



WELCOME  
FRESHMEN

# THE HUNTING GROUND

ACTION TOOLKIT

The topic of sexual violence can trigger traumatic memories for survivors. As an organizer, it is important to be sensitive. Survivors have the right to talk about their experiences on their own terms. They may simply need to talk. If you sense that a survivor needs additional support, call the appropriate campus resource, or contact a national hotline:

- National Sexual Assault Hotline: (800) 656-HOPE (4673) or at <http://ohlrainn.org/online>
- National Planned Parenthood Hotline: (800) 230-PLAN (7526)
- National Suicide Prevention Hotline: (800) 273-8255

## Facts from the film

- 16 to 20 percent of women who enroll in college are sexually assaulted while in college.<sup>1</sup>
- 88 percent of women raped on campus do not report.<sup>2</sup>
- In 2012, 45 percent of colleges reported zero sexual assaults.<sup>3</sup>
- Only 2 to 8 percent of sexual assault claims are found to be false.<sup>4</sup>
- Less than 8 percent of men in college commit more than 90 percent of sexual assaults.<sup>5</sup>
- 95 percent of college presidents say their institutions handle sexual assault "appropriately."<sup>6</sup>

<sup>1</sup> Fisher, Cullen, Turner (2000); Krebs, Lindquist, Warner, Fisher, Martin (2007); Princeton Sexual Experiences Survey (2008); University of Oregon Sexual Violence and Institutional Betrayal Survey (2014); MIT Community Attitudes on Sexual Assault (2014)

<sup>2</sup> Kilpatrick, Resnick, Ruggiero, Conoscenti, McCauley (2007)

<sup>3</sup> Washington Post (2014)

<sup>4</sup> Percentage of sexual assault claims found to be false: 8% Grace, Lloyd, & Smith (1992); 3% Kelly, Lovett, & Regan (2005); 2% Heenan & Murray (2006); 7% Lonsway & Archambault (2008); 5% Spohn, White, & Tellis (2014)

<sup>5</sup> David Lisak Ph D and Paul M Miller (2002)

<sup>6</sup> 2014 Gallup poll

## **You've watched the film, now what?**

After watching *The Hunting Ground*, you may feel enraged, frustrated, disheartened or stunned by the widespread inaction to address sexual violence on U.S. college campuses. Or perhaps you're feeling inspired by the courage of survivors and activists featured in the film. Now is the time to channel all those feelings into action. *The Hunting Ground* presents an unprecedented opportunity to accelerate change. Screenings of the film are reenergizing a grassroots movement to end sexual violence.

This toolkit empowers key audiences—students, parents, alumni, faculty, advisors and administrators—with ways to participate. We urge you to speak up. Take action. Be resolute in the pursuit of justice.



Annie Clark



## ACT/STUDENTS

Students hold a great deal of power on campus, especially when they organize for a common cause. We encourage you to take an active role in shaping student attitudes and university policies.

**Break the Silence—**Talk with other students about what you've learned in *The Hunting Ground*. Use the film as a conversation starter, and keep the discussion going by asking others about their opinions and experiences. Make sure to confirm that anything disclosed is confidential unless otherwise authorized.

**Know Your Rights—** U.S. federal law guarantees students the right to an education free from sexual violence and harassment. Students who know their rights can better advocate for themselves and each other. Learn about the relevant laws, such as Title IX and the Clery Act, and teach others. If you feel your rights have been violated, you can file a complaint with the U.S. Department of Education's Office for Civil Rights.

**Pay Attention to Campus Culture—** Students are in the strongest position to enact a campus culture of respect. Practice bystander intervention by speaking out when you hear or see abusive behavior. Use the enclosed student campus environmental scan to assess your school's sexual violence prevention programming.



Andrea Pino



Kamilah Willingham

**Find Campus Resources—** Many schools have student groups already engaged in anti-violence work, such as rape crisis centers, women's centers or LGBTQ organizations. Find these groups through a student organization fair, and get involved. If existing campus resources are insufficient, consider starting your own group.

**Use Media & Art—** The film shows how effective media and art can be in drawing attention to the issues. Host a press conference, do interviews on campus radio, write an op-ed for your student newspaper or create an art installation in your student union. You might even make your own short film about campus attitudes towards sexual violence to show at a screening of *The Hunting Ground*.

