

University of Montana

APPENDIX 2
Bystander Intervention and Risk Reduction Programs

2016 – 2017

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APPENDIX 2

Bystander Intervention and Risk Reduction Programs

1. Bystander Intervention Programs

Bystander intervention consists of safe and positive actions that may be carried out by an individual or individuals to prevent harm or intervene when there is risk of an occurrence of prohibited conduct. It also includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene. The following is a list of specific bystander intervention programs offered for UM students and employees:

a) Bystander Intervention Programs for Students

Orientation “Slice of Life” Skits and Follow-Up Discussion (Primary prevention)

The UM Advocates present skits at summer orientations to new students that address such topics as sexual assault, alcohol, bystander intervention, peer pressure, and campus resources. The skits are followed by separate panel presentations for parents (facilitated by UM staff and administrators) and students (facilitated by UM Advocates) to process the information presented, answer questions, and ensure that new students and parents have complete and current information about campus resources about dating violence, domestic violence, sexual assault, stalking, and many other issues.

Training for Resident Assistants (RAs) (Primary prevention)

SARC, EO/Title IX, and UMPD train all Resident Assistants. Presentations from SARC include information about SARC services and about interpersonal violence (including dating violence, domestic violence, sexual assault, and stalking), healthy relationships, how to support students in crisis, and other pertinent topics. SARC also works with RAs as they develop applied skills using the Behind Closed Doors curriculum. Training from the Title IX Coordinator also covers reporting options, UM policies and procedures for reporting, investigating, and adjudicating cases, and information about the local criminal justice system.

Resident Assistant (RA) Training – Behind Closed Doors (Primary prevention)

RA training each fall and spring before the new semester begins culminates in a role-play activity in which new RAs are required to respond to various scenarios that they will likely encounter with residence hall students. Scenarios include topics such as dating violence, domestic violence, sexual assault, stalking, drug or alcohol use, partying, unhealthy choices, peer pressure, and risks associated with unhealthy choices related to alcohol or drug use.

The role-plays are facilitated by trained professional staff from Residence Life, SARC, and the Curry Health Center. Information about the campus discipline system in response to violations of UM policies or local laws, and information about campus resources and referrals for students facing any of the issues discussed is emphasized.

Bystander Intervention Training for Juniors (*Primary Prevention*)

SARC staff received training to teach *Bringing in the Bystander* and adapted this curriculum to fit Missoula campus culture. The purpose of the program is to inform every student of the importance of bystander intervention in overall campus safety and to promote empowerment to act, as necessary to support safety for all, including potential victims of sexual assault. The goal is to reduce the incidence of sexual assault on our campus. In 2015-2016, juniors at UM were required to complete Bystander Intervention Training.

Bystander Intervention Training for Residence Hall Students (*Primary prevention*)

SARC trains first-year students living in the residence halls on bystander intervention. This training provides education regarding resources, consent, and bystander intervention. Over time, the objective of these intensive efforts is to inform every student of the importance of bystander intervention in overall campus safety and to promote empowerment to act, as necessary, to support safety for all, including potential victims of dating violence, domestic violence, sexual assault, and stalking.

Step Up – Residence Life Program (*Primary prevention*)

Step up is a program presented by the Residence Life Office each fall to all incoming residence hall students. The program is grounded in bystander intervention philosophy and presents information about a wide array of situations where students are encouraged to stand up and say something when they see anything that is not right. Scenarios cover such topics as alcohol use, drug use, sexual assault, and mental health.

Advocates for Nonviolence (*Awareness*)

SARC oversees the student group called Advocates for Nonviolence. This group helps SARC conduct a number of awareness-raising events focused on sexual assault, relationship violence, and discrimination.

b) Bystander Intervention Programs for Employees

Discrimination Prevention Tutorial (*Primary Prevention*)

All UM employees are required to know about discrimination, sexual harassment, and sexual misconduct laws and policies. To help train employees on these laws and policies, UM has developed a mandatory 20-minute tutorial on discrimination and sexual harassment prevention. The Discrimination Prevention Tutorial explains what constitutes discrimination and harassment, how to report an incident, and UM procedures for responding to a report of an incident. The tutorial is available on UM's online course management system, Moodle.

