**UW-Madison Employee Prevention & Training Regarding Sexual Harassment, Sexual Assault, Dating/Domestic Violence, and Stalking—Spring 2017**

This document outlines the prevention and training efforts that are underway at UW-Madison regarding sexual harassment, sexual assault, dating/domestic violence, and stalking. It includes information about each program’s content, intended audience, frequency, and more.

Purpose of prevention and training programs

UW-Madison works to maintain an academic and work environment free of sexual harassment and violence for all staff, faculty, and students and to respond appropriately when incidences do occur. In order to do this, UW-Madison seeks to provide employees with information to help them better understand and address sexual harassment and violence on campus. UW-Madison’s prevention and training efforts are also informed by several federal, state and UW System requirements and expectations. Below is a brief summary of relevant guidance:

* In 2011, the US Dept. of Education issued a [Title IX Dear Colleague Letter](https://www2.ed.gov/about/offices/list/ocr/letters/colleague-201104.pdf).
* In 2013-2014, [changes](https://www.gpo.gov/fdsys/pkg/FR-2014-10-20/pdf/2014-24284.pdf) were made to the Violence Against Women Act that changed the prevention and training expectations for institutions of higher education pursuant to the [Clery Act](http://uwpd.wisc.edu/crime-data/clery-act/).
* In 2015, the US Dept. of Education issued a [Questions and Answers](https://www2.ed.gov/about/offices/list/ocr/docs/qa-201404-title-ix.pdf) document that clarified many training and prevention expectations.
* In 2016, the UW System President Ray Cross endorsed a [set of recommendations](https://www.wisconsin.edu/sexual-abuse-prevention/download/svh_report/UWS-SVH-Report.pdf) for UW schools that included training and prevention for all employees. The Board of Regents heard these recommendations at the December 2016 meeting.

Current prevention and training programs

UW-Madison provides *prevention programs* for all employees and *training programs* for certain employees based on their role in reporting and/or responding to incidences of violence.

* *Prevention programs* are designed to promote participants’ knowledge, positive behavior and awareness of resources to prevent violence, promote safety, and reduce perpetration.
* *Training programs* are designed to enhance participants’ ability to provide prompt and fair responses to incidences of harassment and violence.
1. **Universal Prevention Education Programs**

**Prevention education for all employees**

Starting in July 2017, all UW-Madison employees will be asked to complete an online prevention education program called “**Promoting Equity at UW-Madison by Preventing Sexual Harassment and Sexual Violence**.” Employees will learn definitions of sexual harassment, sexual assault, dating/domestic violence, and stalking, prevention strategies they can use, where to get help, and information about reporting options. After the initial deployment of the program in July 2017, all new employees will be asked to complete the program as part of their onboarding experience. This effort compliments the student (undergraduate, graduate, and professional) focused prevention programs UW-Madison offers each semester, some of which are required. Some units may have additional or supplemental training requirements in addition to this university-wide effort.

In addition to the online program, UW-Madison provides many ongoing awareness opportunities for employees. These opportunities vary based on the school year and can include the Green Dot bystander intervention strategy, ongoing learning efforts, and one-time events such as action events, guest speakers, and film screenings.

1. **Role-based Training Programs**

**Training for employees with obligations to report**

The Clery Act and Title IX both designate groups of employees as having responsibilities to report to the institution instances of violence and harassment they learn about. UW-Madison provides training for employees designated as Campus Security Authorities (CSAs) under the Clery Act and as Responsible Employees under Title IX to inform them of their responsibilities in those roles. Wisconsin Stat. Chapter 36.11(22) requires all employees to report information about sexual assaults on campus. Finally, Wisconsin Executive Order 54 and Wisconsin Stat. Chapter 48 require employees to report child abuse and neglect. All trainings relevant to employee reporting obligations will build upon—but are not the same as—the content found in the employee prevention program to be deployed July 2017.

**Training for employees with obligations to respond**

A smaller group of UW-Madison staff and faculty have additional duties related to the institutional response to reports of sexual harassment and violence. These employees serve in the capacity as Title IX investigators, human resources professionals, and/or student conduct professionals and hearing panel members. Investigators and hearing panel members receive annual training regarding their responsibilities in investigations and relevant disciplinary processes.

**Education and Training Programs for Employees at UW-Madison**

Questions

* **Who administers the prevention and training programs? How is it administered?**

The new employee prevention program, “Promoting Equity” will be an online learning program hosted in Learn@UW. The Office of Compliance is working with the Office of Human Resources to manage and administer user completion.
Alternative formats, such as group viewings and translated viewings, should be arranged in partnership with HR representatives. Plans are in place to have this program available in languages other than English in 2018.

* **Who can I contact for more information?**

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