**August 30, 2018 Futures without violence – Chat transcript**

Gary Caldwell 2: Audio echo?

Susan Woods: i have clear ound no echo

Susan Woods: clear sound

CAROL SMITH: No echo for me either

Patricia Gotera - NCJFCJ Host: Hi Gary. It looksli ke you are logged on twice, which could explain the echo.

Patricia Gotera - NCJFCJ Host: Feel free to exit out of one of your browsers, and that echo should disappear for you!

Gary Caldwell 2: You are correct. The audio is now clear! Thank you.

Patricia Gotera - NCJFCJ Host: So glad that worked. You're welcome!

Gretta Gardner: 65% or 85% don't have policies?

Shirlene Smith: Shir Smith from Rape and Domestic Abuse Program, title is Incarcerated Victim Advocate in North Platte Ne

Lisa Ambrose: Lisa Ambrose Amani Community Services . Executive Director

Futures Without Violence Presenters: If you have questions at any point, plesae feel free to ask in the chatbox. Thank you!

Susan Woods: when was the EEOC study done?

Futures Without Violence Presenters: Susan, 2013. But we can double check and let you know

Susan Woods: thank you!

Futures Without Violence Presenters: Susan, it's actually 2016

Sarah G: https://www.eeoc.gov/eeoc/task\_force/harassment/

Susan Woods: ih good i was looking for a more recent study

Susan Woods: got it - thank you!

Gary Caldwell: FROM LIBERTY TO CAPTIVITY is a documentary on sex-trafficking that was just comlpeted by Do What's Wright Production Company. Here is the 3 minute trailer: https://www.youtube.com/watch?v=B3icZSqlAfM ! Please follow us on Facebook for up-to-date information on the film tour.

Sarah G: https://hbr.org/2017/11/the-insidious-economic-impact-of-sexual-harassment

Sarah G: Harvard Business Review Study

Sarah G: 80% stat: http://journals.sagepub.com/doi/full/10.1177/0891243217704631

Susan Woods: excellent!

Sarah G: https://workinprogress.oowsection.org/2017/08/17/the-cost-of-sexual-harassment/

Rebecca Swofford: What type of company/sector is this monetary figure connected to?

Sarah G: 9x more likely to quit (very old): https://books.google.com/books?id=jcZ1AwAAQBAJ&pg=PA49&lpg=PA49&dq=%22national+council+for+research+on+women%22+nine+times+more+likely+to+quit&source=bl&ots=qGe69ziSiZ&sig=YMgSTBzbrKE47cmQPPs5VxJxvug&hl=en&sa=X&ved=2ahUKEwiBpNrepPzcAhVBFjQIHdXKDUMQ6AEwAHoECAEQAQ#v=onepage&q=%22national%20council%20for%20research%20on%20women%22%20nine%20times%20more%20likely%20to%20quit&f=false

Sarah G: Rebecca, I willl need to double check and follow up with you on the specific industries.

Rebecca Swofford: Thanks!

Sarah G: $6.7M: https://www.upi.com/Archives/1988/11/22/Survey-shows-sexual-harassment-in-Fortune-500-Companies/5490596178000/

Sarah G: again, some of these are very old and limited

Camille Chapman: hopefully new studies being done with renewed interest.

SALAMAWIT BERHANE: how to encourge employee to file a compalin against a co-worker. She is afraid from her employeer and co-workers .

Rebecca Swofford: Given the recent push around this, do you know if anyone is working on more up to date research on these kind of statistics?

Susan Woods: I am currently researching thid issue and I am finding mostly older reserach so this is very helpful!

Susan Woods: Julie Owens in Charlotte does a great deal of this research

Sarah G: Rebecca, there are a couple of organizations doing new research including the Cornell Worker Institute and Institute for Women's Policy Research. I would also suggest connecting with Heather McLaughlin who is doing a lot of research in there area. She is in Oklahoma.

Sarah G: We also have a number of studies available at www.workplacesrespond.org

Susan Woods: https://www.domesticviolenceexpert.org/ Julie's website

Rebecca Swofford: Great! Thanks, y'all!

Lisa Ambrose: Do you have a survey for staff regarding sexual harrasment

Sarah G: Lisa, I will be sharing some tools and resources later in the presentation that can help in terms of surveying staff on sexual harassment

Alicia Brav: Can someone please include all of these references in the chat as a supplemental material that can be shared with attendees post-webinar? These are great resources in addition to the training.

