

**STUDENT ACTIVITIES
SEXUAL ASSAULT & HARASSMENT
TRAINING OVERVIEW**

Overview

- Rinda Riccio, Manager of Risk Education and Prevention
- Student Leaders and Employees w/in Department
 - Community Outreach
 - Leadership and Student Organization Development
 - Business Office
 - Trustee Organization Support
 - Major Events and Programs
 - Fraternity/Sorority Development
- Approx. 500 students (Fall 2019)
- Typically in Person
- Typically by group/organization – allowing some degree of customization
- COVID = virtual
- Most offered in Fall Semester – August/September

LEARNING OUTCOMES

(SELECT)

- I. SCSA.34: Student will demonstrate **understanding of one's responsibilities** as a UConn student.
 - *“Describe your responsibilities as a UConn student [leader/employee] to the UConn Community relative to sexual assault/harassment.”* (Student Leader, Student Employee, Generic)
- I. SCSA.38: Student will demonstrate **knowledge of unacceptable behaviors relative to sexual harassment in the workplace/organization**.
 - *“List six unacceptable behaviors relative to sexual harassment [in the workplace/organization.]”* (Student Leader, Student Employee, Generic)
- I. SCSA.37: Student will **define “hostile environment”** in the workplace/organization.
 - *“Define “hostile environment” [in the workplace/organization.]”* (Student Leader, Student Employee, Generic)
- Student will **define “stalking”** relative to sexual harassment in the workplace/organization.
 - *“Define “stalking” relative to sexual harassment [in the workplace/organization.]”* (Student Leader, Student Employee, Generic)
- Student will demonstrate **knowledge of unacceptable behaviors relative to “sexual exploitation”** in the workplace/organization.
 - *“List three unacceptable behaviors relative to sexual exploitation [in the workplace/organization.]”* (Student Leader, Student Employee, Generic)

LEARNING OUTCOMES

(SELECT)

- Student will demonstrate **knowledge of unacceptable behaviors relative to “intimate partner violence”** in the workplace/organization.
 - *“List three unacceptable behaviors relative to intimate partner violence [in the workplace/organization]”.* (Student Leader, Student Employee, Generic)
- Student will **define “consent” relative to intimate contact.**
 - *“Define “consent.”* (Student Leader, Student Employee, Generic)
- **I. SCSA.40:** Student will demonstrate **knowledge of actions a person can take if they are the target of** sexual harassment in the workplace/organization at UConn.
 - *“List three things a person can do if they are the target of sexual harassment [in the workplace/organization at UConn.]”* (Student Leader, Student Employee)
- **I. SCSA.41:** Student will demonstrate **knowledge of what a person should do if they witness sexual harassment** in the workplace/organization at UConn.
 - *“List three things a person should do if they witness sexual harassment [in the workplace/organization at UConn.]”* (Student Leader, Student Employee)
- Student will demonstrate **knowledge of reporting resources** relative to sexual harassment, stalking, and/or intimate partner violence.
 - *“Which of the following on-campus resources can assist you with reporting? Office of Institutional Equity, Dean of Students-Victim Support Services, Mental Health Services, **All the Above.**”* (Student Leader, Student Employee, Generic)

Sexual Assault & Harassment Training:

Student Leaders
& Student Employees

Department of Student Activities & Office of
Fraternity & Sorority Life
Spring 2019

UCONN

1

A note
about this
topic

UCONN

2

1

Gain a better understanding of the policy in order to execute the good nature for which it intends

2

Take ownership of their leadership role and expectations as apart of the greater UCONN community

3

Take ownership of their role and the responsibilities that comes with being a student employee

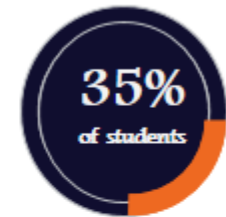
Be confident in their ability to support their peers

UCONN

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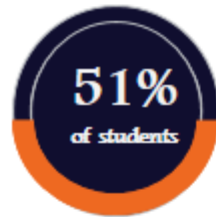
Why is this workshop important?



...have reported they know University policies against sexual assault.

4

Why is this workshop important?



... on campus either disagree or aren't sure students at this university would intervene if they witnessed a sexual assault.

5

How does this relate to you?

Responsible Employee

Student Leader

✦ Responsibility
✦ Dynamics
✦ Practice

Mandated Reporter

6

★

How does this relate to you?

Responsible Employee

Student Worker

✦ Responsibility
✦ Expectations
✦ Dynamics

Mandated Reporter

7

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University Policies In Place

1.

UConn Student Code of Conduct

2.

Federal Law: Title IX

3.

Policy against Discrimination, Sexual Harassment, and Related Interpersonal Violence

8

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Policy against Discrimination, Harassment, and Interpersonal Violence

committed to maintaining safe and non-discriminatory learning, living and working environment for all members of the University community: students, employees, and visitors.



"Acts that do not necessarily involve conduct of a sexual nature but are based on sex or sexual identity and which may include physical aggression, intimidation or hostility, are considered sex-based harassment and are similarly prohibited."

