

University of California San Diego

Bystander Intervention Program for Faculty and Staff

This Action Applies to Rubric Item: 4, 7, 8

Description of Work: UC San Diego is currently finalizing its plan for a bystander intervention program targeted toward faculty and staff. UC San Diego is a public research university with approximately 38,800 students. With over 35,000 employees, UC San Diego is the largest employer in San Diego. Following the pilot program, the bystander intervention program will be offered to all UC San Diego employees, both campus and health system based, and will address the unique dynamics within the participants' department.

In 2009, the UCSD Bystander Intervention Techniques Model (UCSD BIT) was developed by a coalition of UCSD students and staff. Prompted by a campus survey conducted by Campus Advocacy, Resources, and Education at the Sexual Assault Resource Center (CARE at SARC), the UCSD BIT model was created to help the campus community identify intervention strategies and move beyond changing individual behaviors to changing campus culture. Workshops apply the IDEAS model (Interrupt, Distract, Engage Peers, Alert Authorities, Safety First) to topics for students such as "Party IDEAS" and "IDEAS and Identities."

CARE at SARC and the Office for the Prevention of Harassment and Discrimination (the designated Title IX Office at UC San Diego) have formed a partnership for the development and execution of the employee based program. The bystander intervention program for faculty and staff will apply and potentially expand upon the IDEAS model to address sexual harassment across a variety of workplace environments and power structures. It will utilize a social justice paradigm and social norms approach and will also heavily focus on considerations around intersectionality. Participants will apply the IDEAS model to various scenarios applicable to their work environment and corresponding power dynamics. For example, situations involving a laboratory space involving a Principal Investigator and a Postdoctoral Researcher, contrasted with an incident occurring between staff members with similar responsibilities and job functions.

During the planning phase for this programming, there has been a cross-departmental approach to gauge the approach for curriculum and available resources. Several departments have been identified to potentially pilot the program. In light of our current national climate and based on feedback from various stakeholders, it is the goal of UC San Diego to eventually expand the scope of this program from focusing solely on gender and sexual based harassment to also include harassment based on all protected categories.

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UC San Diego will apply a phased approach to delivering this programming. Upon the initial content development, small focus groups will be held to review the proposed content and scenarios with our Facilitators. The program will then be offered to a pilot group; 1-2 departments that have expressed a need for education and a willingness to provide feedback on the program. As part of the planning phase, UC San Diego is also considering various evaluation models to survey the impact of the pilot program by measuring participants' willingness to intervene pre and post programming. Once the pilot program has completed, UC San Diego will offer the program to the entire campus community and also identify departments in need of the workshops based on reports of incidents.

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