

## **TRAINING RESOURCES ON SEXUAL VIOLENCE: LOW-COST TOOLS FOR COMPLYING WITH THE “DEAR COLLEAGUE LETTER”**

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### **BACKGROUND**

Among the unfunded legal mandates imposed on colleges and universities, training requirements have become a favorite. Federal and state laws now require a daunting array of campus training on topics ranging from institutional review boards to sexual harassment.<sup>1</sup> The latest exemplar of this trend is the Department of Education’s Dear Colleague Letter on sexual harassment and sexual violence issued on April 4, 2011 (“DCL”).

As our companion outline notes, the DCL strongly advises institutions to provide extensive training on sexual assault prevention and response. On page 4, the DCL recommends training for those who may witness a sexual assault or receive a report about an assault. The letter offers these examples:

- ❖ Administrators
- ❖ Campus law enforcement personnel
- ❖ Counselors
- ❖ Faculty
- ❖ General counsel
- ❖ Health personnel
- ❖ Resident advisors

At other points the DCL describes groups meriting special training efforts. These overlap with the list above:

- ❖ Title IX coordinator (p. 7)
- ❖ “All” campus law enforcement personnel (p. 7)
- ❖ Grievance personnel, including investigators and adjudicators (p. 12)
- ❖ Coaches (p. 14)
- ❖ Residence hall advisors (p. 14)
- ❖ “All staff who interact with students regularly” (p. 17)

In addition, OCR recommends the inclusion of sexual assault prevention training in orientation for new students, faculty, and staff.

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<sup>1</sup> For a fuller discussion of campus training mandates, see Ann H. Franke, “GETTING ON THE SAME PAGE: EDUCATING OUR CLIENTS - How and Why To Educate Department Chairs, Deans, and Other Very Smart People,” June 27-30, 2010, NACUA outline, available to members in the Legal Resources section of the NACUA website, [www.nacua.org](http://www.nacua.org).

## WHERE TO START

Institutions seeking to comply with the DCL training requirements face the major task of developing and delivering sexual harassment and sexual violence information and resources to many different audiences. Training will need to be repeated periodically. Bear in mind that training may take many forms. These include:

- A live, on-campus session devoted entirely to sexual harassment and sexual violence
- A *portion* of a live, on-campus session covering various topics
- A web-based program
- Reading material, online or on paper, perhaps with a certificate that the recipient has reviewed it
- Attendance at an outside conference or training program
- A timely special briefing, such as just before a disciplinary board hears a sexual violence case
- Skits, films, and similar creative approaches

Among the challenges is the development of appropriate training tools on sexual violence. It is unnecessary, however, to start from scratch. Many free and low-cost resources already exist. They range from ready-made handouts to complete training programs. Below is a survey of some available resources, arranged in alphabetical order. It is preceded by a chart suggesting groups for which particular items might be suitable. The resource list does not purport to be complete and the pairing of resources and groups is, at best, inexact.

Review the resources to see whether they might meet your institution's needs and, as appropriate, secure permission from the authors for use.

| Campus Group   | Start With These Resources...  |
|----------------|--|
| Administrators | <i>Principles of Prevention</i><br><i>Sexual Violence: What Everyone Should Know</i><br><i>Shifting the Paradigm: Primary Prevention of Sexual Violence</i><br><i>The Undetected Rapist</i>  |
| Coaches        | <i>Engaging Bystanders in Sexual Violence Prevention</i><br><i>Principles of Prevention</i><br><i>Step Up! (for athletes, among others)</i><br><i>The Undetected Rapist</i><br><i>Working with Men and Boys to Prevent Gender-Based Violence</i>   |
| Counselors     | <i>Engaging Bystanders in Sexual Violence Prevention (see comment)</i><br><i>Intake and Outcome-Based Forms</i><br><i>SART Toolkit</i><br><i>Sexual Assault Advocate/Counselor Training</i><br><i>Sexual Assault and Intimate Partner Violence</i><br><i>Sexual Assault on College Campuses</i><br><i>Silence Hurts</i><br><i>Victim's Initial Contact Guide</i> |

