

Sexual Misconduct Prevention & Response

Applying national best practices to the
intimate work of outdoor education

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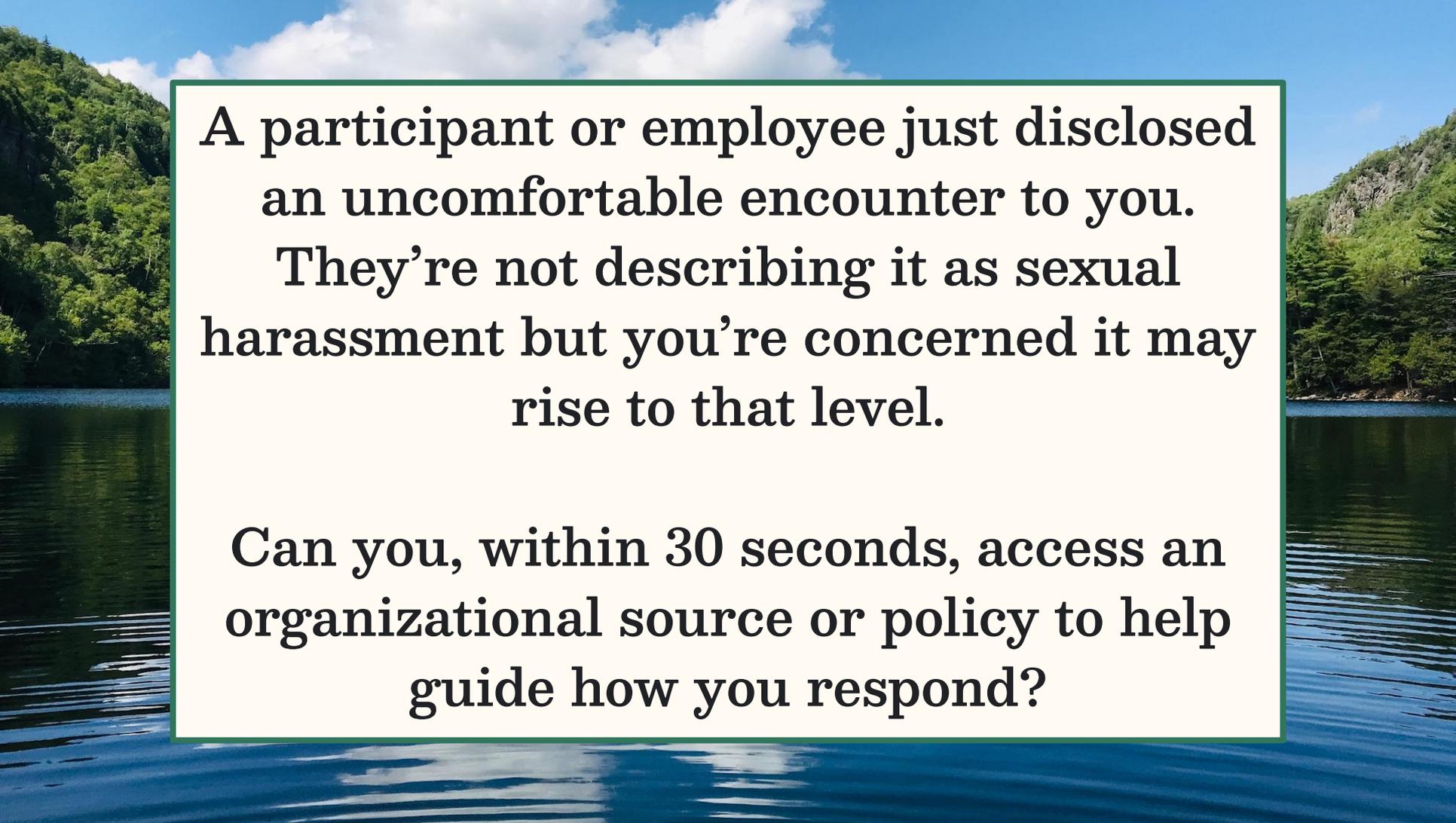
Deirdre Loftus

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A program is beginning this week and employees are seeking materials to discuss boundaries and expectations with participants.

Do they have materials and language available to use about...

