

Sacramento State 2022-23 Sexual Violence Prevention, Safety, and Support Action Plan

Goal 1: Increase the awareness of sexual assault to inform recognition and prevention			
Key Action Step	Timeline	Action Level Owner	Current Status
1.1 Create a series of video messages that illustrate the magnitude of sexual assault and importance of awareness	Ongoing	Student Affairs (SA) University Communication (UComm)	2 of 4 messages were created and sent during the Fall Semester. (Highlighted = Completed) 1- Confidential Campus Advocate – Laura Swartzen - https://youtu.be/TOrzMk8Bgb8 2- SVAT Student Representative – Michael Cheng - https://youtu.be/GUdtgh9kxOY 3- Mandated Reporting – Stephanie Cruz (filming currently being scheduled) 4- Informed Consent – Britnie Hopkins (TBD)
1.2 Develop a series of in-person workshops for students to understand the signs and consequences of sexual assault	Not Started	Sexual Violence Awareness Team (SVAT)	The Sexual Violence Awareness Team (SVAT) has increased the number of students participating to leverage their perspective and expertise in designing in-person or virtual workshops for students focused on prevention, intervention, consequences and resources related to sexual assaults
1.3 Create a Canvas course on Sexual Assault Prevention to replace the current required training	Not Started	Student Affairs (SA) & Information Resources & Tech (IRT)	Have specifications defined for the Feb. 1 call for IRT projects; SA in collaboration with IRT will create a canvas course which will meet training requirements for students, be free of charge, and provide stats on student performance.
1.4 Create a personal safety training course	Completed	University Police Dept. (UPD)	PD has put together a personal safety training course and their personnel are available to visit classrooms and residence halls to give presentations when invited.
Goal 2: Create and communicate resources for student survivors of sexual assault			

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2.1 SVAT and other relevant departments will create and share outreach plan.	In progress	SVAT	Small group within SVAT has started to build a communications and outreach plan.
2.2 Provide faculty with a list of prevention and support resources and encourage them to be shared on syllabi each semester.	Completed	Academic Affairs (AA) & Office of Equal Opportunity (OEO)	OEO created a list of resources and sample syllabus language for faculty. The provost has encouraged faculty to include these resources in syllabi each semester. A message from the provost to all faculty with a link to the OEO document and a reminder to include this in syllabi was sent 1/18/23.
2.3 Send out regular reminders of resources that are available to students using methods other than email	Ongoing	SA UComm	University Communications, in collaboration with SA and other relevant stakeholders to ensure our web resources are easily accessible and understandable, and that these resources are regularly promoted.
2.4 Develop a toolkit for staff/faculty and partners to help educate the students	In progress	Student Health and Counseling Services (SHCS)	Toolkit has been sent to WEAVE for review and approval.
2.5 Create marketing materials for UPD Safety Escort Service	In progress	ASI Executive Director	UPD is working with ASI to establish an informal campaign regarding safety escorts on campus.
2.6 Create a specific educational curriculum for survivors, including international students.	In progress	Confidential Advocate	Campus Confidential Advocate has created and is launching a workshop about WEAVE and working with survivors (similar to the SafeZone training format). Training is awaiting approval.
Goal 3: Educate students on appropriate methods of prevention and intervention to promote prosocial behaviors			
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3.1 Evaluate and update intervention and active bystander training	In progress	SA	SA is working with Student Health and Counseling Services (SHCS) and SVAT on creating additional video material regarding intervention and being an active bystander
3.2 Hold regular forums, group activities, or similar to bring together students, faculty, and administrators in a collaborative effort to end campus sexual assaults.	In Progress	ASI SVAT	More events like the town hall on Nov. 18, 2022 will be organized. Sexual Assault Awareness Month Day of Action is April 4, and many activities like this have already been planned.
3.3 Create a university-wide consent campaign, including consent workshops, resources, and marketing materials.	Ongoing	SVAT	Created the messaging (Hornets for C.L.E.A.R. Consent) and working with Inclusive Excellence Communications Specialist on the branding and designs for the campaign.
3.4 Promote and elevate Sexual Assault Awareness Month events that occur annually while ensuring these efforts continue throughout the academic year.	Ongoing	Inclusive Excellence (IE) OEO SHCS	Planned April 2023 activities: Take Back the Night (survivor speak out, resource fair, and walk on campus to reclaim space) Denim Day (raising awareness that clothing does not equal consent) SAAM Day of Action (new this year under OEO, kicks off SAAM with guest speakers and activities)

