

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

Yale University

SHARE Center's Conduct Awareness Program

Relevant Rubric Area(s):

- Response: Implementing Restorative or Transformative Justice and Alternative Means of Resolutions
- Prevention: other efforts to address or prevent sexual harassment

Description of Work:

Purpose and Goals

Yale's [SHARE Center](#) developed and manages the [Conduct Awareness Program](#), an active psychoeducation training program that aims to provide educational information and opportunities for self-reflection in order to promote participants' understanding and empathy related to sexual misconduct behavior, including an examination of broader relationship patterns and dynamics. Participants in the program are either self-referred" (i.e. voluntarily present for services on their own accord, possibly at the suggestion of a peer, staff member, etc.) or are mandated to complete the training after being found responsible for a violation of Yale's sexual misconduct policy.

Program Development and Theoretical Foundation

Despite demonstrated need within college and university communities, there has been a lack of evidence-based intervention models for the population served by this program in such settings. Recently, there has been increased attention to this gap, which has led to promising developments that informed the development of the Conduct Awareness Program at Yale. These programs include: (1) the [Science-Based Treatment, Accountability, and Risk Reduction for Sexual Assault \(STARRSA\) Program](#) which offers both Cognitive Behavioral Therapy (CBT) and Active Psychoeducation (AP) options to address both contact and non-contact sexual misconduct offenses, respectively, in order to reduce individual's risk for recidivism; (2) the [Creative Interventions Toolkit](#) which is a community-based, transformative justice framework that aims to address gender-based harm at the grassroots level; and (3) the [Family Violence Education Program \(FVEP\)](#) which is an educational diversion program for eligible defendants charged with domestic violence-related offenses in Connecticut which focuses on the impact of the violence on relationships and skill-building around alternatives to violence.

The development of SHARE's current Conduct Awareness Program occurred from 2020 to 2021 and was informed by the programs named above as well as relevant literature on campus sexual misconduct and transformative justice. Reflections on specific characteristics and needs pertaining to the Yale University campus community were also considered during program development.

Focus and Objectives of Conduct Awareness Sessions

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

The Conduct Awareness Program is currently facilitated by Dr. Freda Grant, SHARE's Coordinator of Conduct Awareness Training and Prevention Education who meets with participants individually. Typically, this consists of weekly, 1-hour sessions, usually taking place over a period of 7 weeks. The program is adapted based on the type of referral as well as the needs of the individual and typically involves the following sessions:

Session 1 - Introductory Session: Rapport Building and Engagement

Objectives

- Ensure the participant understands the format of the Conduct Awareness Program and its expectations.
- Increase participant's understanding on the differences between the Conduct Awareness Program and other university resources, especially mental health supports.
 - This program will present and explore general psychoeducational information about all types of sexual misconduct and provide a space for the participant to process and engage with the content presented.
- Connect the student with additional campus/community-based support (if needed).

Session 2 - Reviewing Yale Policies and Identifying Types of Harm Within Relationships

Objectives

- Discuss and explore dynamics that underpin healthy vs. unhealthy relationships.
- Help participants understand and identify six types of harm that can occur within relationships.
- Discuss and explore the participants' knowledge of and/or experiences with these six types of harm.

Session 3 - Exploring Consent and Healthy Relationships

Objectives

- Understand the difference between healthy sexual behaviors and sexual misconduct by exploring the definition of consent.
- Increase understanding of sexual misconduct and its personal and legal consequences.
- Explore components of a healthy relationship and how breakdown of these components may lead to sexual misconduct and/or other types of relationship harm (as discussed last session).
- Increase understanding of attitudes, emotions, and behaviors that may contribute to sexual misconduct.

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

Session 4- Impacts of Harm

Objectives:

- Attempt to explore and establish a shared understanding of events leading to participation in this program.
- Introduce the continuum of harm.
- Explore the contextual factors that influence how someone experiences harmful actions.
- Assist the participant with defining the following terms: harm, impact, and consequence.
- Help participant to understand the effects that this situation/harm has had on themselves.

Session 5 - Accountability

Objectives:

- Explore participant's perception of their role in the harm.
- Reflect upon how the harm has affected the other parties involved and/or the broader campus/community.
- Explore what accountability means to the participant.
- Help the participant gain acceptance of their own accountability and choices surrounding their behaviors.

Session 6 - Safety Planning for the Future

Objectives:

- Review gains made through participation in the program and examine how this new knowledge/perspective can be applied in the future.
- Identify how situations can increase the probability of sexual misconduct occurring.
- Develop and identify strategies for reducing risks of sexual misconduct occurring.
- Assist participants in identifying campus/community-based resources for post-training support.

Session 7 - Moving Forward

Objectives:

- Define the term reintegration and how it may apply to the participant's work in this program and moving forward.

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

- Explore factors that guide individuals' views on gender roles, acceptable behaviors, and boundaries.
- Assist participants in identifying campus/community-based resources for post-training support.

Plans for evaluation

The current focus of the SHARE Center related to the Conduct Awareness Program is the development of an evaluation framework to assess both effectiveness and impact. To date, only qualitative feedback has been received from both program participants and referring entities on these issues which has been mostly positive, however, a robust evidence-based process is needed to fully assess the program.

Next steps for the work

Next steps include the development of a robust evidence-based evaluation framework for the program which will inform any changes or updates needed to program content. The SHARE Center is also in the process of hiring a licensed clinician to work alongside the program facilitator to provide counseling and process (the often overwhelming) emotions that can arise for participants in an effort to help facilitate more active engagement and focus on the program content.

Website for further information (if applicable):

<https://sharecenter.yale.edu/services/conduct-awareness-program>

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