### **What is sexual violence?**

A campus-wide understanding of what constitutes sexual violence is critical to addressing the problem. Legal definitions will vary by school and by state. As a general guideline, the term "sexual violence" broadly describes harassment, unwanted exposing or touching of the body, and rape, which means non-consensual penetration of the vagina, anus or mouth. Many of these assaults occur in a dating relationship. Sexual violence occurs against students of all gender identities and sexual orientations. Women and LGBTQ students experience sexual violence at disproportionately high rates.

UNC

"Rape is like football."  
"Demonstrate how hard you fought."  
"Where was your heroine?"  
"The bruises could be from something else... your PTSD could be from an other traumatic event."  
"How many times have you had sex?"  
"Good catholic girls don't get raped."

TITLE IX  
Edu. Amendments Act 1972

EDAME

Amherst College

SON

Y

FSU

Amherst

PRINCETON



Student's Account Has Rape

## ACT/PARENTS

Parents often play a key role in preparing their children for college. Open a dialogue about healthy relationships and sexual violence with your child and do your part to stay involved throughout your child's college career.

**Start and Keep a Conversation Going—**Talk to your child about sexual violence before he or she leaves for college. Be sure to address questions of consent and on-campus resources your child might access should they be needed.

**Do Your Research—**Ask your child's school about its sexual violence policies during campus tours or parent events. Find out if the school has been in the news for mishandling sexual violence.

**Network with Other Parents—**Reach out to parents of your child's roommates and friends, and stay in touch about their experiences at school. Consider formalizing your network by starting a group for parents concerned about campus safety or school accountability.

**Use Your Sphere of Influence—**Many parents are professionals in the fields of education, healthcare, media or law enforcement. You may even be alumni or donors to your child's school. Whatever your connections, think creatively about how you could use your influence beyond your role as a parent.

### What is consent?

The common factor in various forms of sexual violence is a lack of consent by the victim. Consent is a voluntary, active agreement by an adult. No one impaired by drugs, alcohol, sleep or fear can give consent. An absence of the word "no" does not mean consent, nor do non-affirming phrases such as, "we shouldn't," "I'm not sure," or "I don't really feel like it." Consent can be revoked anytime during a sexual encounter.





## ACT/**ALUMNI**

Alumni make up the largest network of stakeholders to a university. Leverage your unique position to support current students at your alma mater.

**Stay Involved—** Even though you've graduated, you may still attend athletic events, performances or lectures on campus. Use your visits to pay attention to the school environment, and talk to students about current culture, and learn about what student activists are prioritizing.

**Be a Mentor—** Many colleges have formal mentorship programs through an academic department, a campus center or a Greek house. Check your alma mater's website, or contact an advisor to find opportunities. If formal mentoring does not exist, volunteer to start a pilot program.

**Ask Questions Before You Write the Check—** Alumni are a major source of giving for universities. When annual solicitations arrive, ask your alma mater about opportunities to fund violence prevention efforts on campus.



## ACT/**FACULTY & ADVISORS**

Faculty and advisors—including coaches, residence hall advisors, religious leaders and counselors—are critical links between students and administrators. Be a source of support for survivors.

**Be an Ally—** Empower yourself to be an ally by learning key policies and procedures survivors may need, for example:

- what constitutes sexual violence
- how to file a report or complaint
- what to do if a student is being stalked
- what constitutes confidentiality
- what are mandated reporting requirements
- how to identify and intervene in victim blaming
- what are the symptoms of post-traumatic stress
- how to accommodate survivors in cases of housing transfers, class transfers or grade corrections
- what to do if a survivor requests that an accused perpetrator receive a housing or class transfer
- what special considerations are needed for international or undocumented students

