SEXUAL MISCONDUCT CASE TOOLKIT

A menu of options (along with suggested time ranges) is available for selection to target your university's specific needs and priorities.

KNOWLEDGE-BASED TRAINING

Overview of forms of violence & abuse
A summary of types of abuse and highlighting their often interconnected nature. (30 mins)

Major forms of abuse in detail
Providing leading-edge evidence from scholarly research to identify challenges in case reporting, investigation, and attribution. Select from:

Sexual assault
(30-60 mins)

Sexual harassment
(15-60 mins)

Dating abuse
(30-60 mins)

Stalking
(30-45 mins)

Strangulation & coercive control
(30-45 mins)

Principles of Case Management & Investigation
Build a solid foundation for effective case management and investigation for sexual misconduct (60 mins)

Perpetrator strategies
Identifying common strategies used to increase victim vulnerabilities, gain power, deny culpability, and otherwise manipulate victims and others. (45-75 mins)

Neurobiology of trauma
Fear activation's impact on brain functions, the flight-fight-freeze-or fawn responses, potential for dissociation, and memory. (75-120 mins)

Trauma-informed approaches
Tips on science-led interviewing techniques and processes to elicit better information and reduce the potential for re-traumatisation. (60-120 mins)

Memory
Science-led knowledge on the processes of memory and ways memory can be positively or negatively impacted, such as by trauma or other influences. (60-75 mins)

Navigating consent
Outlining a step-by-step approach to determining if consent was given and considering difficult factual scenarios (e.g., alcohol, prior consensual sex). (60-90 mins)

Identifying and confronting bias
Addressing common forms of conscious/ unconscious bias, rape myths, and tips for minimising the impact on decision-making. (45-75 mins)

The UK Student Culture
Informing on contexts relevant to sexual misconduct, such as the hook-up culture, lad culture, navigating maturity/adulthood, alcohol/drugs, and different cultural backgrounds. (60 mins)

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APPLY KNOWLEDGE TO SKILLS

First time disclosures
Outlining confirmed methods to overcoming barriers to disclosure and considering student welfare in the process. (30 mins)

Weighing evidence and decision-making
Identifying key steps to overcome obstacles to informed decision-making, presenting research-based methods in assessing credibility, and adopting techniques to strengthen perceived fairness in the process by all parties. (45-75 mins)

Secondary trauma
Identifying how a party's trauma might transfer to professionals working on difficult cases, identifying best practices in mitigating their impacts. (30 mins)
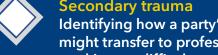
Engaging an expert witness
Understand when drawing on subject matter expertise may inform difficult cases to aid investigations and improve decision-making. (20-30 mins)

Investigations – TEST mindset
Training, Evaluate, Synthesize, Take into account unique circumstances. Exploring research-informed strategies to improve the quality of information elicited from interviewees and introducing cognitive interview skills. (60-75 mins)

Risk and needs assessment
Covers the basic principles of risk and needs assessment and fundamentals about what clues indicate that a team-based risk and needs review should be started in a particular case (60 mins)

PRACTICING SKILLS

Consent
Group-work to practice analysis and decision-making using a case hypothetical to determine if consent was given and articulate reasons. (60-75 mins)

Interviewing skills
Practise in a safe environment question sets for parties and witnesses, including trauma-informed strategies, with feedback and tips for improvement. (90-120 mins)

Secondary trauma
Group-work to improve organizational practices on mitigating secondary trauma for oneself and other team members. (60 mins)

Bias
Group-work on identifying and minimising biases within oneself and challenging—in nonconfrontational ways—biases displayed by other team members. (60-75 mins)

Reflections lab
Team members brainstorm on past case successes and challenges to identify needs for improvement and best practice lessons to improve student experiences with the complaint process. (90-120 mins)

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