

New 2016-17 efforts to strengthen sexual violence and sexual harassment education, awareness and response

(August 2016)

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. Incoming students must take the online training prior to arriving on campus by accessing Think About It via CalCentral (calcentral.berkeley.edu), to be completed within the first six weeks of the semester. The in-person training, Bear Pact, takes place during the first week of school. Visit <http://survivorsupport.berkeley.edu/education-requirement> for details.

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

Continuing Students | Additional details regarding ongoing education and training will be available during the 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) | As of 2015, staff training and education plans 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 | Once again this July, in accordance with what was started in summer of 2015, students admitted for the fall semester (including incoming freshmen and transfer students) received an 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. Graduate students also receive reminders, and a letter comes from Chancellor Dirks to the campus with training reminders that reinforce community standards.

Social Media Posts | In addition to email communications, campus partners are leveraging social media, including the Facebook group for incoming freshmen and transfer students, with posts featuring reminders around trainings, and community standards and expectations.

Updated Resource Materials | During the past year, campus partners updated fact sheets for students, giving at-a-glance resources and information on campus resources for sexual assault and violence survivors. In addition, comprehensive folders of resources, with complete details on campus support available, were revamped. Efforts will continue to keep materials and resources current.

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 | 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.

Respondent Services | Since September 2015, all UC campuses have designated individuals who can provide respondent services, which include:

- Helping individuals understand their rights.
- Explaining and assisting individuals as they 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 Staff

New Confidential Advocates | The office of the Confidential Care Advocate has grown. In July 2016, Joy Evans, MSW, started as the Assistant Director for Survivor Support Services, and Laura Kocourek joined as the Administrative Project Analyst. Moving forward with their work from last year, Tiffany Hsiang, MSW, and Kiara Lee, MSW, support survivors in accessing resources and providing assistance with their reporting options. The team also helps to enhance campus prevention and awareness efforts.

Assistant Director focused on the prevention of sexual violence | UHS Health Promotion and Student Affairs partnered to jointly hire an Assistant Director, Virginia Duplessis, focused on prevention of sexual and intimate partner violence at UC Berkeley. Virginia reports to the Director of Sexual Assault Prevention and Student Advocacy and is responsible for directing the development, implementation, and assessment of comprehensive prevention services. This position created and operationalized essential functions of a new, confidential department focused on preventing and responding to concerns of sexual violence, including: sexual assault, stalking, and intimate partner violence.

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 that began in 2015 as part of this UC system-wide initiative. The task force works 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 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 2016

- **Sexual Assault Awareness Month** | UC Berkeley hosted more than a dozen events across campus to equip the community with information on how to prevent sexual assault, create a stronger culture of consent, and how to best support survivors. In addition, campus partners leveraged social media to amplify awareness of the events. To see more, please visit http://survivorsupport.berkeley.edu/sexual_assault_awareness_month
- **UCPD trainings and updates** | University of California Police Department (UCPD) at UC Berkeley has trained all officers on trauma-informed interview skills, and all detectives have attended advanced trauma-informed training. UCPD continues to commit resources to this training for its officers.
- **Survivor Resource Specialist** | UCPD established a Survivor Resource Specialist position. This role is dedicated to providing assistance in and guidance on how to report an assaults and resources to for survivors. The Survivor Resource Specialist continues to serve all survivors of violent crime.
- **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.
- **Launch of new public awareness campaign** | Since fall 2014, flyers, posters, and other materials have been made available through a campus campaign 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 on the survivorsupport.berkeley.edu website.