

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

University of Connecticut

Office of Diversity and Inclusion Trauma Training

Relevant Rubric Area(s):

1. Response: Trauma-Informed Response and Education Programs

Description of Work:

Purpose and Goals: To provide comprehensive training that:

- Creates a baseline of information on sexual violence, intimate partner violence, and stalking.
- Educates staff on advocacy and trauma response best practices.
- Provides a space for staff to solidify their own trauma response plans, which should reflect the community's needs and reporting requirements.

Staff at the Cultural Centers/Programs and the Central Office for the Office of Diversity and Inclusion are exempt from reporting disclosures from survivors of gender-based violence to the Title IX Office. However, they still have reporting requirements as Clery CSA's (for non-identifying information) and if minors or imminent harm are involved. In the past, full-time staff at the cultural centers have been provided with brief trauma response training, however, it only amounted to about 2 hours a year. Several staff members at the cultural centers and ODI (Office for Diversity & Inclusion) identified trauma as an area where they would like to increase their knowledge.

With the addition of new full-time staff to the Unit, it was the perfect opportunity to provide more comprehensive and coordinated training. During the Summer of 2023, online resources were researched to see what could provide a more robust education on these topics and fit the needs of our Unit. Online resources from national technical assistance providers were identified, reviewed, and the most relevant training information was pulled together. After much research the online training components from the Pennsylvania Coalition Against Rape, National Center on Domestic Violence, Trauma and Mental Health, and the Stalking Prevention Awareness Center (SPARC). This training amounted to 6 hours of online training, which was then supplemented with an additional 2 hours of training that was developed by the Women's Center Director to focus on implementation, questions, and relevance of the other information for their constituents.

The goals of the additional 2 hours of training were:

- Review the online training modules
- Practice intervention techniques included in the training modules
- Create an action plan for their departments.

This training was created with the recognition that each Cultural Center knows their constituents best, and they will need to modify any intervention strategies to best address their community needs. This was evident in the approach some centers took to completing the online training components. Some

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centers reviewed the information collectively during staff meetings, while other centers completed it individually and planned to use the 2-hour supplemental training to review and process the information they gained.

Currently, all employees of the University are mandated to take training that covers sexual harassment and domestic violence. The expanded trauma informed training for the Office of Diversity and Inclusion focuses more specifically on the enhanced skills for response. It was crafted to mirror as closely as possible the statewide certification training for domestic violence and sexual violence crisis response.

Upon completion, there is a plan to include an evaluation to identify any gaps and future training needs. The goal is for this training to become standard on-boarding training for all new full-time staff and graduate students within the cultural centers and programs and then transition it to a regularly scheduled group to discuss the status of our trauma response.

Website for further information (if applicable): N/A

Point of Contact Name: Elise Delacruz, Interim Women's Center Director

Email Address for Point of Contact: elise.delacruz@uconn.edu