|   |   |
|---|---|
| Faculty   | <i>It Won't Happen to Me</i><br><i>Sexual Assault on College Campuses</i><br><i>Sexual Violence: What Everyone Should Know</i><br><i>The Undetected Rapist</i>  |
| General counsel   | <i>Judges Tell</i><br><i>Minimum Standards of Training for Campus Security Personnel and Campus Disciplinary and Judicial Boards</i><br><i>Sexual Assault and Intimate Partner Violence</i><br><i>Sexual Assault on College Campuses</i><br><i>Victim's Initial Contact Guide</i>                             |
| Grievance and disciplinary board investigators and adjudicators | <i>Judges Tell</i><br><i>Sexual Assault and Intimate Partner Violence</i><br><i>Victim's Initial Contact Guide</i>  |
| Health personnel  | <i>Intake and Outcome-Based Forms</i><br><i>Sexual Assault and Intimate Partner Violence</i><br><i>Silence Hurts</i>  |
| Law enforcement personnel                                       | <i>Law enforcement sexual assault response tools</i><br><i>SART Toolkit</i><br><i>The Undetected Rapist</i><br><i>Victim's Initial Contact Guide</i>  |
| Resident advisors   | <i>Online RA Training Module on Sexual Misconduct and Assault</i><br><i>Engaging Bystanders in Sexual Violence Prevention</i><br><i>Sexual Violence: What Everyone Should Know</i>  |
| Staff who "interact with students regularly"                    | <i>Engaging Bystanders in Sexual Violence Prevention</i><br><i>It Won't Happen to Me</i><br><i>The Undetected Rapist</i>  |
| Students  | <i>20:1</i><br><i>It Won't Happen to Me</i><br><i>Sexual Violence: What Everyone Should Know</i><br><i>Step Up!</i><br><i>The Undetected Rapist</i><br><i>Working with Men and Boys to Prevent Gender-Based Violence</i><br><i>Handouts from Shifting the Paradigm: Primary Prevention of Sexual Violence</i> |
| Title IX coordinators   | <i>Principles of Prevention</i><br><i>Sexual Assault and Intimate Partner Violence</i><br><i>Shifting the Paradigm: Primary Prevention of Sexual Violence</i><br><i>Victim's Initial Contact Guide</i>  |
| Training coordinators   | <i>Intake and Outcome-Based Forms</i><br><i>Minimum Standards of Training for Campus Security Personnel and Campus Disciplinary and Judicial Boards</i><br><i>Training Professionals in the Primary Prevention of Sexual and Intimate Partner Violence</i>  |

## FREE AND LOW-COST RESOURCES

### *20:1, an in-person peer-education program for college students*

Source: Binghamton University, SUNY

Where: [binghamton.edu/counseling/services/sexual-assault-peer-education](http://binghamton.edu/counseling/services/sexual-assault-peer-education)

Comments: The program has good handouts on topics including rape myths, sex offender stereotypes, and statistics on campus sexual assault.

### *Engaging Bystanders in Sexual Violence Prevention*

Source: New England Adolescent Research Institute

Where: [://training-center.neari.com/training-center/](http://training-center.neari.com/training-center/)

Comments: Free online course, takes about 30 minutes. Requires registration. Also can be downloaded as a 56-page booklet. Could be useful for, among others, student affairs staff and student peer educators. NEARI has another free course on protecting children in congregations and some low-cost courses (about \$45) for counselors.

### *Intake and Outcome-Based Forms (poorly titled set of forms)*

Source: U.S. Department of Justice Office of Justice Programs

Where: [://ovc.ncjrs.gov/sartkit/tools/advocacy.html](http://ovc.ncjrs.gov/sartkit/tools/advocacy.html)

Comments: Diverse set of forms includes, among others, pre- and post-training quizzes on sexual assault, evaluation form for educational programs, and clinical intake forms for assault victims.

### *It Won't Happen to Me*

Source: Federal Substance Abuse & Mental Health Administration (SAMSHA)

Where: [://pathwayscourses.samhsa.gov/courses.htm#vawc](http://pathwayscourses.samhsa.gov/courses.htm#vawc)

Comments: Free online course on alcohol abuse & violence against women. Eleven brief modules on topics such as preventing sexual assault and what to do after an assault. Many of the modules are also condensed into "fact sheets." Could be used with some staff or students, with caveat that not all sexual assault is male-on-female.

