

# Appendix E: Training and Prevention Education

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## SECTION E.1: INTRODUCTION

Eastern Mennonite University is committed to providing a safe and non-discriminatory environment for all members of the university community. The university prohibits relationship violence (including domestic violence, dating violence, and intimate partner violence), sexual misconduct (including sexual assault, sexual exploitation, indecent exposure, and sexual harassment), other forms of conduct of a sexual nature (including stalking, hazing, and gender-based harassment), and forms or retaliation for acts of or reports of this conduct (including bullying and intimidation). These forms of prohibited conduct are defined in the [Relationship Violence and Sexual Misconduct policy](#) (RVSM). This appendix identifies the university's training, education, and prevention programs related to the policy.

## SECTION E.2: TRAINING

EMU provides training to students and employees to ensure they understand the policy and the topics and issues related to maintaining an educational and employment environment free from relationship violence, sexual misconduct, and all other forms of conduct prohibited by the RVSM.

### E.2.1. CAMPUS-WIDE TRAINING

EMU requires all students and employees on all of its campuses to complete the online training program Campus Answers at the start of each academic year or, in the case of a new student or employee, at the time they begin study or work at the university.

In this training, incoming students and employees learn about EMU's RVSM policy, including what constitutes relationship violence and sexual misconduct, the definition of and how to obtain affirmative consent, and support services available to those who experience an incident of relationship violence, sexual misconduct, or other forms of conduct prohibited under the policy. Additional topics include how to report incidents of conduct prohibited under this policy and how to access confidential sources following an incident of prohibited conduct.

Returning students and employees receive a refresher version of Campus Answers at the start of each academic year that includes a review of the RVSM, any updates in policy or procedure, and a reminder of the resources available to them following an incident of relationship violence, sexual misconduct, or other form of conduct prohibited under this policy.

### E.2.2. TRAINING FOR EMPLOYEES INVOLVED IN TITLE IX AND TITLE VII PROCESSES

EMU offers training to all employees involved in investigating and adjudicating Title IX and Title VII procedures. This training is initiated by and the responsibility of the Title IX Coordinator and the director of human resources. Title IX deputies, Title IX investigators, and all faculty and staff who volunteer to be a part of the Title IX process are expected to attend these annual trainings.

An in-person training is offered at the start of every academic year. The training varies by role and includes topics such as working with and interviewing reporting and responding parties; the proper standard of review for reports 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; 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 and privacy; the effects of trauma, including neurobiological change; and cultural awareness regarding how prohibited conduct may impact persons differently depending on their cultural backgrounds.

### E.2.3. TRAINING FOR RESPONSIBLE EMPLOYEES

In addition to Campus Answers, EMU requires an annual in-person training for all responsible employees on campus. A responsible employee is every faculty, staff, and volunteer on campus who works with students or minors with the exception of confidential employees. All responsible employees are required to immediately report to the [Title IX coordinator](#) any relationship violence, sexual misconduct, or other form of conduct prohibited under this policy reported to them or

observed by them, including the name of the reporting and the responding party(s), if known, and all known details.

This annual in-person 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 reporting parties of their options for support and assistance following an incident of prohibited conduct; and the contact information for EMU's Title IX coordinator.

## E.2.4. BYSTANDER INTERVENTION 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 conduct that violates this policy. It also includes recognizing situations of potential harm, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

First-year and transfer students receive bystander training during their orientation. Additional bystander intervention trainings and workshops are held periodically for both students and employees.

## SECTION E.3: PREVENTION EDUCATION

EMU is committed to the prevention of relationship violence, sexual misconduct, and other forms of conduct prohibited under this policy 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.

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. In addition to Campus Answers (see Section 2.1), EMU provides the following specific annual awareness programs:

**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.

**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.