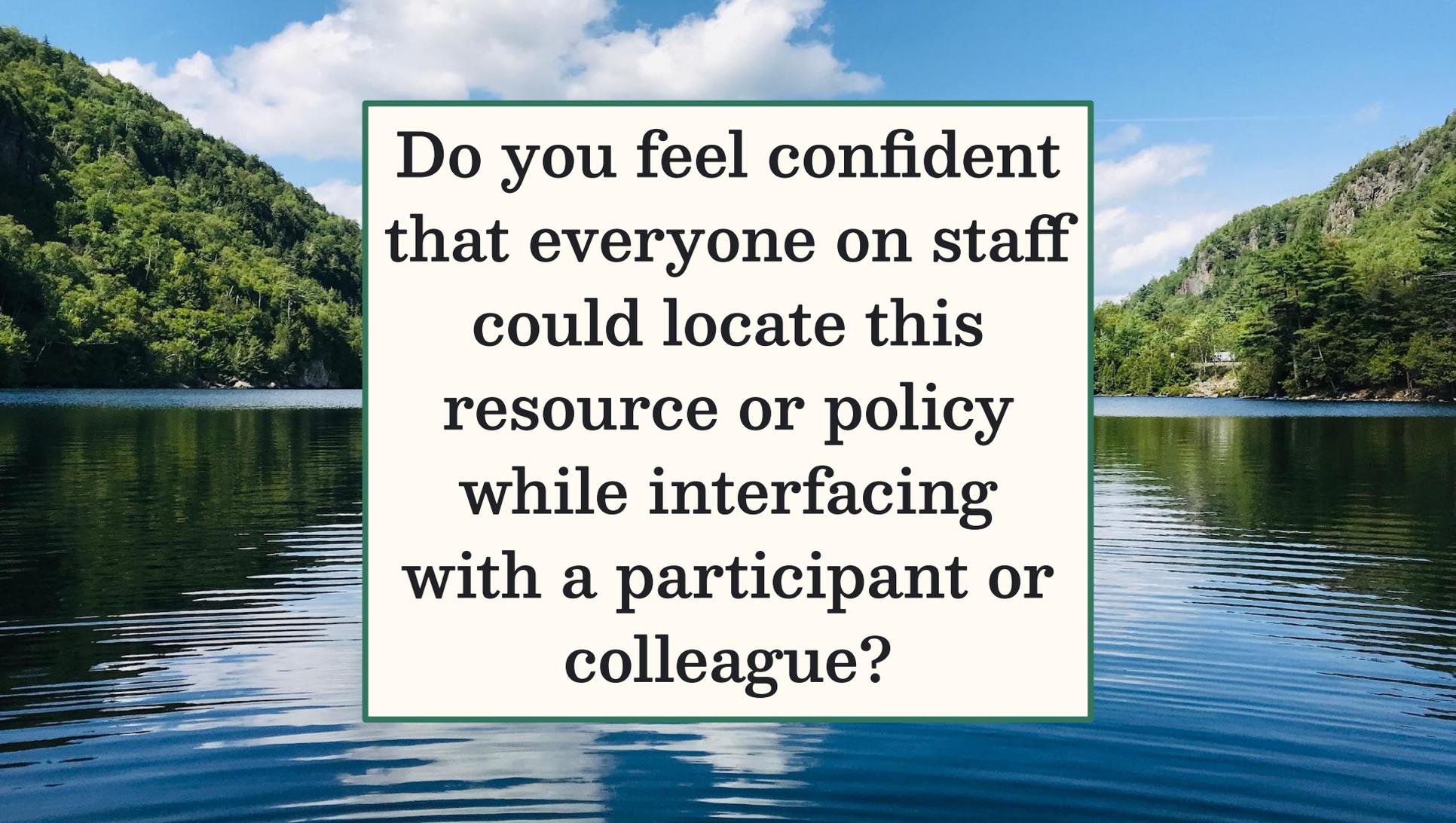
- Sleeping**
- Masturbation**
- Sexual innuendo**
- Kissing**
- Nudity**
- Use of pronouns**
- Bathing attire**



A participant or employee just disclosed an uncomfortable encounter to you.

They're not describing it as sexual harassment but you're concerned it may rise to that level.

Can you, within 30 seconds, access an organizational source or policy to help guide how you respond?



**Do you feel confident
that everyone on staff
could locate this
resource or policy
while interfacing
with a participant or
colleague?**



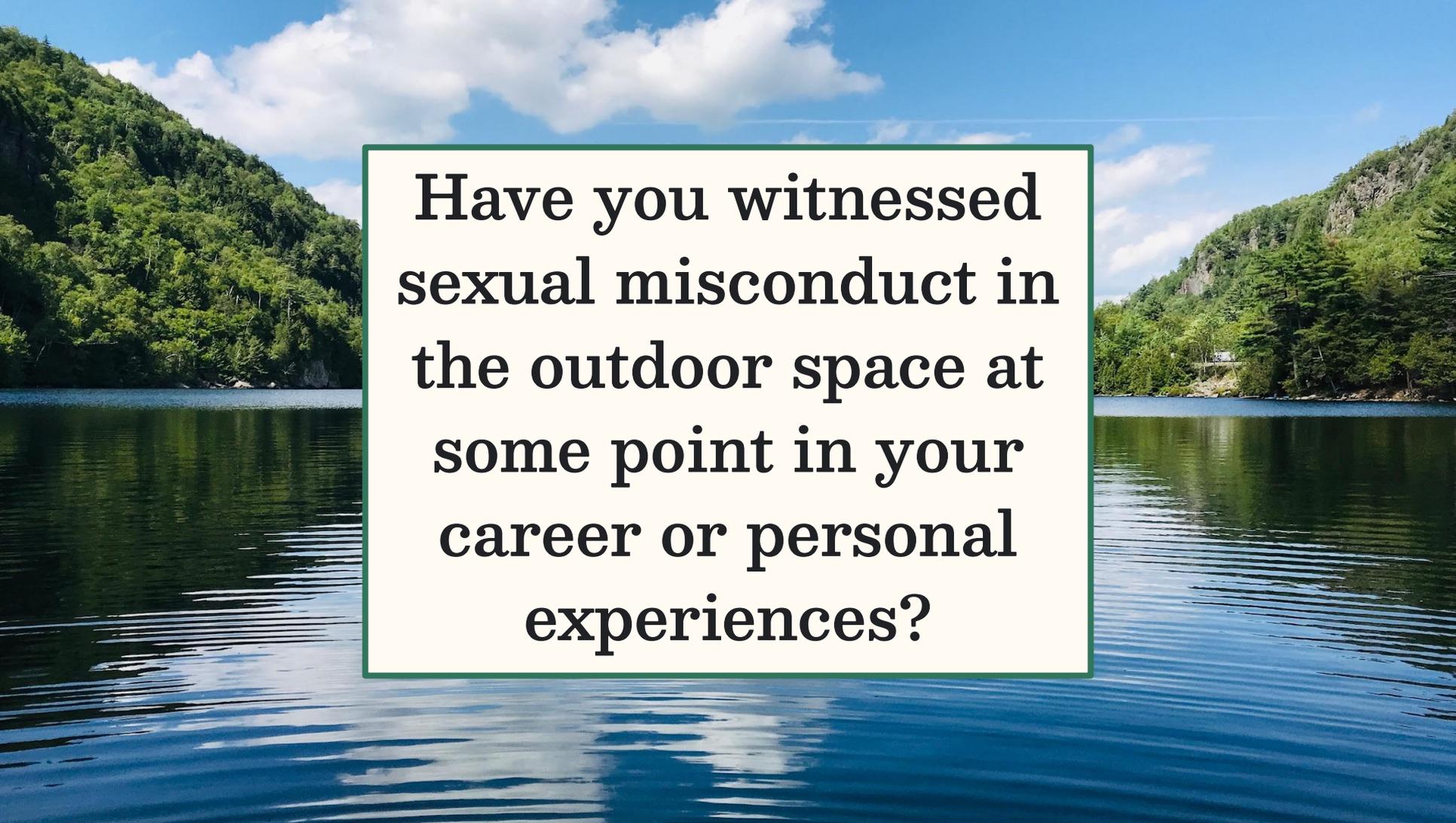
**Have you read your
organization's
policies pertaining to
sexual misconduct in
their entirety?**



