

2019-20 efforts to strengthen sexual violence and sexual harassment education, awareness and response

Fall 2019

Education and Training Requirements for Students

New Undergraduate Students | All incoming undergraduates must complete in-person sessions on mental health and alcohol use, and online training about prevention of sexual violence and harassment (SVSH). Incoming students must take the online SVSH training prior to arriving on campus via a task in CalCentral (calcentral.berkeley.edu). The in-person training, Bear Pact, takes place during Golden Bear Orientation and the first week of school. Both components must be completed or a hold will be placed on an undergraduate's spring 2020 registration. New undergraduate students can visit <http://survivorsupport.berkeley.edu/education-requirement> for details.

New Graduate Students | All incoming graduate students are required to complete an online and an in-person training about the prevention of sexual violence and sexual harassment (SVSH) in their communities. The SVSH trainings also address students' rights and responsibilities for addressing sexual misconduct in the event that they are employed by the university, such as by holding a Graduate Student Instructor or Graduate Student Researcher appointment. The online training must be completed prior to the start of instruction via a task in CalCentral (calcentral.berkeley.edu). Options to complete the in-person training are scheduled at the beginning of each term and at select department orientations. Both SVSH trainings must be completed by their respective deadlines, or a hold will be placed on the student's spring 2020 registration. New graduate students can visit <http://survivorsupport.berkeley.edu/education-requirement> for details.

Graduate Student Instructors | First-time Graduate Student Instructors (GSIs) take an online course with a module on preventing sexual harassment and receive additional in-person training in the form of a Teaching Conference sponsored by the GSI Teaching and Resource Center. Among other topics, the training includes the obligations of GSIs to report sexual violence to the Office for Prevention of Harassment and Discrimination (OPHD), the campus Title IX office.

Continuing Students | All continuing undergraduate and graduate students must complete an annual refresher course on preventing and responding to SVSH. The course is accessible via CalCentral.

Faculty and Supervisors | Faculty and supervisors are required to complete annual sexual harassment prevention training. This alternates between a two-hour module (every two years) and a shorter refresher course (in alternate years). New faculty and supervisors must complete the two-hour module within the first 90 days of hire. Among other topics, the training includes the obligations of faculty and supervisors to report sexual violence to OPHD.

Staff and Academic Appointees (Non-Supervisors) | Staff training and education plans require that new employees receive training within the first six weeks of hire. All continuing staff receive training annually. Employees who are required to report sexual violence to OPHD receive training focused on prevention and notification responsibilities.

Raising Awareness

Series of Communications to Students | Newly admitted students (including incoming freshmen and transfer students) receive an email with information regarding the comprehensive resource website (survivorsupport.berkeley.edu), 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 that reinforces community standards that comes from the Graduate Dean to the campus. This practice began in 2017.

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 | Each year campus partners issue updated fact sheets for students, staff and faculty, giving at-a-glance resources and information on campus resources for survivors. In addition, we maintain comprehensive folders of resources, with complete details on campus support available. Efforts continue to keep materials and resources current, including a new hub website: svsh.berkeley.edu. (This will replace svshadvisor.berkeley.edu.) In addition, the Where to Get Support resource guide for sexual violence and harassment survivors is currently undergoing revision and redesign.



Survivor Support | Confidential resources are available to support those who have experienced harm related to sexual harassment, sexual violence, dating/relationship violence, stalking, and/or invasion of privacy. The PATH to Care Center, which is a good place to start, offers assistance and referrals in a number of areas, including: medical care, safety planning and safe housing; financial and basic needs; emotional support and counseling; academic and workplace accommodations; reporting options; healing; and immigration and legal status protection. PATH to Care has a 24/7 Care Line that students, staff, faculty can call to speak to a confidential advocate. Social Services is a counseling unit at University Health Services that specializes in supporting students who are coping with sexual violence or harassment; this unit also works with survivors of intimate partner violence and stalking.

Respondent Services | If someone has been notified of reportedly violating SVSH policy, there are campus services available to assist them in understanding their rights and the investigation and adjudication processes. 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.

Staff in the PATH to Care Center (care.berkeley.edu)

In addition to existing PATH to Care Center staff (a full listing of which may be found at care.berkeley.edu), the Center has expanded graduate internships with both MPH and MSW programs. PATH to Care added two new staff positions: a Prevention Manager for Staff and Faculty, and a Confidential Advocate.

UC Berkeley Coordinated and Community Review Team

The Coordinated Community Review Team (CRRT), composed of local community and campus partners, is responsible for a collaborative approach to prevent and address sexual harassment and sexual violence, including stalking and intimate partner violence, at UC Berkeley. The CRRT provides advice to campus leadership regarding best practices in policies, education, prevention, and response, with the goal of creating meaningful cultural transformation in our community. CRRT was established in 2015, a UC



systemwide initiative arising out of University of California President's Task Force on Preventing and Responding to Violence and Sexual Assault.

Efforts announced or enacted prior to fall 2019

In 2018-19, a planning committee devised a set of action steps in response to the findings from the MyVoice survey of the campus in 2018. The MyVoice survey focused on gathering data to inform campus prevention, intervention, and response efforts; tailor campus programs and services to the needs and strengths of the campus community; learn UC Berkeley's protective and risk factors; and acquire a prevalence rates baseline. The Coordinated Community Review Team assigned work groups to carry out these proposed actions. One such project was to create a new campus website on SVSH prevention and response, which will debut in August 2019. In 2018, the first Annual Report on SVSH was issued. It is a comprehensive overview of campus resources, initiatives, policies, and data. A [downloadable version](#) of the report can be found online.