Celebrating Solutions Award Nomination Form

Legal name of organization: Jana's Campaign, Inc.

Year established: 2009

Name of program being nominated (if different): Love Doesn't Hurt: Teen Gender Violence Prevention Program

Year established: 2012

Address: PO Box 647

City/State/ZIP code: Hays, KS 67601

Agency phone number: (785) 656-0324

Name and title of contact person: Kelley Parker, Executive Director

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Website address: www.janascampaign.org

How did you learn about the Celebrating Solutions Awards? We follow the Mary Byron Project closely and have been aware of this award for some time.

Brief description of organization: Jana's Campaign is a national education and violence prevention organization with the single mission of reducing gender and relationship violence, created in honor of the late Jana Mackey and other victims of gender and relationship violence. Jana's Campaign works with secondary schools, colleges and universities, and community-based organizations and agencies, delivering specialized prevention strategies and curricula that are designed to prevent violence, build healthy relationships and create new social norms.

Geographical area served: Jana's Campaign is a national organization. Our organization was founded in Kansas and we have conducted a majority of our work in Kansas and Colorado. Additionally, we are beginning to work in additional states including Missouri, Nebraska, Oklahoma, Indiana, and Oregon.

Is the organization tax-exempt under IRS 501 (c) (3) guidelines or a public agency/unit of government? Yes
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**Release of Information**

As one of the goals of the Mary Byron Project is to disseminate information about cutting edge programs and best practices, we wish to post exemplary Celebrating Solutions Award nominations on our website (www.marybyronproject.org).

Those posted will include the organization’s website address, telephone number, and email address. If you have concerns about this request, please address them to kathypaulin@marybyronproject.org, prior to submitting a nomination.

By my signature on this letter, I grant the Mary Byron Project permission to use the contents of my nomination for the Celebrating Solutions Award in the manner and for the purposes set above. I further affirm that I am fully authorized to grant such permission to the Mary Byron Project.

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Signature  

Date 12/29/15
1. Describe specifically the work of the nominated program and explain how the mission of the program is accomplished. We want to know the “nuts and bolts” of how your program works:

Jana’s Campaign is a Kansas-based national organization committed to providing education about and prevention against gender and relationship violence. One of our main focuses in this work is the implementation of prevention programming in middle and high schools. Because one in four adolescents will be in an unhealthy or abusive relationship\(^1\), it only makes sense to introduce prevention programming in secondary education- when students are beginning to engage in relationships.

We believe that, in order to effectively address teen gender violence, major educational and primary prevention efforts at all levels are needed. The teen gender violence prevention arm of our organization, called Love Doesn’t Hurt, is focused on providing this type of effort. This program utilizes nationally-recognized and evidence-based tools that help teens understand the difference between caring, supportive relationships and those that are controlling, manipulative or abusive.

In 2012, Jana’s Campaign created a unique model that, through the use of a multi-dimensional approach, is helping to reduce teen dating violence in Kansas. Partnering with Family and Consumer Sciences (FACS) teachers (curricular) and Future, Career and Community Leaders of America (FCCLA) advisors (co-curricular), our goal has been to create lasting community impact. Over the past three years, we are confident that we have been able to accomplish that goal.

FACS courses- both at the middle and high school level- focus on the comprehensive body of skills, research, and knowledge that help people make informed decisions about their well-being, relationships, and resources to achieve optimal quality of life. In Kansas, more than 50,000 students take these FACS courses. On the co-curricular side, FCCLA is a national career and technical student organization that provides personal growth, leadership development and career preparation opportunities for students in FACS education. FCCLA members include more than 4,000 Kansas middle and high school students, and require chapter service projects that focus on subjects such as family relationships, peer pressure, and teen violence. Because of the unique focus of these curricular and co-curricular programs, we have been able to create real and sustainable social change around the issue of teen gender violence in Kansas.

Our project began just over three years ago. After a literature review to identify the most effective existing teen dating violence prevention curricula, Jana’s Campaign’s partnership with FACS and FCCLA began with a single FACS teacher at a small Kansas high school. When the teacher suggested that she would like to implement teen dating violence prevention education into her coursework, Jana’s Campaign offered to purchase her a copy of the nationally-recognized, evidence-based Safe Dates curriculum. After she implemented the curriculum and realized how easily it fit into the previously identified learning outcomes for her FACS courses and Kansas state standards, the teacher suggested that we meet with the Kansas Department of Education to discuss a broader partnership with the statewide FACS program. That suggestion proved to be inspired. Through our partnership with the Kansas Department of Education and the FACS/FCCLA programs, we have

\(^1\) Centers for Disease Control (2012) 1991-2011 High School Risk Behavior Survey
worked in more than 120 Kansas schools, directly impacting more than 11,000 students.

*Love Doesn’t Hurt* is effective because it meets students where they are— in schools. Through the statewide network of FACS teachers/FCCLA advisors, Love Doesn’t Hurt helps middle and high school students recognize the difference between healthy and unhealthy relationships. This multi-level approach utilizes three primary focuses: curricular programming, co-curricular programming, and additional enhanced programming. With this approach, students have the opportunity to be engaged in both curricular and co-curricular teen gender violence prevention programming in order to help them become more fully engaged in this issue. We use a comprehensive strategy that incorporates teachers and students, but also gives them the ability to engage administrators and their broader communities, providing a platform for real and lasting change.

Here’s how our program works:

**Curricular Programming**

**Providing Teachers with Effective Resources:** Jana’s Campaign has supplied more than 80 Kansas schools with the nationally-recognized, evidence-based curriculum *Safe Dates*, free of charge (purchase price for the curriculum is $225 per set). *Safe Dates* was one of the first comprehensive teen dating violence prevention curricula and was effective in helping students to recognize warning signs and red flags, as well as promoting changes to support the prevention of dating abuse, decreasing teens’ acceptance of dating abuse, and preventing dating abuse victimization. As such, *Safe Dates* provides the most elaborate evaluation efforts in the literature on teen dating violence. This includes several multiyear follow-ups on the same sample of students. Research shows that this curriculum is powerful and successful. Our project infuses the 10-lesson Safe Dates curriculum into existing FACS courses, creating powerful classroom conversations around the issues of healthy vs. unhealthy relationships, consent, etc.

**Teacher Training for Classroom Instruction:** In addition to providing cost-free curriculum, Jana’s Campaign provides all curriculum recipients with training for classroom implementation, giving all teachers who use the curriculum the knowledge and expertise to incorporate it as effectively as possible. This program uses teachers—who already have a relationship with their students—as trainers, equipping FACS teachers throughout the state to incorporate *Safe Dates* into their classroom curriculum.

In order to implement this “teacher as trainer” model, Jana’s Campaign brought a national *Safe Dates* trainer to Kansas to train Jana’s Campaign staff and a core group of teachers (identified by the state FACS and FCCLA programs). This group became the statewide project “experts,” equipped to train teachers and advisors, provide coaching and resources, and offer implementation support.

By training FACS teachers and FCCLA advisors throughout the state of Kansas to effectively incorporate this curriculum, we have built a foundation of understanding around the issue of teen gender violence. By giving teachers and advisors the curriculum and resources necessary, this project has potential to grow far beyond the classroom. Jana’s Campaign continues to work with teachers
trained in the *Safe Dates* curriculum to effectively train other faculty, staff, parents and administrators, engaging entire schools and communities, in this process.