### *Judges Tell: What I Wish I Had Known Before I Presided Over an Adult Victim Sexual Assault Case*

Source: National Judicial Education Program

Where: [.legalmomentum.org/our-work/vaw/njep-reports-and-resources/judges-tell.pdf](http://legalmomentum.org/our-work/vaw/njep-reports-and-resources/judges-tell.pdf)

Comments: Useful as a model for training disciplinary hearing panel member. One university has already adapted "Judges Tell" for this purpose.

### *Law enforcement sexual assault response tools*

Source: U.S. Department of Justice Office of Justice Programs

Where: [://ovc.ncjrs.gov/sartkit/tools/law.html](http://ovc.ncjrs.gov/sartkit/tools/law.html)

Comments: Free materials in Word documents include pocket guide for police response to sexual assault and an evaluation form for victim to assess police assistance.

### *Minimum Standards of Training for Campus Security Personnel and Campus Disciplinary and Judicial Boards*

Source: U.S. Department of Justice Office of Violence Against Women

Where: [.ovw.usdoj.gov/docs/campustrainingstandards-le.pdf](http://ovw.usdoj.gov/docs/campustrainingstandards-le.pdf)

Comments: Five-page set of suggestions for training campus security and campus disciplinary boards on sexual assault. Focus is on topics to address in training.

#### *Online RA Training Module on Sexual Misconduct and Assault*

Source: West Virginia Foundation for Rape Information and Services, in partnership with the West Virginia Intercollegiate Council on Sexual Violence. Funding from the National Institute of Justice, U.S. Department of Justice.

Where: [fris.org/Resources/RATrainingModule.html](http://fris.org/Resources/RATrainingModule.html)

Comments: This 45-minute online module provides a solid foundation for resident assistants and resident advisors on the issue of campus sexual assault. It covers, among other topics, common patterns of campus assault, the role of alcohol, stalking, and techniques for supporting an assault victim. It concludes with 12 true/false quiz questions on key points and provides a printable certificate with the user's name and quiz score. A 19-page user's guide accompanies the module and includes some well-designed group activities that can supplement the on-line materials. The online program must be completed in one sitting and does not show how much of the module the user has viewed. The program could also be used with volunteers or other adult audiences. Free, no registration required.

#### *Principles of Prevention*

Source: Centers for Disease Control

Where: [.cdc.gov/ViolencePrevention/POP.html](http://cdc.gov/ViolencePrevention/POP.html)

Comments: Free online course lasting about 75-90 minutes. "Designed for those working to stop violence from ever happening." Covers violence prevention in areas including intimate partner violence, child abuse, and suicide.

#### *SART Toolkit*

Source: U.S. Department of Justice Office of Justice Programs

Where: [://ovc.ncjrs.gov/sartkit/about.html](http://ovc.ncjrs.gov/sartkit/about.html)

Comments: Sexual Assault Response Teams can find resources here on establishing and operating a cross-functional team.

#### *Sexual Assault Advocate/Counselor Training*

Source: Office for Victims of Crime Training and Technical Assistance Center, U.S. Department of Justice

Where: [.ovcttac.gov/views/TrainingMaterials/dspSexualAssaultTraining.cfm](http://ovcttac.gov/views/TrainingMaterials/dspSexualAssaultTraining.cfm)

Comments: Two-day workshop on crisis intervention that deepens knowledge of sexual assault. Designed primarily for counselors and advocates, particularly rape crisis center staff. Through 2011, the workshop was held on various dates at locations around the country. Beginning in 2012, the program is offered on request. A request should be submitted 6 months in advance and the requestor should expect an audience of at least 30 people. (A request could be made by, e.g., a single university, a consortium of universities, or a mixed group of educational and social service organizations.) The Justice Department will provide, *without charge*, a facilitator who is a subject-matter expert, participant manuals, and other support. The requestor supplies items including meeting space and a-v equipment. CEU's can be provided. For further information, contact Aisha Johnson at 703-225-2236 or [@ovcttac.org](mailto:@ovcttac.org).

***Sexual Assault and Intimate Partner Violence***

Source: U.S. Department of Justice Office of Justice Programs

Where: [://ovc.ncjrs.gov/sartkit/tools/advocacy.html](http://ovc.ncjrs.gov/sartkit/tools/advocacy.html)

Comments: Two-page brochure of Q&A with a focus on health care. Questions include: do you think you were drugged and will health care providers report to police? Could easily be adapted for campus use with victims or for general distribution.

