

2023 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

University of California, Irvine

Preparing for Inclusive Field Practices

Relevant Rubric Area(s):

Leadership Education and Skill Development; Audience-specific anti-sexual harassment education; Prevention Program or Toolkits; Confidential Resources and Support; ; Addressing Gender Harassment and Other Harmful Behaviors;

Description of Work:

UCI Campus

In Winter 2023, the Office of Equal Opportunity and Diversity (OEOD)/Title IX and leadership of the UCI Environmental Collaboratory partnered to create a three-hour training tailored for faculty members and remote field trip leaders, *Preparing for Inclusive Field Practices*. This training was modeled after UCI's full-day workshop for graduate students and is designed to support field trip leaders to think critically about the unique challenges of working in remote locations and to assist in preventing and responding to discrimination, sexual harassment, and sexual violence in field settings. The training is focused on assisting field trip leaders to create safe and inclusive environments for all researchers and covers topics such as discrimination and microaggressions, sexual harassment and sexual violence prevention and response, campus resources, and reporting processes. The training uses lecture sections, full group discussions, and small group breakout scenarios. Similar to the student training, this training is facilitated by faculty and also staff from OEOD/Title IX and CARE (Campus Assault Resource and Education Office) and includes evaluations to assess participant learning and retention, identify strengths and weaknesses, and provide recommendations for program improvement.

In April 2023, UCI established a forensic exam site. The forensic exam site provides a safe, confidential, and private space for affiliates (students, staff, and faculty) of UC Irvine to access forensic exams (for both sexual assault and domestic abuse) locally. This site reduces barriers to accessing evidence collection, option preservation and health care as the previous, and only, forensic exam site is located at Anaheim Regional posing transportation and time barriers. The services provided are at no cost to survivors and are coordinated through already existing county protocols and relationships. UCI established this site through a multi-year collaborative partnership with UCI CARE, OEOD/Title IX, UCI Police Department, Student Health Center, Risk Services, along with community partners in forensic nursing, county advocates, and the district attorney's office.

UCI School of Medicine and UCI Health

In partnership with leaders in the School of Medicine and UCI Health, OEOD participated in a cross-disciplinary workgroup that developed a new policy to address the growing concern of disrespectful and discriminatory conduct by patients directed at health providers. The policy, entitled

2023 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

Management of Patient Discriminatory Conduct and Reassignment Requests, follows a bystander intervention model to name disrespectful behavior, intervene, support colleagues who have experienced discriminatory behavior, and report incidents. The workgroup consisted of both staff and faculty including from the School of Medicine's Diversity Office, Internal Medicine, Family Medicine, OEOD/Title IX, and Human Resources. Throughout the Winter and Spring 2023, the workgroup provided in person training in partnership with Pure Praxis, an external live theater group, and reached over 400 participants including faculty, staff, and trainees from School of Medicine and UCI Health. Preliminary verbal feedback has been overwhelmingly positive. In the next few months, the group is adapting the in-person training to create an online training for ongoing training for all employees of UCI Health.

Additionally, OEOD together with members of Nurse Education and the School of Medicine have come together to create a Perinatal Communications Training to improve patient experience and reduce concerns of bias in patient care in Labor and Delivery. Using scenarios based on patient complaints and trends, nurses will engage in interactive training focused on the importance of compassionate and clear communication in difficult situations. Once created, this training should be easily modified for other departments and providers across UCI Health.

Further, the UCI CARE Office continues to provide trauma-informed training for second year medical students as part of their curriculum to teach trauma informed approaches to medicine and patient care.

Website for further information (if applicable): <https://www.oeod.uci.edu/resources/field-research.php>

Point of Contact Name: Sharon Block

Email Address for Point of Contact: sblock@uci.edu