Futures Without Violence Presenters: Alicia, yes we can do that in the follow-up e-mail.

Susan Woods: fantastic!

Alicia Brav: Perfect, thank you!

Candice Wilkie: Excellent! I was about to ask the same question. Lots of great resources have been offered!

SALAMAWIT BERHANE: Thank you these are great and helpful ideas.

Futures Without Violence Presenters: Glad to hear it!

Shirlene Smith: Zero Tolerance.

Shirlene Smith: We have the policies in individual folders for each employee.

Susan Woods: Very useful!

Susan Woods: start be believing

Susan Woods: by

Grace Nava: Not punitive to the victims

Claudia Thompson: not victim blaming

LaTrece Bradley: This is very useful

Caitlin Shea: give the victim choice and power in how they would like to respond

Chelce Carter: Provide a space for them to choose how they would like the situation to be handled

Melissa Echerd: Acess to resources and support

sandra molinari: listening to survivor's choices and decisiions

Reta Griffith: believing the survivor

Laura Troy: Putting the concerns of the victim/survivor first

Gretta Gardner: victim autonomy

Susan McKinnis: The person needing help receives it without restriction

Chelsey Stewart: providing emotional support and guidance

Lisa Girouard: to take into consideration the victims right to self-determination

Allyse Russell: Easy to use and access without fear of punitive action

Suzy Day: " "

Ashley Lowe: focused on the impact on the person experiencing the situation

Marla Goldstein: Using evidence based practices to highlight victims/survivors safety and honest words of how to resolve this issue

Joelle Piercy: gives them a say in next steps, is not retraumatizing

SALAMAWIT BERHANE: Listening to the victim and hearing them more than talking over them

Linda McCracken: respect their decisions

Anna Tsang: policies that allow victim's voice to be heard

Candice Wilkie: to empower the victim

Ashley Bichard: listening to the survivor

Gary Caldwell: empowerment

Elizabeth Newman: Allowing the person who was the subject of harassment/violence to identify the outcome that they would like

Gabriela Lopez: having a policy that offers a safe place for victims to disclose as well as keeping vicitm safety in mind

Meg Wallace: supportive/believing of victims, giving them decision making abilities, and not being punitive to them

Janice Craft: Providing options

Chelce Carter: Involved the victim in all stages of the process so they know what's happening

Nicole Lichtenberg: it means that the policy is framed around putting the victim in a position of power/agency instead of focusing the power/agency on the perpetrator.

Julie Baker: meet the individual where they are and not victim blame

Maria Paton: Trauma informed, giving multiple options to victim in how their case moves forward.

Melinda Manning: REduces barriers to reporting

Tina Nappi: Transparency, informed consent

Virginia Perez-Ortega: work with them from where they are

CAROL SMITH: A policy where the victim is not revictimized through the process

Kate Lawler: survivor is in the driver's seat

Alicia Brav: Victim-centered practices that attempt to minimize retraumatizing a victim/survivor, while promoting autonomy and access to services

Ashley Slaff: created from the perspective of the victim with the employers perspectives considered second

Matthew Ricke: understanding how trauma informs and impacts parties throughout the process

Jessi Corcoran: It is focused on PERPETRATOR behavior

Shirlene Smith: It addresses each individual and is focused on the person that is the victim, no judgements are made.

Norma MEndoza: Give the victim the choice to select the services they want to receive and give them the power of decision

Rebecca Swofford: Focused on the best interests of the individual, focused on empowerment/self determination, flexibility and options

Diana Garcia: to be mindul of being able to support a victim in caring way

Elyse McConnell: Supporting the client in whatever decision she/he makes, and offering them their options and the information needed to make a well-informed decision :)

lisa RIVERA: safe place to discuss and meeting where they are.

Kayli Helvie: compassionate responses

Chris Kosakowski: The process will follow the victim's needs and wants, rather than focusing on the accused and not making decisions without them

Vickie Flanagan: Not having a preformed biased opinion. Focussing on his or her needs. Believing.

Devin Cho: To provide an opportunity to create agency.

Amy Lauricella: ensure survivor is informed of investigation results and mechanisms put in place to start challenging the environment that gave rise to the harassment/abuse

Martha Alvarado: The person's values and perspectives are the important

Jean Pettaway: policy written around the victim. Victim frist

Catherine Wehrman: allowing victim to be empowered throughout process

lisa RIVERA: clear understanding of the process

Shirlene Smith: None biased group of people to review.

