



POLICY REVIEW
ICSA Sexual Violence and Sexual Harassment
PLAN OF ACTION

Compiled by the ICSA Sexual Assault Task Force



2022 ICSA SVSH Plan of Action

1. Individual communication from President
 - a. Letter sent to individuals emphasizing appreciation of patience and passion
 - b. Acknowledgement of survivor and empathetic statement
 - c. Identification of governing authorities and their limitations/jurisdictions
 - i. ICSA Executive Committee
 - ii. Title IX and the Office of Civil Rights
 - d. Centralization of survivorship and advocacy
2. Policy-wide priorities
 - a. The health, safety, and wellbeing of the survivor
 - b. Allow criminal investigations to move forward without interference
 - c. Determine what can be done to make college sailors safer
 - d. Comprehension by all involved of the facets of survivor-centric policies
 - e. Confidentiality policy: The discussion of a sexual assault case will be completely confidential. The President should only reveal details when absolutely necessary. The disclosure of any identifying information must be approved by the survivor.
 - i. Confidentiality policies are central in allowing the survivor to choose if, when, and how to share their story. It is up to the survivor and them alone to choose the form of justice that will maximize their healing.
 - ii. The reporting structure for sexual assault and violence cases is fluid and complicated. It can be very difficult to navigate, especially while undergoing post-traumatic stress, depression, and anxiety.
 - iii. The confidentiality policy protects survivors and their autonomy.
 1. The ICSA and its resources are committed to doing whatever possible to support survivors entering this space.
3. Steps of Action
 - a. Acknowledge survivor, ensure support systems are in place, ensure the survivor is safe
 - i. Ensure survivor has access to the ICSA Survivor Support Sheet
 - ii. Understand what forms of justice the survivor plans to seek and determine how the college sailing community can be supportive
 - b. Confirm the reporting requirements have been satisfied based on venue and authority
 - i. Local Police
 - ii. Title IX office of parties
 - iii. The Center for Safesport
 - iv. ICSA Grievance Reporting Form
 - v. Mandatory reporters for Cleary Act
 - c. ICSA Risk Management
 - i. Report possible risk incident to insurance provider
 - ii. Ensure the confidentiality of the survivor while informing all necessary bodies that an incident has occurred (if the survivor chooses to make their story known)
 1. Unless expressly desired by the survivor, any discussion of the incident will be completely confidential, need-to-know protocol
 - d. Assembly of Advising Group (these individuals or other): must include...
 - i. Expert in survivor support and healing
 - ii. Expert in sexual assault (+1 collegiate contexts)



- iii. Expert in college athletics crisis response
 - iv. Expert in organizational liability
 - v. Expert in Title IX
4. Creation of ICSA Sexual Assault Advocate
- a. This person will work closely with the President of the ICSA to communicate the survivor's needs and concerns to the larger ICSA body and is responsible for maintaining the anonymity and confidentiality of the survivor.
 - b. The survivor may choose to interact with individuals designated by the ICSA or choose to elect their own (a coach, teammate, captain, or other) who can help them to navigate the process.
 - c. The person who holds this role must educate themselves on the topics of sexual assault, survivor trauma, and its impacts in college athletics. Until its dissolution, the ICSA Sexual Assault Task Force can provide this person with support and resources.
 - d. This person must NOT be a mandated reporter.



Original Response

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3. Steps of Action
 - a. Acknowledge survivor, ensure support systems are in place, ensure the survivor is safe
 - b. Confirm a proper Title IX Report has been filed with their institution of study
 - c. Assembly of Advising Group
 - i. Bob Driscoll- McGlinchey.com.
 - ii. Jack Dunn Boston College Communications
 - iii. Safesport
 - iv. Samantha Huge – Real Response
 - v. Brian Curtis, private professional Crisis Manager specializing in college athletics.
 - vi. Justin Sterk - Staff Counsel and Compliance Manager US Sailing
 - vii. Jo Anne Waite Clinical Director - DayoneRI.org
 - viii. Other resources: <http://www.rainn.org/>
 - ix. Additional contacts: Contacted Dr Jen Stanley – VP RWU, Title IX Coordinator
 - x. Dr. Kristi Gover – Title IX Coordinator Jacksonville University
 - xi. Safesport