

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

University of Washington

**Title IX Education & Prevention Initiative**

**This Action Applies to Rubric Item(s):** Prevention #2, #4, and #5

**Description of Work:**

In August 2019, the University of Washington's Title IX Steering Committee charged a Training & Education Working Committee with the development of online and in person education on the prevention of and response to sexual violence, sexual harassment, gender harassment, and other sexual misconduct. The committee includes faculty, staff, and students and is working in collaboration with stakeholders on all three UW campuses and at UW Medicine. The working committee's charge can be found [here](#).

The first priority is to develop online education for all new faculty and staff—approximately 7,000 individuals per year. Online student education will launch after the online employee launch. In-person education, which happens for some sub-groups of the University now, will expand and become available to all members of the UW community. The in-person education content and delivery plan is in the conceptual stage and will be further developed after all employees and students have access to online education.

While online education is not new or innovative (particularly in the time of COVID), the values and goals of UW's program go beyond a strict compliance approach and instead build up from that "floor" in a way that is in close alignment with the NASEM report's findings. Specifically, the NASEM report emphasizes that training should highlight behaviors that community members should engage in, not just those behaviors they should avoid. The report also affirms the value of bystander intervention that promotes a culture of support rather than one of silence. And finally, the NASEM report emphasizes the importance of both intersectional and audience-specific content. Our online education will include all these important factors.

The UW education & prevention learning goals were finalized in Spring 2020. Employees completing the online educational session will be able to a) support the development of respectful workplaces; b) identify sexual misconduct; c) intervene in situations where harm may be occurring; d) respond empathetically to disclosures of sexual misconduct ; and e) articulate resources, reporting processes, and UW policy.

As we developed our content, we turned to the field of public health which relies on stages of prevention. Primary prevention is focused on preventing harm before it happens through behavior and norms change, secondary prevention includes strategies such as bystander intervention to mitigate the effects of harm in the moment, and tertiary

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prevention is essentially responding after harm has already occurred. While all stages of prevention are important, our approach is based in a belief that a focus on primary prevention is what will truly change our culture to one free of violence and harm. With these stages in mind, the curriculum is organized into the three categories below which will be introduced in online content then expanded upon in in-person sessions:

### Primary

- UW values
- Making an impact within your role
- Intersectionality and identity
- Academic power dynamics
- Healthy cultures and professional relationships

### Secondary

- Identifying sexual misconduct
- Responding to various types of harm
- Bystander intervention strategies and barriers to intervention
- Acknowledging the intersections of all forms of violence, alcohol/substances, mental health, and ability status

### Tertiary

- Preparing to receive disclosures of harm
- Reaching out to someone who may have experienced or caused harm
- On-campus and off-campus resources
- Reporting options and expectations
- UW policies

The working committee's progress has been hampered by the unavoidable complexities and urgencies of COVID-19 response, but the commitment to prioritize intersectionality, work closely with stakeholder groups, and to collaborate across all sectors of the University is not diminished. Focus-group work to assess preliminary content is currently underway and UW is simultaneously confirming software solutions that will allow for delivery of tailored content to different populations. The plan is to launch the full online training in Winter 2021.

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