**Has your
organization
responded to a report
of sexual misconduct
within the last year?**



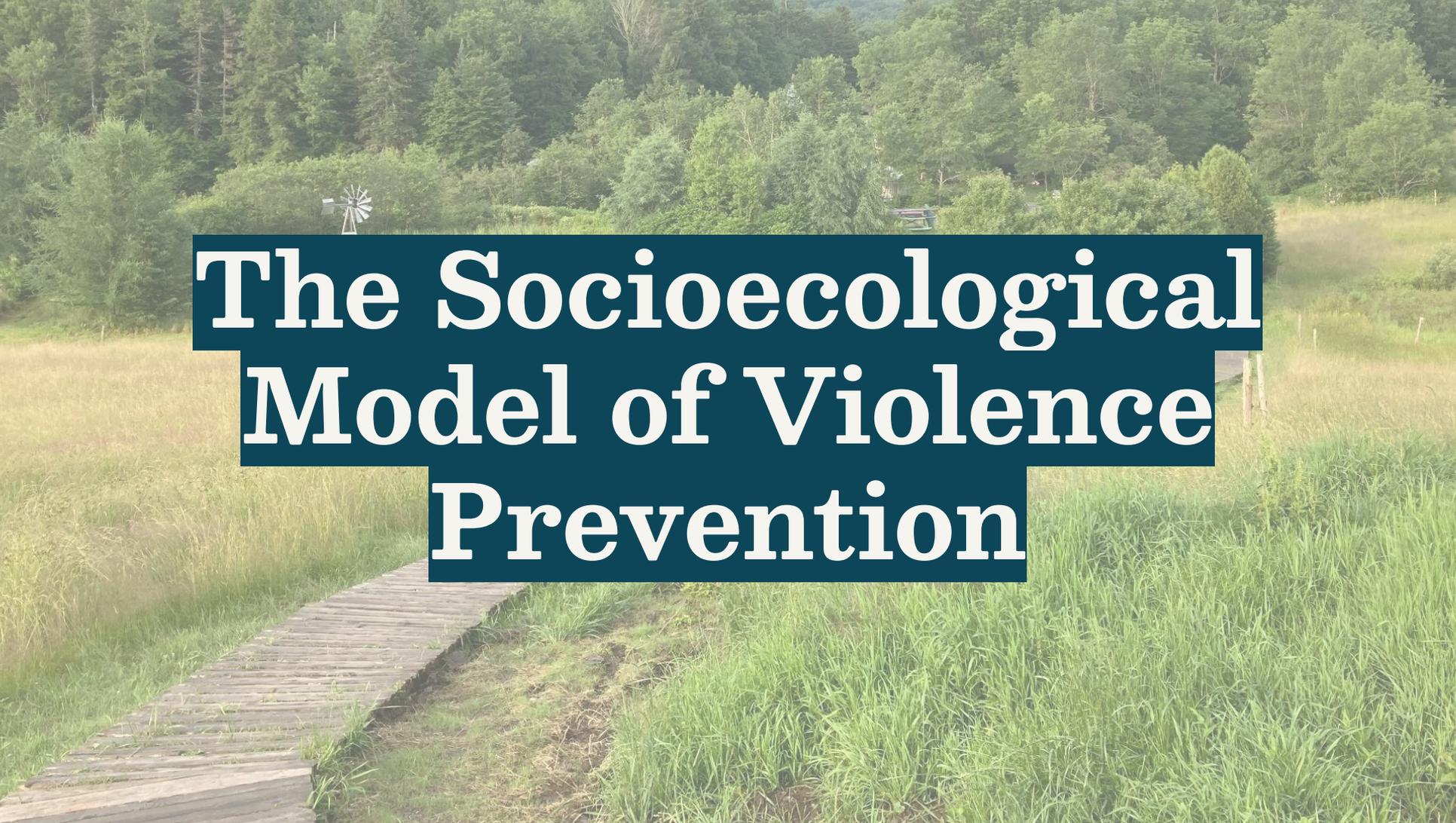
**Have you yourself
responded to a report
of sexual misconduct
during your career?**



