

RESOURCES

RESOURCE 1: KEY RESOURCES FOR SURVIVORS AND PROFESSIONALS

Rape, Sexual Assault and Sexual Harassment

Sexual Assault Referral Centre (SARC)

Offers advice, support, counselling, sexual health screening referrals, forensic medical examination and the support of an Independent Sexual Violence Advisor (ISVA) with or without police involvement. To find a local SARC:

[nhs.uk/Service-Search/Rape-and-sexual-assault-referral-centres/
LocationSearch/364](https://nhs.uk/Service-Search/Rape-and-sexual-assault-referral-centres/LocationSearch/364)

Rape Crisis England and Wales

Network of independent Rape Crisis Centres that provide frontline specialist, independent and confidential services to women and girls of all ages who are subjected to any form of sexual violence. To find a local rape crisis centre:

rapecrisis.org.uk/get-help/find-a-rape-crisis-centre

Rape Crisis Scotland

National office for the rape crisis movement, supporting local rape crisis centres and leading on awareness raising through campaigns, briefings and publications.

rapecrisisscotland.org.uk | National Helpline: 08088 010302

The Survivors Trust

Offers resources and links to services, as well as guidance for those supporting survivors.

thesurvivorstrust.org

National Ugly Mugs

National organisation offering access to justice and protection for sex workers

uglymugs.org | 0161 629 9861

Rights of Women

Provides confidential legal advice and information to women and offers training and resources for professionals.

rightsofwomen.org.uk | Sexual Harassment at Work Advice Line: 020 7490 0152

Image-based Sexual Abuse**Revenge Porn Helpline**

Offers confidential advice and support to individuals who have had intimate photos and/or videos distributed off/online.

revengepornhelpline.org.uk | 0345 6000 459

SPITE

Free legal advice to victim-survivors of revenge porn.

lac.qmul.ac.uk/advice/revenge-porn-free-legal-advice

Not Yours to Share

Scottish Government website providing information around the law on image-based abuse and how to access support.

notyourstoshare.scot

Stalking**National Stalking Helpline**

Offers information, advice and guidance to individuals subjected to stalking.

suzylamplugh.org | 0808 802 0300

Paladin – National Stalking Advocacy Service

A trauma-informed service supporting victims of stalking in England and Wales through Independent Stalking Advocacy Caseworkers.

paladinservice.co.uk | 020 3866 4107

Domestic Abuse**National Domestic Violence Helpline**

Provides support, help and information to women subjected to domestic violence.

nationaldomesticviolencehelpline.org.uk | 0808 2000 247

Women's Aid

National charity working to end domestic abuse against women and children, offering help to victim-survivors and resources to professionals.

womensaid.org.uk

Scottish Women's Aid

National charity working to prevent domestic abuse. To find a local women's aid group:

womensaid.scot/find-nearest-wa-group |

Domestic Abuse and Forced Marriage Helpline: 0800 027 1234

Refuge

Offers support to women subjected to different forms of gender-based violence, including access to a refuge or 'safe house' for women and children escaping domestic abuse.

refuge.org.uk | 0808 2000 247

Culturally Specific Services**Ashiana Network**

Refuge, counselling and advice for Black and Minority Ethnic (BME) women and girls (14+) who have experienced domestic abuse.

ashiana.org.uk

Imkaan

Resources and information for victim-survivors and professionals regarding BME women subjected to gender-based violence; does not provide direct services.

imkaan.org.uk

Iranian and Kurdish Women's Rights Organisation

Offers advice to women subjected to 'honour'-based violence, forced marriage, female genital mutilation, domestic abuse in Farsi, Kurdish, Arabic, Dari, Pashto, Turkish and English

ikwro.org.uk | 0207 920 6460

Jewish Women's Aid

Offers support to Jewish women and girls subjected to domestic abuse and sexual violence.

jwa.org.uk | Domestic Abuse Helpline: 0808 801 0500 | Sexual Violence Support Line: 0808 801 0656

