New 2015-16 efforts to strengthen sexual violence and sexual harassment education, awareness and response

(August 2015)

New Education and Training Requirements for Students

New Undergraduate Students | All incoming undergraduates must complete in-person and online training about the prevention of sexual violence and harassment, mental health, and alcohol use. These students must complete the online training program, Haven, within the first six weeks of the semester. The in-person training, Bear Pact, takes place during the first week of school. For more details, visit: http://survivorsupport.berkeley.edu/education-requirement.

New Graduate Students | All incoming graduate students will be required to complete education and training within the first six weeks of the semester, in accordance with information to be provided during the upcoming academic year.

Continuing Students | Details regarding ongoing education and training will be available during the upcoming academic year.

Faculty and Supervisors | Faculty and supervisors are required to complete two hours of sexual harassment prevention training every two years. New faculty and supervisors must take a training session within the first two months of hire. Starting January 2016, a faculty training and education plan will be implemented to revise the content in the current sexual harassment prevention training, and will include training for those who work directly with students, such as faculty student advisers. Faculty and supervisors will also receive training on their legal obligations to report sexual violence. Additional details will be available during the upcoming academic year.

Staff and Academic Appointees (Non-Supervisors) | Starting December 2015, a staff training and education plan will be implemented that will require new employees to receive training within the first six weeks of hire. All continuing staff will receive training annually. Designated employees who are required to report sexual violence to the Office for the Prevention of Harassment and Discrimination (sometimes known as Title IX Office) will receive training on their legal obligations. Additional details will be available during the upcoming academic year.

Raising Awareness

Launch of Series of Communications to Students | In July 2015, students admitted for the fall 2015 semester (including incoming freshmen and transfer students) received email with information regarding the comprehensive resource website and the courses and deadlines required for sexual assault and violence prevention education as well as alcohol education.
Streamlined Online Resources
Various websites, including that of the Confidential Care Advocate (http://sa.berkeley.edu/dean/confidential-care-advocate), The Survivor Support page (http://survivorsupport.berkeley.edu/), University Health Services (http://www.uhs.berkeley.edu/students/medical/sexualassault.shtml), and others have been both updated and streamlined to provide survivors with the most current information and accessible support resources.

Responding to Allegations/Respondent Services | If someone has been accused of sexual violence, sexual assault, sexual harassment, dating/domestic violence or stalking, there are campus services available to assist in understanding rights and the investigation and adjudication processes. This information is available on various websites including survivorsupport.berkeley.edu.

By September 2015, all UC campuses will have designated individuals who can provide respondent services which include:

- Helping individuals understand their rights.
- Explaining and assisting individuals navigate the investigation and adjudication processes, including formal hearings.
- Referring individuals to campus and community resources, such as legal services (including help understanding and complying with protection orders), emotional support, and other needs.
- Assisting with securing an interpreter or translator, if needed.

New Confidential Care Advocate Staff

New Advocates | Tiffany Hsiang, MSW, and Kiara Lee, MSW, joined the office of the Confidential Care Advocate in May and September of 2015, respectively. They will support survivors in accessing a number of resources and provide assistance with their reporting options. In addition, they will play key roles in enhancing campus prevention and awareness efforts.

New Assistant Director focused on the prevention of sexual violence | University Health Services/Health Promotion and Student Affairs have partnered to jointly hire an Assistant Director focused on prevention of sexual and intimate partner violence. This individual will report to Mari Knuth-Bouracee, who is director of the Confidential Care Advocates office and oversees its prevention and advocacy efforts.

University of California President’s Task Force on Preventing and Responding to Violence and Sexual Assault
UC Berkeley staff and faculty continue to be involved in numerous efforts being implemented in 2015-16 and beyond as part of this UC system-wide initiative. The UC task force seeks to provide a comprehensive approach, consistent across all UC campuses, to addressing sexual violence. This includes education and outreach, policies regarding training for students and staff, and adjudication and sanctioning of students for conduct code violations. All 10 campuses now have similar educational websites, confidential care advocates who are full-time staff members, and case management teams to review all current sexual misconduct reports to ensure that institutional responses are timely, appropriate, and fair.
Efforts announced or enacted prior to Fall 2015

- **Registration Blocks** | New freshmen and transfer students who do not satisfy the sexual violence and harassment education mandates will have their course enrollment blocked for the following semester. In fall 2014 students were required to complete BearPact or an alternative campus education program. In fall 2015 they must complete the in-person BearPact program as well as the online Haven program.

- **Campus police department trainings and updates** | The University of California Police Department (UCPD) has trained all officers on trauma-informed interview skills, and all detectives have attended advanced trauma-informed training. UCPD will continue to commit resources to this training for its officers.

- **Survivor Resource Specialist** | UCPD established a Survivor Resource Specialist position. This individual is dedicated to providing survivors with assistance in how to report assaults and/or access support resources. The Survivor Resource Specialist is continuing to serve all survivors of violent crime.

- **Launch of public awareness campaigns** | Since fall 2014, flyers, posters, social media communications and other have been used in a concerted effort to raise awareness about where to get help with sexual violence and sexual harassment issues, as well as where to find campus resources, with a focus raising awareness about the new survivorsupport.berkeley.edu website.

- **National Conference on Campus Sexual Assault and Violence** | In February 2015, UC Berkeley created and hosted a national conference that brought together higher education professionals who work daily on sexual assault and sexual harassment issues, researchers who have studied these highly complex and sensitive matters, students who are at the forefront of pushing for change, and others. The goal was to provide all with new tools and insights useful in strengthening education and training programs as well as in offering greater support to students.

- **Student-Run Initiatives** | Students are coordinating with various campus departments around efforts including the ASUC Sexual Assault Commission, Cal Consent Campaign, Greeks Against Sexual Assault, and initiatives being led by the Graduate Assembly.

- **Sexual Assault Awareness Month** | UC Berkeley hosted more than a dozen events across campus during this annual April event to equip the community with information on how to prevent sexual assault, create a stronger culture of consent, and how to best support survivors.

**FOR MORE INFORMATION ON Campus Efforts**

This document is not comprehensive. For more information, including new updates, on campus efforts and related matters please go to: sexualassault.berkeley.edu