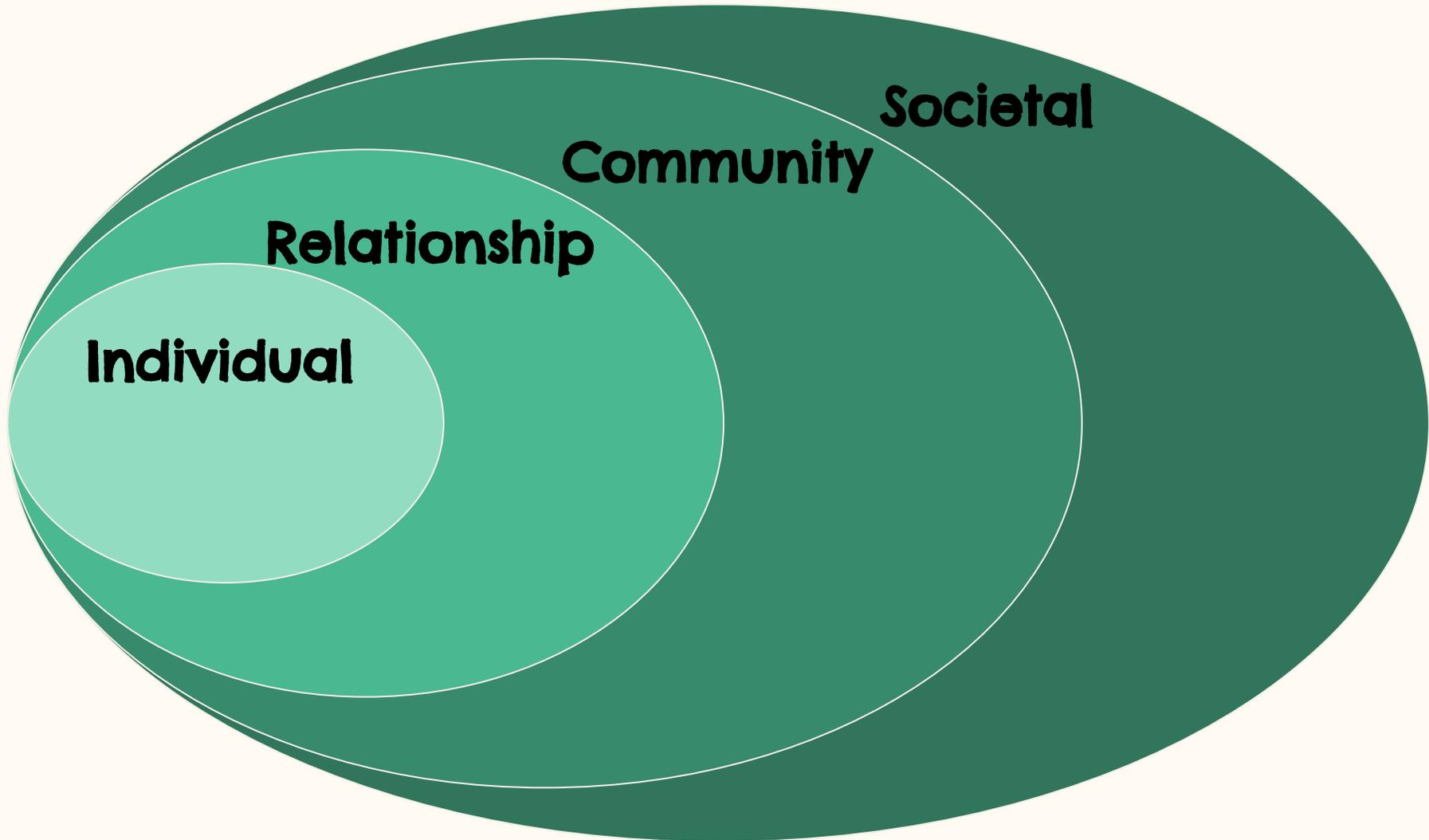
**Have you witnessed
sexual misconduct in
the outdoor space at
some point in your
career or personal
experiences?**

Outside Magazine surveyed 4,176 people

- 70% reported sexual harassment in the outdoors or while working in the outdoor industry
- 53% reported sexual harassment while recreating
 - 93% catcalled
 - 56% followed by someone
 - 18% flashed
 - 4% have been attacked
- 66% of respondents reported feeling afraid for their safety while recreating
 - Number one reason: “men” or “getting assaulted/harassed”
 - Number two reason: “bears”



The Socioecological Model of Violence Prevention



Individual

- Factors that contribute to experiencing or causing harm
- Norm participants and employees

