

New 2017-18 efforts to strengthen sexual violence and sexual harassment education, awareness and response

(August 2017)

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 Golden Bear Orientation and 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. Last year, in January 2016, a faculty training and education plan began to revise the content in the current sexual harassment prevention training, and included training for those who work directly with students, such as faculty student advisers. Faculty and supervisors also received training on their legal obligations to report sexual violence.

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 Christ to the campus that reinforces 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, we maintain comprehensive folders of resources, with complete details on campus support available. Efforts will continue to keep materials and resources current.

Streamlined Online Resources:

Various websites, including that of the PATH to Care Center (care.berkeley.edu), the Survivor Support page (<http://survivorsupport.berkeley.edu/>), 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 in the PATH to Care Center (care.berkeley.edu)

Assistant Director for Prevention: Sarah Gamble, PhD (she/her/hers), leads the prevention team in shifting Berkeley's culture to one of respect and consent. She holds a PhD in Queer Theory and an MSc in Writing and Cultural Politics from Edinburgh University, and a BA cum laude in Politics and English from Mount Holyoke College.

Graduate Prevention Program Manager: Khirin Carter, MA

(she/her/hers), is responsible for coordinating primary prevention education efforts for graduate and professional students. She works closely with academic departments and campus partners to implement interventions that promote the health, well-being, and a culture of anti-violence among the campus community. She attended Grambling State University and earned both a bachelor's in Psychology and Criminal Justice. Khirin received her master's in Sociology with an emphasis in educational inequality and criminology from the University of Iowa.

Undergraduate Prevention Program Manager: Elizabeth Wilmerding, MSW (she/her/hers), has a background in the prevention of sexual and relationship violence in campus and community settings, and strives to bring a lens of social justice and community accountability to her work. Elizabeth is particularly interested in preventing harm in the LGBTQ communities and addressing the intersections of violence. Elizabeth has a BA from Montana State University and an MSW from UC Berkeley, during which time she was a Campus Fellow at Futures Without Violence.

Project Analyst: Laura Kocourek (she/her/hers) helps maintain and organize systems in the center to ensure day to day business runs smoothly. Laura has her BA in Kinesiology with an emphasis in human health and performance from Saint Mary's College of California where she is currently working towards her MA in the same field. She has worked on campus since 2014 as both a Business Operations Assistant for Student Affairs, and as the Head Women's Coach of the Cal Lightweight Crew Team.

Intern: Ava Blustein (she/her/hers) is a confidential resource at PATH to Care and a second-year MSW student at the UC Berkeley School of Social Welfare. She graduated from Brandeis University in 2015 with degrees in creative writing and film, television, and interactive media studies, and minors in women's, gender, and sexuality studies and English. She has supported individuals and communities impacted by



violence as an activist, peer counselor, and advocate for almost four years, and was a student engagement organizer with Know Your IX for two years.

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 2017

- 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.
- 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.
- 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.