**Co-Curricular Programming**

*Community Service Projects:* Students participating in FCCLA student chapters have the opportunity to put the knowledge gained through their FACS courses into action through their chapter service projects. Through their membership in FCCLA, students are required to participate in chapter service projects. We encourage these service projects to be focused on the issue of teen gender violence by providing $100 service project mini-grants to individual students, student groups and FCCLA chapters whose projects address this issue. Examples include student-developed PSA ad campaigns, school public awareness events, and the development of short plays and videos illustrating the impact of teen dating violence.

Additionally, we make mini-grants available to FACS classrooms interested in participating in service projects but not involved in the FCCLA organization. It is our intent that these mini-grants will help both FCCLA chapters and FACS classrooms expand the scope and impact of their projects to more broadly reach their schools and communities, creating real and lasting change.

Jana’s Campaign is a valuable resource for individual students, student groups, and chapters wishing to participate in a community or chapter service project. A large repository of service project ideas, as well as additional student support, are available via the Jana’s Campaign website and via Jana’s Campaign staff, who are always available to assist and coach students as they create projects geared toward reducing teen gender violence.

**Additional Enhanced Programming**

In addition to the implementation of the *Safe Dates* curriculum and teacher trainings, many schools have requested additional enhanced programming from Jana’s Campaign. These additional programs allow schools to create a multi-level, comprehensive prevention effort.

*School Assemblies and Classroom Presentations:* For many schools, finding a way to start the conversation about teen dating violence can be difficult. Jana’s Campaign frequently provides all-school assemblies and classroom presentations at the same time that teachers are beginning to implement *Safe Dates* into their coursework, as a way to introduce the topic and provide students with a baseline understanding of why it is important. These types of presentations have also been effective at the end of the curriculum, as a sort of culmination of the learning period. In addition, a number of schools that have received community service mini-grants have requested school assemblies or classroom presentations to serve as part of a comprehensive plan that students have created for their projects. Many of these presentations are conducted by Drs. Curt and Christie Brungardt, co-founders of Jana’s Campaign.

*Coaching Boys into Men Coach Trainings:* Athletics can often be characterized as bastions of hyper-
masculinity, which could at first seem an unlikely avenue for engaging conversations about relationships, respect and consent. However, because of the team mentality, as well as the level of respect and admiration many athletes have for their coaches, athletics have shown themselves to be an effective strategy for engaging young men in reducing teen dating violence. Jana’s Campaign utilizes Futures Without Violence’s *Coaching Boys into Men* program, working with coaches to train them to implement gender and relationship violence prevention conversations into their athletic practices.

**Faculty and Staff Training, Parent Training, Bystander Intervention Training:** In addition to providing trainings specific to *Safe Dates* and *Coaching Boys into Men*, Jana’s Campaign provides specialized trainings to help schools and communities deepen the impact of their teen dating violence prevention efforts. These trainings include specialized sessions for school administrators, faculty and staff, parent trainings, and bystander intervention training for both students and school personnel.

The incorporation of both classroom and organizational elements make this project one that’s uniquely suited to make significant impact on students. This approach uses an interconnected framework of self (increased self-reflection and awareness), peers (recognized relationship “red flags”), and community (social change.) We believe that an infusion of curricular and co-curricular programming into the current FACS/FCCLA infrastructure provides an opportunity for students to both gain knowledge about and take action toward the issue of teen gender violence. This approach allows students to more fully understand and take part in this serious issue, resulting in both direct and indirect impact in their schools and communities.

**In Summary**

We believe this innovative program is the first of its kind in the nation, partnering a non-profit organization with existing curricular and co-curricular programs at this scale and scope. Building off the successful partnership with FACS/FCCLA in Kansas, Jana’s Campaign entered into a similar partnership in Colorado in the fall of 2015. In the first few months of our partnership, Jana’s Campaign has trained Colorado 48 teachers on the *Safe Dates* curriculum and has begun awarding mini-grants. Additional Colorado trainings and presentations are planned for 2016. This year, we were also excited to award our first community service project mini-grant in the states of Oregon and Nebraska.

2. **Describe the most innovative aspects of the program you are nominating for consideration.**

We believe there are several innovative aspects of the *Love Doesn’t Hurt* program. We are excited to be a gender and relationship violence prevention organization who’s partnering with a specific secondary school discipline. This partnership allows us to operate on a large-scale, statewide level, which is a very different model than what’s being done in most parts of the country. Additionally, we are building internal capacity within schools. By providing learning materials, we are infusing teen dating violence prevention curriculum into existing courses. By training teachers to implement the
curriculum and train others, we are creating school advocates and violence prevention educators. This is different than the typical model of an advocate going into the school to present similar material, because now the trainers are also trained teachers who have an existing relationship with their audience. Our method builds capacity for on-going training and implementation, rather than one-time episodic learning.

We also believe that, through our partnership with the Kansas Department of Education and the Kansas and Colorado FACS and FCCLA programs, we have established an audience of teachers who are already addressing relationships, but may lack the knowledge or resources to effectively implement teen dating violence prevention education into their lessons. Through a comprehensive approach including curricular and co-curricular components, we are reaching students in intersecting ways for a deeper understanding of the issue.

Additionally, by working with this network of educators, we are able to connect with, educate and support many rural teachers who, without the help of Jana’s Campaign, would not have resources to do so on their own. One of our areas of focus is depressed and under-funded rural schools.

Finally, we believe that our partnership with local domestic violence agencies is innovative. When we come to a school, we make sure to invite the local domestic violence agency to be a part of the conversation. To us, it only makes sense to introduce the audience to their local domestic violence agency. Many times, this will be the first time a domestic violence advocate has been in the school.

3. Describe your program’s implementation. What barriers did your organization have to overcome? How did you marshal the necessary resources for implementation?

One of the biggest barriers we faced initially- and continue to combat today- is the lack of understanding on the part of school administrators about the necessity for this kind of education. Although schools are required by Title IX to address the issues of gender violence prevention and response, many administrators are either unaware of this requirement or lacking the knowledge or resources to do so. Additionally, because at the outset of this program we were a relatively new organization (Jana’s Campaign was formed in 2009), we had to prove ourselves. Our partnership with FACS/FCCLA really helped us to overcome both of these barriers. Through the success of this program, we have gained significant credibility throughout the states of Kansas and Colorado, and our reputation is quickly growing outside of our own region. Our relationship with the Kansas Board of Education and the statewide FACS/FCCLA programs allowed us a way to connect directly with teachers who are already teaching students about relationships, as well as helping to establish us as a legitimate expert in the field.

To fund this program, Jana’s Campaign has secured funding through both private funders as well as grant funding. A two-year grant from the Blue Cross Blue Shield Foundation of Kansas has been instrumental in allowing us to purchase curriculum, provide teacher and coach trainings, and award mini-grants. We are hoping to renew this grant partnership to continue this important work.
4. How do you know the nominated program is successful? Please site two examples. Although anecdotal examples are helpful, at least one example must include quantitative data.