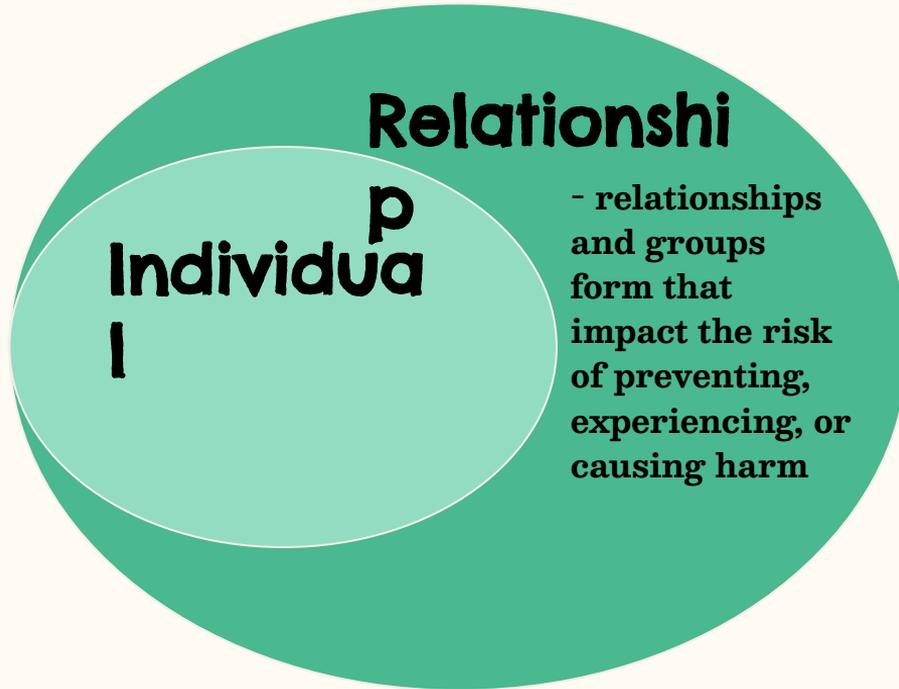
Strategie

- All employee training
- New employee training upon arrival
- Participant orientation training
- Participants are required to read and sign a code of conduct or related document
- Explicitly setting expectations for activities such as naked swimming, changing, sleeping, tent sharing, etc;
- Training for participants AND employees includes information about reporting harm



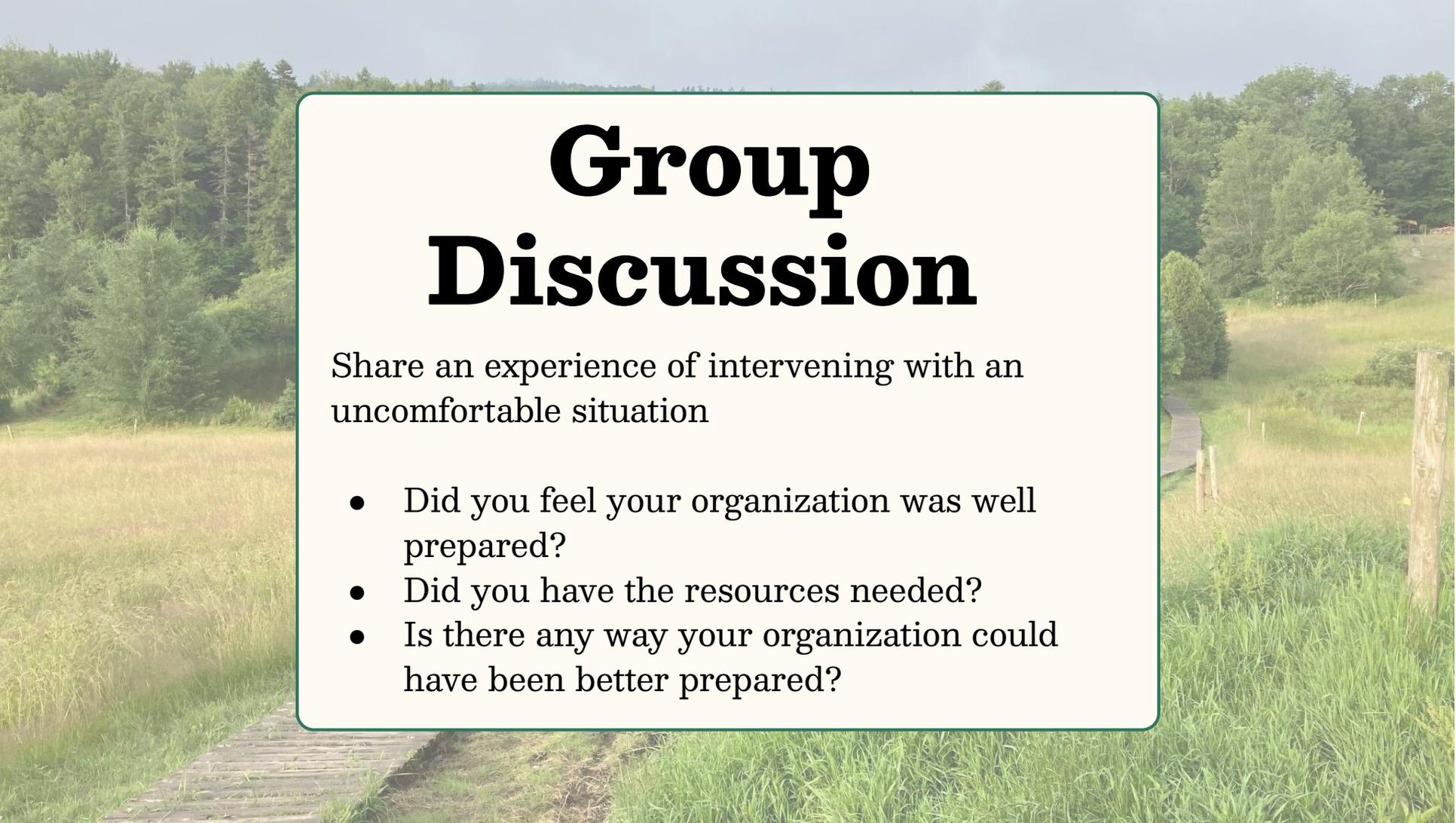
Small Group Brainstorm

Plan a creative and engaging way to present the policy provided.