Human Resource Services (HRS) notifies all new employees about the Discrimination Prevention Tutorial on a monthly basis, and any employee who has not completed it receives follow-up communication from UM Legal Counsel.

Department Chair Essentials – Orientation for Department Chairs (*Awareness*)

UM's Faculty Development Office offers programming for department chairs upon request designed to inform about employment laws and provisions under the Collective Bargaining Agreement, address how to approach scenarios commonly faced by department chairs, and inform chairs of campus resources and support personnel. Presenters included UM Legal Counsel, EO/Title IX Coordinator, Director of Labor Relations for Human Resource Services, and the Grievance Officer for the University Faculty Association.

The Bottom Line on Title IX: Your Responsibility as a Mandatory Reporter (*Awareness*)

This program was provided to UM employees in October 2015 and provided a focus on what employees need to know about Title IX, dating violence, domestic violence, sexual assault, stalking, and discrimination in the campus community, and employees' responsibility to report to the Title IX Coordinator. Presenters outlined UM's Discrimination Policy and procedures for a University investigation, how to respond if a student shares that they have been the victim of sexual misconduct, mandated reporting obligations for employees, support and interim measures available to students who report to the Title IX Coordinator, the meaning of confidentiality in the context of sexual misconduct cases, and UM's emphasis on changing our campus through bystander intervention training for students and employees. Employees are encouraged to [request an individualized session for your team by email](#).

Bystander Intervention Training for Employees (*Primary Prevention*)

Programs on bystander intervention training are offered to all UM employee groups and students upon request.

Title IX and VAWA Training for Employees (*Awareness*)

Programs on Title IX and VAWA requirements are offered to all UM employee groups, departments and students upon request.

Title IX and VAWA Training for Coaches (*Awareness*)

This program was provided to UM employees in October 2015 and provided a focus on what employees need to know about Title IX , dating violence, domestic violence, sexual assault, stalking, and discrimination in the campus community, and employees' responsibility to report to the Title IX Coordinator. Presenters outlined UM's Discrimination Policy and procedures for a University investigation, how to respond if a student shares that they have been the victim of sexual misconduct, mandated reporting obligations for employees, support and interim measures available to students who report to the Title IX Coordinator, the meaning of confidentiality in the context of sexual misconduct cases, and UM's emphasis on changing our campus through bystander intervention training for students and employees.

Title IX and VAWA Training for Curry Health Center Employees (*Awareness*)

This program was provided to UM employees in October 2015 and provided a focus on what employees need to know about Title IX , dating violence, domestic violence, sexual assault, stalking, and discrimination in the campus community, and employees' responsibility to report to the Title IX Coordinator. Presenters outlined UM's Discrimination Policy and procedures for a University investigation, how to respond if a student shares that they have been the victim of sexual misconduct, mandated reporting obligations for employees, support and interim measures available to students who report to the Title IX Coordinator, the meaning of confidentiality in the context of sexual misconduct cases, and UM's emphasis on changing our campus through bystander intervention training for students and employees.

2. Risk Reduction Programs

Risk reduction consists of options designed to decrease perpetration and bystander inaction and to

increase empowerment in an effort to promote safety and to help individuals and communities address conditions that facilitate violence. The following is a list of specific risk reduction programs offered for UM students and employees:

a) Risk Reduction Programs for Students

Mandatory Online Tutorial for All New Students – PETA (Primary prevention)

PETA (Personal Empowerment through Self-Awareness) is the cornerstone of UM's campaign to address issues of sexual violence. This is an online tutorial designed to educate the campus community about dating violence, domestic violence, sexual assault, stalking, sexual harassment, retaliation, and reporting options. PETA also covers UM policies and procedures for reporting, investigating, and adjudicating cases; local and state laws; and the local criminal justice system. The tutorial provides information about the risks posed by drugs and alcohol, information about bystander intervention, and detailed information about consent.

