

## **Request for New Resources**

### State Requirement:

In September 2022, California passed Assembly Bill 2683, which amended Section 67385.7 of the California Education Code and requires all California Community Colleges, beginning on September 1, 2024, and each year thereafter, to annually train students on sexual violence and sexual harassment. The training must include the following topics:

- (1) Common facts and myths about the causes of sexual violence and sexual harassment.
- (2) What constitutes sexual violence and sexual harassment, including information on how to file internal administrative complaints with the institution of higher education and how to file criminal charges with local law enforcement officials.
- (3) The availability of, and contact information for, campus and community resources for students who are victims of sexual violence and sexual harassment.
- (4) Methods of encouraging peer support for victims and the imposition of sanctions on offenders.
- (5) Information regarding campus, criminal, and civil consequences of committing acts of sexual violence and sexual harassment.
- (6) The contact information of a Title IX coordinator or a similar position.
- (7) Statistics on the prevalence of sexual harassment and sexual violence in the educational setting, and the differing rates at which students experience sexual harassment and sexual assault in the educational setting based on their race, sexual orientation, disability, gender, and gender identity.

### Current Resources Allocated to Sexual Harassment Prevention Training:

Sexual harassment prevention training for employees is required, by law, for all employees every two years. One manager and one Coordinator, Project/Programs responsible for sexual harassment prevention efforts as one duty among many other responsibilities were able to train over 1,200 employees at Mt. SAC in 2022, through a combination of online training and in-person training sessions.

Over 50,000 students attend Mt. SAC annually. Mt. SAC offers sexual harassment and sexual violence prevention training to all students in an online format. Participation is voluntary, and only 0.06% of students voluntarily complete the training annually. Sexual harassment prevention training is also offered in-person to student groups such as athletes, student clubs, student programs, and Associated Students as requested; however, this also only accounts for a small percentage (<0.02%) of students who complete the training. Current staffing levels are not sufficient to successfully train 50,000 students annually and maintain compliance with California law.

### Requested Resources:

Human Resources will leverage an online sexual harassment and sexual violence prevention training platform to train students while also offering training in-person. Coordinating training for Mt. SAC's

large population of students will require the dedicated attention of a team to achieve the goal of training all students annually. All students will not be reached solely through an online format. The proposed staff will be led by an HR Analyst. The HR Analyst will lead five Coordinators who will develop, communicate, facilitate, track, and evaluate approximately 1,000 in-person sexual harassment and sexual violence prevention training sessions in-person annually, while also overseeing, tracking, and supporting students through online training options. Human Resources will partner with various student equity and interest groups through Student Services to develop specialized in-person training tailored to each unique audience.

#### Impact and Prevalence of Sexual Harassment and Sexual Violence on College Students:

Studies show that one in five women experience attempted or completed sexual assault during her college years. College men also experience sexual assault. In a 2007 study, it was noted that more than 6% of men experienced attempted or completed sexual assault in college.<sup>1</sup> Sexual violence has an impact on academic success; in the aftermath of sexual violence, individuals may experience cognitive impairment reducing the ability to concentrate, organize a set of facts, or remember details. Depression or anxiety may diminish the energy an individual has to commit to academic work or decrease their ability to engage with other students due to social anxiety, shame, or embarrassment. There is also evidence that victimized individuals may turn to substance abuse as a coping mechanism.<sup>2</sup> Therefore, it is imperative that Mt. SAC strengthen its sexual harassment and sexual assault prevention efforts to increase student success.

#### Evidence-Based Strategies to Prevent Sexual Harassment and Sexual Violence:

Research suggests that sexual harassment training programs may be useful in leading people to be more sensitive to the issue of sexual harassment.<sup>3</sup> Teaching skills to prevent sexual violence is an evidence-based strategy to reduce sexual violence.<sup>4</sup> In addition, a comprehensive campus sexual violence prevention effort includes building prevention infrastructure that includes dedicated prevention staff, standardized training of students and employees, and multi-disciplinary collaboration across campus.<sup>5</sup> For all these reasons, we propose that 1 HR Analyst and 5 Coordinator positions be approved and filled to support Mt. SAC's effort to meet state compliance requirements, and sexual harassment and sexual violence prevention efforts.

#### COSTS:

The projected annual cost of one HR Analyst including salary and benefits at 100% FTE is \$154,826.

---

<sup>1</sup> Krebs, C.P., Lindquist, C.H., Warner, T.D., Fisher, B.S., & Martin, S.L. (2007). The Campus Sexual Assault (CSA) Study. Washington, DC: National Institute of Justice, U.S. Department of Justice.

<sup>2</sup> Jordan CE, Combs JL, Smith GT. An Exploration of Sexual Victimization and Academic Performance Among College Women. *Trauma Violence Abuse*. 2014 Jul;15(3):191-200. doi: 10.1177/1524838014520637. Epub 2014 Jan 22. PMID: 24452765.

<sup>3</sup> Antecol. (2003). Does sexual harassment training change attitudes? A view from the federal level. *Social Science Quarterly*, 84(4). <https://doi.org/10.1046/j.0038-4941.2003.08404001.x>

<sup>4</sup> Basile, K.C., DeGue, S., Jones, K., Freire, K., Dills, J., Smith, S.G., Raiford, J.L. (2016). STOP SV: A Technical Package to Prevent Sexual Violence. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention. <https://www.cdc.gov/violenceprevention/pdf/sv-prevention-technical-package.pdf>

<sup>5</sup> Dills J, Fowler D, Payne G. Sexual violence on campus : strategies for prevention. National Center for Injury Prevention and Control (U.S.). Division of Violence Prevention. November 2016. <https://stacks.cdc.gov/view/cdc/43899>

The projected annual cost of each Coordinator, Project/Program including salary and benefits at 100% FTE is \$112,793. Therefore, five funded positions would total \$563,965 annually.

The total cost of a team of one HR Analyst and five Coordinators at 100% FTE is \$718,791 annually.