

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

**Soteria Solutions**

**Workplace Solutions - NOAA Federal Employees Annual  
Sexual Assault and Sexual Harassment Prevention Module**

**Relevant Rubric Area(s):**

1. Evaluation: Using Climate Assessments to Inform Action
2. Prevention: Prevention Program or Toolkits
3. Response: Improved Communication and Increased Transparency

**Description of Work:**

Under a federal contract with the National Oceanic and Atmospheric Administration (NOAA), Soteria Solutions worked collaboratively with NOAA's Workplace Violence Prevention and Response office (WVPR) from 2019-2023. In the initial phase of this partnership, Soteria Solutions created the *'We Are NOAA' Workplace Culture Survey*®<sup>1</sup> (launched in 2021), as well as a 20-minute interactive online training module that was piloted in 2022, entitled *NOAA Sexual Assault and Sexual Harassment (SASH) Bystander Intervention Module*<sup>2</sup>. In a later phase of the project, Soteria Solutions worked with WVPR to build on this foundation to develop an additional online training module in 2023 entitled *NOAA Federal Employees Annual SASH Prevention Module*.

The *NOAA Federal Employees Annual SASH Prevention Module* was developed to be part of a larger suite of SASH trainings offered by WVPR. While the WVPR office was engaging in ongoing outreach, training, and support with various NOAA units, this module was created to allow for consistent delivery of foundational knowledge and skill-building related to SASH prevention and response that could efficiently reach the entire NOAA Federal employee workforce.

Data collection is at the core of NOAA's mission and is important not just for the advancement of NOAA's scientific work, but also for NOAA's SASH prevention and response efforts. At the start of the partnership with NOAA, Soteria Solutions conducted a thorough assessment of the NOAA workplace, which included conducting focus groups, individual interviews, and on-site meetings with different line offices in varied workplace environments. This scope included NOAA-commissioned ships, dive team centers, and traditional office settings. Findings from that assessment informed all subsequent deliverables that Soteria Solutions created, including the *'We Are NOAA' Workplace Culture Survey*®, the Bystander Module, and this *NOAA Federal Employees Annual SASH Prevention Module*.

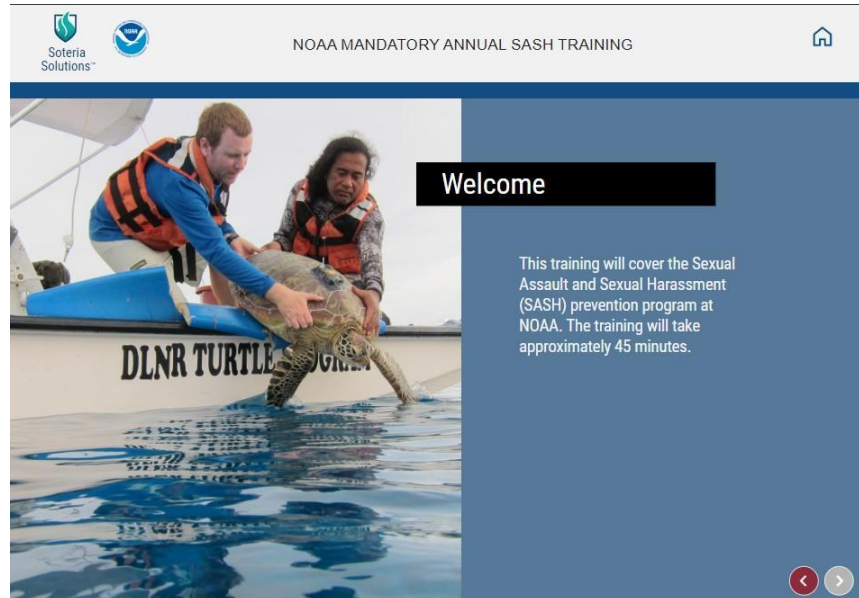
In collaboration with WVPR, the content of this module was developed with Soteria Solutions' expertise in the development of evidence-informed and research-based strategies for preventing and responding to sexual violence. Information about and gathered from the *'We Are NOAA' Workplace Culture Survey*® is included in the module. Soteria Solutions created the

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*NOAA Federal Employees Annual SASH Prevention Module* in consultation with an e-learning company and with strong input from the WVPR office, including alpha and beta testing at two phases of development with NOAA stakeholders.

The module is designed to take employees approximately 45 minutes to complete. As a goal and result of completing the module, participants will:

- Learn the NOAA SASH policy and definition;
- Identify WVPR training initiatives;
- Explain the differences between restricted versus unrestricted reporting options;
- Know where to find appropriate contact information;
- Understand the effects of SASH;
- Demonstrate awareness of SASH reporting trends at NOAA; and
- Recognize that early reporting can prevent escalations.