Karma Nirvana

Offers support to victim-survivors of 'honour'-based abuse and forced marriage and offers training to professionals working with victim-survivors.

karmanirvana.org.uk | 0800 5999 247

Latin American Women's Aid

Offers support and advice to Latin American and other Black and Minority Ethnic women (including trans women) subjected to gender-based violence in Spanish, Portuguese and English.

lawadv.org.uk | 020 727 50321

Muslim Women's Network Helpline

Specialist faith and culturally sensitive helpline offering information, support and guidance for those suffering from, or at risk of, abuse.

mwruk.co.uk | 0800 999 5786

Southall Black Sisters

Offers information, advice, advocacy and practical help to Black (Asian and African-Caribbean) women subjected to gender-based violence in English, Hindi, Punjabi, Gujarati and Urdu and can arrange interpretation in Somali and other languages. Guidance for professionals also available.

southallblacksisters.org.uk | Help Line: 0208 571 0800

Services for LGBT+ People**Galop National LGBT Domestic Abuse Helpline**

Emotional and practical support for LGBT+ people experiencing domestic abuse.

galop.org.uk/domesticabuse | 0800 999 5428

Galop Sexual Assault Casework & Support Service

Advice and support for LGBT+ people who have experienced sexual violence.

galop.org.uk/sexualviolence | 0207 704 2040

Trans Survivors Switchboard

Support to trans people, including non-binary and questioning people, who have experienced sexual violence.

switchboard.org.uk/projects/helpline/trans-survivors-switchboard

Services for Men**SurvivorsUK**

Online support for men subjected to sexual violence.

survivorsuk.org

Men's Advice Line

Helpline for men who have experienced domestic abuse.

mensadvice.org.uk | 0808 801 0327

National Male Survivor Helpline

Offers support to men affected by rape or childhood sexual abuse.

safeline.org.uk/what-we-do/men | 0808 800 5005

ManKind Initiative

Confidential helpline offering advice and support to all men in the UK subjected to domestic abuse.

mankind.org.uk | 01823 3344244

Services for Individuals with Disabilities**Respond**

National charity working with people with learning disabilities subjected to abuse or violence which offers a range of evidence-based trauma-informed services for children, young people, adults and professionals.

respond.org.uk

DeafHope, from SignHealth

Offers practical and emotional support to Deaf people subjected to domestic abuse as well as training to professionals.

signhealth.org.uk/our-projects/deafhope-projects/deafhope-service

Resources for Professionals**End Violence Against Women International, USA**

A professional training organisation offering online training, conferences, webinars, training bulletins and a resource library for professionals.

evawintl.org

The 1752 Group, UK

A UK-based research and lobby organisation aimed at ending staff sexual misconduct in Higher Education, publishing research in this area and building research-informed ways forward.

1752group.com

VictimFocus, UK

Resources and training for professionals, including e-learning courses and access to research.

victimfocus.org.uk

Campus Advocacy & Prevention Professionals Association (CAPPA), USA

Professional association for campus-based advocates and specialists working in gender-based violence to share best practice, expertise and access support. Membership is free.

nationalcappa.org

USVreact: Universities supporting victims of sexual violence, UK

A research project, led by Brunel University London, across six European countries aimed at developing disclosure response training for staff.

Access to training resources and other publications are available on the project website.

usvreact.eu

Association of Title IX Administrators (ATIXA), USA

Professional association for Title IX Coordinators, administrators and investigators offering training and resources to professionals.

atixa.org

End Violence Against Women, UK

Coalition of specialist support services, researchers, activists and survivors working to end violence against women and girls through targeted campaigning and lobbying of government.

endviolenceagainstwomen.org.uk

Centre for Research into Violence and Abuse (CRiVA), Durham University, UK

A community of researchers with strong links to policy and practice focused on improving knowledge about and responses to interpersonal violence and abuse. Membership is open to those interested in violence and abuse research.