(2016, 2018)

9

Quid Pro Quo Harassment:

"Where submission to or rejection of unwelcome sexual conduct is used, explicitly or implicitly, as the basis for decisions affecting an individual's education... or participation in a University program or activity..."

(2016, 2018)

10

Hostile Environment Harassment:

Discriminatory harassment creates a hostile environment when the harassment is sufficiently severe, pervasive, or persistent to deny, limit or unreasonably interfere with a student's or employee's ability to participate in or benefit from the academic or work environment.

(2016, 2018)

11

Sexual Harassment:

"...any unwelcome conduct of a sexual nature It can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature, such as sexual assault or acts of sexual violence."

(2016, 2018)

12

Sexual Assault:

“(1) Sexual Contact and/or (2) Sexual Intercourse that occurs without (5) Consent”

(“CIE, 2015”)

13

Definitions & Terms

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14

Consent

- “understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity”
- Must be freely and actively given
- Lack of a negative response is NOT consent
- “...cannot be given if there is force, coercion, or incapacitation”

(“CIE, 2015”)

15

Force

use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats) and/or coercion that overcome resistance.

Incapacitation

State where an individual cannot make rational, reasonable decisions because of mental or physical helplessness, sleep, unconsciousness, or lack of awareness that sexual activity is taking place.

Coercion

Unreasonable pressure/an effort to persuade, entice, or attract another person to have sex.

(“CIE, 2015”)

16

Sexual Exploitation

Recording or photographing private sexual activity and/or a person's intimate parts (including genitalia, groin, breasts or buttocks) without consent

Disseminating (texting, SnapChat, social media, etc.) or posting images of private sexual activity and/or a person's intimate parts (including genitalia, groin, breasts or buttocks) without consent

Allowing third parties to observe private sexual activity from a hidden location (e.g., closet) or through electronic means (e.g., Skype or SnapChat livestreaming of images)

Prostituting another person

Exposing another person to a sexually transmitted infection or virus without the other's knowledge.

(“CIE, 2015”)

17

Intimate Partner Violence

Includes any **act of violence or threatened act of violence** that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship... Intimate Partner Violence may involve a **pattern of behavior used to establish power and control** over another person through fear and intimidation, or may involve one-time conduct.”

(“CIE, 2015”)

18

IPV Examples:

- Slapping
- Pulling hair
- Punching
- Damaging one's property
- Driving recklessly to scare someone
- Name calling
- Humiliating one in public
- Harassment directed toward a current or former partner or spouse
- Threats of abuse such as threatening to hit, harm, or use a weapon on another (whether Complainant or acquaintance, friend, or family member of the Complainant), or other forms of verbal threats.

(“CIE, 2015”)

19

Stalking

When a person engages in a course of conduct directed at a specific person under circumstances that would cause a **reasonable person to fear for the person's safety or the safety of others**, or to experience substantial emotional distress

(“CIE, 2015”)

20

Activity

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21

Huskies Protect One Another.

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Activity

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23

Protect our Pack's 4 Step Decision Making Model

Notice the Problem → Take Responsibility → Decide How to Help → Protect Our Pack



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24

Step 1:

Notice the Problem

25

Step 2:

Assume Personal Responsibility

26

Step 3:

Decide How to Help

27

4 Step Decision Making Model

Examples

Direct

- Removing person (potential) at harm from the situation
- Distract- shift the perpetrator's focus away from the situation
- Talk to the person involved directly about the situation or problem you see and ask how you can help
- Offer them an ICE packet on sexual assault/reporting and/or go with them to Student Health services or another resource on campus.

28

4 Step Decision Making Model

Examples

Indirect

- Call 911 (imminent danger!)
- Seek help from professional or advisor
- Delegate! Bring in help, especially from fellow student leaders or an authority figure
- Speak to a supervisor or resource on campus about the situation
- Fill out a report through UConn's website
- Learn more yourself about how to help through campus resources: Student Health Services, Center for Sexual Health Services, Office of Institutional Equity, Assistant Dean of Student/Victim Support Services

29

Step 4:

Protect our Pack

30

Additional Resources:

- Title IX & Filing Reports: TitleIX.uconn.edu
- Office of Institutional Equity: Equity.uconn.edu
- Assistant Dean of Students- Victim Support Services: DSS.uconn.edu
- Student Activities: StudentActivities.uconn.edu
- Office of Fraternity & Sorority Life: Growth.uconn.edu
- Women's Center: WomenCenter.uconn.edu
- Wellness & Prevention Services: Wellness.uconn.edu
- Residential Life: ResLife.uconn.edu

Confidential Resources:

- Counseling & Mental Health Services: Counseling.uconn.edu
- Student Health Services: SHS.uconn.edu

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31

Questions?

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32

Contact:

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33

Thank you!

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34

Get Your Sign-In Pass:



35

General Tentative Results/Feedback/Indications

- Students seem to be grasping the concept of what “consent”
- Students are still struggling with a concept of sexual exploitation
- When it comes to identifying action steps and resources, such as “what to do” and “where to go”, students have a good understanding.
- ...more to follow