

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

University of California San Diego

Bystander Intervention Program for Faculty and Staff

Relevant Rubric Area(s): Prevention (Bystander Intervention Programs + Audience-specific anti-sexual harassment education)

Description of Work: During Year 3, UC San Diego began offering “Empowering Employees to Intervene: Sexual Harassment,” a bystander intervention program developed for faculty and staff. This was the culmination of planning and implementation as described in the [Year 1](#) and [Year 2](#) Descriptions of work.

As previously described, the program is offered to all UC San Diego employees, both campus and health system based. Campus Advocacy, Resources, and Education at the Sexual Assault Resource Center (CARE at SARC) and the Office for the Prevention of Harassment and Discrimination (OPHD) partnered in the planning and implementation of the program. It applies the IDEAS model, previously developed by CARE at SARC for students, to employee scenarios and their unique power dynamics, and utilizes a social norms approach focusing heavily on considerations around intersectionality. During Year 3, CARE at SARC and OPHD finalized the course curriculum, developed a post-survey, and began offering the workshop to the entire UCSD community.

The first workshop was held on December 16, 2021. The program was marketed by CARE at SARC and OPHD on their websites and through distribution of marketing materials. Participants registered for the program through UC Learning, so that they were able to receive a certification of completion and their completion is viewable through their personnel records. The post-course survey results were positive; all attendees indicated that the workshop increased their knowledge around bystander intervention strategies and many indicated that the workshop empowered them to intervene in the future. Following the initial workshop, the course will be offered campus-wide on a quarterly basis. A spring session was held on April 8, 2022, and a summer session is scheduled for July 15, 2022.

In addition to the campus wide offerings, the program has also been delivered to three departments at UC San Diego who requested the workshop in light of their department needs: Campus Recreation, Labor & Delivery Nursing at UCSD Health, and the Office of Ethics and Compliance. For each of these units, the course curriculum was tailored to explore the unique power dynamics and scenarios of the department. Additionally, multiple sessions were offered to nearly 500 staff members in total.

UCSD plans to continue offering the program regularly, both campus-wide and for individual who request it. UCSD is also considering ways to expand “Empowering Employees to Intervene:

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Sexual Harassment” program to focus on other forms of discrimination and harassment such as race harassment and disability discrimination. UCSD is also considering developing a form of the workshop that is solely offered to supervisory staff member, which will identify ways for supervisors to intervene to bring about cultural change while also meeting their reporting requirements.

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