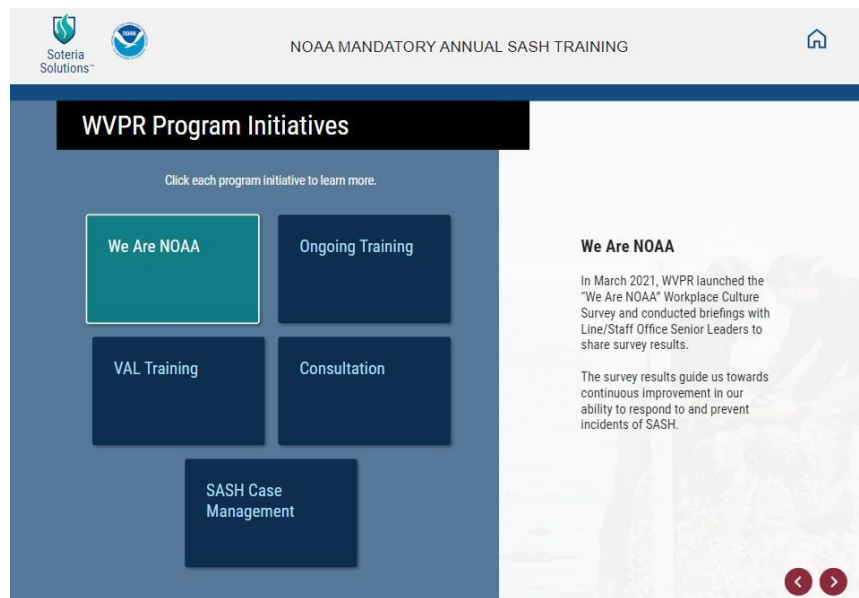
The module consists of 35 digital pages of self-guided content. Participants must engage with the content on a page before they can advance to the next. The module has a modern design with minimal text and includes several photos and scenarios that are NOAA-specific so that employees feel that the training is tailored to their unique experiences. Topics include:

- Why SASH training?
- Overview of NOAA program initiatives
- Definitions and examples of sexual assault and sexual harassment
- Confidentiality, the differences between various restricted vs unrestricted reporting options, and how to submit a report
- WVPR victim advocacy services and the NOAA SASH helpline
- The impact of SASH on victims and the workplace
- Best practices for SASH prevention
- Trends in SASH reports at NOAA
- A call to action for NOAA employees to commit to be part of culture change
- Frequently Asked Questions
- Resources

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The module utilizes a variety of interactive methodologies aimed at increasing engagement and information retention. For example:

- Audio voiceover with corresponding text that comes up sequentially;
- Click-through boxes that reveal multiple layers of content;
- Real-world scenarios with customized feedback where a wrong answer requires a second attempt;
- Videos; and
- Reflection opportunities requiring participants to type in an answer.



## Current Status & Next Steps

NOAA launched the *NOAA Federal Employees Annual SASH Prevention Module* in 2023, and it is now required for all NOAA employees to complete annually.

Soteria Solutions' contract with WVPR has ended, and several recommendations were made to WVPR of ways to continue the momentum of various collaborative projects, including the NOAA Federal Employees Annual SASH Prevention Module. Particularly relevant, Soteria Solutions recommended that measures be developed to evaluate outcomes for the *NOAA Federal Employees Annual SASH Prevention Module*, and that a short survey be sent to NOAA employees once they complete it. Soteria Solutions' collaboration with NOAA yielded several strong partnerships that served to help develop, gain buy-in for, and disseminate the deliverables. The hope is that those partnerships will enhance the utilization and impact of the *NOAA Federal Employees Annual SASH Prevention Module* and other WVPR efforts going forward.

The *NOAA Federal Employees Annual SASH Prevention Module* serves as a model for other organizations on how to use agency-specific examples, data, and resources to inform prevention efforts. Additionally, the module provides clear, concise, and consistent information to all NOAA employees on the definitions of SASH, how to make a restricted or unrestricted report, how to access confidential support, and the role that employees have in preventing and responding to SASH. Learners are provided with relevant activities to demonstrate their understanding of the information provided, and have the opportunity to respond to several scenarios. The primary objective of this module is to increase knowledge about SASH and reporting SASH incidents. It compliments other SASH prevention strategies developed by Soteria Solutions, as well as NOAA's WVPR office. This 'stacking' of prevention strategies,

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presented over an extended period of time and delivered in different modalities reinforces key message, knowledge and skills is best practice in preventing sexual assault and sexual harassment and can be adapted to other organizations.

### **Links to Relevant Action Collaborative Work Previously Submitted**

<sup>1</sup><https://webassets.nationalacademies.org/files/PGA-CWSE-19-P-164/repository/year-2/soteria-solutions-a-comprehensive-approach-to-assessing-climate-and-culture-workplace-culture-survey.pdf>

<sup>2</sup><https://webassets.nationalacademies.org/files/PGA-CWSE-19-P-164/repository/year-3/soteria-solutions-workplace-solutions-noaa-sash-module.pdf>

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