

# New 2014-15 efforts to strengthen sexual violence and sexual harassment education, awareness and response

(Partial list/January 2015)

## **New education and training for students**

**Bear Pact, a new student orientation workshop.** On Aug. 26, 2014, and Jan. 16, 2015, during their first week on campus for each new semester, new freshmen and transfer students gathered to learn more about sexual violence and sexual harassment and about mental health and alcohol use concerns. The workshop included an introduction to terminology associated with these issues and tips on bystander intervention. Previously, students had been provided this information via other formats, but Bear Pact offers a shared community experience in which students make a pact to look out for each other. More than 5,300 of the approximately 7,000 new freshmen and transfer students attended the in-person training in fall 2014 and about 300 of the approximately 600 admitted students attended the spring semester 2015 program.

Bear Pact sessions also will be offered, for the first time, to newly entering students enrolled in summer programs such as Freshman Edge and Summer Bridge, which provides students with an early start on getting to know the campus, connecting with peers and taking courses at UC Berkeley.

**Haven, an online learning program from the makers of AlcoholEdu.** This program provides required awareness training for all new undergraduate students. It addresses sexual assault, relationship violence and stalking. Its objective is to help students learn definitions related to sexual assault and relationship violence, gain bystander skills and heighten awareness of campus policies, procedures and resources. Previously, the AlcoholEdu program that all new students were required to take contained a segment on sexual violence, but this new, separate program explores the matter in more depth.

**Training for fraternity and sorority leaders.** Fraternity and sorority leaders, working in coordination with the campus's Student Affairs division, are training Greek system student leaders, including chapter presidents and officers, about sexual assault recognition, support and prevention. This includes Train the Trainer/Leader events, held to ensure that information is more widely disseminated. Social risk management training is provided for all chapter presidents, social chairs and risk managers, and covers topics such as sexual assault prevention, alcohol consumption and risk and policies for managing social events. In the InterFraternity Council's New Members Academy, new members learn about consent, rape culture, victim blaming and resources. The New Member Educators Summit educates individuals responsible for training new IFC members on interpersonal and sexual violence.

**Education and training for graduate students.** In addition to ongoing training provided to graduate student instructors (teaching assistants), who have always received training in sexual harassment and violence prevention and reporting, the campus is developing education programs for the general graduate student population. A new program is being established among the professional graduate schools here and will, at its conclusion, reach the entire graduate population.

## **New initiatives and mandates**

**Registration blocks.** New freshmen and transfer students who do not satisfy the sexual violence and harassment education mandate via BearPact or Haven have their course enrollment blocked for the following semester. The block is lifted when they meet the requirement. Currently, more than 99.8 percent of new students have completed the training. About 7,000 of the fall 2014 incoming students completed the requirement to-date. Seven students chose not to complete the requirement and are not able to register for spring 2015 courses.

**University of California President's Task Force on Preventing and Responding to Violence and Sexual Assault.** UC Berkeley staff and faculty are involved in numerous efforts being implemented in 2014-15 and beyond as part of this UC system-wide initiative. The task force seeks to provide a comprehensive approach -- consistent across all UC campuses -- to addressing sexual violence. This includes education and outreach as well as 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 survivor 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.

## **New staff**

**Confidential survivor advocate.** Mari Knuth-Bouracee, a certified rape crisis and domestic violence counselor who has spent significant time as an advocate for social justice and gender equity, began work at UC Berkeley in October 2014 as the campus's director of sexual assault prevention and student advocacy, a new full-time position. She will support survivors in accessing a number of resources and provide assistance with their reporting options. In addition, she will play a key role in enhancing campus prevention and awareness efforts.

## **New education and training programs and efforts for staff**

**National Conference on Campus Sexual Assault and Violence.** UC Berkeley created and hosted a national conference in February 2015 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 everyone with new tools and insights as they together seek to provide greater support to all students through more effective response efforts and stronger education and training programs. More

than 500 higher education professionals and students from across the country attended the sold-out conference.

**Supplemental education for athletic coaches.** The campus's Office for the Prevention of Harassment and Discrimination (Title IX office) is working with Intercollegiate Athletics to devise supplemental training for coaches and student athletes.

