

Annual Report for the Committee on the Concerns of Women
2012-2013 Academic Year
Presented to President John Miller
Central Connecticut State University


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Sub-Committee Membership

Budget (Ellen Retelle, chair)

Ellen Retelle
Kathy Poirier

Job Place Bullying and Harassment (Kathy Hermes, chair)

Carolyn Fallahi
Kathy Hermes
Susan Gilmore
Meg Levvis
Jacqueline Cobbina-Boivin
Kate McGrath
Eva Vrdoljak

Women of Color Support and Concerns (Rosa Rodriguez, chair)

Kathy Hermes
Myrna Garcia-Bowen
Bobbie Koplowitz
Jacqueline Cobbina-Boivin
Heidi Huguley
Rosa Rodriguez

Women's History Month and Luncheon (Ellen Retelle, chair)

Joanne DiPlacido
Carolyn Fallahi
Susan Slaga
Bobbie Koplowitz
Ellen Retelle
Heather Prescott
Karen Ritzenhoff
Sam Ozzone

Work Life Family Balance (Leah Glaser and Fiona Pearson, chair)

Leah Glaser
Fiona Pearson
Kathy Hermes
Jason Sikorski

Karen Ritzenhoff
Jacqueline Cobbina-Boivin
Kim DeMichele

Scholarship (Emily Chasse, chair)

Emily Chasse
Ellen Retelle
Kris Larson
Jacqueline Cobbina-Boivin
Karen Ritzenhoff

Sexual and Relationship Violence Prevention (Joanne DiPlacido, chair)

Joanne DiPlacido
Sandy Matthews
Bobbie Koplowitz
Jason Sikorski
Jacqueline Cobbina-Boivin
Meg Levvis
Jackie Hennessey
Carolyn Fallahi

Sexual Minorities (Ellen Retelle, chair) (Committee is being dropped for the 2013-2014 year)

Joanne DiPlacido
Ellen Retelle
Kristine Larsen
Jackie Hennessey
Carolyn Fallahi
Sam Ozzone

Mentoring (Carolyn Fallahi, chair)

Ellen Retelle
Myrna Garcia Bowen
Bobbie Koplowitz
Kathy Poirier
Rebecca Pickering
Jacqueline Cobbina-Boivin
Karen Ritzenhoff
Sandra Matthews

Men's Initiative and Support of Women (Jason Sikorski, chair)

Carolyn Fallahi,
Bobbi Koplowitz
Jason Sikorski
Jacqueline Cobbina-Boivin
Susan Gilmore

Jackie Hennessey

Health Education for Women: Committee is being dropped for the 2013-2014 year

Meg Levvis

Jacqueline Cobbina-Boivin

Eva Vrdoljak

Rebecca Pickering

Carol Moran

Final Reports

Budget Report

Fiscal Year 2013

CCW001

Committee on the Concerns for Women

Net Discretionary Budget Pool

Account	Account Description	Accounted Budget	Year To Date Activity	Encumbrances	Remaining Balance
612000	Budget Pool-Discretionary Pers Serv	11,000.00	0.00	0.00	11,000.00
612300	Graduate Assistants	0.00	9,599.94	0.00	(9,599.94)
		11,000.00	9,599.94	0.00	1,400.06

Net OE Budget Pool

Account	Account Description	Accounted Budget	Year To Date Activity	Encumbrances	Remaining Balance
700000	Gen and Admin Budget Pool - OE	3,400.00	0.00	0.00	3,400.00
713100	Conferences	0.00	2,072.01	0.00	(2,072.01)
713105	Film Rentals	0.00	100.00	0.00	(100.00)
713135	Educational Supplies	0.00	250.00	0.00	(250.00)
721120	Honoraria and Lecturer	0.00	700.00	0.00	(700.00)
722100	Dues and Memberships	0.00	175.00	0.00	(175.00)
732105	Travel - Out of State	0.00	140.49	0.00	(140.49)
772150	Promotional Supplies	0.00	0.00	1,000.00	(1,000.00)
		3,400.00	3,437.50	1,000.00	(1,037.50)

Job Place Bullying and Harassment Annual Report

We have been working hard on a Job Place Bullying and Harassment Policy. We met with Lou Pisano in the Fall semester, 2012, and emphasized that we needed a bullying policy at CCSU. He was not in favor of one, but stated that he would consider it. We had originally submitted a more detailed version with a very detailed reporting protocol and received feedback from Rosa Rodriguez that it was too long and too involved. We shortened it and at the April CCW meeting, we voted to recommend the following bullying policy for consideration. It has been sent to HR and the Office of Diversity and Equity for consideration.