Suryani Capps: Well being of victims is the priority

Andrea Johnson: Holistic empowerment to the victim and include wrap around services

William LILEY: enables people whove experienced assault to more effectvively function grow and be safer at work

Chelce Carter: having resources available so they can get support from other places

Jean Fei: give survivor choices and empower them

Chelce Carter: if they want to

Socorra Freyre: Reducing theeffects of the victimization

Matthew Ricke: offering remedial and protective measures regardless of if the individual wants an investigation

LaTrece Bradley: reducing barriers

Shirlene Smith: Employees of sexual harrasment will be treated as equally as the victims that walk through the door of our program

Melissa Echerd: Where would we find that video within the workplaces respond website

Shirlene Smith: We are allowed to contact the Board Members and make a complaint if needed.

Ana R. Munoz Ensignia: its very important to know limits of this policy for exemple cover inside and parkiing lote of building

Susan Woods: This is very similiar to my company's policy - too complicated in my opinion

CAROL SMITH: marker went crazy

Abigail Hefflinger: choice of who can be reported to

Megan Rosenfeld: employee's comfort in who to disclose to

Blair Leedy: employees comfort level

Tina Nappi: options

Jennifer Goddard: Important that they respond in a timely manner

Gary Caldwell: I cannot read it now. haha!

Stephanie Prisco-Buxbaum: The statements focused on what was best for the employee who was being hrassed

Henry Brutus: no law enforcement involvement?

Camille Chapman: immediate investigation.

Nicole Lichtenberg: "if the employee is comfortable" only time they gave victim choice

LaTrece Bradley: options

David River 2: voluntary

Susan McKinnis: I like the encouraged to report - not required

CAROL SMITH: choices in who to report to

William LILEY: he/she , my hunch is this has led to very few reports

Reta Griffith: immediate investigation means that it will happen soon and not just lay on a desk

Rebekah Whitney: It clearly outlines what could happen if something is reported

Camille Chapman: encouraged to report

Mona Cedillo: Employees are encouraged to report.

Maria Paton: "encouraged"

YVETTE Costa: Options on who to reprt to

Janet Hill: What does timely mannner mean?

Linda McCracken: 'encouraged'- provides them the opportunity to do so- their decicion. Not saying'must'

Socorra Freyre: going to the board attorney is a great idea.

Grace Nava: timely maner to ensure no further hurt to the victim

Melinda Manning: recognized that victims may not be comfortable going to their supervisor

Melissa Echerd: employee chooses who to report to

Shirlene Smith: Timely manner, board Attorney can be reported to

Camille Chapman: otions of who to report to

Nicole Isa-Iijima: options of who to report to

Suryani Capps: Provided different reporting options

Andrea Johnson: The encouragement to report. And the support is clear

Devin Cho: It addresses comfort levels and also includes different options on who to report to

Tremaine Palmer: reporting options

Mona Cedillo: Appropriate and disciplinary action WILL be taken.

Maria Paton: timely manner not defined

Camille Chapman: I cant read it any longer

Melinda Manning: Need definitions!

Dayna Swartz: I can't read it

Matthew Ricke: reprting to the Board attorney?

Caitlin Shea: alleged acts

Dayna Swartz: sorry

Chelce Carter: I would change he/she to they, just so it isn't in the binary

Mona Cedillo: Timely manner

Deborah Clubb: " a timely manner" way too vague

Lisa Girouard: i really dislike the word ALLEGED

Caitlin Shea: timely manner

Melissa Echerd: alleged acts, including specifics

Megan Rosenfeld: most staff wont know who the board attorney is

Grace Nava: insteda of "timely manner" give an specific number of days

Henry Brutus: specific timeline to report

Suryani Capps: Define timely manner

Melinda Manning: Need more explantion as to what the investigation will look like

Henry Brutus: consequences for not reporting

Rebecca Swofford: The expectation that an individual report in a timely manner is problematic from a trauma informed perspective- trauma makes it hard to move forward and feel safe moving forward. Who defines "timely"? If it isn't "timely" is it seen as invalid?

YVETTE Costa: timely manner?? how much time is that??

Dayna Swartz: I agree about the timely manner section

Reta Griffith: alleged act -- already not believing

Ana R. Munoz Ensignia: what kindd the acction?

Dora Dowell 2: Lots of crossouts...