Our program’s success can be confirmed through both numbers and testimonials of those served. In terms of qualitative data, we have numerous testimonials from teachers, students, parents and administrators who believe that our work is making a difference in schools. A few examples:

“The students accepted the presentation in a very serious, mature manner. I sincerely believe these kids know it is a serious issue and want leadership, ideas, and resources to deal with it... We have heard many positive comments from students, staff and parents. We look forward to a continued relationship with Jana’s Campaign as we commit to making a difference for students in all aspects of their lives!” -Martin Straub, Principal, Hays (KS) High School

“Judging from all the conversations I had with some girls this presentation really gave them a foundation of knowledge on understanding what is okay and what is not okay in a dating relationship. This has been an amazing opportunity for the students to hear this message! I can’t thank you enough for allowing us to be the first school in the state of Nebraska to hear your message!” -Kelly Simmons, Counselor, Franklin (NE) High School

Additionally, a young man from a Kansas school applied for and received a $100 mini-grant for his teen dating violence prevention service project. Not only did his project help others in his school to understand the issue, but he used his project to compete at the statewide and national FCCLA STAR Event competition- where he won a gold medal at both the Kansas and national levels.

Since our program began a little over three years ago, Jana’s Campaign has implemented Safe Dates in 85 Kansas Schools, with 82 trained teachers facilitating. In that same period, we have directly impacted more than 11,300 Kansas students through school presentations. Additionally, we have implemented the Coaching Boys into Men program into the athletics department of 12 Kansas Schools. Since we expanded our program to Colorado in 2015, we have trained 48 teachers on the Safe Dates curriculum and directly impacted nearly 600 students through assemblies and classroom presentations.

5. If funding were not an issue, what (if any) changes or additions would you make to the nominated program in the future? What are the long term goals for your program? We are interested in hearing both your practical goals in addition to any lofty dreams you have for the future.

If funding were not an issue, we would continue to operate off of our effective model, but at a much larger scale. We would work hard to encourage schools to work beyond their FACS classes and FCCLA organizations. With unlimited funds, we could help schools infuse teen dating violence prevention into their classrooms at a school-wide level. Additionally, since we have a proven model in Kansas and now Colorado, it would be easy to replicate this program in other parts of the country- we would just need the funding to do so. Finally, with unlimited
funding, we would be able to increase the scope of our work—providing additional support and resources, more in-depth training, more training sessions, etc.

In a practical sense, Jana’s Campaign hopes to expand Love Doesn’t Hurt into three additional states—Nebraska, Missouri and Oklahoma—in the next 3-5 years, as well as continuing to provide curriculum, training, mini-grants and support in Kansas and Colorado. In a dream world, we will be operating at a national level; implementing multi-dimensional gender and relationship violence prevention into middle and high schools across the country.

6. Who are your key community partners? What are their roles?

Our key community partners are the administrators, teachers, advisors and coaches at the schools in which we work. We utilize them as trainers and advocates. Because of our model of training teachers and coaches to act as the trainers for their students, they are truly carrying out the critical work— we are simply giving them the training, resources and capacity to do so.

In addition, in many communities, we are partnering with local domestic violence agencies. As we engage with schools, many domestic violence agencies are thrilled to be a part of the program and appreciative of the opportunity to be introduced to students. This allows schools to become familiar with the resources offered in their communities, as well as helping the agencies to become part of a school-wide (and in some cases community-wide) conversation to help reduce gender and relationship violence through prevention. Additionally, these local agencies then become the follow-up resources that work in these individual communities year-in and year-out. It truly is a win-win partnership.

7. Could/should your program be replicated in other areas of the country? Why?

This program absolutely could and should be replicated in other areas of the country. Because this content fits so easily into FACS’ identified learning objectives, a broader FACS/FCCLA partnership could easily make sense. (FACS and FCCLA are national programs, active in every state.) Additionally, this content can also be easily adapted for use in many other subjects, such as health, social sciences, etc. Because there is no financial obligation on the part of the teacher or school to acquire the curriculum or training, this program helps to eliminate barriers to implementation, especially for rural or under-funded schools.

8. Does your agency have a workplace policy that addresses domestic violence? If so, please include a copy.

Yes.

9. Has the agency and/or nominated program received VAWA funding? (“Yes” or “No” is sufficient):

No
Jana’s Campaign, Inc.
Gender and Relationship Violence Workplace Policy

I. Purpose

Jana’s Campaign, Inc. institutes this policy as part of its commitment to a healthy, safe organizational climate and to the prevention and reduction of the incidence and effects of domestic violence, sexual violence, dating violence and stalking [hereinafter “violence”]. Jana’s Campaign, Inc. recognizes that domestic violence, sexual violence, dating violence and stalking present unique issues for the workforce.

Incidents of domestic violence, sexual violence, dating violence and stalking are workplace issues even if the incidents occur elsewhere. These incidents cross economic, educational, cultural, age, gender, racial, and religious lines and occur in a wide variety of contexts. Therefore, the organization will take every appropriate measure to prevent and/or address such violence in the context of subordinate/superior relationships; heterosexual and same sex intimate partner relationships, including marital, cohabiting, or dating; heterosexual or same sex non-intimate partner relationships, such as between coworkers or perpetrated by supervisors; parent/child relationships; and the violent acts of strangers that potentially could occur within the organization’s workplace.

The purposes and goals of this policy are to:

- Support a comprehensive workplace education and training program to prevent violence and promote healthy relationships for employees and their families;
- Create a healthy, supportive, organizational work environment that helps employees to avoid the use of violence in any context;
- Provide assistance to employees who are perpetrators of violence and take disciplinary action to hold them accountable for violent behavior;
- Institutionalize responsive policies and procedures to assist employees who are impacted by violence, including the provision of training on this policy to employees and management; and
- Provide immediate assistance and support to victims of violence, especially information and referrals to community resources, to ensure safety and support for victims and fellow employees.

II. Definitions

1. Survivor or victim

An individual who is currently subject to, or has in the past been subjected to, domestic or sexual violence, dating violence, stalking or other forms of violence.

2. Perpetrator

An individual who commits or threatens to commit an act of domestic violence, sexual violence, dating violence, stalking and/or unwarranted violence against animals.

3. Domestic Violence

Domestic violence is a pattern of coercive behavior, including acts or threatened acts, that is used by a perpetrator to gain power and control over a current or former spouse, family member, intimate partner, or
person with whom the perpetrator shares a child in common. Domestic violence includes, but is not limited to, physical violence, injury, or intimidation, sexual violence or abuse, emotional and/or psychological intimidation, verbal abuse, threats, or harassment, stalking, or economic control.

4. Sexual Violence

Sexual violence is a range of behaviors, including but not limited to, sexual harassment, a completed nonconsensual sex act (i.e., rape), an attempted nonconsensual sex act, abusive sexual contact (i.e., unwanted touching), and non-contact sexual abuse (e.g., threatened sexual violence, exhibitionism, verbal harassment). Some or all of these acts may also be addressed in Jana's Campaign, Inc.'s Sexual Harassment Policy. Sexual violence is any sexual act or behavior that is perpetrated against someone's will when someone does not or cannot consent. Victims of sexual violence may know the perpetrator(s), such as a coworker or a supervisor, and/or may be involved in a dating or marital relationship with the perpetrator, or the perpetrator may be unknown to the victim. Consent is not given when a perpetrator uses force, harassment, threat of force, threat of adverse personnel action, coercion, or when the victim is asleep, incapacitated, or unconscious.