Mandatory Online Tutorial for All New Students – AlcoholEdu (Primary prevention)

AlcoholEdu is an online prevention education program provided by EverFi, a national company that provides prevention education programs in several areas, including drug and alcohol use and abuse, campus sexual assault, and financial literacy. AlcoholEdu provides information on the use and effects of alcohol as well as prevention and risk-reduction tips and connections with healthy sexuality and sexual violence. Part 1 takes approximately 1.5-2 hours to complete. Students may take Part 2 after an intersession period designed to provide the institution an opportunity to assess behavioral/attitudinal change over time.

SARC Participation in New Student Orientations (Awareness)

SARC participates in New Student Orientation at the beginning of each semester. The SARC Director serves on the parent panel and answers any questions parents have that fall within SARC's role. SARC also does tabling and outreach with new students and parents to connect personally with students and to offer information about SARC. SARC also participates in American Indian Student Services Orientation, International Student Orientation, and Missoula College Orientation.

Peers Reaching Out (PRO) Programs on Alcohol, Drugs, Healthy Sexuality, & Sexual Violence (Awareness)

Peer Reaching Out (PROs) through the Curry Health Center present numerous peer-led programs to student audiences throughout the year on such topics as alcohol use and abuse, drug use and abuse, healthy sexuality, sexual assault, and sexual violence. PROs present programs to numerous residence hall audiences and UM classes. Programs addressing these topic areas are also included as part of a Wellness Series offered to the campus community by student PROs.

Students may become PROs by taking a 3-credit class, "Introduction to Peer Health Education," that addresses health topics impacting college students such as drug and alcohol use and abuse, safer sex, healthy relationships, mental health, suicide prevention, stress management, and sexual violence.

As one example, PROs facilitated a program in April 2015 to residence hall students, Safe-Sex Bingo. The purpose of the program was to provide education to students about the use of alcohol and drugs, and intersections with healthy sexuality and sexual violence.

Don't Cancel that Class – Classroom Presentations (*Awareness*)

Upon request, SARC staff teaches classes in an instructor's absence. The program, called Don't Cancel That Class, covers such topics as providing quality first response, participating fully in healthy relationships, using self-care to promote good mental health and resiliency, preventing suicide, recognizing and addressing relationship violence dynamics, supporting survivors of sexual assault, and addressing rape myths (using UM climate survey data).

Dating 101 for International Students (*Awareness*)

SARC coordinates program for international students on topics related to dating and American culture. The training is focused through a general American cultural lens to emphasize the importance of understanding relevant local/national laws and U.S. societal rules. Presenters rely heavily on discussion to bring in other worldviews. Specific topics include dating norms in different cultural contexts, including those of the presenters and participants. The primary goal of this session is to create a comfortable environment in which participants can openly discuss norms associated with dating and romantic relationships in the U. S.

SARC Student Involvement – Advocacy, Outreach and Education (*Awareness*)

Each year SARC trains 15-20 advocates to provide advocacy services and education. They help staff SARC's 24-hour student support line and they participate in outreach events. These advocates receive 40 hours of specialized training focused on supporting those affected by sexual assault, relationship violence, and discrimination. Training includes information about healthy relationships, suicide prevention, Title IX/EOAA policy, and Montana laws. They triage calls to the support line and connect students with professional staff, as warranted.

Sexual Assault Awareness Month – 2015 (*Awareness*)

Sexual Assault Awareness Month was a partnership between UM and a local community effort called Make Your Move. The organization presented an interactive theater performance designed to educate and develop skills for preventing sexual violence. The presentation was open to all.

Media, Newsletter, and Poster Campaigns (*Awareness*)

Education is also achieved through various media campaigns. SARC produces print and electronic media poster campaigns to inform students about services, interpersonal violence, sexual assault, and discrimination. Public Service Announcements about SARC services are placed on KBGA, the University student radio station. Every UM student receives "Health Nut," a monthly electronic magazine put out by Curry Wellness. It addresses a variety of topics including drug and alcohol use, sex, and relationships.