Strategie

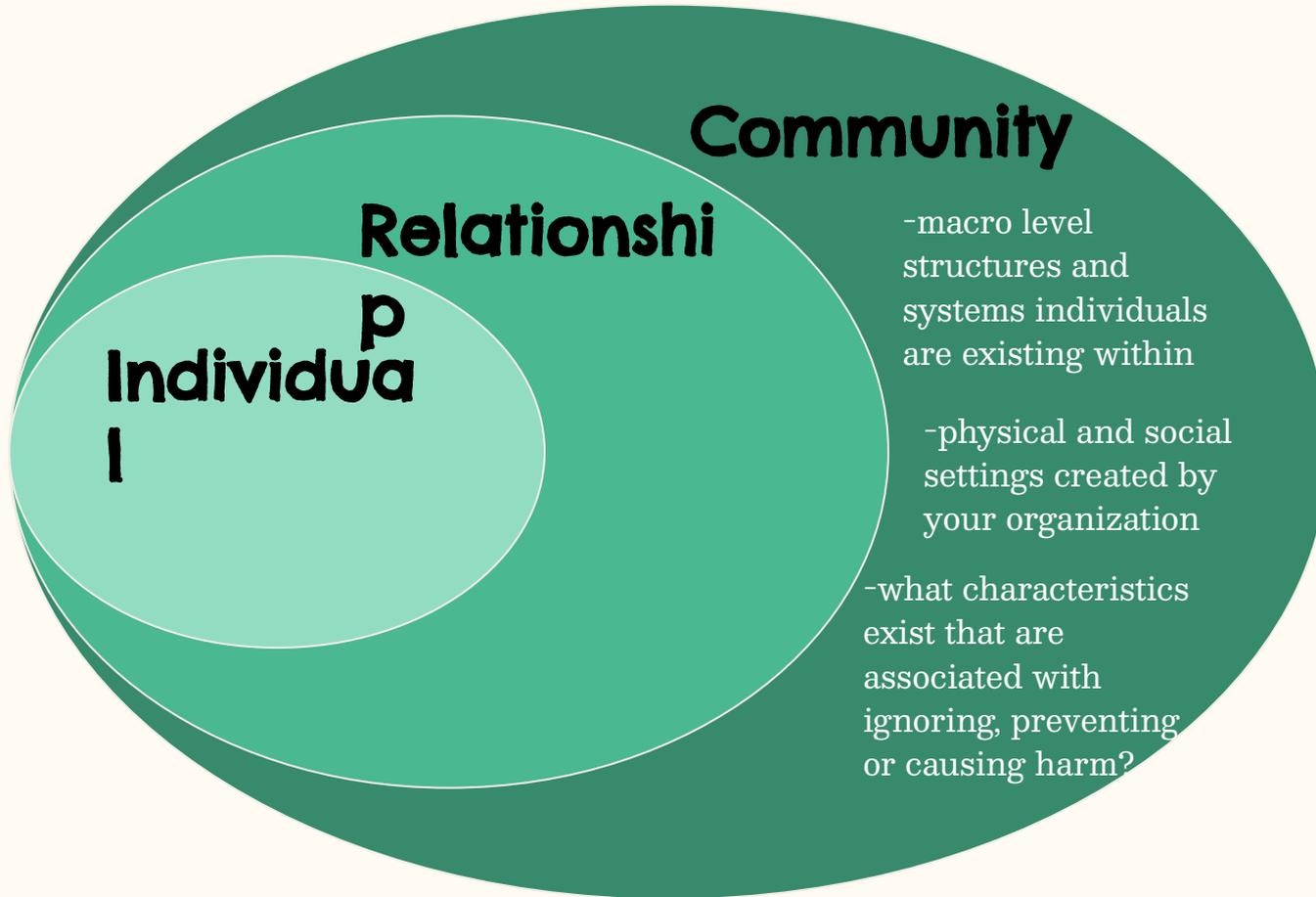
- designated small group discussions about boundaries, masturbation, tents/dwellings, naked swimming, relevant policies, reporting, etc.
- planning and facilitating programming cycles that work in conjunction with each other
- trainings specific to higher risk populations
- outreach to families
- ongoing employee training and discussions
- bystander intervention work
- involving employees in policy writing
- accommodating students who disclose experiencing harm



Group Discussion

Share an experience of intervening with an uncomfortable situation

- Did you feel your organization was well prepared?
- Did you have the resources needed?
- Is there any way your organization could have been better prepared?