5. Dating Violence

Dating violence is an act of violence threatened or committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of a "romantic or intimate" relationship is determined based upon the victim's perspective and in consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

6. Stalking

Stalking refers to harassing, unwanted or threatening conduct that causes the victim to fear for his or her safety or the safety of a family member, or would cause a reasonable person in a similar situation to fear for his or her safety. Stalking conduct includes, but is not limited to: following or spying on a person, appearing at a person's home or work, showing up at a place where the perpetrator has no reason to be, waiting at places in order to make unwanted contact with the victim or to monitor the victim, leaving unwanted items, presents, or flowers for the victim, and posting information or spreading rumors about the victim on the internet, in a public place, or by word of mouth. Stalking may occur through use of technology including, but not limited to e-mail, voice-mail, text messaging, and use of GPS and social networking sites.

7. Protection or Restraining Order

Protection orders, sometimes called restraining orders or stay away orders, are a mechanism where a victim can petition the court for protection from a perpetrator, as well as establish custody and visitation guidelines and provide for other forms of economic security, like rent or mortgage payments, which last for the duration of the order. Protection orders may also issue in criminal cases as a condition of probation or condition of release particularly in a domestic violence, sexual violence, dating violence, or stalking related crime.

8. Workplace-Related Incidents
Workplace-related incidents of domestic violence, sexual violence, dating violence, and stalking include acts, attempted acts, or threatened acts by or against employees, the families of employees, and/or their property, that imperil the safety or well-being of any person associated with an employee of Jana's Campaign, Inc., regardless of whether the act occurred in or outside the organization's physical workplace. An employee is considered to be in the workplace while in, or utilizing the resources of the employer, including but not limited to facilities, work sites, equipment, or vehicles, or while on work related travel.

9. Non-Workplace Incidents

Non-workplace incidents of domestic violence, sexual violence, dating violence, and stalking include acts, attempted acts, or threatened acts by or against any person or animal that occur anywhere outside a company physical workplace.

10. Workplace Safety Plan

A strategy developed in collaboration with a victim to implement workplace safety options, including but not limited to: handling of court protection orders, procedures for alerting security personnel, temporary or permanent adjustments to work schedules and locations, change in parking spots, and requests for escorts to and from workplace facilities.

III. Persons Covered by this Policy

Persons covered by this policy include full and part time employees, interns, contractors, volunteers, or temporary workers engaged by Jana's Campaign, Inc. or in any workplace location.

IV. Statement of Confidentiality

Jana's Campaign, Inc. recognizes and respects an employee's right to privacy and the need for confidentiality and autonomy. Jana's Campaign, Inc. shall maintain the confidentiality of an employee's disclosure regarding violence to the extent allowed by law and unless to do so would result in physical harm to any person and/or jeopardize safety within the workplace. When information must be disclosed to protect the safety of individuals within the workplace, Jana's Campaign, Inc. shall limit the breadth and content of such disclosure to information reasonably necessary to protect the safety of the disclosing employee and others and to comply with the law. Jana's Campaign, Inc. shall provide advance notice to the employee who disclosed information if the disclosure must be shared with other parties in order to maintain safety in the workplace or elsewhere. Jana's Campaign, Inc. shall also provide the employee with the name and title of the person to whom Jana's Campaign, Inc. intends to share the employee's statements, and shall explain the necessity and purpose regarding said disclosure.

V. Employer Responses to Violence

A. Responses to Victims
   i. Nondiscrimination and Non-Retaliation

Jana's Campaign, Inc. will not discharge or in any manner discriminate or retaliate against an employee because of the employee's status as a victim of domestic violence, sexual violence, dating violence, or stalking, if the victim provides notice to the organization of the status or the organization has actual knowledge of the status.
Jana's Campaign, Inc. will not retaliate against a victim of domestic violence, sexual assault, dating violence, or stalking for requesting leave or a reasonable accommodation (see Section 5(A)(ii)), regardless of whether the request was granted.

ii. Leave and Other Reasonable Accommodations and Assistance

Jana's Campaign, Inc. recognizes that victims of domestic violence, sexual assault, stalking and dating violence may need time off to obtain or attempt to obtain a restraining order or any other legal assistance to help ensure his or her health, safety, or welfare or that of his or her child. Jana's Campaign, Inc. will work in collaboration with the employee to provide reasonable and flexible leave options when an employee or his or her child is a victim of domestic violence, sexual assault, dating violence and/or stalking. Jana's Campaign, Inc. will work with employee to provide paid leave first before requiring an employee to utilize unpaid leave.

An employee must provide reasonable advance notice to the employer of the need to take time off unless advance notice is not feasible. Jana's Campaign, Inc. may require the employee to provide documentation or other certification verifying that the employee was a victim of violence. To request Leave, employee should contact the Executive Director or Board President.

Jana's Campaign, Inc. will maintain the confidentiality of a person who requests leave under this policy, to the extent allowed by law.

Jana's Campaign, Inc. will also provide reasonable accommodations for a victim of domestic violence, sexual violence or stalking who requests an accommodation for the safety of the victim or to maintain his or her work performance while at work. Reasonable accommodations may include the implementation of safety measures, include a transfer, reassignment, modified schedule, changed work telephone, changed work station, installed lock, assistance in documenting the violence that occurs in the workplace, an implemented safety procedure, another adjustment to a job structure, workplace facility, or work requirement in response to the violence, or referral to a victim assistance organization. Jana's Campaign, Inc. will assist an employee to enforce his or her protection order, if applicable.

iii. Access to Unemployment Insurance Benefits

Jana's Campaign, Inc. recognizes that in certain situations it is no longer feasible for an employee who is a victim of violence to continue working for Jana's Campaign, Inc. In such circumstance, Jana's Campaign, Inc. shall provide to employee information regarding access to unemployment insurance benefits. Jana's Campaign, Inc. has designated the Executive Director to provide accurate information regarding unemployment benefits for victims of violence.

iv. Work Performance

Jana's Campaign, Inc. recognizes that employees who are victims of violence may experience temporary difficulty fulfilling job responsibilities. If Jana's Campaign, Inc. becomes aware that an employee's work performance or conduct has been impacted by domestic violence, sexual assault, stalking and dating violence, Jana's Campaign, Inc. will offer support to the employee and work in collaboration with the employee to address the issues, in accordance with established policies within the workplace. Jana's Campaign, Inc. may develop a work plan with employee, provide leave and other accommodations as specified in Section 5(A)(ii), provide referrals to support or advocacy agencies, advise employee of his or her rights regarding unemployment insurance as specified in Section 5(A)(iii), and maintain a separate
and confidential record of employee’s status as a victim of domestic violence, sexual assault, stalking and dating violence to ensure that his or her rights and privileges of employment are not impacted or compromised as a result of the violence.

v. Protection and Restraining Orders

Jana's Campaign, Inc. recognizes that a victim of violence may seek an order of protection, or may receive a restraining order, as part of his or her efforts to become safe and as part of his or her workplace safety plan. Jana's Campaign, Inc. recognizes that the workplace may or may not be included on an order as a location from which a perpetrator must remain away. If an employee chooses to disclose the existence of a protection or restraining order to Jana's Campaign, Inc., Jana's Campaign, Inc. may, wherever possible, assist the employee to enforce his or her order, shall archive said order in a confidential and separate file from employee's personnel file, and, if applicable, may assist employee to gather documentation from the workplace, such as emails or voice messages, that could support the employee's efforts in the justice system or otherwise to obtain or maintain safety from a perpetrator.

B. Reporting by Employees with Information About Violence

Employees who have information about or witness an act of violence perpetrated by an employee, or who have information about or witness violence against an employee, are required to report all information to the designated person in Jana's Campaign, Inc. organization.