dur.ac.uk/criva

Institute on Domestic Violence and Sexual Violence, Steve Hicks School of Social Work at The University of Texas at Austin, USA

A multi-disciplinary research institute focused on campus sexual assault and misconduct, domestic violence and interpersonal violence; human trafficking; and, sexual assault advancing knowledge through research, education, and service in multi-disciplinary, strategic partnerships with researchers, educators, practitioners, policy makers, and other community members.

sites.utexas.edu/idvsa

Campus PRISM: Promoting Restorative Initiatives for Sexual Misconduct on College Campuses, University of San Diego, USA

An international team of researchers, practitioners and trainers focused on using restorative approaches to address and prevent gender-based violence.

sandiego.edu/soles/restorative-justice/campus-prism.php

Culture of Respect: Ending Campus Sexual Violence, NASPA, USA

Offers tools, videos and a matrix of evidence-informed programmes aimed at ending sexual violence.

cultureofrespect.org

Faculty Against Rape, USA

Voluntary collective offering resources for faculty to support survivors, help in reform efforts on campus and address retaliation for fighting sexual violence on campus.

facultyagainstrape.net

It's On Us, USA

A prevention education campaigning programme launched by President Obama and Vice President Biden aimed at engaging young men and changing campus culture to combat college sexual violence.

itsonus.org

CultureShift, UK

A company offering digital solutions to create positive culture change.

Creators of the Report + Support online platform designed to provide named and anonymous reporting options and signposting to support for sexual violence, harassment and bullying.

Culture-shift.co.uk

RESOURCE 2: TREND MONITORING AND STATISTICAL REPORTING GUIDE

Disclosure Rates

- **Number of disclosures made to staff and through online tools.** This can include any incidents that have occurred since the student (or employee) joined the institution regardless of the affiliation the perpetrator has with the institution to capture sexual violence impacting members of the community.
- **Number of anonymous disclosures**
- **Types of sexual violence disclosed,** i.e. rape/attempted rape, assault by penetration, sexual assault, sexual harassment, stalking/cyberstalking, image-based sexual abuse, sexual harassment, indecent exposure, domestic abuse, group misconduct. (N.B., You may wish to include policy definitions here, but for shorthand we are using criminal justice terms as an example.)

Reporting Party Characteristics (If Known)

- **Gender**
- **Affiliation to institution,** i.e. student (indicating year and department), staff (type and department), visitor, other
- **Additional characteristics** may be recorded, e.g. race, sexual orientation, known disability, home or international student

Responding Party Characteristics (If Known)

- **Gender**
- **Affiliation to institution,** i.e. student (indicating year and department), staff (type and department), visitor, other
- **Relationship to the Reporting Party,** e.g. peer, ex/partner, friend, stranger, lecturer
- **Additional characteristics** may be recorded, e.g. race, sexual orientation, known disability, home or international student

Reporting Rates

- **Number of named reports to the institution,** may categorise as student v. student, student v. staff, staff v. staff, staff v. student
- **Number of anonymous reports to the institution** (if different from anonymous disclosures)
- **Number of reports to the police,** include criminal justice outcomes if known, e.g. guilty, not guilty, no further action, etc.
- **Types of sexual violence reported** (same as above)

University Action (If Applicable)

- **Precautionary measure/s implemented**, e.g. no contact arrangement, partial suspension, full suspension
 - **Number of investigations conducted**
 - **Average length of time for investigations**
 - **Outcome of investigation**, i.e. further action or no further action
 - **Disciplinary outcome**, e.g. sanctions imposed, alternatives to sanctions
 - **Number of appeals**
 - **Appeal outcomes**
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RESOURCE 3: NO CONTACT ORDER TEMPLATE¹**DATE****NAME
ADDRESS**Dear **NAME**,

