

Student Employee Anti-Harassment Training Pilot

2019 Report

The Office of the Sexual Misconduct Response Coordinator in collaboration with University Housing and Dining asked 166 students who were employed by University Dining to participate in the Anti-Harassment Training Pilot. 36 students completed the pilot, which involved completing the UI Employee Anti-Harassment Training for faculty and staff, and were then asked to provide feedback on their experience. Of those 36 students, 17 individuals completed at least a portion of the pilot follow-up evaluation.

How long did it take you to complete the online training?	%	Count (of 15)
< 1 hr	7%	1
1-1.5 hrs	47%	7
2 hrs	33%	5
> 3 hrs	13%	2

How relevant was this training to your work as a student employee or your future career?	%	Count (of 17)
Extremely relevant	18%	3
Very relevant	41%	7
Moderately relevant	24%	4
Slightly relevant	18%	3
Not relevant at all	0%	0

Why was this training relevant?	%	Count (of 13)
How I can take action/help others	46%	6
Prevalence of sexual harassment	31%	4
Identify signs of sexual harassment	23%	3

- “I know how to take action in certain situations now.”
- “It was relevant because harassment is something that happens in all jobs this day and age.”
- “Sexual harassment can take place in any workplace setting so we need to know the signs of it and the actions we need to take to prevent it.”

What did this training affirm that you already knew?	%	Count (of 12)
How to support victims	50%	6
Where/how sexual harassment can occur	33%	4
Other	17%	2

*N/A responses were removed

- “Don't blame the victim, harassment can take many forms.”
- “What is and is not acceptable treatment of others in the workplace.”

What new information did you get from the training?	%	Count (of 10)
Intervention strategies	40%	4
Available resources	30%	3
Mandatory reporter responsibilities	20%	2
Other	10%	1

*N/A responses were removed

- “It taught me new ways to identify it or go about resolving scenarios of harassment that I see in an appropriate way.
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- “That mandatory reporters exist.”

What additional knowledge or skills do you want to learn about these topics?
What legal actions can be taken and how quickly a victim should get to the hospital so any legal actions taken against their attacker can be more successful.
more statistics on the rates of sexual harassment by each job setting
How this can possibly effect their working environment.
how to avoid sexual harassment from happening in the first place or blocking the perpetrator
I think that having more knowledge about who and how to approach your superior if you think a coworker needs to be reported for inappropriate behavior.
Best way to approach difficult situations

*N/A responses were removed

Please share any other thoughts you have about the online anti-harassment training for employees.
There was a lot of real life content that could have triggered the students taking it, just use caution.
Don't be afraid to be blunt and honest.
I think it is important for everybody to partake in anti-harassment training so that any given workplace can be as safe and comfortable as possible for all employees.
Very helpful when it comes to being a college student and having to worry about these types of situations.
This training should have been mandatory long ago. I always wished we (leadership positions) had more training to help our students in situations and I'm glad we are finally seeing these types of training classes.
make it shorter with wayyyyyy less questions and sub tabs to click on
It was very long

*N/A responses were removed