

Appendix C: Sexual and Interpersonal Prevention, Education and Awareness Training Programs

Programs to Prevent Sexual and Interpersonal Misconduct

Mason prohibits sexual and interpersonal misconduct, which includes sexual assault, sexual harassment, dating violence, domestic violence, stalking, complicity, and retaliation. Mason is committed to prevention, education, and awareness related to sexual and interpersonal misconduct. All incoming students and new employees are provided with programming and strategies intended to prevent and raise awareness on issues surrounding sexual assault, sexual harassment, dating violence, domestic violence, stalking, complicity, and retaliation.

Awareness Programs are 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 sexual and interpersonal misconduct.

Ongoing Prevention and Awareness Campaigns feature programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing sexual assault, sexual harassment, dating violence, domestic violence, and stalking, using a range of strategies with audiences throughout the institution and including information described in Mason's most recent Annual Security Report.

Primary Prevention Programs focus on programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop sexual assault, sexual harassment, dating violence, domestic violence, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.

Ongoing prevention and awareness campaigns are also offered throughout the year. Some of these programs include:

- **Cookies and Consent:** For over six years, the Student Support and Advocacy Center has hosted an event each August called Cookies and Consent where students use cookie decorating to learn more about consent in all relationships.
- **Speak About It:** Speak About It empowers incoming students to foster healthier relationships and educates students on consent, sexual assault prevention, and bystander intervention through performance-based programs. Speak About It is offered each year during the Preamble and Welcome to Mason for all incoming undergraduate students
- **Consent Carnival:** The Consent Carnival is a table fair style event that focused on consent and healthy relationships hosted each September by the Student Support and Advocacy Center and partners both at the University and in the local community. The event includes education around healthy sexual practices, asking and giving consent, consent language, healthy relationships, boundaries and relationship skills.
- **Dating and Domestic Violence Awareness Month:** Since 1997, George Mason University has engaged in dating and domestic violence prevention during October. Each October, the community comes together to learn more about eradicating sexual and interpersonal violence

and supporting survivors. These events include the Clothesline Project, Take Back the Night, Purple Thursday, and educational workshops.

- **Red Flag Campaigns:** The Red Flag Campaign helps the community to identify “red flags” in all relationships, but especially in dating and sexual relationships. The Red Flag Campaign is a project of the Virginia Sexual and Domestic Violence Action Alliance. Once a year, usually in November, the Student Support and Advocacy Center displays red flags and posters with information about unhealthy relationship risk factors and information about support resources. During this campaign, many departments also display red flag materials around their offices to share the educational campaign and to encourage students to seek support and to get more information around sexual and interpersonal violence.
- **Stalking Awareness Month:** The Student Support and Advocacy Center hosts awareness programs and events each January to raise awareness of stalking and resources in our community. This includes campaigns such as the stalking awareness bookmark campaign and kiosks around campus. Information includes statistics, warning signs, and how stalking may overlap with other forms of sexual and interpersonal violence.
- **The Clothesline Project:** Developed in 1990, the Clothesline Project is a global effort to raise awareness of sexual and intimate partner violence. Survivors and supporters create shirts to honor victims and break the silence surrounding all sexual and interpersonal violence. The Clothesline is an educational tool for the community, a healing tool for survivors, and a reminder to survivors that they are not alone. By designing a shirt, survivors and their supporters gain a voice and promote healing. These shirts are displayed on many Mason campuses and virtually for the Mason community to honor and support the survivors in our community.
- **Chapter Next:** Each year, the Women and Gender Studies Center, the Leadership Education and Development Office and the Student Support and Advocacy Center hosts the event Chapter Next: Ending Sexual Violence. This is an event was created as the second part of our Fear2Freedom initiative that asks the Mason community to learn more about sexual and interpersonal violence and to commit to being a part of changing the campus and community culture to eradicate sexual and interpersonal violence and to support survivors. This event centered around active learning and support of initiatives that benefit our community and taking a pledge to end sexual and interpersonal violence.
- **Take Back the Night:** International grassroots marches and rallies have advocated against sexual violence throughout the past 30 years under the slogan Take Back the Night (TBTN). TBTN Foundation was created in 2001 to support these efforts and to fashion a movement of awareness, empowerment, healing, and support. Sponsored rallies, marches, and vigils give voice to survivors of rape, sexual assault, sexual abuse, and domestic violence. The rally provides a safe place to celebrate the night without fear and creates awareness in the larger community. Mason hosts TBTN each fall during Turn Off the Violence Week. Started in 1997 by SSAC, this event incorporates a rally with speakers, performances, and a march through campus. The rally is co-sponsored by the Women and Gender Studies Department and the Feminist Student Organization.

