

Appendix C: Training, Education, and Prevention

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I. INTRODUCTION

Eastern Mennonite University (*the university*) is committed to providing a safe and non-discriminatory environment for all members of the university community. The university prohibits sexual assault, sexual exploitation, intimate partner violence, stalking, sexual and gender-based harassment, complicity and retaliation (together, *prohibited conduct*). These forms of prohibited conduct are defined in the [Relationship Violence and Sexual Misconduct policy](#) (the *policy*). This appendix identifies the university's training, education, and prevention programs related to the policy.

¹This appendix should be read in conjunction with the policy. Italicized terms used and not otherwise defined in this appendix are defined in the policy.

II. TRAINING

EMU provides training to students and employees to ensure they understand the policy and the topics and issues related to maintaining an education and employment environment free from relationship violence and sexual misconduct.

A. PERSONS INVOLVED IN IMPLEMENTING THE POLICY

EMU offers online and in-person training to all persons charged with implementing the Policy, including the university's Title IX coordinator, HR director, employees, faculty members who could be selected to sit on a review panel or board as outlined by the student and employee procedures related to the policy, and all other employees involved in responding to reports of prohibited conduct. The training varies by official and is based upon the role(s) the official is fulfilling under the policy. Topics include working with and interviewing persons reporting prohibited conduct; the particular types of conduct that constitute prohibited conduct; issues related to intimate partner violence, sexual assault, and stalking; the proper standard of review for complaints under the policy (preponderance of the evidence); affirmative consent and the role alcohol or drugs can play with respect to affirmative consent; the importance of accountability for respondents found to have violated the policy, and the need for interim measures for the respondent, the complainant, and/or the university community; how to determine credibility; how to evaluate evidence and weigh it in an impartial manner; how to conduct prompt, fair, impartial, and thorough investigations and hearings that ensure due process, protect community and individual safety, and promote accountability; confidentiality; the effects of trauma, including neurobiological change; and cultural awareness regarding how prohibited conduct may impact persons differently depending on their cultural backgrounds.

EMU persons charged with implementing the policy receive regular training on these and other topics on an annual basis. EMU sends all persons charged with implementing the policy to relevant local, regional, and national conferences.

B. RESPONSIBLE EMPLOYEES

EMU requires online and offers in-person training to responsible employees to ensure they understand the particular types of conduct that constitute prohibited conduct, as well as their reporting obligations under EMU's reporting policy. This training includes information on how to prevent and identify prohibited conduct; the behaviors that may lead to and result in prohibited conduct; the attitudes of bystanders that may allow prohibited conduct to continue; appropriate methods for responding to persons who may have experienced prohibited conduct, including the use of nonjudgmental language; and the impact of trauma. This training also includes an explanation of the responsible employee's reporting obligations, including how, what, and where to report; the consequences for failing to report; the procedures EMU uses for confidentiality; how to inform complainants of their options for support and assistance following an incident of prohibited conduct; and the contact information for EMU's Title IX coordinator. All employees are required to take the online Campus Answers Training.

C. STUDENTS

EMU offers online and in-person training to students to ensure they understand the policy, including how to report incidents of prohibited conduct, and how to access confidential sources following an incident of prohibited conduct. Topics include Title IX and what constitutes prohibited conduct under the policy; and the definition of affirmative consent, including examples.

III. EDUCATION AND PREVENTION

EMU is committed to the prevention of prohibited conduct through regular and ongoing education and awareness programs. Incoming students and new employees receive primary prevention and awareness programming as part of their orientation, and returning students and current employees receive ongoing training and related programs. These programs include (1) statements that the university prohibits prohibited conduct, as defined by the policy, and related crimes under Virginia law; (2) the definitions of related crimes under Virginia law; (3) the definition of *affirmative consent*, for purposes of the policy; (4) safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of prohibited conduct against another person; (5) information on risk reduction to recognize warning signs of abusive behavior; and (6) information about the procedures that EMU will follow after an incident of prohibited conduct has occurred.

A. ONGOING AWARENESS AND PREVENTION PROGRAMS

Awareness programs consist of community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration. EMU's specific annual awareness programs are:

Take Back the Night: EMU holds a week of programming to raise awareness about sexual assault and sexual violence. The week with a public program speak out for survivors of sexual violence.

Campus Answers: a comprehensive online education system and awareness program.

Coalition on Sexual Violence Prevention: The Coalition on Sexual Violence Prevention (CoSVP) is an umbrella organization that helps bring together the various groups invested in sexual assault prevention and education. This coalition is a group of students, faculty and staff who believe in supporting survivors, preventing assault,

empowering bystanders, advocating for change and knowing their rights. The goal of the coalition is to establish integrated education, awareness and prevention efforts that address sexual violence, encourage sexual well-being and promote healthy relationships.

Faculty / staff workshops/courses INSERT LINKS AND INFO HERE

Stall Stories: Stall stories use social norms theory to educate and create behavior change around health behaviors. Monthly posters are placed in stalls of bathrooms on campus. Posters consist of data on healthy behaviors, beliefs, and bystander intentions, as well as general education and resources related to college health issues such as substance abuse, sexual assault, bystander theory/intervention, healthy relationships, disordered eating, and sexual health.

Written materials at various campus locations

B. ONGOING BYSTANDER TRAINING

Bystander intervention consists of safe and positive options 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, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

Bystander Intervention Presentation & Facilitation for First Year Students and Transfer students : First year students and Transfer students are a part of a group where bystander intervention is taught as a role play for students to participate in as part of the first year orientation series. The program is given to help students understand their role in maintaining a community of care and trust and also to introduce them to the importance of being an active bystander in furthering that goal.

Bystander Intervention workshops for campus: provided periodically.