**Expanded training for resident advisors.** Beginning with the 2014-15 academic year, resident advisors (RAs) receive sexual violence and sexual harassment training at the start of each semester. Previously, they were trained once each school year.

**Online course for newly-employed staff.** Through a UC system-wide effort, all new employees will be offered a Violence Against Women Act educational program. This new, narrated online course educated all new UC employees about awareness and prevention of domestic violence, dating violence, sexual assault, stalking and consent.

**New trauma-informed investigation and adjudication training for professional staff.** In addition to ongoing training in this area, professionals with the campus's Center for Student Conduct, Office for the Prevention of Harassment and Discrimination (Title IX), and UCPD have completed a four-day training program, "Trauma Informed Sexual Assault Investigation and Adjudication," led by the National Center for Campus Public Safety. The most recent training occurred in January 2015. In addition, select UCPD officers have participated in "You Have Options," a trauma-informed training program offered by the Ashland Oregon Police Department.

## Raising awareness

**Launch of new public awareness campaign for the campus community.** Since fall 2014, flyers, posters and other materials have been made available through this campus campaign to raise awareness about where to get help with sexual violence and sexual harassment, as well as where to find campus resources, with a focus on the new [survivorsupport.berkeley.edu](http://survivorsupport.berkeley.edu) website.

**It's on Us campaign.** In fall 2014, the campus adopted the White House's "It's on Us" campaign, which focuses on students, faculty and staff making a visible commitment to changing campus culture. The Campus Violence Prevention Collaboration workgroup, made up of students and staff, launched a campus poster campaign with images and messages placed on flag poles through major campus walkways, on handouts and online. "It's on Us" has been incorporated into a new student athlete awareness video and the campaign is included on the homepage of the campus's [survivorsupport.berkeley.edu](http://survivorsupport.berkeley.edu) website.

**Student-run initiatives.** Various campus departments are coordinating with students as they launch efforts including the Cal Consent Campaign, Greeks Against Sexual Assault and initiatives being made by the Graduate Assembly.

**CalGreeks Forum.** In November 2014, more than 150 members of the fraternity and sorority community, representatives from their regional and national headquarters and other community partners came together to gain further understanding about sexual assault at UC Berkeley and to begin developing strategies to combat sexual violence.

**CalGreeks Community Partnership Fund.** This new fund was developed to support student-initiated projects about alcohol abuse, mental health, sexual assault and hazing.

**CalGreeks and crime alert discussions.** Crimes alerts, which are issued by the UCPD, are now used as an opportunity for fraternity and sorority leaders to further discuss laws and policies (such as the new “Yes Means Yes” law) with their peers as well as how to prevent and respond to activities such as underage drinking, alcohol poisoning, hazing and sexual assault.

*[Section below picks up copy from previous fact sheet-no new elements]*

#### **Efforts announced or enacted in 2013-14 school year or earlier (partial list)**

- The campus’ Office for the Prevention of Harassment and Discrimination (Title IX office) added two additional Title IX investigators.
- A new Interim Sexual Misconduct Policy was established in September 2013 by the Center for Student Conduct. Now, survivors may be accompanied at hearings and are allowed to appeal hearing outcomes, and new accommodations are possible for survivors who wish to avoid seeing the respondents during a hearing.
- UCPD established a Survivor Resource Specialist position. This role is dedicated to providing assistance in and guidance on how to report an assault, obtain counseling and additional options and resources to encourage a survivor to take necessary additional steps.
- A new, one-stop sexual assault website was launched by the campus in April 2014 that provides information about preventing, reporting and adjudicating sexual misconduct on campus. Visit: <http://survivorsupport.berkeley.edu/>
- UC Berkeley’s Title IX Compliance Advisory Committee was established in 2013 and began meeting in fall 2013. Students play an important role as members of this group, which reports directly to Chancellor Dirks.
- Prevention and outreach education is offered by the campus through multiple programs and campaigns that emphasize violence prevention, consent and tools for de-escalating and intervening in situations. A few examples are EmpowerU, an education and awareness program required for incoming students, Bears that CARE, the bystander education program, and a month of comprehensive awareness programming in April 2014 that included the annual Take Back the Night resource fair, rally and march.
- To offer resources and raise awareness about sexual assault, UCPD and the Center for Student Conduct created pocket card resource lists, and the university placed a number of ads in the campus student news.