Jana's Campaign, Inc. will not retaliate against, terminate, or discipline any employee for reporting information about alleged incidents of violence, as defined in this policy that may have been committed by any other employee, including a member of management. Prohibited acts of retaliation include, but are not limited to, demotion or withholding of earned pay, as well as acts of personal retaliation, such as those related to an employee's immigration status or sexual orientation, for example.

Any employee who believes he or she has been subjected to adverse action as a result of making a report pursuant to this policy should contact the Director or the Current Board President. See Section 7 regarding reporting of violations of this policy.

C. Responses to Workers Who Commit Violence

If Jana's Campaign, Inc. receives information that alleges or suggests that an employee has committed an incident of workplace-related or non-workplace violence, as defined in this Policy, or if any manager receives information that any employee has engaged in any incident of workplace-related or non-workplace violence, then the matter shall be referred to the designated executive for the purpose of investigating the information or allegation. Jana's Campaign, Inc. shall conduct an immediate investigation of the information or allegation, which investigation shall be completed within 45 days of receipt of the information or allegation concerning the alleged incident of violence.

Every employee shall have a duty to cooperate with the investigation, and failure to do so will result in disciplinary action being taken against the uncooperative employee up to and including termination. Additionally, every employee has the duty to be truthful and must disclose all information known to the employee when requested to do so by an appropriate person in the organization or the person designated by the organization to investigate an alleged incident of violence. Any employee who fails to be completely truthful or who withholds information shall be subject to disciplinary action up to and including termination.
At the conclusion of the investigation conducted by Jana's Campaign, Inc., the investigator shall report her or his findings to the designated official. If the investigator concludes, by a preponderance of the evidence, that the employee has engaged in a workplace-related incident or non-workplace incident, as defined in this Policy, then that employee shall be subject to disciplinary action up to and including termination. The employee might also be required to participate in counseling or other remedial measures. Employees are prohibited from utilizing any workplace resources, such as work time, phones, email, computers, fax machines or other means to threaten, harass, intimidate, embarrass or otherwise harm another person.

An employee who is subject to a protection or restraining order, or a named defendant in a criminal action as a result of a threat or act of domestic violence, sexual violence, dating violence, or stalking must notify Jana's Campaign, Inc.'s Executive Director or Board President immediately regarding the existence of such criminal or civil action. Failure to disclose the existence of such criminal or civil actions in these circumstances will result in disciplinary action, up to and including termination from employment.

VI. Reporting by Employees Who are Victims

Employees who are victims of domestic violence, sexual assault, stalking and dating violence, and employees who are concerned about coworkers who might be victims are encouraged to provide a report to Jana's Campaign, Inc. Jana's Campaign, Inc. has designated the Executive Director or Board President as the person to whom such reports should be made. The Executive Director or Board President shall provide community referrals and resources to employees in order to assist employees with their concerns or experiences regarding violence.

VII. Reporting Violation of Policy

A person who wishes to report a violation of this policy should also contact the Executive Director or Board President. Jana's Campaign, Inc. will not subject employees who report violence or report a violation of this policy to work related or personal retaliation, as described in Section 5(B). Any allegations of violations of this policy will be immediately investigated in accordance with the timeline and procedure outlined in Section 5(C).
October 7, 2016

Mary Byron Project- Celebrating Solutions Award
Selection Committee
10401 Linn Station Road
Louisville, KY 40223

Dear Selection Committee,

We at Jana’s Campaign are honored to be considered for the prestigious Celebrating Solutions Award and appreciate the opportunity to provide additional information to aid in the selection process. Please find enclosed the additional information requested from our organization, as well as some supplemental materials that illustrate the work that we do and the impact that we are making.

If any additional information is needed, please let me know. Again, thank you so much for this opportunity.

Warmly,

[Signature]

Kelley Parker
Executive Director
Mary Byron Project Celebrating Solutions Award
Semi-Finalist Questions
Jana's Campaign
Love Doesn't Hurt: Teen Gender Violence Prevention Program

4) Respond to the following questions:

a) What is the approximate number of individuals served annually by the applicant or
   nominee?
   Annually, Jana’s Campaign serves approximately 15,000 individuals directly. We
   impact tens of thousands more indirectly.

b) How many paid staff and volunteers are used to administer the nominated program?
   Jana’s Campaign utilizes ten paid staff members (one full-time and nine part-
   time) and two volunteers to administer our teen dating violence prevention
   program. Each of these individuals dedicates a portion of their position and
   their time to this program, in addition to our two other programming arms.

c) Are there past accolades, awards, and grants conferred upon the applicant or nominee
   that would further exemplify its success in combating intimate partner violence?
   Jana’s Campaign and its founders have been the grateful recipients of a number
   of accolades and grants that allow us to pursue our mission of providing
   comprehensive prevention programming at a high level. Highlights include:
   - Kansas Attorney General’s Crime Victim Service Award- State Champion
     o Co-Founders of Jana’s Campaign, Drs. Curt and Christie
     Brungardt, were honored for their prevention work in Kansas.
   - Kansas Health Foundation Recognition Grants (2)
     o To broaden the scale and scope of our work in Kansas
     secondary schools
   - Verizon Wireless HopeLine Grant
     o We received three significant Verizon HopeLine Grants to do
     prevention and education in secondary schools in Kansas,
     Colorado, and Nebraska
   - Heartland Community Foundation Grants (6)
     o To provide comprehensive gender and relationship violence
     prevention programming in all secondary schools in Ellis, Rooks,
     and Trego counties in Kansas
   - Futures Without Violence Grant
     o To implement Coaching Boys into Men trainings for athletic
     coaches in Kansas and Oklahoma
d) In what ways is the composition of your staff and Board of Directors reflective of your client population?

- We make a very conscious and serious effort to ensure that our board and staff are a diverse and inclusive mix. To that end, our staff and board represent a variety of ethnicities (we have board members on four continents!), backgrounds, professions and cultures. We have also made sure that our staff and board represent both urban and rural populations, to better serve the variety of populations that we work with. Our board and staff include both male and female members.
Mary Byron Project Celebrating Solutions Award
Program-Specific Questions
Jana's Campaign
Love Doesn't Hurt: Teen Gender Violence Prevention Program

1) Please describe the ways in which the safety of students is assessed and addressed throughout the ten Safe Dates sessions and when completing the FCCLA service projects?

Safe Dates is a great resource that allows teachers to implement healthy relationship coursework and discussion into existing coursework. However, we believe that it is critical to not only provide teachers with the curriculum, but also with comprehensive training that helps teachers understand how to implement the material effectively, safely, and in a way that ignites conversations among students. Additionally, we provide all partners (teachers, advisors, administrators, etc.) that we work with ongoing resources and support to help them most effectively prevent and respond to gender and relationship violence. Our supplemental work with secondary schools, including student assemblies and classroom presentations, include a safety planning component. Additionally, whenever we present in a school, we invite the local domestic violence service agency to join us. By doing so, we are able to make connections between schools and victims' service agencies. In many cases, that connection has not been previously developed.

2) Is the Safe Dates curriculum taught in co-ed classes? Are there any lessons or occasions where the students are separated by gender?