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Goal 4: Hire additional employees to support prevention and response			
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4.1 Contract with WEAVE to hire another Confidential Advocate for next semester	Completed	SHCS	Another Confidential Campus Advocate has been hired and will start 1/31/23. They will be located in the American River Courtyard
4.2 Hire additional permanent staff within the Office for Equal Opportunity	Completed	OEO	Offer made to (2) individuals as Complaint Response Officers/Title IX Investigators who can focus on ensuring reporting and response follows trauma-informed processes. Hiring will be completed by February 2023.
4.3 Fill vacant administrative support coordinator/in-take position	In progress	OEO	Job posted week of January 23 rd ; search team is in place and application review will begin February 2023.
4.4 Establish an oversight committee to track and update on the Sexual Violence, Prevention, Safety, and Support Action Plan	Not Started	SVAT	Suggestion that SVAT "steering team" act as oversight committee to this action plan. Comprised of Britnie Hopkins, Laura Swartzen, Emily Tupper, Lara Falkenstein, Nicki Corley, and student Michael Lee-Cheng. Each of these individuals either has sexual violence prevention as a part of their job description, or work with these efforts regularly.
Goal 5: Increase outreach opportunities and communication of educational and support resources for survivors			
Key Action Step	Timeline	Action Level Owner	Current Status
5.1 Hire two student outreach interns to promote SVSH educational campaign	Completed	OEO	Student Outreach Intern Program and hiring of OEO student interns completed January 2023.
5.2 Create targeted student outreach materials, communication	Not Started	OEO	Ensure that materials are relevant, timely, and easily accessible for students.

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channels, education, and resources			
5.3 Create "Sheets for Survivors" Program	Completed	OEO	Program that includes trauma informed practices to provide new sheets and other resources for survivors after an assault
Goal 6: Enhance public safety campus features			
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6.1 Conduct Lighting Feasibility Study	In progress	Admin & Business Affairs (ABA)	RFQ has been written and will be approved by the end of the week. We expect to release it for quotes next week.
6.2 Upgrade replacement LED lighting fixtures on the lower levels of Eureka	In progress	ABA	Fixtures have been ordered and should be delivered this week. Installation expected week of 1/23/23.
6.3 Build in lighting in the pathway walls around Eureka	Completed	ABA	Lighting has been fixed/upgraded.
6.4 Increase accessibility of Blue Lights for Deaf-Hard of Hearing Users	Not Started	ABA	
6.5 Establish informal safety escort campaign	In progress	UPD	PD has partnered with ASI to establish an informal campaign regarding safety escorts on campus.
6.6 Increase number of Community Safety Officers (CSOs) visible on campus during evenings and on weekends	Completed	UPD	PD has increased the number of CSO staffing for spring to have more visibility on campus in the evenings and on the weekends. They will also be providing safety escorts as needed.
6.7 Initiate the hiring of a social worker assigned to the police department.	In progress	SA SHCS UPD	This position description is being finalized and the search will commence during the spring 2023 semester.
Goal 7: Embed a trauma-informed approach to the Title IX complaint response process			
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7.1 Ensure a timely response to reports	Ongoing	OEO	Staffing has been increased with the hiring of two complaint response officers; each new hire will be onboarded by February 2023.
7.2 Infuse trauma-informed response practices and compassion throughout the reporting process	In-progress	OEO	OEO staff are building trauma-informed scaffolds at strategic points throughout the reporting and complaint response process
7.3 Create a brief 3 question anonymous survey to assess customer service in OEO	In-progress	OEO	A survey has been drafted that will measure the customer experience. Survey feedback will support OEO in making modifications to any processes that might be challenging for complainants.