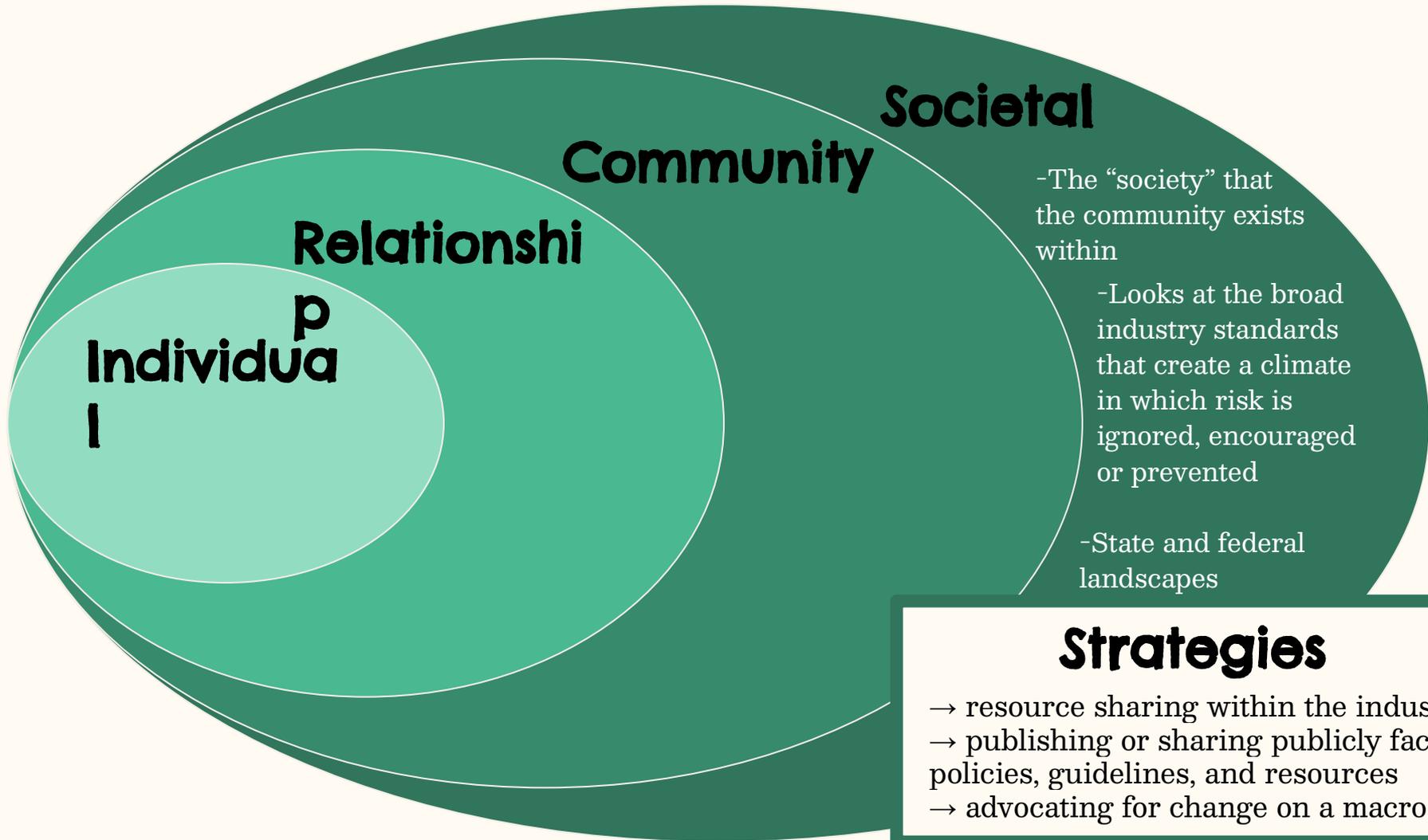
Strategies

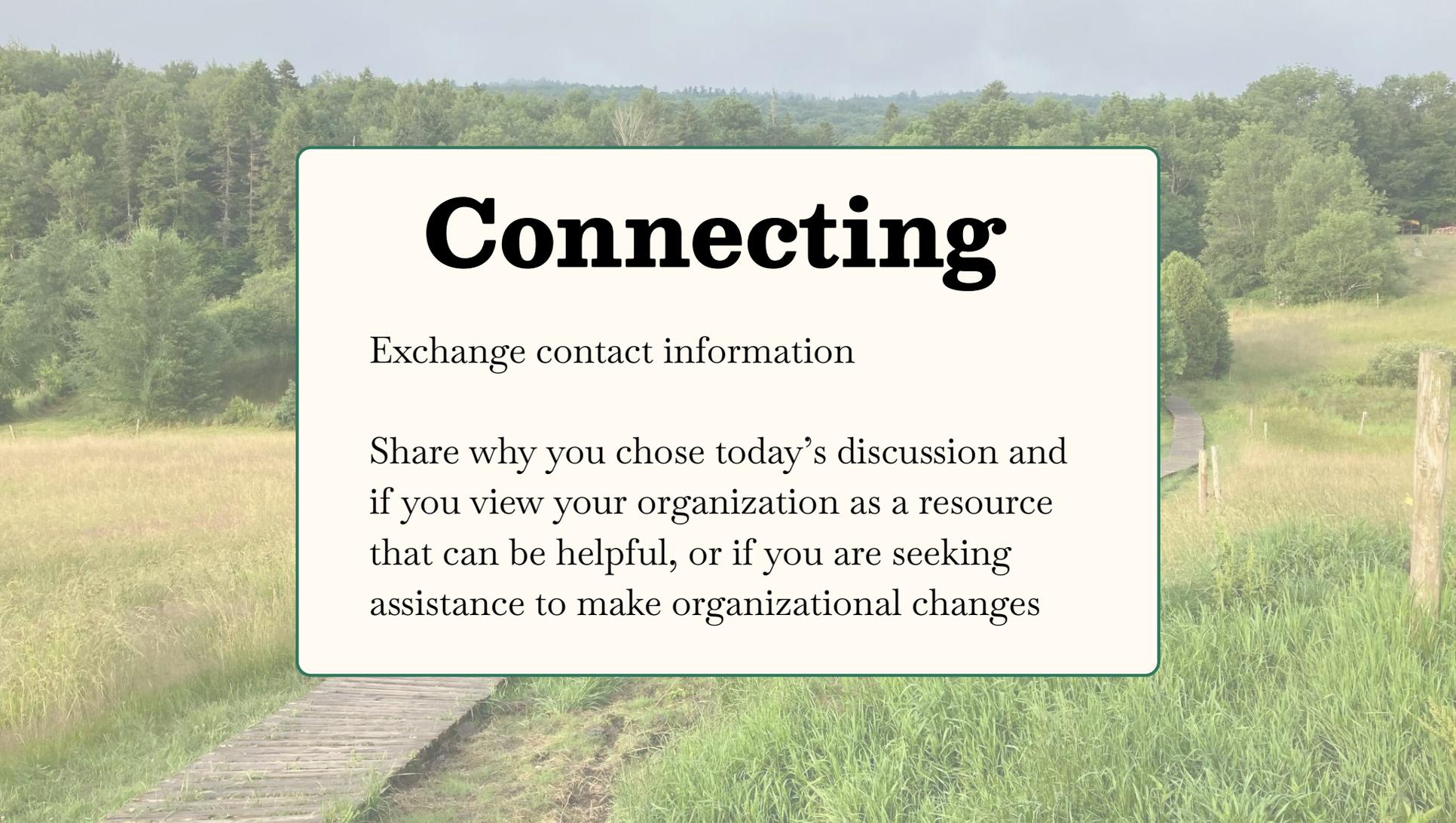
- policy development
- infrastructure changes
- evaluating iconography
- social media messaging
- relationships with community resources
- investigation resources
- leadership engagement
- resource allocation
- written materials align to policy language
- training for disciplinary process
- clear reporting systems for participants
- clear reporting systems for employees
- HR systems for employees