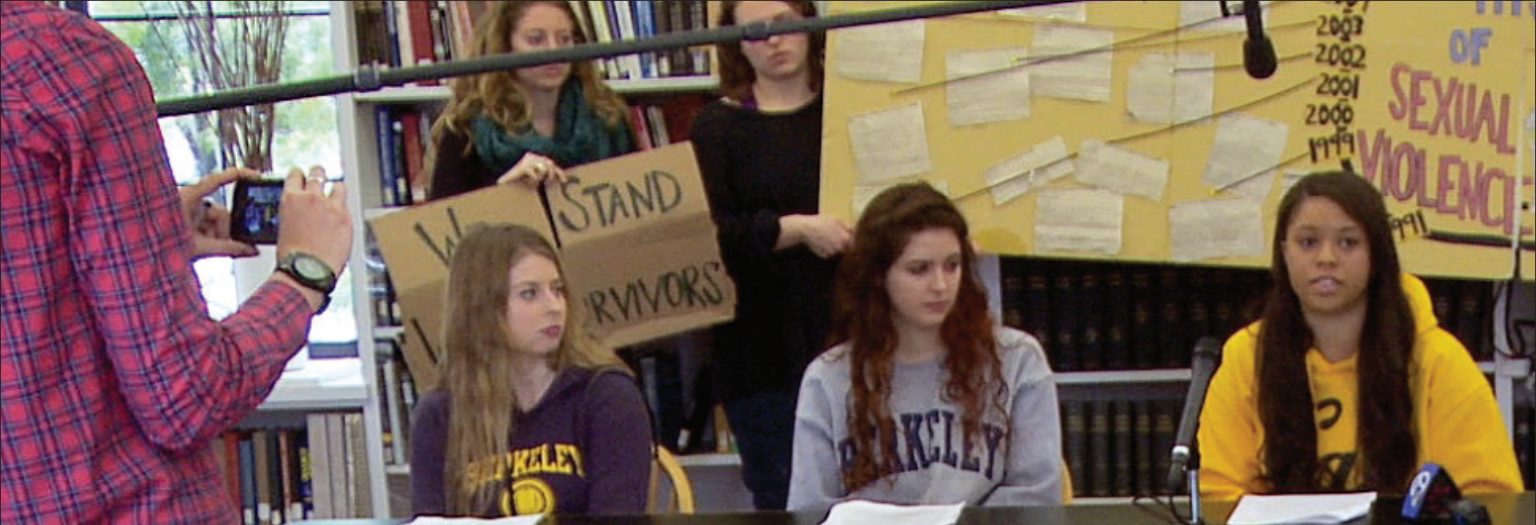


**Support Other Faculty & Advisors—** Once you educate yourself, organize trainings for other faculty, advisors and teaching assistants to learn how to be allies. Consider creating a group that meets regularly to discuss ways to support students and influence campus culture.

**Teach Respect—** Students learn both academic and life skills in your classrooms. Monitor student interactions and discussions, and intervene if you witness behavior, comments or gestures that make light of sexual violence. Your classroom can become a forum for fostering more informed and respectful dialogue about sexual violence.

### **What is victim blaming?**

Perpetrators are responsible for sexual violence, not victims. Yet, as we saw in the film, the actions and integrity of victims often receive intense scrutiny. What were they wearing? Were they drinking? Were they asking for it? Why didn't they say "no"? Why didn't they fight back? These questions misplace responsibility for the crime onto the victim. A culture of victim blaming significantly discourages reporting.



