

Dear Hesston,

On Monday November the 29th, a call to action was issued along with a list of demands by several student organizers. These demands were created over an extensive process of research, conversation, and collaboration with survivors of sexual misconduct and Into Account experts. This call to action aims to function as a voice for students who lack the power, resources, or safety to promote their interests alone. That being the case, we as a body of student organizers desire to tailor and adjust our mission to the needs of students and welcome conversation and engagement.

Furthermore, student organization and demands are not aimed at disruption for disruption's sake, but rather seek to empower student voices. As it is, survivors are dropping out while their perpetrators have been allowed to graduate without consequence, disrupting their education. Consequently, we find it important to draft a concise letter of justifications for our demands as our next step to promote better understanding. These justifications seek to validate the intention of our demands, which promote: accountability for both perpetrators and those who enable them, safety for the student body and victims of sexual misconduct, and progress toward a future wherein Hesston becomes more diverse, inclusive, and responsive to its student body. Our rationale is as follows:

1. Hire another campus counselor, one being a woman.
 - a. We only have a male counselor who is always booked leaving students without many options.
 - b. Some students have stated they do not feel comfortable sharing with Justin and would prefer a woman counselor as well.
 - c. Two counselors give students more support.
2. Create a non-mandated reporter faculty position and contract with Into Account.
 - a. A faculty advocate is someone who serves as a contact for students to talk through options after an experience with sexual violence. The faculty advocate is trained in knowing the different on and off campus resources, processes, and can walk through these options with students.
 - b. We only have a few non mandated reports- Micah, Marelby (as of recently), and the counselor, Justin.
 - i. None are trained in assisting students that have experienced sexual violence except for Justin.
 - c. Into Account is trained in working with survivors in Christian contexts. Hesston College has a sexual violence problem and students need more resources outside of the current on campus recourses. Safe hope is one example; however, more are needed. Hesston students have trusted and had positive experiences with Into Account.
3. Immediately hire a full time second RD to fill Gage Dowling's previous role and work with students to create a third full time RD position.

- a. Makenna is the only RD currently.
 - b. RD's are overworked. They do more in Student Life besides their role in residency but play many other parts on campus.
 - c. There needs to be 3-4 full time RD's to keep this campus safe.
 - d. It provides more resources and support for students
4. Remove the Vice President of Student Life as an alternative to Title IX Coordinator for making reports of sexual misconduct in the Title IX policy.
 - a. There is no precedent for the Vice President of Student life to serve as an alternate Title IX coordinator.
 - b. Removing the Vice President of Student Life from this position will streamline the reporting process and create a more effective system for students.
5. First Year Experience (FYE) must include a standardized (the same across all professors) intensive/comprehensive curriculum unit to educate all students on Title IX policies, sexual violence, and bystander training.
 - a. The only education on sexual violence is "Say No To Tea" video in chapel and an online "course" that is non effective and not taken seriously.
 - b. Students and faculty are not trained or properly educated on the Title IX process, sexual assault, and bystander education.
 - c. Normalizing conversations about sexual misconduct creates an environment that educates bystanders, provides students with the proper vocabulary, and empowers them to use their voice.
6. Take predator Daniel Bender's portrait down or put up a plaque explaining his sexual misconduct during his presidency.
 - a. Daniel Bender is the founding president of Hesston College.
 - b. He raped his daughter who worked at Hesston College.
 - c. She got fired because it was too "embarrassing" for the college.
 - d. Administration has been asked to take it down multiple times and they said no due to it being part of "Hesston's history."
7. Make Micah Hurst a mandated reporter and require he goes through additional training on the Title IX process and trauma informed ways of interacting with students. Additionally, release the job description of campus pastor.
 - a. Countless students have shared that Micah has interrogated them about their beliefs.
 - b. Survivors have shared that Micah has discouraged them from going to Title IX and devalued them.
 - c. Students believe Micah should be a mandated reporter so he would be legally required to report to Title IX and have additional training so he knows how to handle situations regarding sexual assault.
 - d. Releasing his job description would create accountability so students would know what to expect when talking to him.

- e. He is crossing boundaries that he should not be and taking on responsibilities that we assume are outside of his job description.
8. Conduct a student climate survey every year to hear from students about their safety starting in the Spring of 2023.
 - a. Students have not been heard by Hesston College
 - b. Students do not feel like they can be honest with how they are feeling about safety and feeling comfortable.
 - c. Providing a climate survey for students is one way that the administration can be held accountable for conducting adequate reforms throughout the next few years, and as needed in future contexts.
 9. Expand supportive measures to include: enforcement of no contact orders for both parties, leaves of absence, and option of attending classes online.
 - a. There have been cases where no contact orders have been violated.
 - b. Perpetrator(s) currently and have been allowed to remain on campus and remain in the same classes with the survivor(s).
 - c. Let a survivor withdraw from a semester and continue later without any punishment.
 - d. These are supportive measures put in place at other colleges that Hesston lacks.
 10. Never have a survivor be in a room with their perpetrator during the Title IX process or for an informal process.
 - a. There have been cases where Deb Roth has forced a survivor to face their perpetrator in the same room in an attempt to “reconcile”.
 - b. It's unsafe, intimidating, triggering, and retraumatizing for the victim.
 11. Release the complete findings of the Cozen O'Connor review to all students, faculty, staff, and alumni.
 - a. Hesston College has kept students in the dark about the sexual assault incidents except for random emails stating “they’re working on it”.
 - b. They chose attorneys for their “unbiased trauma-informed outside organization”.
 12. Fire Deb Roth.
 - a. We have testimonies that Deb Roth has:
 - i. purposefully ignored reports,
 - ii. discouraged survivors stories,
 - iii. not submitted reports to Title IX due to thinking she can “handle it herself,” which she did not, and
 - iv. verbally abused survivors.