In addition, we are concerned about this link on the CCSU website: <http://www.ccsu.edu/page.cfm?p=7927>

We think that this is not a bullying policy and it is misleading to have “Bullying” in quotation marks up there.

We look forward to working with HR to come up with a bullying policy that meets the needs of CCSU faculty and staff.

Proposed Policy Regarding Abusive Conduct in the Workplace

Central Connecticut State University is committed to having a positive working environment for its faculty, administrators and staff. All individuals have the right to enjoy an environment free from forms of conduct that can be considered abusive. In addition, academic freedom can exist only when every person is free to pursue ideas in a non-threatening atmosphere of mutual respect. CCSU is committed to protecting the academic freedom and freedom of expression of all members of the school community and this policy against abusive conduct will be applied in a manner that protects those freedoms.

Abusive conduct is intentional conduct by a state employee in the workplace that is unrelated to the state’s legitimate interest and that a reasonable person would find hostile or offensive considering the severity, nature and frequency of the conduct. Abusive conduct includes, but is not limited to, (A) repeated infliction of verbal abuse such as the use of derogatory remarks, insult and epithets; (B) verbal or physical conduct that is threatening, intimidating or humiliating; or (C) the sabotaging or undermining of a person’s work performance; (D) behavior that exploits an employee’s known psychological or physical vulnerability. For purposes of this policy, “state employee” means all state agency personnel, but does not include contractors, subcontractors, vendors of the state, or food service employees. Abusive conduct in the workplace is distinct from harassment or discrimination based on protected classes as defined by the Connecticut Human Rights and Opportunities Commission.

If an employee comes forward with a complaint, retaliatory actions against the employee are prohibited.

Proposed reporting language:

If you think you have been the target of abusive conduct you may report it to Human Resources, the Office of Diversity, or the Ombudsperson, as well as to your union.

Women of Color Support and Concerns Annual Report

Women of Color Demographics

Almost 100 women of color are employed; 23% of FT employees at CCSU. Forty-seven percent of full-time employees are female.

Initiative and Activities planned for 2013-14

Topics for monthly activities:

1. Dept. Chairs: How to Hire a Diverse Workforce
2. Financial Planning
3. Navigating Your Career at a White Institution
 - Misconceptions of Assertiveness vs. Aggression
 - Navigating and Building Allies When You are the “Only”
4. Using the Resources at CCSU to Prepare Your Children’s Futures
5. Respecting Yourself and Earning Respect

These sessions should cost between \$75-\$300 if we bring outside speakers. The purpose is information giving, not information sharing, at this point in time. Webinars via the Women’s Center and the Women of Color Luncheon will be separately coordinated events.

The need for a campus climate study for women of color is being explored for the upcoming year.

Women’s History Month and Luncheon Annual Report

Kielhorn Short Biography (Speaker)

Dr. Yvonne A. (Akpalu) Kielhorn is Founder and CEO of Why Science, an education technology company providing learning systems empowering educators to increase student performance with realworld STEM learning. She is a Ph.D. scientist & engineer with extensive R&D experience and expertise creating business and research relationships to develop useful products from simple ideas. Her scientific, and leadership abilities have been recognized by multiple research, education and entrepreneurship awards.

☑ Women of Innovation 2012 Entrepreneurship and Leadership Finalist

☑ Connecticut Technology Council 2010, 2011 and 2012 Technology Company to Watch

☑ Connecticut Small Business Development Center 2009 Achiever Award

☑ Rensselaer Polytechnic Institute 2007 Martin Luther King Faculty/Staff Award for faculty and staff engaged in activities fostering academic excellence and leadership skills in minority students

☑ National Nanotechnology Initiative 2005 Early Career Scientist Scholarship Winner X-ray and Neutron Scattering

☐ Paul W. Schmidt Award 2000 Small-Angle Methods and Applied Small-Angle Scattering.

☐ Before founding Why Science in 2009, she served as a member of the Chemistry & Polymer Science faculty at Rensselaer Polytechnic Institute. At RPI she secured over \$1.1 million in grants for scientific research, supervised and mentored 43 students (22 undergraduate, 13 graduate) in chemistry, engineering and management. She also graduated 3 Ph. D. and 4 Master of Science students.

She holds a Ph. D. in Polymer Science & Engineering from the University of Massachusetts at Amherst and a B. A. in Chemistry (High Honors) and Physics from Smith College.

Work-Life Balance Subcommittee Annual Report

The Child Care workgroup of CCW's Work-Life Balance Subcommittee continues the years-long process of securing funding for a drop-in childcare center on campus. The initiative is founded on the assumption that a community that takes collective responsibility for making quality flexible child care available to its members, positively impacts the economic and emotional health of that community. This initiative will replicate those funded by progressive institutions around the country that recognize that the academic and long-term economic success of student-parents is fostered by the availability of campus-based child care, a resource which allows students to access library resources, attend study groups, and participate in academic and social events on campus.

The need for this student service at CCSU has been substantiated both formally and informally via anecdotes shared by students--many posted on the WLB website- as well as a systematic surveying of the student population by WLP co-Chair, Fiona Pearson and member, Beth Merenstein. The President has expressed his support, as have several Deans and Department heads, though none have evidenced this yet by dedicating financial support. Student Government Association (SGA) and AAUP have verbally promised start-up funds, and Richard Bachoo, a steady supporter of WLB, has verbally committed to provide space --possibly in the library-- to house the center.

The fact that there has been limited movement with the initiative this year is regrettable—and also highlight how much the committee relies on the leadership of the co-chairs who have been on sabbatical this semester. Fiona Pearson and Leah Glaser are the two-committee members with the most history and involvement with the initiative. Beth Merenstein and Kim DeMichele tried to make headway on funding in their absence, but often found they were covering territory and bumping into obstacles that Fiona and Leah previously encountered.

The minor progress to report this year is that Chris Galligan has offered to apply his skills and influence to the cause of moving someone to champion the project—and include the project within an existing program or departmental budget. He also suggested the project may be attractive to alumni as a worthy CCSU initiative to fund—particularly if it employs student workers thus keeping dollars within the campus community. He feels this may be preferable to the ELP/CCSU collaborative as the initiative was originally conceived and which would divert funds to ELP to pay for administrative support and ELP staffing. We are currently working with Lori James in Business Services to re-price the program as a CCSU initiative, specifically to determine if liability insurance would make the CCSU project too costly.

The budget for a 24-month pilot is in the range of \$20-30,000, depending on caregiver payment structure and cost of liability insurance. Long-term and sustainable funding would be sought during year two of the pilot as we amass satisfaction, utilization and outcomes data that is expected to support the proposition that campus-based childcare is as fundamental student life and success as meal and fitness facilities. The pilot will involve running, evaluating, and detailing the need for, a campus-based drop-in childcare center for CCSU students with pre-school and school aged children.

The hope is that when subcommittee reconvenes in the fall it will develop a strategic plan for securing stable internal funding that takes into account all that has been learned to date—specifically about CCSU budget cycles and funding priorities. Further, we hope to secure a semi-permanent home for the program – something that seems more likely since the new Social Science building will relieve historic space-constraints on campus.

Respectfully submitted by Kim Weiner DeMichele

Scholarship Annual Report

This year the CCW Scholarship Sub-Committee needed to divide the Ruthe Boyea Scholarship because two very deserving students applied. Imani Heron and Shae Sau are both already working for the enhancement and empowerment of women, and they each wrote essays describing their present work and their future plans to continue promoting positive images of women. Shae produces video and other forms of media that encourage positive images of women in advertisements. Imani works for positive female images of women, and has been able to make unisex bathrooms available and easily accessible to students, faculty, and staff on-campus. We are pleased to award Shae and Imani with scholarships for the Fall, 2013 semester.

Sexual and Relationship Violence Prevention Annual Report

We spent the year creating, researching, and updating the Stalking Policy. It has been sent to the Office of Equity and Diversity as well as HR for consideration.

Central Connecticut State University Stalking Policy

Statement of Purpose

Central Connecticut State University is determined to provide a learning atmosphere, which is free of harassment, interference or violence, for all members and visitors of the campus community, such that they are privy to an atmosphere that enhances academic learning and considers the welfare of the community with the highest regard. For this reason, Central Connecticut State University does not tolerate stalking, and will hold the perpetrators accountable when found in violation of this policy. Such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive learning and work environment. Central Connecticut State University is also committed to supporting victims of stalking through the appropriate provision of safety and support services. This policy applies to all students, faculty, staff, and visitors of Central Connecticut State University. Stalking incidents are occurring at an alarming rate on the nation's college campuses. It is a crime that happens to men and women of all races/ethnicities, religions, ages, abilities, sexual orientations, and gender identities. It is a crime that can affect every aspect of a victim's life. Stalking often begins with phone calls, emails, social networking posts and/or letters, and can sometimes escalate to violence.

There are strong connections between stalking and sexual violence. Some sex offenders monitor or follow their victims prior to an assault, and others repeatedly contact their victims after an assault has taken place.

- **3.4 million Americans are stalked each year.**
- Approximately 1 in 4 stalking victims report some form of cyber stalking such as being harassed through email (83%) or instant messaging (35%).
- 66% of stalking victims receive unwanted phone calls and messages from their stalkers.
- 7.8% of stalking victims experience electronic monitoring. Stalkers use technology such as computer spyware, video/digital cameras, listening devices, and GPS to stalk their victims.
- Nearly one-third (30.4%) of victims fear being physically harmed, but others fear that their stalker will harm or kidnap their child (12.9%), another family member (12.2%), or their current partner (6.0%). 6.3% of victims worry that the stalking will cause them to lose their job.

(Above statistics from *Stalking Victimization in the United States*, National Crime Victimization Survey, Bureau of Justice Statistics, January, 2009)

- In an anonymous online survey sent to all Central Connecticut State University students, 5.5% of students reported being followed or spied on by an intimate partner, 10.1% reported receiving unwanted phone calls by an intimate partner, and 6.9% reported that an intimate partner showed up uninvited at their home, at school or at other places where they had no business being (DiPlacido & Rich, 2012).

Stalking is a crime in Connecticut (*Public Act Number 12-114*) and is subject to criminal prosecution. Students, faculty, staff and visitors to CCSU perpetrating such acts of violence will be subject to disciplinary action. This can include expulsion or termination from Central Connecticut State University and/or criminal prosecution simultaneously.

Policy Jurisdiction

Students, faculty, and staff or visitors to campus will be held accountable for policy violations that take place between the time they first arrive on campus to begin their CCSU program or employment, or CCSU's confirmation of their graduation, resignation, termination, or expulsion.

Conduct that takes place on or near CCSU premises or property; occurs at or in connection with a CCSU-related event; or occurs off-campus but may represent a threat to the safety of the CCSU community or its members, the pursuit of its objectives, and/or the educational environment of others, may be subject to CCSU's disciplinary process.

Definition of Stalking

Stalking is defined as repeatedly contacting another person when:

- a. The contacting person knows or should know that the contact is unwanted by the other person; and
- b. The contact causes the other person reasonable apprehension of imminent physical harm or the contacting person knows or should know that the contact causes substantial impairment of the other person's ability to perform the activities of daily life.

As used in this definition, the term "contacting" includes, but is not limited to, communicating with (including internet communication via email, instant message, online communication or any other internet communication) or remaining in the physical presence of the other person.

Stalking Behaviors

Stalking includes any behaviors or activities occurring on more than one occasion that collectively instill fear in a victim, and/or threaten her or his safety, mental health, or physical health. Such behaviors and activities may include, but are not limited to, the following:

- Non-consensual communication, including face-to-face communication, telephone calls, voice messages, e-mails, written letters, gifts, or any other communications that are undesired and place another person in fear.
- Use of online, electronic, or digital technologies, including:
 - Posting of pictures or information in chat rooms or on Web sites
 - Sending unwanted/unsolicited email or talk requests
 - Posting private or public messages on Internet sites, social networking sites, and/or school bulletin boards
 - Installing spyware on a victim's computer
 - Using Global Positioning Systems (GPS) to monitor a victim
- Pursuing, lurking, following, waiting, or showing up uninvited at or near a residence, workplace, classroom, or other places frequented by the victim
- Threatening or obscene gestures
- Surveillance or other types of observation, including staring or "peeping" or voyeurism
- Trespassing
- Vandalism
- Non-consensual touching
- Direct verbal or physical threats
- Gathering information about an individual from friends, family, and/or co-workers
- Threats to harm self or others
- Defamation – lying to others about the victim
- Using a third party or parties to accomplish any of the above

Reporting Stalking

Central Connecticut State University encourages reporting of all incidents of stalking to law enforcement authorities, and respects that whether or not to report to the police is a decision that the victim needs to make. It is important to document and/or log all incidents of stalking that occur even if you are not sure what you will do with the information. Be sure to write down each time the stalker contacts you. The log should include the time, date, location and the words and actions of the stalker. Be sure to save any and all texts, emails, unwanted gifts and other attempted contacts that the stalker makes.

Advocates (see list below) are available to inform victims of the reporting procedures and offer appropriate referrals. Victims of stalking choosing to pursue the reporting process have the right to assistance or consultation of an advocate .

Central Connecticut State University offers services to victims even if they choose not to report the incidents. The Office of Equity and Diversity, The Counseling and Wellness Center, and the Ruthe Boyea Women's Center provides services, advocates, and information for victims in a safe, supportive, and confidential setting. In some circumstances, a victim may wish to seek an order of protection from a court of appropriate jurisdiction against the alleged perpetrator. Victims may also seek restriction of access to Central Connecticut State University by non-students or non-employees in certain circumstances.

Penalties and/or Sanctions

The university will not tolerate stalking behavior. The penalty for students, faculty, staff, or visitors found guilty of a stalking offense under this policy may range from disciplinary probation to dismissal from the university and termination, as well as other sanctions deemed appropriate by the Judicial Officer, the University Discipline Committee, Human Resources, and the Office of Diversity and Equity.

If you are engaged in stalking behavior, it is important to get help quickly. Stalking is a serious violation of the university policy and a criminal offense. In cases where a student, faculty, staff member, or visitor is found responsible for a policy violation while participating in any CCSU program or employment with the university, the finding of responsibility may also be referred to the appropriate authority.

Responsibilities

CCSU Police have a responsibility to uphold and enforce the law even if the victim does not want to make a complaint and/or participate in the process. As a result, once a report is made to the police, they have a duty to investigate the matter to the extent possible. This does not mean that a victim will be forced to participate in either a police investigation or a criminal prosecution. In addition, the CCSU Police will notify appropriate campus officials such as Student Affairs, the Human Resources Department and the Office of Diversity and Equity. The victim is encouraged to let the CCSU police know of any and all restraining or protective orders taken out in different towns or cities. **Human Resources Department** is responsible for carrying out investigations regarding allegations of employee misconduct that violate University and/or State policy and make recommendations for appropriate administrative action. If required, the accuser and the accused will be afforded due process rights.

Office of Diversity and Equity investigates complaints of discrimination and sexual misconduct when these complaints are brought to the attention of University officials. The Chief Diversity Officer serves as the Title IX coordinator. If the person accused is a student, the incident will be reported to the Office of Student Conduct that has the responsibility for administering the Student Code of Conduct.

The Counseling and Wellness Center supports the victim and facilitates referrals to appropriate agencies and/or offices on campus.

The Ruthe Boyea Women's Center advocates for victims, supports personal development and facilitates referrals to appropriate agencies on and off campus.

Residence Life assists students with room accommodations.

Student Affairs is responsible for the administration of the non-academic misconduct portion of the Student Code of Conduct as detailed in the Student Handbook. This responsibility includes the investigation of allegations of student misconduct that violates University policy, and taking appropriate administrative action. If required, the accuser and the accused will be afforded due process rights.

In certain instances, Central Connecticut State University may need to report an incident to law enforcement authorities. Such circumstances include any incidents that warrant the undertaking of additional safety and security measures for the protection of the victim and the campus community or other situations in which there is clear and imminent

danger, and when a weapon may be involved. However, it is crucial in these circumstances to consult with supervisory staff and/or the Office of Equity and Diversity, since reporting may compromise the safety of the victim.

Portions of this policy were based on the following resources: The Stalking Resource Center, a program of the National Center for Victims of Crime, established in 2000, with support from the Office on Violence Against Women at the United State Department of Justice; Middlebury College, Salisbury College, and Nicholls State University.

We also helped to sponsor Enough: A Race to End Violence Against Women. A nice summary was provided by one of the participants that appears below.

Enough: A Race to End Violence Against Women 2013

A very big thank you to Krystal Rich who conceived of this idea and made it happen! Thank you Krystal!

Second Annual Enough! 5k Race to End Violence Teaches Resilience

By Vanessa Stevens

Sunday's second annual *Enough! 5K Race to End Violence* at Central Connecticut State University Sunday raised funds for the New Britain YWCA Sexual Assault Crisis center, which helps victims directly survive and cope with abuse. Several who ran in the Boston Marathon were invited by the Hartford Marathon Foundation, YWCA's co-sponsor, to race for free.

Several showed, some still sore from the marathon, identifiable by their blue and yellow jackets that read "Boston Strong."

Dominique, a senior who lives in Guilford, has been running the Boston Marathon for two years. She says both years at Boston were memorable: Last year she endured a grueling eighty-eight degrees and this year, the bombings. Dominique said she felt like something had been guiding her away from the city, finishing moments before the first bomb went off, but didn't know what transpired until she got a phone call from friends asking if she was okay.

"When I found out, I was fueled. I wanted to show strength in light of what happened."

Running more races is her proof of strength.

Also at the Enough! Race on Sunday, Joan of West Hartland ran Boston for the first and says she'll return. "Because of the bombings," she said, "people in Boston and worldwide will be more vigilant. "[What happened Monday] reminds us not to not take life or our suspicions for granted."

Guests and runners were invited to the student center to visit information tables, munch on pastries, fruits and have coffee, and hear from two speakers.

A survivor was raped, beaten and shot by strangers in a car late one night 24 years ago. He knows the random act wasn't his fault but says he often battles wanting to self destruct.

In his poem, called "I Wish You Could Know How You Changed My Life" which he read aloud to the audience, he says "I've got to move on, I cannot look back, but every year on Dec. 27 you haunt me."

When violence and terrorism occur the best way to find victory is to embrace resilience and bounce back.

"We have to press on even in the moments of violence," assures the survivor, "whether the Boston Marathon, Domestic Violence, or what happens to you.

He stressed the importance of believing victims and told us not to think about when an incident happens, but what happens.

"With your support, they'll get through it."

The final speaker was Beth Holloway, mother to Natalee who was abducted eight years ago, raped and killed while vacationing in Aruba. Beth told her daughter's story, and claimed she had every right to crawl into a hole and never come out, but instead prayed and focused on how there is hope in anything, and that belief transformed her grief into motivation.

Holloway today has spoken to hundreds about her daughter's story and has been a fierce advocate for other families, opening The Natalee Holloway Resource Center in the Museum of Crime and Punishment in Washington DC, where people can turn for help when a loved one goes missing.

"I am running with you, today", she said, "and always, in our race against violence."

*All proceeds from the race went to benefit the New Britain YWCA's SACS program, which coordinates sexual assault victims with victim advocates, who accompany them to hospitals, police stations and even the courtroom. All services are free and confidential. For more information, call the New Britain hot line at (860)223-1787 or visit Connsacs.org.

Mentoring Annual Report

We have been working for the past year on a mentoring site for new employees. It is a work in progress and as new information comes in, I can continue to post it. We

are hoping that this can be provided to new employees upon their arrival to CCSU. Anne Alling had first requested our assistance with this site and it now seems to have enough information to be presented to new employees. The following informational topics were added this year: Academic Resources, AAUP, Campus Map, CCSU Art Gallery, CCSU Faculty Senate, CCSU Institutional Review Boards, Center of International Education, Diversity and Equity Office, Employee Benefits, Employee Policies, Employee Travel, Graduate Studies, Grants, Housing Information, Mentoring, On-going Events at CCSU (Theater, Music), Ordering food at CCSU, Organizations at CCSU, Reservations (how to make them on campus), Resources on Campus, Sports Information At CCSU, SUOAF, Ticketing for Events, Tuition Reimbursement for Employees, Where to eat near the University? It can be accessed at:

<http://www.ccsu.edu/page.cfm?p=10909>

Men's Initiative and Support of Women Annual Report

The committee supported Dr. Jason Sikorski's work using hypermasculinity research and translating that into trainings for male students. The focus on the training involves addressing violence, danger, and callous sexual attitudes towards women and how this lifestyle negatively affects the health of men.