

# 2018-19 efforts to strengthen sexual violence and sexual harassment education, awareness and response

(August 2018)

## **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](http://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 2019 registration. 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** | In January 2016, a faculty training and education plan was rolled out to revise the content of the sexual harassment prevention training, and it included training for those who work directly with students, such as faculty student advisers. Faculty and supervisors are now required to complete two hours of sexual harassment prevention training every two years, and new faculty and supervisors must take a training session within the first 90 days of hire. Faculty and supervisors will also receive annual supplemental trainings on their legal obligations to report sexual violence, in addition to courses, every two years.

**Staff and Academic Appointees (Non-Supervisors)** | As of 2015, staff training and education plans require that new employees receive training within the first six weeks of hire. All continuing staff will receive training annually. 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 focused on prevention and notification responsibilities.

## Raising Awareness

**Launch of Series of Communications to Students** | In July 2017, in accordance with what was started in summer 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 that reinforces community standards that comes from Chancellor Carol Christ to the campus.

**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, staff and faculty, 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](http://care.berkeley.edu)), the Survivor Support page (<http://survivorsupport.berkeley.edu/>), and SVSH Advisor ([svshadvisor.berkeley.edu](http://svshadvisor.berkeley.edu)) have been both updated and streamlined to provide survivors with the most current information and accessible support resources.

**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 them in understanding their rights and the investigation and adjudication processes. 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.

### **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 added a Graduate Student Researcher, and will be filling two new positions: a Prevention Manager and a Staff and Faculty Confidential Advocate.

### **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 systemwide initiative.

For example, the Coordinated Community Review Team (CRRT) was established during that time. Comprised of local community and campus partners, the CCRT 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 CCRT 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.

In addition, the task force provides a comprehensive approach, consistent across all UC campuses, to address 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 2018**

- Sexual Assault Awareness Month | UC Berkeley hosts 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](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](http://survivorsupport.berkeley.edu) website.
- In early 2018, UC Berkeley conducted the **MyVoice** survey of faculty and academic appointees, staff, and undergraduate and graduate students. The goal of the survey was to gather information to better inform campus prevention, intervention, and response efforts; tailor campus programs and services to the needs and strengths of the campus community; learn UC Berkeley communities' protective and risk factors for sexual violence and sexual harassment; and acquire a prevalence rates baseline. As of May 9, 2018, the response rate of the survey was 26.5 percent. In 2018–19 a workgroup is proposing action steps in response to the survey findings, which will be made public, after which the community will have the chance to provide input.