Additional Awareness-Raising Activities (*Awareness*)

SARC hosted a number of events over the past year to help raise awareness about sexual assault and promote primary prevention. These included Light up the Night, an event put on by SARC to raise awareness and support for those affected by relationship violence. SARC also held a number of events during April in honor of sexual assault awareness month. These events included The Hope Quilt Display, an artistic display of support for those impacted by sexual violence; Interactive Theater in Action, a theater event in which participants could practice being a pro-social bystander; Sexual Assault Awareness Month Poetry Slam, which provided information about services available to students who are primary/secondary survivors and offered an opportunity for participants to read poems to raise awareness about sexual assault and to show support and solidarity for survivors; and Interactive Theater in Action, a theater event in which participants could practice being a pro-social bystander.

The SARC Director participated in a panel discussion following a campus screening of the film, *The Hunting Ground*. The SARC Director also participated in and helped lead the Sing Our Rivers Red event-raising awareness about missing and murdered Indigenous women. SARC also presented *How to Develop a Comprehensive Community Campaign to End Sexual Violence*, a training in partnership with Relationship Violence Services. Additional activities included co-sponsorship of *Slut! The Play*, a production that brings audiences, activists, and artists together and uses storytelling and theater to amplify the vital and compelling voices of teens in the ongoing discussion of sexual assault and slut-shaming in Missoula, across the United States, and in many other communities and nations throughout the world today. SARC also provided resources and information at the Skivvy Dash about services for survivors of domestic/sexual violence and information about consent.

b) Risk Reduction Programs for Employees

Information at New Employee Welcome (Primary Prevention)

All new employees are provided information at New Employee Welcome about the mandatory Discrimination Prevention Tutorial, which includes coverage of associated policies related to sexual harassment, sexual assault and sexual violence prevention.

University Council on Sexual Assault (UCSA) (Primary Prevention)

The University Council on Student Assault meets regularly throughout the year to examine issues relating to campus policies and procedures that address dating violence, domestic violence, sexual assault, stalking, retaliation, discrimination, and other sexual misconduct. A trained subset group of the UCSA also conducts regular confidential case reviews (personally identifiable information is eliminated) of reports of dating violence, domestic violence, sexual assault, stalking, and retaliation each semester to identify patterns or areas where UM can improve its response and prevention efforts. UCSA includes staff, faculty, student, and community members.

Understanding Unconscious Bias (Awareness)

UM's Faculty Development Office offered a professional development workshop for faculty about unconscious bias and how it impacts the recruitment and retention of faculty and staff, as well as the educational environment for students.

Online Tutorial– PETA: Available for Employees (Awareness)

PETA (Personal Empowerment through Self-Awareness), described above, is the cornerstone of UM's campaign to address issues of sexual violence. It is a mandatory online tutorial designed to educate the campus community about dating violence, domestic violence, sexual assault, and stalking. PETA also covers reporting options; UM policies and procedures for reporting, investigating, and adjudicating cases; local and state laws; and the local criminal justice system. The tutorial also provides information about the risks posed by drugs and alcohol, information about bystander intervention, and detailed information about consent. While PETA is a mandatory online tutorial for students, all UM employees are also welcome to review the tutorial and accompanying resources. All UM employees, as well as returning students who have already taken the tutorial, are encouraged to view and revisit the [PETA videos and resources](http://www.umt.edu/peta/) at <http://www.umt.edu/peta/>.

Just Response Multidisciplinary Team (Primary prevention)

UM representatives from UMPD including the Chief of Police and Captain, the Title IX Coordinator, the Director of SARC/Campus Assault Prevention Coordinator, the Dean of Students, and the Vice President for Student Affairs participate in a larger multidisciplinary team in the community of Missoula that works

to provide a coordinated response to community violence, especially dating violence, domestic violence, sexual assault, and stalking. Community participants include local law enforcement, YWCA advocates, City and County prosecutors, First Step nurses, Crime Victim Advocates, representatives from child welfare and family services, and other local professionals.

Workplace Safety (*Primary prevention*)

UMPD's Community Liaison Officer presents tips and tools for dealing with difficult customers, deescalating conflicts, and preventing theft. Employees are encouraged to request an individualized presentation for their team. [Drug and Alcohol Resources for Faculty and Staff](#) :

<http://www.umt.edu/hrs/Personnel%20Resources/Training%20and%20Development/Drug-Free%20Workplace%20Education.php>