As an outcome of **PROCEDURE THAT RESULTED IN AN NCO**, you are prohibited from contacting **NAME/S**. This No Contact Order takes immediate effect and stipulates that:

- you will not make any direct or indirect contact of any kind with **NAME/S** or request that others make or attempt to make contact with him/her/ them on your behalf. The following is a non-exhaustive list of examples of contact which is prohibited:
 - face-to-face contact; phone calls; voicemails; text messages; emails; letters; social media posts or messages; hanging around the accommodation/work/study environments of the above-named individual/s.
- *(optional)* you are not permitted to enter or visit **LOCATION/DEPARTMENT**. Should there be an exceptional reason why you may need to do so (e.g. an academic/work commitment) you must contact **STAFF CONTACT** well in advance to discuss if alternative arrangements can be made.
- In the event of chance encounters on or off campus, you should not address, acknowledge or in any other way attempt to engage with **him/her/them**. If a chance encounter occurs, it is recommended that you take appropriate steps to leave the area where the contact occurs as quickly as reasonably possible.

The No Contact Order will remain in place while you and **NAME/S** are members of the university community or if the **PERSON RESPONSIBLE FOR ISSUING NCO** determines that the Order is no longer required and this is communicated to both parties in writing.

If the university receives information that you have breached this Order and this is confirmed, **EXPLAIN CONSEQUENCES OF BREACHING NCO**.

¹Based on a version originally drafted by Humphreys, C. J. for Durham University in 2016 and subsequently updated for this version (Victim Rights Law Centre, 2014; Sokolow et al., 2015)

You may appeal this decision by **EXPLAIN HOW TO APPEAL AND WHO TO CONTACT**.

I take this time to remind you of the support you may access through the university **LINK**.

Please acknowledge receipt of my letter no later than **DATE**.

Yours sincerely,

Signed

cc: Student File

RESOURCE 4: DISCLOSURE RECORDING FORM TEMPLATE²

DISCLOSURE INFORMATION	
Date of Disclosure	
Start Time	End Time
REPORTING PARTY the individual who was the subject of sexual violence	
Name	<i>(leave blank if Reporting Party chooses to remain anonymous)</i>
Gender	
Affiliation to institution	<input type="checkbox"/> Student <input type="checkbox"/> Staff <input type="checkbox"/> Faculty <input type="checkbox"/> Visitor <input type="checkbox"/> Other
Department	
If student, indicate year	<input type="checkbox"/> Undergraduate <input type="checkbox"/> Postgraduate Year_____
RESPONDING PARTY the individual reported to have committed sexual violence	
Name	<i>(leave blank if Reporting Party chooses to remain anonymous)</i>
Gender	
Relationship to Reporting Party	<i>(e.g. friend, peer, ex/partner, stranger, lecturer, manager, etc.)</i>
Affiliation to institution	<input type="checkbox"/> Student <input type="checkbox"/> Staff <input type="checkbox"/> Faculty <input type="checkbox"/> Visitor <input type="checkbox"/> Other
Department	
If student, indicate year	<input type="checkbox"/> Undergraduate <input type="checkbox"/> Postgraduate Year_____
INCIDENT INFORMATION	
Date and Time of Incident/s	
Location of Incident/s	<i>(note specific location if known; please indicate on/off campus)</i>
Details about incident/s as disclosed by the Reporting Party	<i>(Provide as much or as little information as was disclosed; use the Reporting Party's own words where possible)</i>
Safeguarding issues identified and actions taken to address issues	
Record the reporting and support options discussed and what, if any, decisions were taken by the Reporting Party	
Did you signpost to the (check all that apply)	<input type="checkbox"/> Sexual Assault Referral Centre <input type="checkbox"/> Police <input type="checkbox"/> Student Services <input type="checkbox"/> Specialist Counselling <input type="checkbox"/> University Counselling <input type="checkbox"/> Other
INDIVIDUAL WHO RECEIVED AND RECORDED THE DISCLOSURE	
Name	
Title/Role and Department	
Contact Details	
Date Recorded	

²Based on a version originally drafted by Humphreys, C. J. for Durham University in 2017 and subsequently updated for this version.