Suryani Capps: not all Boards have Board attorney

Shirlene Smith: Where it says alleged, it shouldn't be alleged. It should be considered true until proving guilty.

Henry Brutus: involvement of law enformcement if serious enough

Laura Troy: This policy seems more EMPLOYER centered, not victim/survivor-oriented "any employee who BELIEVES ... define effective/timely ...

Nicole Lichtenberg: it is bad that all of the onus is placed on the victim. it should say "anyone that observes or suspects or whatever.

William LILEY: who can be confident that response will be effective

Elyse McConnell: I think the "he/she" is limiting, it should be "he/she/they"?

Dayna Swartz: it should define a time frame

Chelce Carter: work site implies it only covers what happens at work, not necesarily at a site off the campus

Courtney Lauria: Not everyone has the handbook handy, and when a person is conflicted or upset, they may be unsure who to go to. It would be nice to have the Human Resource Officer be the "touch stone"

Lisa Girouard: what if there is no "evidence"

Elizabeth Newman: at the work site or as a result of employment is too narrow

Joelle Piercy: who will investigate? will target be given the choice?

Maria Paton: passive voice around victim - "has been the victim of"

Nicole Lichtenberg: this is very liability-based.

Vickie Flanagan: investigation...evidence, not believing

Chris Kosakowski: I would not say a specific number of days....? Timely manner seems appropriate to me.

Nicole Lichtenberg: no mention of retaliation

Laura Troy: Any employee who has been victimized is likely to already be intimidated - involvement of EXECUTIVES and ATTORNEYS could shut them down even further

Kate Lawler: does not make a statement that workplace has a commitment to be free of harassment, violence, etc.

Laura Troy: What is appropirate disciplinary action?

Melinda Manning: No interim measures

Laura Troy: No protection from retaliation is mentioned

Rebecca Swofford: Also the HR intervention is VERY complicated for folks who are in a state of trauma. It also gives no flexibility for an employees individual comfort and relationships

Chris Kosakowski: if someone wants to come forward a year after something happens because they know that it is happening to someone else, that should still be allowed

Nicole Lichtenberg: I liked the drawing activity!!

Ana R. Munoz Ensignia: whenshould the police can envolved

Sarah G: www.workplacesrespond.org

Gary Caldwell: FROM LIBERTY TO CAPTIVITY is a documentary on sex-trafficking that was just comlpeted by Do What's Wright Production Company. Here is the 3 minute trailer: https://www.youtube.com/watch?v=B3icZSqlAfM ! Please follow us on Facebook for up-to-date information on the film tour.

Alicia Brav: When will the recording be made available? I would like to share the recording and resources within my networks.

Blair Leedy: Do you have examples of GBV workplace scenarios that can be used for training purposes?

Blair Leedy: SA or IPV survivors and the workplace scenarios

Futures Without Violence Presenters: Alicia- we should e-mail this out to all participants within a week or so. It will also be available on our webiste

Futures Without Violence Presenters: website\*

Futures Without Violence Presenters: https://www.futureswithoutviolence.org/resources-events/webinars/

Futures Without Violence Presenters: Blair, if you check out the model workplace trainings, you should be able to find some examples as requested.

Futures Without Violence Presenters: the virtual employee resource should also give you scenario ideas, as well the supervisor video

LaTrece Bradley: question will we be given certifactes for participating in todays webinar?

Blair Leedy: Thank you!

Susan Woods: excellent! thank you!

Futures Without Violence Presenters: LaTrece, you can request a certificate when you complete the webinar

LaTrece Bradley: THANK YOU SO MUCH

Jennifer Goddard: Great use of an hour! Thanks for resources!

Futures Without Violence Presenters: webinar evaluation

SALAMAWIT BERHANE: Fantastic, did not know there is so much resources out there, thank you for sharing them with us.

Younghee Overly: This was great and thank you

Deborah Clubb: excellent -- thank you!

Grace Nava: Thank You!

Alicia Brav: Very useful information. Thank you for your dedication to this topic

Tina Nappi: Thank you!

Norma MEndoza: Thanks so much!

Jean Pettaway: Thank you

Lisa Girouard: great info! thanks so much for what you all do every day!

Amy Lauricella: Thank you!

Megan Rosenfeld: thanks, patricia and futures!

CAROL SMITH: Is there a completion certificate?

Arianna Reyes Chanto: thank you!

William LILEY: thanks

Jose Marez: Thank you