

# CAMPUS UPDATE

MAINE MARITIME ACADEMY

March 2022

Maine Maritime Academy joined [NASPA's Culture of Respect Collective](#) last year. Since then, the collective has guided our Culture of Respect planning group in an assessment of the Academy's campus culture and sexual misconduct prevention and response procedures.

## Recent activities:

- Student athletes participated in a February training on sexual assault and have suggested that all upper-class students would benefit from this training. The Title IX Committee is developing a plan for all sophomores to participate in the training next year and will share information about this in the fall.
- The Title IX Coordinator, Career Services staff, and the Commandant are part of a working group of State Maritime Academy (SMA) representatives creating an agreement for vessel operators that hire SMA cadets for cadet-shippping. This agreement is designed to create a safe environment for students working aboard commercial vessels.
- The Respect=Support online training about sexual harassment launched this month for student employees.

## Upcoming Events & Trainings

<b>March</b>	March 28   7 p.m. Catharsis Productions: Sexual Harassment Prevention	Catharsis Productions will present sexual-harassment prevention training for all sophomores planning to participate in cruise, cadet-shippping, or co-ops this summer. The training is mandatory for these students and will be a live performance presented virtually.
	March 29   7 p.m. WOW Alumnae Panel	Join MMA alumnae to hear about their experiences as women in cadet-shippping and the maritime industry.
<b>April</b>	April 5   4:30 p.m. Valuing Yourself	Holmes Heritage Roundtable discussion on dating safety/abuse with Patrisha McLean, president and founder of Finding Our Voices, breaking the silence of domestic abuse at <a href="#">findingourvoices.net</a> (and a former resident of Castine).

## Priorities & Progress

Below, you will find a list of the priorities identified in the Culture of Respect assessment and the progress that we are making in each focus area.

This information will be posted on the MMA website and monthly progress reports will be provided.

### Clear Policies

Objective	Measurable Outcomes	Deadlines
Create a schedule (Part I) for annual review and update of policies for consistency and compliance. Implement the schedule (Part II)	Review schedule and publish with annual checklist, confirm consistency across print and policy and web materials	Part I – <b>COMPLETED</b> Part II – July 2022 (after new Title IX guidance becomes available)
Campus Leadership Team to review resources on use of restorative justice in Sexual Assault/Harassment cases for applicability at MMA	Decision made on whether and how to implement restorative justice practices in the judicial process.	<b>COMPLETED</b> Recommendation to focus on how restorative justice could be used in sexual harassment cases.

### Multi-tiered Education

Objective	Measurable Outcomes	Deadlines
Identify and implement an online training resource for all employees including student employees which includes elements such as rape myths and intersectionality.	Employees consistently pass “test” of knowledge gained from the program and evaluate program favorably.	<b>COMPLETED</b> for student employees; reviewing applicability for all employees.
Identify and implement a training program for advisors and support persons in the sexual misconduct resolution process.	Employees in this role report satisfaction with the training; more employees volunteer for the role and remain in the role; students report feeling supported in the process.	<b>IN PROGRESS</b> TRAINING PROGRAM began in March 2022 with seven advocates
Increase education, training and communication with students regarding prevention and response	Increased awareness of response procedures in campus climate surveys; increased reporting of incidents; increased incidents of bystander intervention; eventually decreased number of SASH (sexual assault and sexual harassment) incidents reported; increased satisfaction with campus climate.	<b>IN PROGRESS</b> – see events above; Presentations to be booked for fall for FYE/PD classes and a recommendation for sophomore programming is forthcoming from the Title IX Committee. Fall drop-in discussion sessions also planned for Sept – November.
Expand training, education, and communication for faculty and staff	Climate survey results would indicate increased awareness of issues such as gender, , rape myths, and cultural competence among the faculty and staff. Improvement from pre- to post-training assessments.	<b>IN PROGRESS</b> Allyship program offered in early February; Title IX committee submitting formal plan to leadership in March.
Adapt online training program for use with graduate students.	Graduate students demonstrate increased awareness of SASH prevention and response on climate surveys.	April 2022

## Survivor Support

Objective	Measurable Outcomes	Deadlines
Develop a Memorandum of Understanding (MOU) for training and advocacy services with Aroostook Mental Health Services (AMHS).	Students will use services of AMHS and training will be more effective.	June 2022 – <b>ON HOLD</b> pending passage of proposed bill in ME legislature regarding MOUs for this purpose.
Further expand anonymous reporting tool into a link/app. Develop plan to investigate anonymous reports with enough information to proceed. those reports that can be investigated.	Increased use of the reporting form.	<b>COMPLETED</b>

## Public Disclosure

Objective	Measurable Outcomes	Deadlines
Decide upon a strategy to assess campus climate and implement it in 2022-2023. This will include a strategy to share results of the campus climate survey.	At least 30% of students complete the campus climate survey. Survey results would provide data on the most pressing topics to address with educational programming. The results would also provide baseline data on campus awareness of issues such as gender, intersectionality, rape myths, cultural competence among the faculty and staff.	<b>ON HOLD</b> pending passage of proposed bill in ME legislature regarding state-wide climate survey
Collect data and develop a framework to share statistics of reports and investigations outside/beyond the Clery reporting requirements.	Employees and students have accurate information about the prevalence of SASH incidents on campus. MMA is able to answer questions about prevalence with statistics and not anecdotal evidence.	<b>COMPLETED</b>
Increase communication with alumni and parents regarding sexual assault prevention and response.	Parents and alumni know where to find sexual assault prevention and response information on the website; where to find the Academy's Clery Annual Security Report; and know who to ask about follow up questions.	Summer 2022

Please contact members of the Culture of Respect Campus Leadership Team (listed below) or Dr. Elizabeth True with questions. She can be reached via email at [elizabeth.true@mma.edu](mailto:elizabeth.true@mma.edu) or by phone at 207-326-2659.

**Campus Leadership Team for the Culture of Respect Initiative:** Janet Acker, Joceline Boucher, John Cashman, Tricia Carver, Deidra Davis, Paul Ferreira, Roxanna MacGregor '23, Heidi Pugliese, Christine Skwiot, Nicholas Starbird, Peter Stewart, Elizabeth True, and Keith Williamson.