The Safe Dates curriculum is designed to be taught in any type of classroom (co-ed, single gender, etc.). Because of the versatility of the curriculum, it can be incorporated into many different disciplines, including social sciences, health, family and consumer science, psychology, and many more. By completing our comprehensive training and signing our Memorandum of Understanding, teachers receive a complimentary copy of the curriculum and may adapt the material as needed to meet the needs of their classrooms, as long as standards ensuring fidelity are met. Our partner teachers report implementing the curriculum into their courses in a variety of ways, depending on the makeup of the classroom population. Because our model is to train teachers on effective implementation of the curriculum- instead of just bringing in a trainer to teach the curriculum, as some other models do- we are allowing the teacher, who has an established relationship with their students, to exercise flexibility within the program.

In addition to the Safe Dates curriculum, we also offer supplemental gender-specific programming at the discretion of the school. Many schools ask us to utilize male and female presenters to conduct simultaneous presentations; one for males and one for females. This is just one of many elements that make up our comprehensive secondary school programming.
3) Are the needs of LGBTQ students addressed within the Safe Dates curriculum? Has it been proven to be effective for culturally diverse audiences? And both rural and urban youth?

Safe Dates is an evidence-based curriculum that has been proven to increase student understanding of the subject matter. The curriculum uses "real world" examples to illustrate concepts, and within those examples identifies LGBTQ and culturally diverse populations. With that said, we believe that the curriculum could more effectively address LGBTQ and culturally diverse audiences. During the required seven-hour training for all teachers receiving the Safe Dates curriculum, we address these issues in a significant and meaningful way, helping teachers to understand not only why it's important to address them, but how to do so most effectively for their specific student populations. We discuss specific adaptations to the curriculum to address the LGBTQ population, as we recognize this as a deficiency in the curriculum. We encourage all teachers implementing Safe Dates to adapt the curriculum to meet the needs of their students and specifically engage teachers in a discussion about how the curriculum might be used differently in rural vs. urban populations. Based on the needs of the teacher and school, we provide additional materials and resources to help adapt the curriculum to make it as effective and inclusive as possible.

4) Attendance at a presentation or participation in a classroom discussion could be traumatic for some students. What resources do you recommend that schools have available to address the needs of impacted students? What is the protocol that is followed when students disclose victimization?

When we provide any sort of programming (assemblies, classroom presentations, etc.), we ask the school to have a school counselor present and available to assist students where needed. However, we have often heard from counselors that they feel unprepared to deal with either prevention of or response to team dating violence. Because of this, we have created a toolkit specifically designed for school counselors, psychologists, and social workers. This tool kit provides resources, training and best practices to help these professionals to deal with disclosure of abuse more confidently and effectively.

Additionally, we always invite representatives of local domestic violence service victims' service agencies to join us when we present to schools. Not only does this help us to assist students that may want to disclose violence or other types of trauma, but it also allows the entire school (including students, administration, faculty, etc.) to understand the services that are readily available in their own communities. Unfortunately, we often find that schools are unaware of their local resources. There is often a disconnect there and many times, we are the conduit that brings schools and domestic violence service agencies together.

If a student discloses victimization to a member of the Jana's Campaign staff, our protocol is the following:

i. Listen to the student/discloser with empathy and understanding. Above all, believe them.
ii. Make sure that the student currently feels safe.
iii. Offer to connect the student with someone who can help them— a school
counselor or administrator, victims’ services agency, etc.
iv. Provide referrals to appropriate resources.

5) Please share additional information regarding the school assemblies and classroom
presentations. What is the typical length? Are they generally co-ed?

Our model is to provide each partner school a comprehensive prevention plan that is
tailored to the needs of the individual school. These plans generally include some
combination of the following elements:
i. School assemblies
ii. Classroom presentations
iii. Safe Dates curriculum and training
iv. Student school/community service projects and mini-grants
v. Bystander intervention training
vi. Teacher/administrator trainings and in-services
vii. Counselor training and resources
viii. Policy review and revisions
ix. Coaching Boys Into Men
x. Gender-specific programming
xi. School district-wide trainings

For our assemblies and classroom presentations, we tailor the presentation to meet the
needs of the partner school. Because of this, we provide both gender-specific and co-ed
presentations and assemblies, and often do both for a specific school. Presentations can
last anywhere from 45 minutes to several hours and are created especially for the school in
collaboration with their teachers, counselors, administrators, etc. These presentations and
assemblies can be focused on topics like healthy vs. unhealthy relationships, dating in the
digital age, how to be an effective bystander, etc. Schools often begin talking to their
students prior to our presentation; laying an effective groundwork for our prevention
education message.

6) What communication is there with the teachers following completion of their training? Do they
have an opportunity to provide feedback or share issues or concerns?

After teachers complete the initial Safe Dates training, we ask them to complete a training
evaluation. Before they receive their copy of the curriculum, they are required to sign an
MOU that will provide us with ongoing feedback from both the teacher and their students.
We encourage feedback at all levels and work to keep teachers engaged in three main ways:
i. We conduct ongoing communication between our staff and trained teachers,
providing resources, support and best practices to most effectively impact their
students.
ii. An increasing number of trained teachers are choosing to repeat the training after they have begun implementing it, so that they can stay up-to-date, increase their effectiveness, etc.

iii. Each year, many of our trained teachers gather at Department of Education-sponsored conferences. This has repeatedly been used as an opportunity by trained teachers to share best practices for implementing Safe Dates, bounce ideas off each other, etc. During these events, there are many formal and informal opportunities for teachers to share best practices and collaborate with their peers on effective implementation of the curriculum.

7) Once teachers are trained, how do you maintain quality control and ensure that the message of Safe Dates is not misinterpreted, that there is no victim blaming or shaming and the lessons are appropriately applied?

A key element of the teacher training is a section of assuring and maintaining the fidelity of the program. As such, we use ongoing communication with teachers, as well as student and teacher evaluations to ensure that program fidelity is assured. During our teacher trainings, we very consciously train using a trauma-informed approach, as participating teachers can be survivors of gender and relationship violence. The training is specific in educating teachers on using this type of approach as well.

8) In addition to the community partners listed in the application, does Jana’s Campaign staff participate on any local or statewide domestic violence related coalitions or task forces?

Jana’s Campaign and its staff, board and volunteers are active participants in the gender and relationship violence reduction efforts at both community and state-wide levels. We currently or have in the past participate(d) in organizations such as:

- KS Attorney General’s Battered’s Intervention Program Advisory Board
- Kansas Governor’s Domestic Violence Fatality Review Board
- University of Northern Iowa Center for Violence Prevention
- Kansas Coalition Against Sexual and Domestic Violence Board of Directors
- Kansas Department of Education- Future Career and Community Leaders of America
- Coaching Boys into Men National Advisory Board
- Colorado Springs Domestic Violence/Sexual Assault Task Force

Jana’s Campaign also holds membership with organizations such as the Colorado Organization for Victim Assistance and the Colorado Coalition Against Sexual Assault.
9) Are any evaluations, pre- or post-tests completed by the students that would help to measure the effectiveness of the program? Have you maintained any quantitative data that can be used to document the program is successful in preventing violence?

As part of their Memorandum of Understanding with Jana’s Campaign, participating teachers are required to administer and submit both pre- and post-tests to students using the Safe Dates curriculum. Using the standard assessment tool created by the authors of the research-based Safe Dates curriculum, we collect both qualitative and quantitative data on a semester basis to help us improve our teacher trainings. Included with our supplementary materials is this assessment data in aggregate.

10) Please feel free to share any information about your program that may be helpful for our reviewers to know.