RESOURCE 5: RAPE AND SEXUAL OFFENCES: SOCIETAL MYTHS

Myth	Implications	Facts
1. Rape is committed by strangers in dark alleys	<ul style="list-style-type: none"> • Implies that home is safe; that rape can be prevented by avoiding certain places and therefore blames the victim; • Assumes a particular victim profile; • Entrenches racial and class prejudices. 	<ul style="list-style-type: none"> • The majority of rapes are committed by persons known to the victim-survivor. • Date or acquaintance rape is very common. • Victim-survivors are often raped in their homes.
2. Women provoke rape by the way they dress or act	<ul style="list-style-type: none"> • Attempts to excuse rape; • Assumes that a woman who draws attention is looking for sex or 'deserves what she gets'; • Re-victimises, blames and stigmatises the victim. 	<ul style="list-style-type: none"> • Consent cannot be implied from flirtatious behaviour or from the way a person dresses. • Only the rapist is responsible for the rape!
3. Women who drink alcohol or use drugs are asking to be raped	<ul style="list-style-type: none"> • Attempts to excuse rape and 'blame the victim'; • Re-victimises and stigmatises the victim. 	<ul style="list-style-type: none"> • Women have the same right to consume alcohol as men. • Being vulnerable does not imply consent. • If a woman is unable to give consent because she is drunk, drugged or unconscious, it is rape. • Only the rapist is responsible for the rape!

(Continued)

Myth	Implications	Facts
<p>4. Rape is a crime of passion</p>	<ul style="list-style-type: none"> • Assumes that: <ul style="list-style-type: none"> – rape is impulsive and unplanned; – men are incapable of delaying gratification or controlling sexual urges; – rape is about uncontrollable lust; and only 'attractive' women are raped. • Disregards elements of power, aggression, violence, control and humiliation in rape; • Attempts to excuse, minimise and romanticise rape; • Attempts to remove the responsibility for the rape from the rapist. 	<ul style="list-style-type: none"> • Research and evidence from rapists themselves suggests that most rapes are premeditated and planned. • Many rapists fail to get an erection or ejaculate. • Interviews with rapists reveal that they rape to feel powerful and in control, not for sexual pleasure. • There is no typical victim of rape. Girls and boys and women and men of all ages can be victims. • Many rapists are involved in sexually satisfying relationships with their partners at the time of the rape.
<p>5. If she didn't scream, fight or get injured, it wasn't rape</p>	<ul style="list-style-type: none"> • Disbelieves and re-traumatises the victim; • Invalidates the experience of the victim; • Discourages him or her from seeking help. 	<ul style="list-style-type: none"> • Victims in rape situations are often legitimately afraid of being killed or seriously injured and so co-operate with the rapist to save their lives.

- **The victim's perception of threat influences their behaviour.**
- **Rapists use many manipulative techniques to intimidate and coerce their victims.**
- **Victims in a rape situation often become physically paralysed with terror or shock and are unable to move or fight.**
- **Non-consensual intercourse doesn't always leave visible signs on the body or the genitals.**

6. You can tell if she's 'really' been raped by how she acts

- Disbelieves and re-traumatises the victim;
- Invalidates the victim's experience and individuality;
- Discourages him or her from seeking help.