- **Survivor Space:** Following Take Back the Night, Survivor Space began in 2000 as a way for survivors to join SSAC in speaking out against sexual and domestic violence. Survivor Space is now an ongoing program held several times a semester where student survivors can connect with other survivors to find and offer support and encouragement. Emphasis in this space is around healing and practicing self-care in community with others. Advocates are also available to help individuals interested in privately discussing resources or needing support during the event.
- **Denim Day:** The last Wednesday every April, the Student Support and Advocacy Center, along with the George Mason University Community, joins the national organization Peace Over Violence to host a day long event called Denim Day. This campaign began in 1992 when a rapist's conviction was overturned on appeal in Rome, Italy. The judge announced that the victim's jeans were so tight, she had to assist the rapist in removing them and that indicated legal "consent." Women in the Italian Parliament wore jeans and carried signs in protest, and the California legislature brought this issue to the United States. Since then, Denim Day has been an opportunity to remind the community that clothing choices do not communicate consent to any sexual contact. SSAC has hosted a variety of Denim Day events and passive programs encouraging the Mason community to get involved and to learn more about ending victim blaming.

Training

The university provides training to students and employees to ensure they understand this policy and the topics and issues related to maintaining an education and employment environment free from harassment and discrimination.

- **EverFi Preventing Sexual Assault Online Training:** This is an online training offered to all new students at George Mason University about consent, sexual and interpersonal violence, resources such as the Student Support and Advocacy Center, GMU Police, and Compliance Diversity and Ethics.
- **AnyOne Can Step UP!** The Step UP! program is designed to help students learn strategies and techniques to intervene both directly and indirectly in emergency and non-emergency situations. The program contains support materials to address a wide range of issues, including academic integrity, alcohol abuse, anger, depression, discrimination, disordered eating, gambling, hazing, relationship abuse, and sexual assault.
- **Student Support and Advocacy Center Workshops:** SSAC offers a variety of free workshops for the Mason community. Workshops include Healthy Boundaries and gmU, Healthy Relationship Celebration, Supporting Survivors and Responding to Disclosures Faculty and Staff training, Supporting Survivors and Responding to Disclosures student training, and Alcohol and You. Students, staff, faculty, and community members can request workshops for 30-90 minutes for their class, the student organization, department, or other group. Community members may also complete the workshops when open to the entire community.
- **Compliance, Diversity and Ethics (CDE):** offers a variety of learning opportunities to help

employees develop professional skills and meet personal goals. Managers, supervisors, faculty, deans and department heads are responsible for informing employees who are under their direction or supervision of Mason's policies prohibiting discrimination, harassment and retaliation. All employees are required to complete a training session on Sexual Harassment Prevention and Equal Opportunity annually. The Title IX staff also provides in-person education to student groups on GMU's sexual and interpersonal misconduct policy, affirmative consent, on- and off-campus support resources, and reporting options.

In addition, CDE offers training on Ethics, Diversity and Cultural Awareness, Affirmative Action, ADA and custom training. CDE offers a regular schedule of training sessions. If you don't see training on the topic you need, request a Custom Training session, and we'll set one up.

Visit <https://diversity.gmu.edu/training/register-training-session> for more information.