey should be provided to the Steering Committee to help inform their work and community-wide efforts.

**IFC/NPHC/Panhellenic councils should promote participation in taking these surveys to their members.**

### **Rationale**

Data from the *Final Report: William & Mary Task Force on the Prevention of Sexual Assault and Harassment* showed that members of the Fraternity/Sorority community at William & Mary experience sexual misconduct at a higher rate than non-affiliated undergraduates. Because of the significant percentage of fraternity and sorority members that experience sexual misconduct, we recommend that more specific data on this sub-population be collected. We want to more effectively gauge the climate of the Fraternity/Sorority community and the habits of those within it to see how we can better address the issue of sexual assault within our community.

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For inquiries, please contact  
The Office of Student Leadership Development,  
[www.wm.edu/offices/greeks](http://www.wm.edu/offices/greeks)

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