

Year 1 Public Description of Work for  
Action Collaborative on Preventing Sexual Harassment in Higher Education

University of Kansas and University of Kansas Medical Center

**Bystander Intervention Programs**

**This Action Applies to Rubric Item(s):** Rubric 4

**Description of Work:**

The KU Medical Center is in the process of implementing a bystander intervention program to its student body and working towards implementation of a similar program targeted toward faculty and staff. Our purpose is to educate and empower our campus members to intervene, when safe to do so, to stop, prevent and report harassment and violence, as well as precursors such as microaggressions. Additionally, the faculty and staff curriculum is being developed with the purpose of creating a culture that instills an expectation that faculty will model respectful behavior and intervene to stop colleagues who engage in belittling, offensive or harassing behavior.

Our training goals are: 1) incorporate the program into student orientation for all programs by fall of 2021; and 2) develop the faculty and staff curriculum and begin offering to departments by spring of 2021. Our impact goal is that these trainings will initially be reflected an increase in reporting due to the encouragement of speaking out and long-term will reflect a decrease in overall incidents of sexual harassment and violence.

Our initiative is directly in alignment with Rubric 4: *Bystander intervention programs as an important tool in teaching people how to recognize and respond when they see problematic behavior. The 2018 NASEM report recommends institutions make all members of an academic community responsible for helping to create a culture where abusive behavior is seen as an aberration, not as the norm.* We recognize and value the importance of creating a culture that supports and empowers its members to speak up and to emphatically oppose abhorrent behavior. As a medical center, we are keenly aware of the studies that reflect an environment of tolerance of harassing behavior, particularly towards female physicians and healthcare workers. Through the use of clinical-based scenarios, our bystander intervention program is tailored to address and respond to the culture identified in these studies.

Our curriculum is based on one developed by the national Bringing in the Bystander program with adjustments made to the scenarios for greater relatability for our students. With the help of the Sexual Assault Prevention and Education Center (SAPEC) on the University of Lawrence campus that initiated this program prior to our campus, we have conducted an initial train-the-trainer session and have scheduled our first student program for September. We are also in the

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process of scheduling a second train-the-trainer session and have begun work on adapting the curriculum to meet the goals of our faculty/staff bystander intervention program.

In 2018, SAPEC successfully implemented in the enormous task of presenting the bystander intervention program to all incoming students on the Lawrence campus. Resulting in nearly 50% of the current Lawrence undergraduate student body being trained as pro-social bystanders . This also includes over 250 staff, faculty, and graduate being trained as program facilitators. In 2020, we are now introducing this program to the Medical Center campus which did not formerly have a campus-wide bystander intervention program.

As noted above, our goal is to initially increase reporting and ultimately decrease the number of incidents on campus. We intend to measure the impact of the bystander intervention program through the use of surveys as well as reporting data. A currently existing student survey, issued annually by KUMC's Office of Student Life, already gathers data on the number of incidents, reported and unreported. We are revising this survey to also collect information pertaining to opportunities to intervene. Additionally, an employee engagement survey is being developed which will incorporate questions addressing employee conduct, awareness of microaggressions, and intervention efforts to stop or call out harassing behavior.

The program has the support of the Vice Chancellor for Diversity, Equity and Inclusion as well as leadership from each of KUMC's three schools. We will also be working with the Associate Deans for Student Affairs and the Student Leadership Council to incorporate the program into orientations and to further program campaigning efforts.

Once we have a general program established, we foresee the development of more advanced programming to incorporate trauma informed responses and greater education surrounding the empowering of and support for marginalized groups. With respect to faculty and staff, we would like to see a harassment-focused intervention program incorporated into employee orientation.

We are in the very early stages of branding and advertising the program and do not yet have distributable materials or a website to share but that should be coming in the near future. The SAPEC website reflects the intent and curriculum of the bystander program being implemented at KUMC.

**Website for further information (if applicable):** <http://sapec.ku.edu/bystander>

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