

Appendix E: Training, Prevention and Awareness Programs

Programs to Prevent Sexual Violence

Mason prohibits sexual violence, which includes the crimes of dating violence, domestic violence, sexual assault, and stalking. Mason is committed to increasing the awareness of and preventing sexual violence. All incoming students and new employees are provided with programming and strategies intended to prevent rape, acquaintance rape, sexual assault, domestic violence, dating violence, and stalking before it occurs.

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 perpetration.

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 dating violence, domestic violence, sexual assault, 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 dating violence, domestic violence, sexual assault, 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. These programs include:

- **Turn off the Violence:** Each October since 1997, the Student Support and Advocacy Center (SSAC—formerly Wellness, Alcohol, and Violence Education and Services) has sponsored a week dedicated to helping the Mason community work to end violence against women and honor its victims. The week brings awareness of sexual violence and dating/partner violence to campus. Turn Off the Violence Week events include the Clothesline Project and Mason's annual Take Back the Night rally.
- **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 can decorate shirts to honor victims and break the silence surrounding these crimes. The Clothesline is an educational tool for the community, a healing tool for survivors, and a reminder to victims that they are not alone. By designing a shirt, survivors and their supporters gain a voice and promote healing. The project is especially eye-opening for those who have never thought about sexual violence and dating/partner violence and its occurrence on Mason's campuses.
- **The White Ribbon Campaign:** In 1991, a handful of Canadian men started The White Ribbon Campaign to encourage men to work to end violence against women. The campaign and its efforts to educate men and boys have spread globally. By wearing a white ribbon, men visibly demonstrate their pledge to "never commit, condone, or remain silent about violence against women and girls."

Through events and education, the campaign encourages men to respect women and act as role models for their peers and future generations. The White Ribbon Campaign at Mason occurs each fall during Turn off the Violence Week. White ribbons are given out with attached information promoting awareness among men on the Mason campus. This campaign enlists the support of fraternities, student athletes, and other groups to raise awareness of the impact men can have on stopping violence.

- **Fear 2 Freedom:** Mason assembles hundreds of “Fear 2 Freedom” (F2F) after-care kits, provided as an essential element to healing for those affected by sexual assault, child abuse, domestic violence, or sex trafficking. The F2F kits are distributed to Mason’s Student Health Services and SSAC, and to local hospitals in Fairfax and Prince William counties. F2F is a global nonprofit dedicated to redeeming and restoring the lives of those affected by sexual assault, bringing them hope and healing. The goal is to raise awareness of sexual abuse, bring change through vigilance, and healing through compassion.

- **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. Survivors of recent or previous sexual abuse, sexual assault, or intimate partner violence are welcome to find and offer support and encouragement. In this supportive and safe setting, participants can explore the impact their victimization has had on their lives by relating with others who have experienced similar traumas. Counselors and advocates are also available to help individuals interested in privately discussing an incident or working through any difficulties. Survivor Space takes place in the fall.

- **Intimate Partner Violence Panel Discussion:** In October 2014, Women and Gender Studies hosted an intimate partner violence panel discussion with survivors and professionals who work with abusers.

- **The Goddess Diaries:** The Goddess Diaries is an ensemble performance of personal narratives of women’s lives—some funny, some heartbreaking—interspersed with music and dance. The Goddess Diaries raises awareness of women’s issues and is a fundraising vehicle for women-based charities. Proceeds of the show benefit the Women and Gender Studies Program at Mason. Ticket information is provided each fall.

- **Denim Day:** Every April, SSAC hosts a Denim Day event drawing attention to sexual assault and educating the Mason community that it is NEVER the fault of the victim. 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 constituted

“consent.” Women in the Italian Parliament wore jeans and carried signs in protest, and the California legislature brought this issue home. 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, most recently a fashion show in Mason’s largest food court.

- **Red Flag Campaign/Red Zone:** The Red Flag Campaign helps students identify “red flags” for dating violence in relationships and encourages them to intervene or get support. The Red Flag Campaign is the result of the combined work of students, faculty, and victim advocates, and is a project of the Virginia Sexual and Domestic Violence Action Alliance. SSAC brought it to Mason during the official statewide launch in 2007. Currently, SSAC distributes “bouquets” of red flags to offices and departments across campus during the “Red Zone” period—the first six weeks of the academic year when students, especially freshmen and sophomores, are particularly at risk for sexual assault. These vases of flags include information about this at-risk time, and contact information for SSAC, where students and others can speak to confidential advocates or get additional information about sexual and dating/ domestic violence.

- **Student Programs/Workshops:** SSAC offers a variety of free programming options to Mason that are frequently used by professors of freshmen, by the Honors College, and by various on-campus organizations. Topics include bystander intervention, sexual assault, healthy relationships, stalking, relationship violence, and consent (with or without an alcohol component).

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.

- **Campus Clarity:** Think About It is an ongoing online substance and sexual abuse training program that prepares students to confront and prevent serious campus problems. Our program delivers Title IX and Campus SaVE Act training with a nonjudgmental approach to effectively reach students. It is offered to all freshmen and transfer students. Contact SSAC for more information about any upcoming programs to prevent sexual violence at Mason. Call 703-993-3686 or visit ssac.gmu.edu

- **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.

- **Emerge:** Emerge is a training program hosted by SSAC that prepares members of the Mason community to respond to survivors of sexual and relationship violence and to create a network of faculty, staff, and students dedicated to supporting survivors.

- **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 session on Sexual Harassment Prevention and Equal Opportunity annually.

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>