

Title IX
Training & Education Working Committee
August 30, 2019; Updated March 11, 2020

Charge Statement

The University of Washington's Title IX Steering Committee has recommended to executive leadership that training focused on the prevention of and response to sexual violence, sexual harassment, gender harassment, and other sexual misconduct be required for every member of the University community. The Title IX Training & Education Working Committee is thus charged to develop and facilitate the implementation of curricula for employees and students at all campuses and locations of the University. The content of the training should align with the core concepts, delivery methods, and timeframes as detailed in the December 2018 *Report of the Title IX Education and Outreach Work Group*. The Working Committee is specifically charged to:

1. Develop employee and student Level 1 curricula
2. Develop employee and student Level 2 curricula
3. Identify and consult with key University stakeholders and groups in developing training content
4. Utilize focus groups and user testing to refine and finalize pedagogical methods and curriculum
5. Identify strategies for assessing the effectiveness of each curriculum
6. Prepare a detailed proposal for delivering the in-person content to both employees and students; proposal should include staffing models and identify resource needs

Online Curriculum

- A. Level 1 New Employee Training (staff, faculty, and other academic personnel) – pilot Spring 2020
Content to include:
 - Awareness development: foundational concepts, University policies and practices, etc.
 - Resource awareness: confidential advocates, SafeCampus Title IX protocol, counseling support, etc.
- B. Level 1 – New Student Training (undergraduate, graduate, and professional) – pilot Fall 2020
Content to include:
 - New undergraduate students: definitions, dynamics, policies, reporting & support
 - New graduate and professional students: same content areas as undergraduate students, with dynamics and scenarios focused on graduate/professional student experience

In-Person or Interactive Online Classroom Curriculum

- C. Level 2 Employee Training (staff, faculty, and other academic personnel) – Spring 2021
Content to include:
 - How to respond—Skill Building: responding to a disclosure, bystander intervention, etc.
 - How to prevent—Skill Building: prevention strategies, healthy mentoring, etc.
- D. Level 1 In-person Student Training (undergraduate, graduate, and professional) – Fall 2021
Content to include:
 - New undergraduate students: relationships, boundaries, consent
 - New graduate and professional students: bystander intervention

Note: Additional Level 2, Level 3, and Adapted Level training for employees and students (see *Report*) is outside the scope of this Committee's current charge and will be addressed at a later date.

Process

Meetings and Staff Support: The Committee will determine how to organize the work, including frequency of meetings and related activities. Project management support will be provided by Compliance Services and the Title IX Coordinator will be available for consultation as requested.

Title IX Steering Committee: The Working Committee Chair(s) will provide updates to the Title IX Steering Committee as requested. The Title IX Steering Committee will review an outline of training content and will determine next steps for resource requests.

Policy Development: A separate team will address policy development as it pertains to training requirements.

Timeline

Winter 2020 – Present a detailed proposal for delivery methods and staffing needs for in-person training

Spring 2020 – Pilot Level 1 new employee training

Fall 2020 – Launch Level 1 new employee training

Fall 2020 – Pilot Level 1 new student training

Winter 2021 – Launch Level 1 new student training

Spring 2021 – Target launch of in-person employee training

Fall 2021 – Target launch of in-person student training

Training & Education Working Committee Members

Kiana Swearingen, SafeCampus, UW (Co-Chair)

Elizabeth Wilmerding, Student Affairs, UW Bothell (Co-Chair)

Erin O'Connell, Athletics, UW Seattle (Title IX Steering Committee Liaison)

Deanna Blanchfield, Human Resources, UW Tacoma

Mimi Cabrera, Associate Professor, UW School of Medicine

Lisa Hanna, Campus Operations/Human Resources, UW

Lauren Lichty – Associate Professor, UW Bothell Interdisciplinary Arts and Sciences

Jon Payne – Human Resources, UW Medicine

Jessica Rashid, Student Life, UW Seattle

Jaye Sablan, Core Programs, UW Graduate School

Paige Sechrest, doctoral student and SafeCampus, UW Seattle

Joel Tobin, Compliance Services - Project Manager

Technical and Project Support

Provided by UWIT and Compliance Services