- **Reactions to rape are highly varied and individual.**
- **Many women experience a form of shock after a rape that leaves them emotionally numb or flat and apparently calm.**

7. Women cry rape when they regret having sex or want revenge

- Reinforces stereotypes of the 'vindictive woman';
- Reinforces stereotypes of women as untruthful;

- **Between January 2011 and May 2012, the Director of Public Prosecutions required the Crown Prosecution Service areas to refer to him all cases involving**

(Continued)

Myth	Implications	Facts
	<ul style="list-style-type: none"> • Re-victimises and stigmatises the victim; • Undermines her support for seeking justice 	<p>an allegedly false allegation of rape and/or domestic violence. During that time, there were 5,651 prosecutions for rape but only 35 for making false allegations of rape.</p>
<p>8. Only gay men get raped/only gay men rape men</p>	<ul style="list-style-type: none"> • Reinforces homophobic fears and prejudices; • Creates the illusion of the safety for straight men; • Re-traumatises and stigmatises male survivors; • Results in very few reported rapes on men. 	<ul style="list-style-type: none"> • Men of all sexual orientations get raped. • Men who rape other men are often heterosexual – they usually have a relationship with a woman. • Rapists rape other men as part of their violence and need for power, dominance and control.
<p>9. Prostitutes cannot be raped</p>	<ul style="list-style-type: none"> • Further disempowers sex workers; • Provides an excuse for abuse 	<ul style="list-style-type: none"> • Sex workers have the same rights with regards to consent as anyone else: the transactions they negotiate with clients are for consensual activities, not rape.

10. If the victim didn't complain immediately it wasn't rape

- Disbelieves and re-traumatises the victim;
- Invalidates the experience of the victim;
- Discourages him or her from seeking help.

• **The trauma of rape can cause feelings of shame and guilt which might inhibit a victim from making a complaint. This fact was recognised by the *Court of Appeal in R v D (JA)* 24 October 2008, where it was held that judges are entitled to direct juries that due to shame and shock, victims of rape might not complain for some time, and that a late complaint does not necessarily mean that it's a false complaint.**

Source: Reproduced with permission under the Open Government Licence v2.0 (CPS, 2019a).

RESOURCE 6: INVESTIGATION REPORT TEMPLATE

**Investigation Report
Strictly Private and Confidential**

Introductory statement to include who authorised the investigation, identity of investigator/s and policy under which the investigation was conducted.

1. Procedural History

1.1 Include:

- Date of formal report to the institution
- Date of the reported incident/s
- Date on which investigator/s were assigned and investigation commenced
- Date when Responding Party was informed
- Date when the investigation was completed
- Any other relevant procedural information

2. Participants and Investigation Timeline

2.1 Include:

- Reporting Party name and interview date; note who accompanied them if applicable
- Responding Party name and interview date; note who accompanied them if applicable
- Witness 1: name, date contacted, date received statement and interview date
- Witness 2: name, date contacted, date received statement and interview date
- Note any witnesses that could not be interviewed and why

3. Scope of Investigation

3.1 Include:

- What misconduct was reported and connect this to policy definitions
- Any subsequent misconduct reported after the initial report was made, i.e. a breach of a No Contact Arrangement and/or retaliation
- Anything submitted which was outside the scope of the investigation and therefore was not considered as part of the investigation and why

4. Standard of Proof

4.1 Include:

- Statement explaining the civil standard of proof, e.g. *To determine whether an individual has breached the (relevant policy), the standard of proof required is the balance of probabilities, i.e. the evidence must demonstrate that it is more likely than not that the misconduct occurred.*

5. Commentary

5.1 Include:

- List all evidence collected
- List all evidence that could not be collected and why
- Summarise the evidence presented by all parties

6. Credibility Assessment

6.1 Include

- Assessment of validity, reliability and integrity of the Reporting Party, Responding Party, witness/es, evidence and any relevant information

7. Findings of Fact and Analysis

7.1 Include:

- State policy definition for misconduct and apply the facts based on evidence related to the policy, weighing evidence and incorporating the credibility assessment
- Detail the facts that were established during the investigation
- Detail any areas that were inconclusive or could not be established
- Note this section may highlight if certain parts of the report are founded or not

8. Conclusion

8.1 Include:

- Recommendation for further disciplinary action or no action required
- Any additional recommendations as permitted by the relevant policy

Investigator/s' signature/s:

Date: