

# Behavioral Compact Monitor Training



RESPECT YOUR FRIENDS.  
WEAR A MASK.

**LIVE**  
Smarter

[covid.cornell.edu/smarter](https://covid.cornell.edu/smarter)



OUR SAFETY IS IN  
YOUR HANDS.

**LIVE**  
Smarter

Use hand sanitizer often, wash your hands with soap and water for 20 seconds and don't touch your face.

[covid.cornell.edu/smarter](https://covid.cornell.edu/smarter)

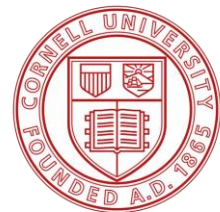


STAY APART.  
KEEP IN TOUCH.

**LIVE**  
Smarter

Maintain physical distance of at least 6 feet whenever possible.  
Greet others without physical contact.

[covid.cornell.edu/smarter](https://covid.cornell.edu/smarter)



# Welcome & Agenda

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Meeting/webinar logistics

## Agenda

- Introduction and Overview – Jenny Loeffelman, SCL
- Bystander Intervention Strategies – Tim Marchell, Cornell Health
- Procedures for Intervention and Enforcement – Brandon Dawson, SCL
- De-Escalation and Emergency Reporting – Bev Van Cleef, CUPD
- Logistical Procedures – Kurt Sarsfield, SCL

# Introduction and Overview

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Purpose of the Behavioral Compact Monitor Role

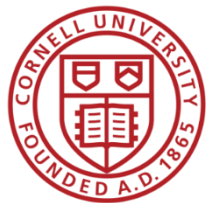
Educational Interventions

- Masks
- Social Distancing
- Events/Large Groups

Reporting when absolutely necessary

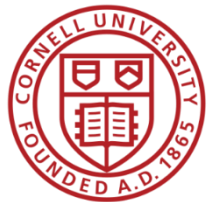
- Wear a mask
- A lot of people don't show symptoms

Context within the Ambassador and Consultant roles



**COVID-19**

**Behavioral Compact Monitor Training**



# What's at Stake?



8 days into semester, Notre Dame halts in-person classes as 146 students get coronavirus

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CORONAVIRUS

# 8 days into semester, Notre Dame halts in-person classes as 146 students get coronavirus

“The virus is a formidable foe,” Notre Dame’s president said. Also on Tuesday, Michigan State University suspended plans for in-person classes on campus.





8 days into semester, Notre Dame halts in-person classes as 146 students get coronavirus

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CORONAVIRUS

# 8 days into semester, Notre Dame halts in-person classes as 146 students get coronavirus

*Most of those students were seniors living off-campus who contracted the disease at gatherings where social distancing rules were not followed and masks weren't worn, the school said, citing a contact tracing analysis.*



# COVID 101 Key Points

Respiratory  
transmission

Why 6 feet?

Why masks?



Indoors vs. outdoors

Problem with parties

**FACT:**

A person does not need to have symptoms to spread the virus that causes COVID-19.

**LIVE**

Smarter

Get the facts at [covid.cornell.edu/prevention](https://covid.cornell.edu/prevention)





# What are students thinking?

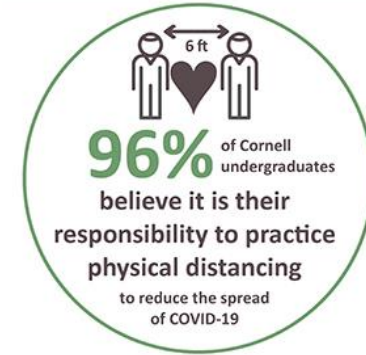
Attitudes vary, ambivalence common

Many take seriously, others think rules are too stringent

Some underestimate risks, others understand risks but decide the perceived benefits are worth it

Outliers stand out

Cornell: Stop COVID 



Put belief into action. Consistent physical distancing is the best way to protect yourself & others. Tell your friends.

Cornell  
**Health**

[health.cornell.edu/covid-survey](https://health.cornell.edu/covid-survey)

From an anonymous survey of Cornell undergraduate students, conducted April 2-3, 2020 (n= 5,692).

# What Students Need to Comply

**Knowledge** (the “what and why” of the rules and the risks of noncompliance)

**Motivation** (sufficient emotion that leads to action, such as a sense of caring, respect, duty, obedience, or fear of COVID or sanctions)

**Means** (e.g., access to masks)

# Your Role

Educator: “The rule is . . . .”

Facilitator: “Need a mask?”

Motivator: “This matters”

Enforcer: “If you don’t . . . .”

# Keep in Mind Our Natural Tendencies

We tend to attribute our own actions to the situation (Stop sign)

But assume another's behavior is a reflection of who they are as a person

If I am not wearing a mask = I forgot it at home

If another person is not wearing a mask = "He's selfish."

More likely when we perceive people to be different from us (e.g., race/ethnicity)

Be aware of identities and biases when approaching students

Assume good intent and willingness to do the right thing

# Also Remember Co-Existing Crises

- Pandemic and crisis related to racial injustice
- Our population (especially grad students) is diverse
- Witnessing police violence has been traumatic for many Black students and other POC
- Asian/Asian American students may have experienced COVID-related discrimination
- Many students of color have experienced unfair treatment by authorities or by others in positions of power
- Vital that Compact enforcement be equitable and fair

# Compact Essentials

## Masks

Always carry on campus

Always wear inside campus buildings in common areas

Outside if cannot distance, both on and off campus

Distancing: at least 6 feet

Gatherings: less than 30, masks and distancing required

# Intervention Checklist: 3 Steps

- Notice behavior and interpret as a problem
- Decide you are responsible for taking action
- Say or do something

# Step 1: Notice & Interpret

## Mask

Not wearing indoors or outdoors near others, or not fully covering

## Distance: 2 or more people, less than 6 feet

Sitting at table, or together on slope

Standing on Ho Plaza

Walking as a group

## Gathering: 30+

On Slope

In Collegetown (party)



## Step 2: Decide You Need to Act

If clearly a violation, yes

If ambiguous, use judgment/check with partner

If hesitating, consider why?

Emotion? (Natural to feel awkwardness, anxiety, fear)

Not sure what to do (team effort)

# Step 3: Act

- **Greet/introduce** “Hi, . . .”
- **Hold up mirror:** “I see that . . .”
- **Educate:** “You’re required to . . .”
- **Script the move:** “Please . . .”
- **Wait and watch**
- **Compliance**—thank you and goodbye

## Step 3: Act (Distance)

People sitting together in Arts Quad

“Excuse me, you’re sitting a bit too close to each other. Could you please move further apart? You need to be at least 6 feet from each other.”

Two people talking together outside a building

“Please remember to stay at least 6 feet apart, even if you are wearing a mask.”

## Step 3: Act (Masks)

“Excuse me, I see that you are not wearing a mask. Do you have one with you? Do you need one?”

“Hey, I don’t know if you realize it, but your mask isn’t covering your nose. You need to cover that too. Okay?”

# Step 3: Act (Mask or Distance Resistance)

- Enhance motivation: progressive pressure
- Broken Record Technique
  - What if? “We’re housemates. We can sit together.”
  - *“Sorry, but on campus you need to sit farther apart.”*
- Warning: “If you don’t, I’ll need to . . .”

# Step 3: Act (Off-Campus Parties)

- Observe
- Document (address)
- Photo/video
- Report

# Learn as You Go

Adapt as needed

Test approaches

Provide feedback to team on what  
works well or not



Cornell University

Cornell University Student Behavioral  
Compact and Enforcement





# Enforcement

- ▶ Cornell Compact Compliance Team (C3T) – Who's Who?
  - ▶ Housed in the Dean of Students Office – Mary Beth (MB) Grant will oversee
  - ▶ Case managers: Dee Zajac and Brandon Dawson
  - ▶ Triage Team
    - ▶ Brandon Dawson , Dee Zajac, Brandee Nicholson, and Christopher Lujan
  - ▶ Support from campus partners for intervention (letters, conversations, restrictions)
  - ▶ Referral to Code of Conduct process as needed
- ▶ Group, Organization, Residential Life
  - ▶ Adjudicated through their respective processes
- ▶ Compact-specific reporting tool
  - ▶ Goes live on 9/2/2020
  - ▶ In the meantime – Email sent to Mary Beth Grant ([mary.beth.grant@cornell.edu](mailto:mary.beth.grant@cornell.edu))
  - ▶ Include: Date, time, location, incident description, student names



# Approaching an Incident

- ▶ Safety first
  - ▶ Recognize what's out of your capabilities
- ▶ Assertive, not aggressive
- ▶ What's your end goal?
  - ▶ Break up an event
  - ▶ Have folks wear masks
  - ▶ Promote community buy-in
- ▶ Utilize students at the event
  - ▶ Empower students
  - ▶ Give directives
- ▶ Utilize resources
  - ▶ CUPD/IPD/TCSO
  - ▶ TCSO – 607-272-2444



# Incident Documentation

- ▶ Document what you can
  - ▶ Never place yourself in an unsafe situation
- ▶ Your report is good enough
  - ▶ C3T will build a case
  - ▶ May not be the only report
- ▶ Supporting Documents
  - ▶ Video and pictures



# Adjudication

- Staff assistance
  - Multi-disciplined team
- Violation levels
  - No action, "Level 1, Level 2, Level 3"
  - Levels are based on activity and risk
  - Fluidity between "levels"
- Possible Outcomes
  - Educational letter
  - Parent notification
  - Mandatory meeting
  - Access restriction
  - Interim suspension
  - Referral to the campus disciplinary system for the Code of Conduct process

# De-escalating, what to do if escalation occurs

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- Be empathetic
- Respect personal space (4-7 ft)
- Use non-threatening / non verbal's
- Avoid over- reacting to a situation
- Ignore challenging questions/ re-direct
- Set limits
- Allow time for decisions

# How to contact CUPD

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**Cornell Police** On Campus Issues

**607-255-1111 or dial 911**

*\*\*\*911 will be directed to Tompkins County prior to Cornell Police\*\*\**

**Sheriff's Office** Off Campus Issues

Non-emergency dispatch at (607) 273-8000.

# Logistics - Schedule

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Shared Google Sheet sign ups – consult to confirm your shift times/locations

## Locations

- 4 locations/areas - AM combined into only two areas
- For last minute cancellations – please notify your shift partner using cell # on schedule. Remaining person – join an existing pair and combine locations

# Logistics - Areas

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Location # and Name	Meeting Point	Route Locations
1 - Collegetown	Cornell Store Ho Plaza Entrance	Ho Plaza, Willard Straight Hall, Cornell Store, College Ave, Collegetown
2 - West Campus	Cornell Store Ho Plaza Entrance	West Campus Residence Halls, Slope, Steward Ave, Pedestrian Bridge, Thurston Ave
3 - Central Campus	Cornell Store Ho Plaza Entrance	Arts Quad, West Ave, Ag Quad, Bailey Hall, Forest Home Dr. Tower Rd
4 - North Campus	Cornell Store Ho Plaza Entrance (first shift) then RPCC	North Campus Residence Halls, RPCC, Jessup Field, Triphammer Rd,



# Logistics – Shift Walkthrough

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## **Beginning of shift**

- Meet partner at meeting location
- Make sure you have masks available to hand out

## **During shift**

- Monitor campus and use judgment to be present in high traffic locations
- Take breaks as necessary
- Report incidents

## **End of shift**

- Complete BCM Shift Survey (one per pair)

# Logistics - Reporting

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## Maxient reporting form

- Available on September 2nd
- Until then – email to MB Grant ([mary.beth.grant@cornell.edu](mailto:mary.beth.grant@cornell.edu))
- Date, time, location, student name/s, description of incident

## End of shift survey

- One per pair
- Link in Shift Guide and at [www.tinyurl.com/cubcmlog](http://www.tinyurl.com/cubcmlog)

# Logistics – Supplies

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Lanyard, name badge pick up

- **Cornell Store Ho Plaza** – in a bin either at the Order Pick Up tent or behind the grey portable storage box

Mask supplies

- RPCC Mailroom and Cornell Store Ho Plaza
- Suggestion – bring a tote/backpack or bag to carry masks, water, etc.

Shift Guide document

# Logistics - Other

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- Parking – consult Transportation webpage, consider using Daily Decision if you did not opt for a permit
- Dogs/pets - No, dogs please. You'll need to enter buildings.
- Bikes/scooters - Bikes and scooters are okay. You'll be in pairs and interacting with pedestrians, so please walk or park your bike as necessary.
- Driving in Collegetown – we encourage walking. We'll make a decision about driving in inclement weather.

# Logistics – Q&A

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# Contact Us

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Kurt

Logistics, Shift info, credentials,  
masks etc.

Jenny ([jjl369@cornell.edu](mailto:jjl369@cornell.edu))

Overall SCL Questions &  
Program Concerns

