
Reasonable Accommodations: Coordinated
Development of Efficient, Trauma Informed
Policies & Practices at the University of
Denver

Introductions



Objectives

The American College Health Association's (ACHA) *Addressing Sexual and Relationship Violence: A Trauma Informed Approach (2016)*, outlines best practices for providing reasonable accommodations and support for survivors.

- Highlight recommended best practices by ACHA
- Our investment in coordinated support
- Overview of DU's policies/practices for support and interim measures

***Note on Language:** *“Reasonable accommodations”* is a term used by ACHA. We recognize that many campuses do not use this language for many reasons, including reasons related to ADA. We tend to use terms like *“support”* and *“interim measures”* when informing individuals of their options.



Four R's of TIC

Realization

At every level, people have a basic **realization** about trauma.

Recognize

People within an institution are able to **recognize** the signs and symptoms of trauma.

Respond

Campuses as a whole should **respond** with a trauma-informed systematic approach.

Resist re-traumatization

Policies and practices can unintentionally compound trauma. They should be developed to **avoid re-traumatization**.

Six Key Principles of TIC

Safety

**Trust &
Transparency**

**Collaboration
& Mutuality**

**Empowerment
Voice & Choice**

Peer Support

**Cultural
Historical &
Gender Issues**

Reasonable Accommodations & Interim Measures outlined by ACHA

- Should be made regardless of whether a victim/survivor chooses to report to Title IX or Law Enforcement
- Purpose is to address safety and mitigate the effects of trauma for as long as the victim/survivor needs
- Minimize the burden placed on the victim/survivor
- Range of measures include but are not limited to: no contact orders, protective escorts, academic accommodations, changes in living/work/academic settings, access to health and mental health care.



Investment in Coordinated Support

- Holistic student development
- Culture of care and support
- Efficiency and consistency
- Retention

Disability Service Program

CAPE Request for Temporary Academic Accommodations

- Email from CAPE
 - Accommodations requested
 - Optional request for Letter of Personal Emergency to be sent to instructors
- Confirmation email from student
- DSP sends email directly to instructors (student cc'd)
- DSP sends email directly to student
 - cc CAPE
 - cc Executive Director Executive Director of Academic Resources (if Letter of Personal Emergency requested)

Trust & Transparency


Transparent and consistent policy/practice.

Resist Re-traumatization

Eliminate need for student to recount event.

Empowerment Voice & Choice

Removes pressure survivor may feel to disclose to professors.

- Minimize turn-around time (less than one working day)
 - Low threshold – process should not discourage support
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Health and Counseling Center: Services for Survivors

- Sexually transmitted infection treatment and screening, pregnancy prevention according to established guidelines.
 - These services are available at no cost to the survivor.
 - Will do follow up testing/treatment in addition to initial visit.
- Administration of Post Exposure Prophylaxis (PEP), vaccinations and other medical care as indicated.
 - These services are an additional fee.
 - CAPE survivor fund, community resources.
- Utilize an interdisciplinary, trauma informed model.
 - All medical providers, support staff, administrative staff have received training on trauma informed care.
 - Integrated clinic model.

Safety

Physical and medical safety. Can connect with counseling and advocacy for additional physical/emotional safety needs.

Empowerment Voice & Choice

Services give the survivor agency to choose their own course of medical care and consent is obtained at every stage.

Collaboration & Mutuality

Collaborate with other department to ensure survivor is receiving all services needed. Collaborate with survivor on needs.

Cultural Historical & Gender Issues

Providers receive training on cultural humility, trauma informed care and common myths/stereotypes.

Housing & Residential Education (HRE) Safe Room Process

Step 1: Communication from CAPE Advocate to HRE

Step 2: HRE Team Member coordinates with CAPE Advocate the use of one of 6 safe rooms and communicates Administrator on Call (AOC) duty phone number for student to contact directly

Step 3: AOC is called by the student to meet at designated safe room building – Linens & Toiletries available in safe rooms, if needed

Step 4: Students identity remains anonymous to all student staff members – only AOC knows student information

Step 5: Student can stay up to 3 nights in safe room – unless otherwise designated through CAPE Advocate- Permanent room changes made before the completion of 3 nights

Step 6: Student checks out of safe room directly with AOC

Safety

Student is given a room that other students do not know about in a location away from permanent room. Student's identity is kept private except for AOC.

Collaboration & Mutuality

Cross collaboration with CAPE & HRE. No questions asked.

Trust & Transparency

CAPE Advocate represents student through process. Practice is transparent among campus partners and easily communicated to survivors.

Student Rights & Responsibilities

Step 1: Communication from CAPE Advocate to Director of SRR regarding need for a mutual temporary No Contact order (TNCO)

Step 2: SRR consults with CAPE Advocate regarding if a location restriction is appropriate

Step 3: Director of SRR creates the Temporary No Contact Order and distributes it Campus Safety, CAPE advocate, HRE if applicable, Title IX, and other campus partners

Step 4: Director of SRR meets personally with the non-requesting party to discuss parameters, expectations, and next steps

Step 5: The temporary no contact order is reviewed within one month as to the appropriateness of creating a mutual Standing No Contact Order; approved by committee

TNCO's are designed to allow time for safety plans, initiating interim measures, engaging in an investigation as needed, and protecting the safety & due process for all involved parties

Safety

Addresses safety concerns in a timely manner. Can create emotional safety for survivor who is not ready to share a lot of detail with administrators.

Collaboration & Mutuality


Cross collaboration with CAPE, HRE, Title IX. Survivor can collaborate on what information they feel safe sharing and when.

Trust & Transparency

Practice is transparent among campus partners and easily communicated to survivors. Survivors can know what information will be shared with respondents.

Resist Re-traumatization

Temporary order gives space for survivor to address safety without feeling the need to recount everything. Survivor is given time before standing order to consider options.



Campus Safety & Title IX

-Trespass Orders (temporary vs. standing)

- - Issued by Campus Safety against non-community members; and
- - community members deemed to be an ongoing threat by a multi-disciplinary team

- Parking passes (temporary vs. standing)

- - Provided to community members that have night courses; or
- - have a perpetrator whose location or identity is unknown

- Student advisory boards and campus climate surveys

- - Annual campus climate survey published during SAAM

- Annual training, and ad hoc training as needed for specific departments

- - Tailored specifically to the needs of the academic unit or administrative department
- - Increased presence in professional schools and graduate programs

Safety

Address physical safety needs first with out needing to get a lot of detail.

Empowerment Voice & Choice

Student advisory boards and campus climate surveys.

Recognize

Organize annual and ad hoc training on issues of gender based violence and trauma.

Resist Re- traumatization

Trying to minimize the need for a survivor to re-count what happened. Explain the rationale why they may need to.

Cultural Historical & Gender Issues

Recognize that there are many barriers to reporting that could be connected to identity, historical trauma, stereotypes, etc.

Trust & Transparency

Policies/practices are consistent and transparent among campus partners. Transparent about roles of staff.

Q & A

- Questions after the conference?

Contact Kayla Ham, Coordinator of CAPE Advocacy Services

303-871-3853 Kayla.ham@du.edu