



THE VALUE OF ONGOING TRAINING

USE THIS RESOURCE TO

PITCH THE VALUE OF ONGOING TRAINING TO YOUR COLLEGE OR UNIVERSITY ADMINISTRATION, TO ANYONE WHO YOU MAY NEED SUPPORT FROM TO ORGANIZE A TRAINING, OR ANYONE THAT MAY BE HELPFUL IN FUNDING PARTS OF A TRAINING.

LEGAL OBLIGATIONS - CLERY ACT

Ongoing training is required by the **Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act** (Clery Act):

- The Violence Against Women Reauthorization Act of 2013 (VAWA) includes amendments to the Clery Act. These changes require institutions to disclose statistics, policies and programs related to dating violence, domestic violence, sexual assault and stalking, among other changes. Specifically, these changes added or modified requirements related to:
- **PITCH:** Primary prevention is described above as including freshman orientation training, however "ongoing prevention" should include additional trainings for students and employees.
- **PITCH:** The Clery Act requires that all officials involved in response proceedings receive, at a minimum, a yearly training on the response to dating violence, domestic violence, sexual assault, and stalking specifically.

LEGAL OBLIGATIONS - VAWA

Ongoing training is required by the 2013 reauthorization of **VAWA**:

- VAWA now requires that institutional personnel receive specialized training on "how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability."
- **PITCH:** According to the Violence Against Women Act, any staff that is involved in the response of an assault is required to receive trauma-informed training.

THE IMPORTANCE OF ONGOING TRAINING

We know that we cannot learn everything from a one time, broad sexual assault prevention training during orientation. Ongoing training is essential to creating long-term change on your campus. It provides a higher rate of retention, morale and sense of loyalty. Increasing morale is critical in changing campus culture over time, as it can lead to a higher rate of participation in a community. Colleges and universities across the country must invest in ongoing and recurring training in sexual assault awareness and prevention that is effective and relevant to students.

STATISTICS

- 84% of employees at the companies on the Best Performing Organizations list by IBM, receive ongoing training in their field of work.
- 71% of the organizational leaders around the country identified human capital as the key source of sustainability in their organizations.
- Providing ongoing training can lead to a 22% faster rollout of new processes, rules, and information.

WHAT YOU CAN DO

If your school does not currently have ongoing prevention training throughout the year, ask for a meeting with the Title IX Office, or another decision-making/funding office (student health, victim services, office of diversity and inclusion, etc.) or group on your campus and talk with them about the value of having ongoing training for students and the entire campus community.