

Year 1 Public Description of Work for  
Action Collaborative on Preventing Sexual Harassment in Higher Education

## Wellesley College

**This Action Applies to Rubric Item(s):**

5: Audience-specific anti-sexual harassment education

**Description of Work:**

Wellesley College, during the 2019-2020 academic year, assessed its existing sexual harassment training programs in light of the best practices identified in the 2018 NASEM report. Based on this assessment, the College developed a new, comprehensive training program designed to educate its students, faculty and staff on sexually harassing behavior that is prohibited by the College's policies and procedures. This training program will be rolled out for the 2020-2021 academic year. The goal of this program is to increase awareness of: 1) the problem of sexual harassment; 2) the College's expectations for behavior among members of its community; 3) ways to prevent sexual harassment; and 4) options for response to sexual harassment if it occurs.

Consistent with the 2018 NASEM report, this training program will explicitly communicate behavioral expectations and consequences for not meeting those expectations. Also following the findings of the 2018 NASEM report, the training program will identify gender-based harassment as the most common form of sexual harassment, and it will educate the community on the damage caused by gender-based harassment.

The training will be tailored to each audience receiving training. For example, faculty will be specifically educated on the prevalence of gender-based and other sexual harassment among faculty members and between faculty and students. Faculty will be provided specific information about steps they can take to prevent sexual harassment in their classes and in their work environments, and what they may do if they experience sexual harassment, or if they become aware of a colleague or a student experiencing sexual harassment.

Since this training will be rolled out while some Wellesley College students, faculty and staff will be participating in some of Wellesley's programs and activities remotely, much of the training will be provided virtually. Although the training will be virtual, much of it will be live. The training will consist of:

- Written information about new sexual harassment policies and procedures being shared electronically with the community.
- Soon after the written information is shared, a series of short, high-level pre-recorded videos created by the Director of Nondiscrimination Initiatives (and, for new students, Director of Wellness) will be shared. These videos will be tailored to specifically apply to the following groups:
  - first year students;
  - returning students;
  - resident assistants and house presidents;

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- faculty;
- confidential resources (i.e. counseling, health services and religious life); and
- staff.

This training will in part reference existing external virtual training that is available to the community, that provides supplemental information such as skits illustrating types of sexual harassment and options for bystander intervention (Wellesley College currently uses the Mosaic sexual harassment training program for employees and the Not Anymore sexual harassment and assault training for students).

- After the pre-recorded videos have been shared, and individuals have had an opportunity to review them, live virtual question and answer sessions will be held at a variety of times. Each of the virtual question and answer sessions will be designed to meet the needs of one of the groups identified above. The sessions will have a cap on participants to encourage discussion, and to ensure that all questions may be answered.
- Follow up live trainings will be provided to members of the groups identified above. These follow-up trainings will be designed to cover a range of topics to further develop participant understanding of the training goals identified above.
- Additional sessions of training will be provided to groups with leadership roles (such as resident assistants, Department Chairs, and staff managers), to help develop in them an understanding of the unique role they can play in preventing/responding to sexual harassment.
- Additionally, a variety of other information sharing tools will be used to provide ongoing messages reinforcing the College's intolerance of sexual harassment in its programs and activities, its expectations for positive behavior in its community, and resources available to respond to sexual harassment if it occurs.

The training described in this Description of Work will be developed in consultation with several stakeholder groups including: Student Wellness; the Provost's office; the Human Resources office; and Residential Life.

Periodic short-form electronic assessments will be conducted throughout the training process to assess the efficacy of the training, but also to assess ongoing gaps in knowledge/skills. The training efficacy assessment will be used to improve future similar trainings, while the needs assessment will be used to inform the topics covered in subsequent trainings.

In future years, Wellesley College plans to develop additional aspects of its training program. Specifically, Wellesley College plans to develop its internal bystander intervention training capacity by identifying core groups of allies among students, faculty and staff who will engage in a series of train the trainer programs. Wellesley College anticipates that these future peer-led trainings will create a broader impact on the College's culture by deepening the community's understanding of the problem of sexual harassment, and by developing skills of community members to prevent/respond to sexual harassment.

Wellesley College additionally plans in future years to develop its own, personalized pre-recorded new student training on sexual harassment. This training will feature Wellesley College

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students, staff and faculty, so that the training provided to new students will reflect the institution's diversity, culture and values in a way that external training cannot achieve.

Anyone interested in learning more about Wellesley College's sexual harassment training plan may contact the College's Director of Nondiscrimination Initiatives/Title IX Coordinator Kate Upatham using the contact information below.

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