

# **2024 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education**

## **Bucknell University**

### **Campus Community Ally Program**

#### **Relevant Rubric Area(s):**

1. Prevention (Prevention Program or Toolkits)
2. Prevention (Bystander Intervention Programs)
3. Response (Trauma-Informed Response and Education Programs)

#### **Description of Work:**

Beginning in the fall of 2023, the Associate Director for Interpersonal Violence Prevention and Advocacy implemented a Campus Community Ally (“CCA”) Program for those faculty/staff interested in learning more about interpersonal violence and how to better support peers/students. The program was based on a similar program that had been reintroduced to students in the Greek community in spring of 2023. The goal of both the student and faculty/staff versions of the program was to provide resources on how to make their "space" at Bucknell a safer, more respectful one and to demonstrate that they are a knowledgeable and empathetic ally of victim-survivors.

By providing more informed allies throughout the university community, ultimately the hope was that this would reduce barriers for victim-survivors to report and seek safe spaces on campus to access supportive measures and resources. Through the Campus Community Ally program, we are endeavoring to support cohorts of faculty, staff and students embedded within our community in taking charge to lead a cultural change that will make our academic environment one that does not tolerate sexual harassment and other forms of interpersonal violence.

Originally, the Ally Program was a voluntary discussion series/training, consisting of seven 90-minute sessions that was initially created within and for fraternity members at Bucknell in 2013; later it was expanded to sororities and eventually to the entire student body. The program unraveled from 2019-2022 due to lack of staff and then the onset of a global pandemic. It was re-introduced within the Greek community in 2023 and was revised to be five 60 minute-sessions; after witnessing its positive reception within student body (124 students trained within 1 academic year; over 10% of the Greek community), the faculty/staff version was piloted in Fall of 2023. The program was revised to fit the logistical needs for employees vs. students resulting in a model built around three 90-minute session: Session 1-Overview of Ally Program, Institutional History, and Intro to Sexual Violence, Relationship Violence, and Stalking;

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Session 2-Intersectionality, Gender Norms, Rape Culture, and Sexual Violence; and Session 3-Bystander Intervention/Reporting/Advocacy. Both students and staff/faculty programs end with an assessment that participants have to earn a passing score in order to receive the CCA recognition. Since the pilot, there has been three additional cohorts trained (two using the piloted model and one that due to constraints related to time/structure was one full-day session model). Overall, 38 staff/faculty have been trained and recognized as Campus Community Allies.

**Status:** In progress. The Associate Director for Interpersonal Violence Prevention and Advocacy conducted a pilot program in the fall of 2023 and has continued (and plans to continue) providing the workshop for campus community members.

**Novelty:** The staff/faculty version of the CCA program is a new initiative for Bucknell University beginning in October of 2023 and was developed to create a consistent approach to preventing and responding to issues of sexual harassment and interpersonal violence.

**Next Steps:** The Interpersonal Violence Prevention and Advocacy office is looking for ways to collaborate with HR/administration to increase recognition and participation of staff/faculty in the Campus Community Allies program in the upcoming 24-25 academic year. Among the student population, expanding the model to the student-athlete population is a goal along with embedding within the Greek community, a mandate for a percentage of each pledge class to participate (a bylaw that was previously approved dating back to 2019) to increase and institutionalize participation. Additionally, the IVPA office will provide training materials so that trained CCAs can lead their own trainings utilizing a Train-the Trainer model.

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