Diving Deeper

Scan your organization's policy pertaining to sexual misconduct or boundaries

Compare our policy writing tips with the language in your organization's policy.

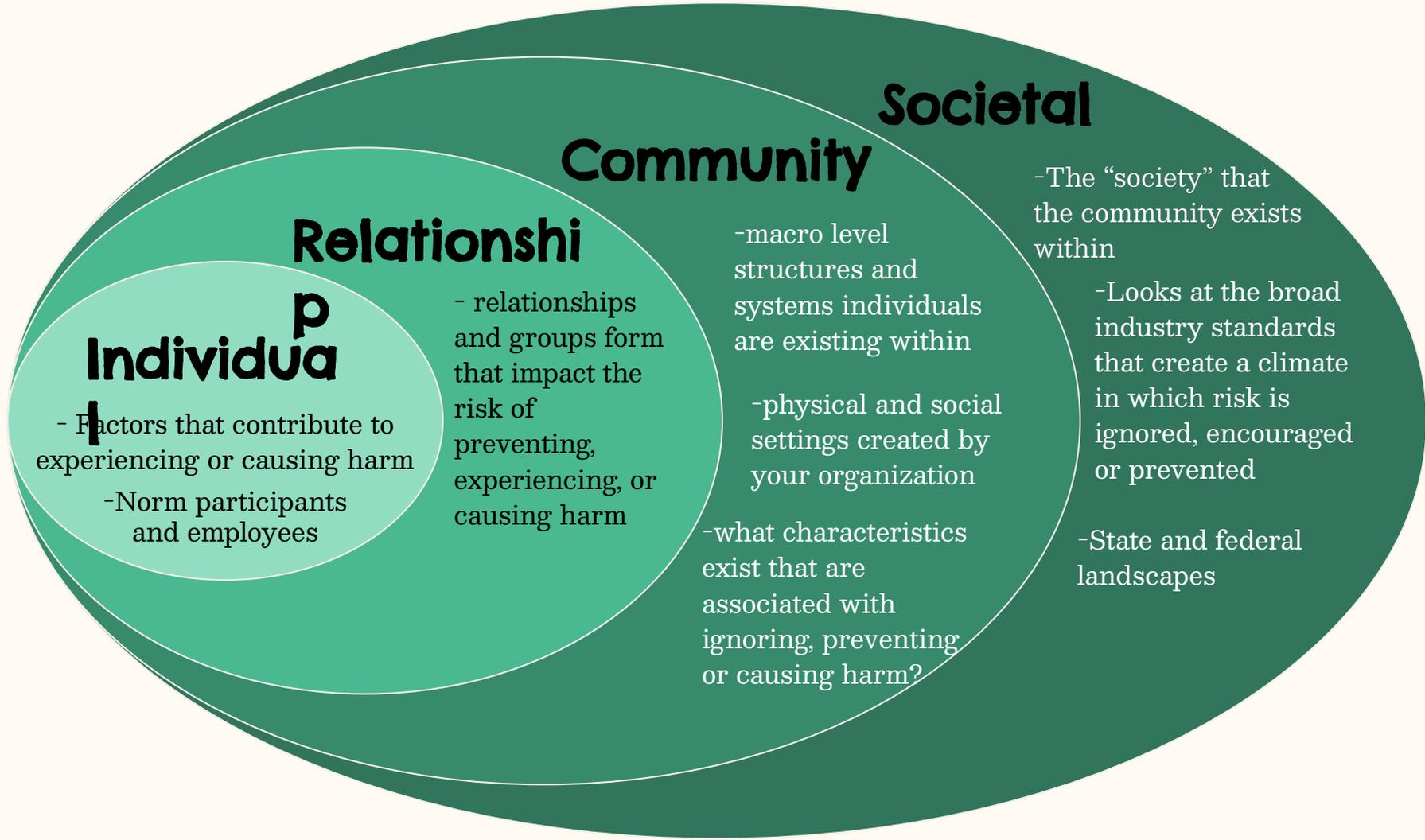




Connecting

Exchange contact information

Share why you chose today's discussion and if you view your organization as a resource that can be helpful, or if you are seeking assistance to make organizational changes



Individual

- Factors that contribute to experiencing or causing harm
- Norm participants and employees

Relationship

- relationships and groups form that impact the risk of preventing, experiencing, or causing harm

Community

- macro level structures and systems individuals are existing within
- physical and social settings created by your organization
- what characteristics exist that are associated with ignoring, preventing or causing harm?

Societal

- The “society” that the community exists within
- Looks at the broad industry standards that create a climate in which risk is ignored, encouraged or prevented
- State and federal landscapes

Action Steps

Identify and evaluate gaps in your organization's preparedness to prevent and respond to sexual misconduct and boundary concerns.

Utilize the Socioecological Model as a tool to help your organization mitigate risk. Sexual misconduct prevention and response efforts are most effective when it engages all levels of the Socioecological Model.

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