***Sexual Assault on College Campuses***

Source: National Institute of Justice, U.S. Department of Justice, and Government Innovators Network at Harvard University

Where: [.innovations.harvard.edu/xchat-transcript.html?chid=281](http://innovations.harvard.edu/xchat-transcript.html?chid=281)

Comments: Recording, slides, and resources from a two-hour program presented on December 11, 2008. Researchers Davis Lisak (University of Massachusetts), Dorothy Edwards (University of Kentucky), and Chris Krebs (RTI International) discuss: serial rapists among college men; college sexual assault survey results; and bystander intervention programs. Data and some portions of recording could be useful for faculty or other advanced audiences. Free, registration required.

***Sexual Violence: What Everyone Should Know***

Source: American College Health Association

Where: Order in bulk from [.acha.org](http://acha.org)

Comments: Haven't seen the text but ACHA produces excellent materials.

***Shifting the Paradigm: Primary Prevention of Sexual Violence***

Source: American College Health Association

Where: [://www.acha.org/SexualViolence/docs/ACHA\\_PSV\\_toolkit.pdf](http://www.acha.org/SexualViolence/docs/ACHA_PSV_toolkit.pdf)

Comments: Twenty-four page booklet with recommended steps for institutions and very good handouts for students. Published in 2008 and designed as a toolkit.

***Silence Hurts***

Source: Federal Substance Abuse & Mental Health Administration (SAMSHA)

Where: [://pathwayscourses.samhsa.gov/courses.htm#vawc](http://pathwayscourses.samhsa.gov/courses.htm#vawc)

Comments: Free online course on alcohol abuse & violence against women. Nine brief modules on topics including early intervention, screening, assessment, and treatment. Continuing education units available in some states.

***Step Up!***

Source: University of Arizona and NCAA; facilitator training available through National Sexual Violence Resource Center

Where: [.stepupprogram.org](http://stepupprogram.org)

Comments: Scenario-based in-person training program lasting about 3 hours. Developed in collaboration with NCAA and geared to student athletes, Greek life, and others. The focus is on by-stander intervention in sexual assault and other problematic situations. Train-the-trainer webinars and seminars available. Next seminar program is May 17-18, 2012, in Tucson.

***The Undetected Rapist***

Source: Legal Momentum and the National Judicial Education Program

Where: Order from [legalmomentum.org/our-work/vaw/njep-resources-sexual-assault-the-undetected-rapist.html](http://legalmomentum.org/our-work/vaw/njep-resources-sexual-assault-the-undetected-rapist.html)

Comments: Compelling 6-minute reenactment of an interview with a male college student who candidly discusses his steps in “grooming” a female student, inviting her to a party, getting her drunk, and sexually assaulting her. For use with companion facilitator’s guide. Available in DVD or VHS, \$15. A second, training-focused film, *The Response to the Undetected Rapist*, is also available for \$15. In addition, NJEP has an extensive, free online course primarily for judges titled *Intimate Partner Sexual Abuse: Adjudicating This Hidden Dimension of Domestic Violence Cases*. Registration is required.

***Training Professionals in the Primary Prevention of Sexual and Intimate Partner Violence***

Source: Centers for Disease Control

Where: [://www.cdc.gov/violenceprevention/pdf/Training\\_Practice\\_Guidelines.pdf](http://www.cdc.gov/violenceprevention/pdf/Training_Practice_Guidelines.pdf)

Comments: Good 86-page guide with ideas for developing sexual assault prevention training. Has a short appendix for programs in K-12 and higher education. Published in 2010.

***Victim’s Initial Contact Guide***

Source: U.S. Department of Justice Office of Justice Programs

Where: [://ovc.ncjrs.gov/sartkit/tools/advocacy.html](http://ovc.ncjrs.gov/sartkit/tools/advocacy.html)

Comments: Checklist to gauge whether victim has been given information on safety, medical exams, and reporting options.

***Working with Men and Boys to Prevent Gender-Based Violence***

Source: Family Violence Prevention Fund

Where: [://toolkit.endabuse.org/Home.html](http://toolkit.endabuse.org/Home.html)

Comments: Supported by U.S. Department of Justice and the Centers for Disease Control. Offers a “toolkit” including lesson plans, readings, and exercises. Free, registration required.