

**2023 Public Description of Work for
Action Collaborative on Preventing Sexual Harassment in
Higher Education**

University of Michigan

**Creation of the Prevention Education, Assistance &
Resources (PEAR) Department within the Equity, Civil
Rights, and Title IX Office**

Relevant Rubric Area(s):

1. Prevention Program or Toolkit
2. Leadership Education and Skill Development
3. Audience-Specific Anti-Sexual Harassment Training
4. Implementing Restorative or Transformative Justice and Alternative Means of Resolutions

Description of Work:

In 2022 the University of Michigan created a new sexual harassment and misconduct prevention program focused on faculty and staff. Prevention Education, Assistance, and Resources (PEAR) is a new department of 7 staff focused on creating tailored prevention education for faculty and staff across the University of Michigan's 19 schools and colleges, academic medical center, and various administrative units. PEAR (see info sheet at the end of this document for specific details) organizes its work in three areas: (1) policy awareness training, (2) sexual harassment and misconduct prevention training, and (3) community care. Each PEAR staff person has a portfolio of schools/colleges/units they work with, focusing on building relationships and familiarity with their respective communities.

It is crucial that all who work at the University have a clear understanding of the U-M Sexual and Gender-Based Misconduct Policy -- expectations, resources, and how to assist someone if they have been harmed. Policy training for new and existing employees, leaders, managers, and others. All PEAR training requests start with a standard intake process to ensure that each engagement is customized to the specific audience (another NASEM recommendation). Policy trainings are specifically designed for new and existing employees, leaders, managers, and others.

PEAR also offers workshop content designed to reflect the public health approach to violence prevention: primary, secondary, and tertiary prevention. Primary prevention includes knowledge of policies, expectations, skills to create a healthy, respectful, and safe working and learning environment. Secondary prevention includes the skills and awareness to intervene (bystander intervention skills), while tertiary prevention includes skills to compassionately respond and assist those who may have been harmed. PEAR staff also collaborate with other offices on campus to provide specific programs for academic and administrative leaders.

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PEAR offers consultations to leaders, as part of the work we call “Community Care” who are trying to offer sexual misconduct prevention efforts in their units and departments. PEAR staff frequently work with human resource staff, diversity/equity/inclusion leaders, department chairs, and others to create tailored programs to meet the needs identified in a department or office. PEAR staff can also provide support to leaders and others as they navigate after an incident has happened in a community. This work also often involves the use of restorative practices to address harm or conflict in a community. PEAR staff work with leaders and others in a community to understand and address “ripple effects” of sexual misconduct in the community to holistically respond and attend to individual and community harm.

PEAR was partially created out of combining work that had been done within the Office for Institutional Equity (which housed the Title IX coordinator and deputy coordinators) and the Sexual Assault Prevention and Awareness Center (SAPAC). While SAPAC has been at the University of Michigan since 1986, its focus has been in prevention and support programs for students through the use of peer education. SAPAC staff frequently provided training and support for faculty and staff prevention, but the location and reporting line within Student Life prevented SAPAC staff from effectively reaching most faculty and staff. Locating PEAR within the new Equity, Civil Rights, and Title IX Office (which was also new in 2021), allows PEAR to be centrally situated within the institution. The Director of PEAR reports to the Executive Director of ECRT who report directly to the President of the University.

In addition to PEAR, Adaptable Resolution (a framework for addressing misconduct using restorative practices) was also added to the Equity, Civil Rights, and Title IX Office. The Adaptable Resolution and Restorative Practices Lead is currently housed within the PEAR team.

In 2022-2023 PEAR created its infrastructure, hired staff, created standard trainings, and started to build collaborations and partnerships across campus. Key collaborators include the Center for Research on Learning and Teaching (CRLT), Organizational Learning, and SAPAC. Prevention programs are not successful if they happen in a vacuum or are separate from the communities they are trying to impact. PEAR staff are continuing to gather information through ethnographic interviews with faculty across campus to refine our faculty workshops and resources. PEAR staff plan to expand this needs assessment work in 2023-2024 to other communities of employees, to continue to refine programs and tailor offerings based upon what is learned.

Please see next pages for PEAR and Adaptable Resolution Info Sheets

Website for further information (if applicable):<https://ecrt.umich.edu/prevention-education-pear/>

Point of Contact Name: Kaaren Williamsen, Director of PEAR

Email Address for Point of Contact: pearoffice@umich.edu

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The Prevention Education, Assistance & Resources (PEAR) Department is an unit of the Equity, Civil Rights, and Title IX Office (ECRT). PEAR provides sexual and gender-based misconduct prevention education for faculty and staff.

The team also offers consultations with faculty and staff leaders and assists units as they holistically respond to sexual misconduct in their communities.

WHO & WHERE?