First, allow us to thank you for this opportunity. As an organization that began with two grieving parents just a few short years ago, we are thrilled to be considered for this honor. In 2008, our co-founders Drs Curt and Christie Brungardt lost their daughter, 25-year-old law student Jana Mackey, to domestic violence. Since that time, they have worked tirelessly to end the cycle of violence by preventing it before it starts. Working in secondary schools, higher education, and communities, Jana’s Campaign has quickly become an expert in the field of violence prevention. In the past three years, Jana's Campaign has worked with more than 230 middle and high schools in Kansas, Colorado, Nebraska, Missouri, Oklahoma, Iowa, and Texas, directly impacting tens of thousands of students. We have worked with more than 200 colleges and universities throughout the country and have engaged with more than 100 community organizations to build a strong culture of non-violence. It is our honor to do this work on behalf of Jana and all victims of gender and relationship violence. We have committed our organization- and our lives- to making the world a safer place.

11) Please include copies of evaluation forms used by Love Doesn't Hurt.

Please find evaluation forms included with our Supplementary Materials.

12) Please include any additional documents, videos, etc., that may help illustrate the program.

Please find supplementary materials included.
Reference Letters Contact Information

Pam Lamb
State FCCLA Adviser
Kansas State Department of Education
900 Jackson – Suite 653
Topeka, Ks 66612-1182
785-296-2164
plamb@ksde.org

Sue Boldra
Member, Kansas House of Representatives, District 111
2405 General Custer Rd.
Hays, Ks 67601
785-650-8952
sue.boldra@house.ks.gov
sueboldra@gmail.com

Janene Radke
Executive Director
Family Crisis Services, Inc.
106 W. Fulton
Garden City, KS  67846
(620) 275-2018
fcs.janene@sbcglobal.net
October 7, 2016

To Whom It May Concern:

Kansas FCCLA connected with Jana’s Campaign two years ago. The Jana’s Campaign organization has swept across the State of Kansas in tremendous numbers! Our Family & Consumer Sciences teachers/FCCLA Advisers have been attending the SafeDates training that provides curriculum for teaching young people about teen gender/dating violence. The curriculum is for both middle level and high school level students.

Members of FCCLA (Family, Career, and Community Leaders of America) have taken this topic of teen gender/dating violence and expanded from their classrooms to the entire school and community. The members have worked with the school administration to set up all-school assemblies and community awareness projects. The information is very comprehensive and worthwhile to help prevent teen gender/dating violence. The members have integrated these projects into some of the FCCLA competitive events such as STOP the Violence and Advocacy. If they receive the top score at the State level, they move on to compete at the National level with the assistance of Jana’s Campaign.

Curt and Christie have researched to support the teaching strategies and resources. In order to continue addressing this prevention education and support to the teachers, financial support is needed. They have traveled the State and are continuing to provide information about this important issue to schools across the State with interest beginning in other States.

Jana’s Campaign is very worthy of receiving this award because of their commitment and dedication to providing prevention education to our young people.

Pam Lamb
State FCCLA Adviser
October 7, 2016

Selection Committee
Mary Byron Project Celebrating Solutions Award

Dear Selection Committee,

It is my pleasure to write in support of Jana’s Campaign as you consider the semi-finalists for the Celebrating Solutions Award. I can say without reservation that the work that Jana’s Campaign does to prevent gender and relationship violence would make them a very worthy recipient of this honor.

As you know, Jana’s Campaign began in 2009 following the death of 25-year-old law student Jana Mackey. I knew Jana well and her death was devastating. Kansas lost a passionate, intelligent advocate for women and I lost a friend. I watched her grow as a young girl, then had her as a student in the Advanced Placement Government course that I taught when she was a senior in high school. She was one of the students I accompanied to Washington, D.C. to compete in the “We the People…the Citizen and the Constitution” high school competition. She was beautiful and brilliant. Since her death, I have watched with pride as Jana’s Campaign has worked tirelessly in her honor. Their work providing prevention programming—specifically to middle and high school students—has made a significant impact across Kansas and beyond. I can say, without a doubt, that they are a critical resource for this state and that they are making a difference.

As a member of the Kansas House of Representatives, the safety, health and well-being of all Kansans is my top priority. That’s why organizations like Jana’s Campaign are so important. Through their work providing comprehensive gender and relationship violence prevention programming, they are making our state a safer place. With a small staff and limited resources, they have found ways to do far more than much larger organizations. They have risen from the tragedy of Jana’s death to make a very real impact in our state and beyond. Jana would be very proud of the difference she continues to make.

I hope you will seriously consider Jana’s Campaign as the recipient of this prestigious award. I believe you’ll find no other organization more deserving.

Sincerely,

Sue Boldra

Sue Boldra
Member, Kansas House of Representatives, District 111
2405 General Custer Rd. Hays, KS 67601
785-650-8952
sue.boldra@house.ks.gov    sueboldra@gmail.com
October 6, 2016

To Whom It May Concern:

I am writing this letter to support Jana’s Campaign as a contender for the Mary Byron Project Celebrating Solutions’ Award. Jana’s Campaign is an outstanding agency that has proven to be a valuable resource through their prevention work with youth in the area of domestic violence. Family Crisis Services, Inc. has been collaborating with this agency through presentations in several of our area schools for the past several years. These collaborations have assisted us in reaching more survivors than we have previously been able to do through our prevention efforts alone. One example of this would be the upcoming prevention program at the high school in Dighton, KS. This will give us an opportunity to provide services in an area that we have not previously been able to make an impact in. Jana’s Campaign makes a positive difference in the area of prevention and in my opinion would be an excellent candidate for the Mary Byron Project Celebrating Solutions’ Award.

Family Crisis Services, Inc. strongly supports Jana’s Campaign and the valuable prevention work they do in our state.

Sincerely,

[Signature]

Janene Radke
Executive Director
Family Crisis Services, Inc.
106 W. Fulton
Garden City, KS 67846
(620) 275-2018
Date: MAR 31 2011

JANAS CAMPAIGN INC
2600B AUGUSTA LANE
HAYS, KS 67601-4819

Employer Identification Number: 26-3633159
DIN: 17053060368021
Contact Person: ZENIA LUK
Contact Telephone Number: (787) 829-5500
Accounting Period Ending: December 31
Public Charity Status: 170(b)(1)(A)(vi)
Form 990 Required: Yes
Effective Date of Exemption: November 7, 2008
Contribution Deductibility: Yes
Addendum Applies: No

Dear Applicant:

We are pleased to inform you that upon review of your application for tax exempt status we have determined that you are exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code. Contributions to you are deductible under section 170 of the Code. You are also qualified to receive tax deductible bequests, devises, transfers or gifts under section 2055, 2106 or 2522 of the Code. Because this letter could help resolve any questions regarding your exempt status, you should keep it in your permanent records.

Organizations exempt under section 501(c)(3) of the Code are further classified as either public charities or private foundations. We determined that you are a public charity under the Code section(s) listed in the heading of this letter.

Please see enclosed Publication 4221-PC, Compliance Guide for 501(c)(3) Public Charities, for some helpful information about your responsibilities as an exempt organization.
JANAS CAMPAIGN INC

We have sent a copy of this letter to your representative as indicated in your power of attorney.

