

**Year 3 Public Description of Work for
Action Collaborative on Preventing Sexual Harassment in Higher Education**

Rutgers University

Trauma-Informed Bystander Intervention Workshops for Faculty and Staff

Relevant Rubric Area(s):

Prevention & Bystander Intervention Programs, Anti-Sexual Harassment Education, Trauma-Informed Response and Education

Description of Work:

Trauma-Informed Bystander Intervention Workshops for Faculty and Staff

The Staff and Faculty Training Initiative at Rutgers has expanded its reach greatly in year three, reaching over 2,400 staff and faculty across Rutgers' five campuses in 20+ diverse departments. The most requested training module has been 'Microaggressions Impact and Interventions', a workshop that explores the link between microaggressions and other forms of harassment and harm as well as trauma-informed bystander intervention strategies to interrupt and prevent these everyday manifestations of sexism, gender bias and racism.

Extensive prep-work and aftercare goes into each workshop. The process begins with a request from a school, unit or department and a brief consultation on their needs and current capacity. The Training Coordinator (TC) may also send out a pre-survey to participants to better tailor the session to their needs. After the training, many staff/faculty—especially those in supervisory roles-- reach out to the TC for consultation on real-time issues they are having in their environments. Providing this guidance and capacity building based on individual cases has been vital in moving this work from solely educational to practice-based, and also plays an important role in the 'Enhancing a Culture and Climate of Inclusion and Support' pilot program as well. This also includes connecting staff, faculty, and leadership to the appropriate resources both at Rutgers and in the community. However, since the Training Coordinator is the only staff person currently dedicated to training development, delivery and capacity building, and real-time consultation, it has been a challenge to meet the needs of all departments.

Outreach and collaboration have been vital to the success of the Staff and Faculty Training Initiative. The Training Coordinator forged a strong partnership with Rutgers' Office of Diversity, Equity and Inclusion (DICE) early on in the initiative, and was able to tap into many existing school and departmental 'DEI' Committees who were interested in hosting workshops. From there, additional workshop requests often stem from DEI representatives who want to bring this information to a larger audience. This has proven far more successful than any mandated workshop approach, or workshops that are required of staff or faculty due to a recent incident and thus may be viewed as punitive.

Year 3 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

A description of one specific pilot program incorporating Bystander Intervention Training that grew out of a particular school's history of alleged misconduct and microaggressions, and that featured the Training Coordinator partnering with the Vice President for Academic Affairs, appears below.

Policy, Practice, and Prevention Pilot

For more than a decade, a particular division at Rutgers had a history of alleged misconduct, toxic climate, and poor morale among faculty, students, and staff. However, changes in leadership at the highest levels produced an opportunity for the Training Coordinator, in partnership with the Vice President for Academic Affairs, to provide wrap-around support to the school as a whole, and to faculty and staff in all departments, during the Spring of 2022 through a two-tiered approach to policy and practice, and training and capacity building.

Policy and Practice Support

First, the Vice President for Academic Affairs (VPAA) and the Training Coordinator (TC) met with the deans, chairs, and directors to discuss past incidents (in a generic manner), unit needs in terms of training and capacity building, and opportunities to strengthen division-wide policy and practice.

The session began with discussion by the Vice President of two new policies around harassment and misconduct in the academic space: New Tenure and Promotion Guidelines making it permissible to consider conduct when evaluating faculty for promotion and tenure, and a revised Consensual Relationships Policy forbidding outright such relationships between faculty and undergraduate students, and severely restricting them for faculty and graduate students. The VPAA and TC met with all Deans and Chairs of the school to provide more information on the policies and guidance around dissemination and education in individual departments, and engaged in spirited discussion concerning implementation. Additionally, they offered assistance to the units in their development of two modules as part of a holistic prevention toolkit: **Module 1: Creating a Shared Values Statement** and **Module 2: Early Intervention in Faculty Misconduct**, and worked with several individual departments to flesh out plans around using these tools.

Training and Capacity Building

In addition to school and department-level policy guidance and capacity building, several targeted trauma-informed bystander intervention workshops were offered throughout the school in Spring 2022. The TC provided a tailored training on harassment and culture delivered to one department in particular need of immediate assistance, as well as a series of four school-wide trainings on 'Microaggressions: Impact and Interventions' delivered in April (3 sessions). These sessions were attended by over 200 faculty and staff, as well as academic leadership. The TC also provided five individual case consultations post-training, and departmental capacity building to another department with a unique disciplinary environment. The Training Coordinator is currently working with the Diversity and Inclusion Chair to develop 'next steps' for faculty and staff based on participation feedback, including a panel on sexual harassment in the Fall, featuring division faculty and other stakeholders.

Year 3 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

Several challenges persist in implementing supportive pilot programs in individual schools and departments. First, capacity is a challenge since the TC is handling all workshop and consultation requests across Rutgers' 4 campuses and 12,000+ faculty and staff. Next, many departments are still dealing with challenges related to COVID and other crises that inevitably take precedent over harassment work. The VPAA and TC continue to explore ways to promote early intervention and prevention as vital, as well as encourage schools and departments to build internal capacity in these areas.

Website for further information (if applicable):

Point of Contact Name: Kaylin Padovano and Karen Stubaus

Email Address for Point of Contact: kaylin@rutgers.edu; stubaus@oldqueens.rutgers.edu