FACULTY
&
STAFF



ANN ARBOR
CAMPUS
&
MICHIGAN
MEDICINE



KAAREN WILLIAMSEN
Director
Administrative Units



PEDRO CORACIDES
PEAR Specialist
Michigan Medicine
School of Dentistry
School of Kinesiology
School of Nursing
College of Pharmacy



SOPHIE WALTERS
Assistant Director
Michigan Ross
Michigan Law
Ford School
Athletics Department
Administrative Units



HEATHER COLOHAN
PEAR Specialist
LSA
School of Public Health
Rackham
School of Social Work



CHRISTOPHER JONES
Senior Administrative
Assistant



RACHEL ROTH SAWATZKY
PEAR Specialist
Taubman College
Stamps School of Art & Design
School of Education
College of Engineering
School of Information
Duderstadt Center
School for Environment & Sustainability
School of Music, Theater & Dance



CARRIE LANDRUM
Adaptable Resolution &
Restorative Practices Lead

Adaptable Resolution offers
conflict resolution and harm-
repair services for employees
at U-M that are voluntary,
optional, and private for all
parties. Adaptable resolution
is a non-disciplinary process
that is separate from
investigative resolutions.

MEET THE TEAM

WHAT DO WE DO?



POLICY AWARENESS

- PRESENTATIONS
- TRAINING

What does this look like?

- Sexual and Gender-Based Misconduct (SGBM) Policy training
- Conversations around Individual with Reporting Obligations (IRO) responsibilities



PREVENTION TRAINING

- WORKSHOPS
- PROFESSIONAL DEVELOPMENT

What does this look like?

- Skill building around Bystander Intervention and support for individuals who have experienced harm
- Reflection on climate and culture in units or departments



CONSULTATION & COMMUNITY CARE

- HOLISTIC RESPONSE AND COMMUNITY SUPPORT
- RESTORATIVE PRACTICES

What does this look like?

- Community engagement planning
- Facilitation of conversations with impacted groups or communities
- Creating community spaces for ongoing support and information

PEAR staff are
exempted
from reporting

IF YOU ARE INTERESTED IN MEETING WITH
PEAR STAFF, VISIT OUR WEBSITE
[MYUMICH/PEAR](https://myumich.pear.umich.edu)

OR EMAIL US AT
PEAROFFICE@UMICH.EDU

CONTACT

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Equity, Civil Rights,
Title IX Office

Adaptable Resolution Services

WHAT IS IT?

Adaptable Resolution is a set of conflict resolution and harm-repair services newly available to U-M faculty and staff through the ECRT Office. Adaptable Resolution offers professionally-facilitated assistance in addressing harm and conflict within the University community.

WHAT CAN IT ASSIST WITH?

Adaptable Resolution may be requested to address a wide range of campus concerns, including: discrimination, harassment, sexual and gender-based misconduct, and other harm or conflict at U-M that may or may not fall under University policies.

VOLUNTARY & PRIVATE

Adaptable Resolution is voluntary, private, and optional for all participants. Processes are non-disciplinary. No one will be compelled to participate and any participant may discontinue the process at any time for any reason.

HOW DOES IT WORK?

Adaptable Resolution processes allow those who have experienced harm or conflict to determine and shape process(es) and outcomes to best meet their needs. Adaptable Resolution services include: consultations, coaching, facilitated conversations, restorative justice processes, shuttle processes, and more. These options may or may not involve facilitated face-to-face encounters, per the preferences of the parties. Participants in Adaptable Resolution decide and agree on what processes and outcomes may best meet their needs.

RESTORATIVE PRACTICE

Adaptable Resolution utilizes restorative practices rooted in indigenous peacemaking practices and ethos. Adaptable Resolution centers the needs of those who've been harmed or impacted, attends to justice needs and power dynamics, and where appropriate promotes relationship-building and trust-building as helpful.

The Adaptable Resolution Lead is available for brief consultations with those who would like to learn more.
To request Adaptable Resolution contact ECRT.

*Please note: Adaptable Resolution facilitators are not individuals with reporting obligations.
For concerns that may fall under the Sexual and Gender-Based Misconduct Policy,
the Title IX Coordinator must approve the use of Adaptable Resolution.*

MEET THE ADAPTABLE RESOLUTION FACILITATOR

Carrie Landrum (she, they) serves as the Adaptable Resolution Lead. She has been supporting faculty, staff, and students at the University of Michigan for twenty years. Carrie is a conflict resolution practitioner and professional facilitator with an M.A. in dispute resolution and extensive training in restorative practices. For fifteen years Carrie supported U-M students, staff, and faculty as a trusted and skilled peacebuilder who tended to justice and healing needs on campus as part of the Office of Student Conflict Resolution. Carrie is also a national trainer and consultant on restorative justice, adaptable resolution, and conflict transformation.