Sincerely,

[Signature]

Lois G. Lerner
Director, Exempt Organizations

Enclosure: Publication 4221-PC
# Mary Byron Project-Celebrating Solutions Award

**Jana's Campaign, Inc**  
**Secondary Education/Teen Dating Violence**

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<td>Travel</td>
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<td>Books/Curriculum</td>
<td>$21,008.18</td>
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<tr>
<td>Mini Grants</td>
<td>$1,300.00</td>
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<tr>
<td>Secondary School Art Project Supplies</td>
<td>$350.00</td>
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<tr>
<td>Training</td>
<td>$7,105.33</td>
</tr>
<tr>
<td>Postage</td>
<td>$933.22</td>
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<tr>
<td>Printing</td>
<td>$845.90</td>
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<tr>
<td>Misc/Supplies</td>
<td>$482.72</td>
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<td><strong>Additional Assistance:</strong></td>
<td></td>
</tr>
<tr>
<td>Fund Jana's Campaign Projects to State and National Conferences</td>
<td>$2,875.00</td>
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**Total**                                       | **$39,329.59** |

<table>
<thead>
<tr>
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<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Salaries</td>
<td>$18,668.41</td>
</tr>
</tbody>
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**Value of Donated Time:**

- Co-Founder Curt Brungardt, Ph.D.                  | $14,600.00   |
- Co-Founder Christie Brungardt, Ph.D.              | $39,352.50   |

**Total of Salaries and Value of Donated Time:**   | **$72,620.91** |

**Grand Total**                                    | **$111,950.50** |
### Question 1 Pre-test
**List 3 examples of emotional dating abuse.**

- Name Calling
- Vehement
- Being down
- Threatening
- Yelling
- Making person feel bad about themselves
- Manipulating
- Crying
- Guiling
- Force
- Rude
- Blaming
- Threats
- Cussing
- Cheating

### Question 1 Post-test
- Name Calling
- Vehement
- Being down
- Threatening
- Yelling
- Making person feel bad about themselves
- Manipulating
- Crying
- Guiling
- Force
- Rude
- Blaming
- Threats
- Cussing
- Cheating

### Question 2 Pre-test
**List 3 examples of emotional dating abuse.**

- Hitting
- Punching
- Kicking
- Rape
- Pushing
- Bitting
- Yelling
- Grabbing
- Pinching
- Slapping
- Bruising

### Question 2 Post-test
- Hitting
- Punching
- Kicking
- Rape
- Pushing
- Bitting
- Yelling
- Grabbing
- Pinching
- Slapping
- Bruising

### Question 3 Pre-test
**List two warning signs, or “red flags,” that a person may be a victim of dating abuse.**

- Bruises
- Crying
- Depression
- Drugs
- Secretive
- Controlling
- Quiet/Don’t talk
- Fear
- Scared
- Jealousy
- Pinching

### Question 3 Post-test
- Bruises
- Afraid
- Scared
- Isolated
- Controlling
- Not spending time with friends
- Partner always wants to know where you are
- Quiet
- Crying
- depression
- Pinching

### Question 4 Pre-test
**List two warning signs, or “red flags,” that a person may be abusing his or her girlfriend or boyfriend.**

- Bruises
- Angry
- Controlling
- Short-Tempered
- Secretive
- Rude
- Talking bout about partner
- Yelling
- Depression
- Scared
- Bad attitude
- Partner is quiet
- scars

### Question 4 Post-test
- Bruises
- Angry
- Control what they do
- Scared around partner
- Isolating
- Aggressive
- Jealousy
- Get upset easily

### Question 5 Pre-test
**How can you help a friend who is in an abusive relationship?**

- Tell an Authority
- Talk them thorough
- Call Police
- Talk to them about breaking up
- Help make them aware
- Help them get away
- Listen to them
- Be there for them

### Question 5 Post-test
- Tell an adult
- Listen to them
- Talk to them
- Recommend help
- Give advice
- Call the authorities
- Support them
- Call someone who works with sexual violence
- Believe them
- Give them a safe space
- Let them know you are here for them
### Question 6 Pre-test

**List two things you can do to keep your anger from getting out of control**

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<thead>
<tr>
<th>Breath</th>
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</tr>
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<tbody>
<tr>
<td>Walk away</td>
<td>xxx</td>
</tr>
<tr>
<td>Physical activity</td>
<td></td>
</tr>
<tr>
<td>Count to 10</td>
<td>xx</td>
</tr>
<tr>
<td>Talk to someone</td>
<td>x</td>
</tr>
<tr>
<td>Calm down/Relax</td>
<td>xx</td>
</tr>
<tr>
<td>Go to a counselor</td>
<td>xx</td>
</tr>
<tr>
<td>Listen to music</td>
<td></td>
</tr>
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### Question 6 Post-test

<table>
<thead>
<tr>
<th>Deep breaths</th>
<th>xxxxxxxx</th>
</tr>
</thead>
<tbody>
<tr>
<td>Walk Away</td>
<td>xxx</td>
</tr>
<tr>
<td>Count to ten</td>
<td>xxx</td>
</tr>
<tr>
<td>Go out of the room</td>
<td></td>
</tr>
<tr>
<td>Listen to music</td>
<td>xx</td>
</tr>
<tr>
<td>Calm down</td>
<td></td>
</tr>
<tr>
<td>Take a shower</td>
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</tr>
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</table>

### Question 7 Pre-test

**List two things you can do to protect yourself from sexual assault on a date.**

<table>
<thead>
<tr>
<th>Carry Pepper Spray</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Meet in public</td>
<td>xxx</td>
</tr>
<tr>
<td>Dress modestly</td>
<td>xxx</td>
</tr>
<tr>
<td>Don't go alone</td>
<td>xxx</td>
</tr>
<tr>
<td>Watch drinks</td>
<td></td>
</tr>
<tr>
<td>Cell phone</td>
<td></td>
</tr>
<tr>
<td>Always be aware</td>
<td></td>
</tr>
<tr>
<td>Tell them to stop</td>
<td></td>
</tr>
<tr>
<td>Drive yourself</td>
<td></td>
</tr>
<tr>
<td>Taser</td>
<td></td>
</tr>
<tr>
<td>Double Date</td>
<td>xx</td>
</tr>
<tr>
<td>Let a friend know where you're going</td>
<td>x</td>
</tr>
</tbody>
</table>

### Question 7 Post-test

<table>
<thead>
<tr>
<th>Group date</th>
<th>xxx</th>
</tr>
</thead>
<tbody>
<tr>
<td>Watch your drink</td>
<td>xx</td>
</tr>
<tr>
<td>Public</td>
<td></td>
</tr>
<tr>
<td>pepper spray</td>
<td></td>
</tr>
<tr>
<td>Don't be alone</td>
<td></td>
</tr>
<tr>
<td>Set boundaries</td>
<td></td>
</tr>
<tr>
<td>Don't drink</td>
<td></td>
</tr>
<tr>
<td>Tell someone where you're going</td>
<td>x</td>
</tr>
<tr>
<td>Drive yourself</td>
<td></td>
</tr>
<tr>
<td>Call 911</td>
<td></td>
</tr>
<tr>
<td>Dress modestly</td>
<td></td>
</tr>
<tr>
<td>Say no</td>
<td></td>
</tr>
</tbody>
</table>
Sample Post Presentation Survey Questions

1.) Please provide your thoughts/response to the presentation? (doesn't have to be lengthy; just 2-3 sentences)

2.) What changes do you think might happen as a result of attendance by all students?

3.) Is there anything else Jana's Campaign can do to assist with your efforts in reducing Teen Dating Violence?

4.) Please let us know how you heard or learned of Jana's Campaign.