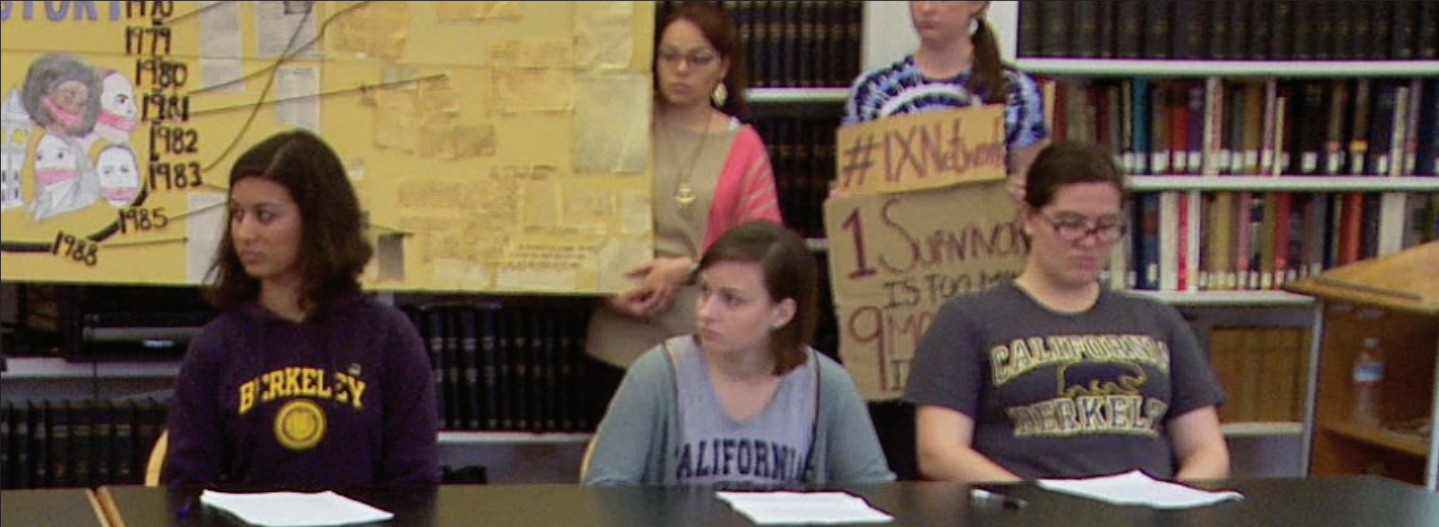
## ACT/**ADMINISTRATORS**

Explicit administrative support from the highest level of the institution is invaluable in the effort to establish a campus culture of respect. Make sure you have the people, policies and resources to be effective.

**Believe Survivors**—The film shows an extreme reluctance on the part of administrators to believe survivor reports of sexual violence. Ignoring, deflecting and denying accusations is a civil rights violation. It also erodes the integrity of your university. Change starts with believing survivors; the next step is agreeing to meet with survivors to hear their concerns.

**Review Your Policies**— Undertake a thorough review of your school's sexual violence policies and procedures, including reporting and decision-making, collaboration with local law enforcement and the best practices for violence prevention. For guidelines, refer to the report *Beyond Title IX: Preventing and Responding to Gender-Based Violence in Higher Education*. ([www.OtherFreshman15.org](http://www.OtherFreshman15.org)).

**Support a Sexual Violence Task Force**— A task force can help you develop an innovative approach to ending sexual violence. Include representatives from all areas of campus, such as residential, student groups, healthcare, security, legal counsel, spiritual leaders, technology services, Greek life and athletics. Student survivor and advocate perspectives should be balanced with administrative and legal perspectives.



**Allocate Resources—** Implementing an effective strategy takes time and money. Make sure your prevention programming and student groups have adequate funding to be successful. In the end, investments to improve the quality of students' experiences are more cost-effective than litigation.

**Collect Accurate Data—** Schools are underreporting campus sexual violence. Low numbers likely indicate problems with procedure. Do more by regularly surveying students, faculty and advisors. Offer anonymous feedback forms at prevention events, and use data to guide your strategy. Remember that an uptick in reporting may indicate a successful trend in addressing sexual violence on campus.

### **What is Title IX?**

Activists in the film used Title IX to argue that their schools' failures to acknowledge and respond to sexual violence created a hostile learning environment for female students. Title IX is a U.S. civil rights law that prohibits gender-based discrimination in education. It requires any school receiving federal funds to:

- write and widely distribute a policy and grievance procedure for sexual assault
- appoint a Title IX coordinator to oversee all complaints
- respond promptly and effectively to complaints
- perform adequate, reliable and impartial investigations of complaints



## STUDENT CAMPUS ENVIRONMENTAL SCAN

*The Hunting Ground* exposes a national epidemic of sexual violence on campuses. What about your university? After your screening, complete this survey to scan your school's environment for signs of a consistent and integrated approach to ending sexual violence. Then, show your results to administrators, faculty and alumni to identify the areas where your school can do better.

My school's student handbook or code of conduct:

- ☐ clearly defines stalking, sexual harassment and sexual assault and partner violence.
- ☐ makes unmistakably clear the need for affirmative consent to any sexual activity.
- ☐ describes a range of reporting options, including anonymous reporting, for student survivors of sexual violence.
- ☐ states the sanctions imposed for committing sexual violence.

Students receive information on sexual violence policies during orientation.

- ☐ yes ☐ no

Prevention education is visible on campus throughout the school year via:

- ☐ signs & posters ☐ residence hall events ☐ plays & skits ☐ trainings  
☐ mailings ☐ handouts ☐ email ☐ social media ☐ website  
☐ other\_\_\_\_\_

Information and resources about sexual violence are readily available at the following places:

☐ rape crisis center   ☐ health services   ☐ campus police office  
☐ women's center   ☐ LGBTQ organization   ☐ multicultural student center  
☐ international student services   ☐ disability resource center   ☐ spiritual/  
religious centers   ☐ residence halls   ☐ other \_\_\_\_\_

It takes less than three clicks from my school's website homepage to find information about its sexual violence policies   ☐ yes   ☐ no

I know my school's sexual violence policies

☐ very well   ☐ somewhat   ☐ not at all

When I randomly survey students on campus, \_\_\_ out of \_\_\_ know their school's sexual violence policies very well.

When I randomly survey campus staff (faculty, advisors, coaches, campus security, etc), \_\_\_ out of \_\_\_ have been trained in how to respond to a report of sexual violence.

Emma Sulkowicz



## DISCUSS

1. How did the stories shared in the film relate to your own experiences of campus life? Is your administration effective at creating a learning environment free from violence and intimidation? Why or why not?
2. Sexual violence survivors experienced doubt, disbelief or reprimand from university administrators when they reported their assaults. Were you surprised by the administrators' responses? How did you expect administrators to react to reports of rape?
3. Many survivors were hesitant to tell their parents about their experiences or have never told them. What conversations should parents have with their children about sexual violence? As a parent, how might you initiate and maintain a discussion?
4. What stereotypes exist about sexual violence perpetrators? What about the victims of sexual violence? How do misconceptions limit the ability to provide survivor support or effective prevention education?
5. What examples of victim blaming did you see in *The Hunting Ground*? Have you witnessed these examples or other forms of victim blaming on your campus or in the media? How does victim blaming perpetuate the problem of sexual violence?

6. The film exposes a link between the profitability of universities and their willingness to protect student athletes from investigation or disciplinary action when they are accused of sexual violence. Do you think universities can prevent the conflict of interest that pits justice against financial gain in industries like sports and fraternities? If so, how?
7. Some faculty experienced reprisal from administration when they spoke out against university inaction on sexual violence. How might faculty who speak out for student survivors support each other in their work? What relationships or activities may protect faculty and advisors from retaliation?
8. Student activists used federal law to hold their universities accountable for investigating and adjudicating instances of sexual violence on campus. Beyond legal action, how else do students in the film hold their universities to account? Which approaches felt most powerful or inspiring to you?
9. What were the ways in which survivors in the film channeled their experiences into healing? How do you think universities can support students dealing with trauma in the aftermath of an assault?
10. *The Hunting Ground* reveals a systemic problem of sexual violence across college campuses. How might students, parents, alumni, faculty or administrators work together regionally or nationally to improve campus safety?



**every student** has the right  
to an education  
**free from sexual violence**  
and harassment

*The Hunting Ground* is a startling exposé of sexual violence on U.S. college campuses, institutional cover-ups and the student survivors leading a movement for change. Learn more about the film:

TheHuntingGroundFilm.com

#HuntingGround

Facebook: @TheHuntingGroundFilm

Instagram: @TheHuntinGround

Twitter: @TheHuntinGround

**Resources You Should Know**

OtherFreshman15.org

KnowYourIX.org

Ed.gov/OCR

EndRapeOnCampus.org

RAINN.org

Circleof6App.com

NotAlone.gov

CleryCenter.org

SaferCampus.org

FacultyAgainstRape.net

NCDSV.org

FuturesWithoutViolence.org



## Book a screening

Bring *The Hunting Ground* to your school, alma mater, business or organization. Visit **TheHuntingGroundFilm.com** to learn more.



### FILMMAKERS

Kirby Dick, **Director**  
Amy Ziering, **Producer**

### ACTION TOOLKIT ADVISORS

Christine Jaworsky, **Avon Foundation for Women**  
Diane L. Rosenfeld, **Harvard Law School Gender Violence Program**  
Lonna Davis, **Futures Without Violence**  
Caitlin Boyle, **Film Sprout**

### TOOLKIT WRITER

Renée Gasch

### DESIGN

Mercedes Harris

### PROJECT DIRECTORS

Casey Corcoran, **Futures Without Violence**  
Lisa Sohn, **Futures Without Violence**

### REVIEWERS

Know Your IX  
Jackie Cruz, **New York University student**  
David Lee, **CALCASA**  
Sari Lipsett, **CALCASA**  
Leona Smith Di Faustino, **CALCASA**

This toolkit is created by Futures Without Violence with funding from the Avon Foundation for Women.

