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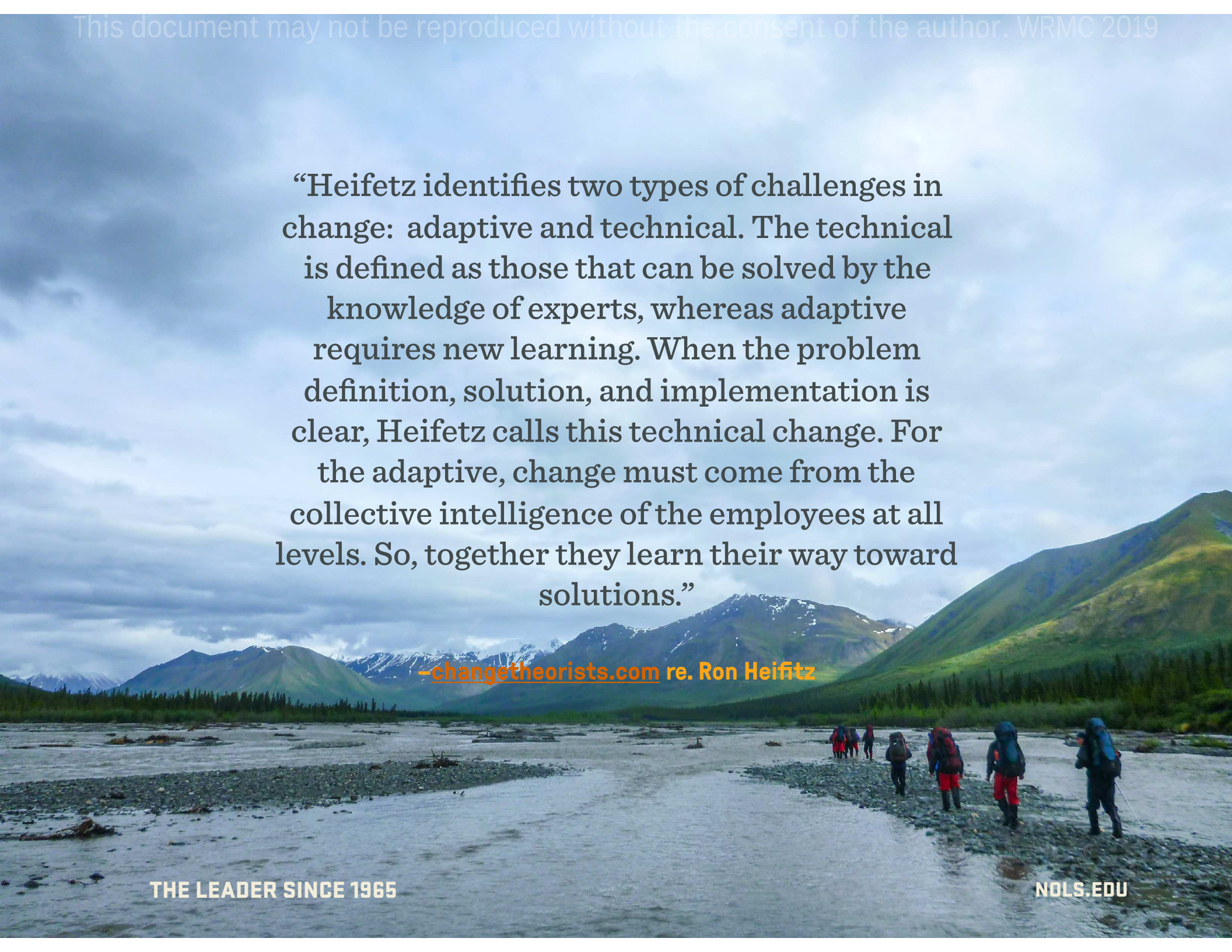

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GOALS

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GOALS

Identify a range of behaviours that constitute sexual misconduct

Identify barriers, and potential approaches, to fostering a working and learning environment free from the distracti and harm of sexual misconduct

Connect concepts of power and inequity to sexual misconduct

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DEFINITION
EXAMPLES
WHAT WE'RE LEARNING
INVESTIGATION PRACTICE
ACTION STEPS

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SEXUAL MISCONDUCT

UNWELCOME BEHAVIOR OF A SEXUAL NATURE THAT IS COMMITTED WITHOUT CONSENT

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SCENARIOS

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WHY

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REVIEW COMPONENTS

EDUCATION + HR + MARKETING & ADMISSIONS

STAFFING RISK MANAGEMENT LEGAL/INSURANCE/ BOARD OF TRUSTEES

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THE LEADER SINCE 1965

WHY

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WHAT WE'RE LEARNING

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OUR WORKPLACE IS UNIQUE, AND IT HAPPENS HERE

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CONSENT, POWER & EQUITY

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RECOGNIZE SUPERVISORY RESPONSIBLITY
RECOGNIZE

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NOLS

REPORTING, TRUST AND ACCOUNTABILITY

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Prevention

Target habit: orientation and policy talks

- Visual, audio, hearts & minds, intent
- Who, what, where, when, how, and why
- Find other sources of info
- Big & small picture
- Rule out pertinent negatives
- Inform decision making

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Monitoring tent and group space

Target habits:

- Be curious, build rapport, understand group and social norms
- Brief and debrief tent groups
- 1-on-1 check in questions
- Deliberately choose activity groups
- Respond to sexist and sexualized behavior

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Response

Target habit:
View sexual misconduct NOT as as interpersonal conflict but as:

- **a group dynamics issue that everyone is impacted by and takes part in; and**
- **a threat to the learning environment in which the trip leaders need to intervene.**

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Interview Goals

- Who, what, where, when, how, and why
- Visual, audio, hearts & minds, intent
- Find other sources of info
- Rule out pertinent negatives
- Inform decision making

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SCENARIO

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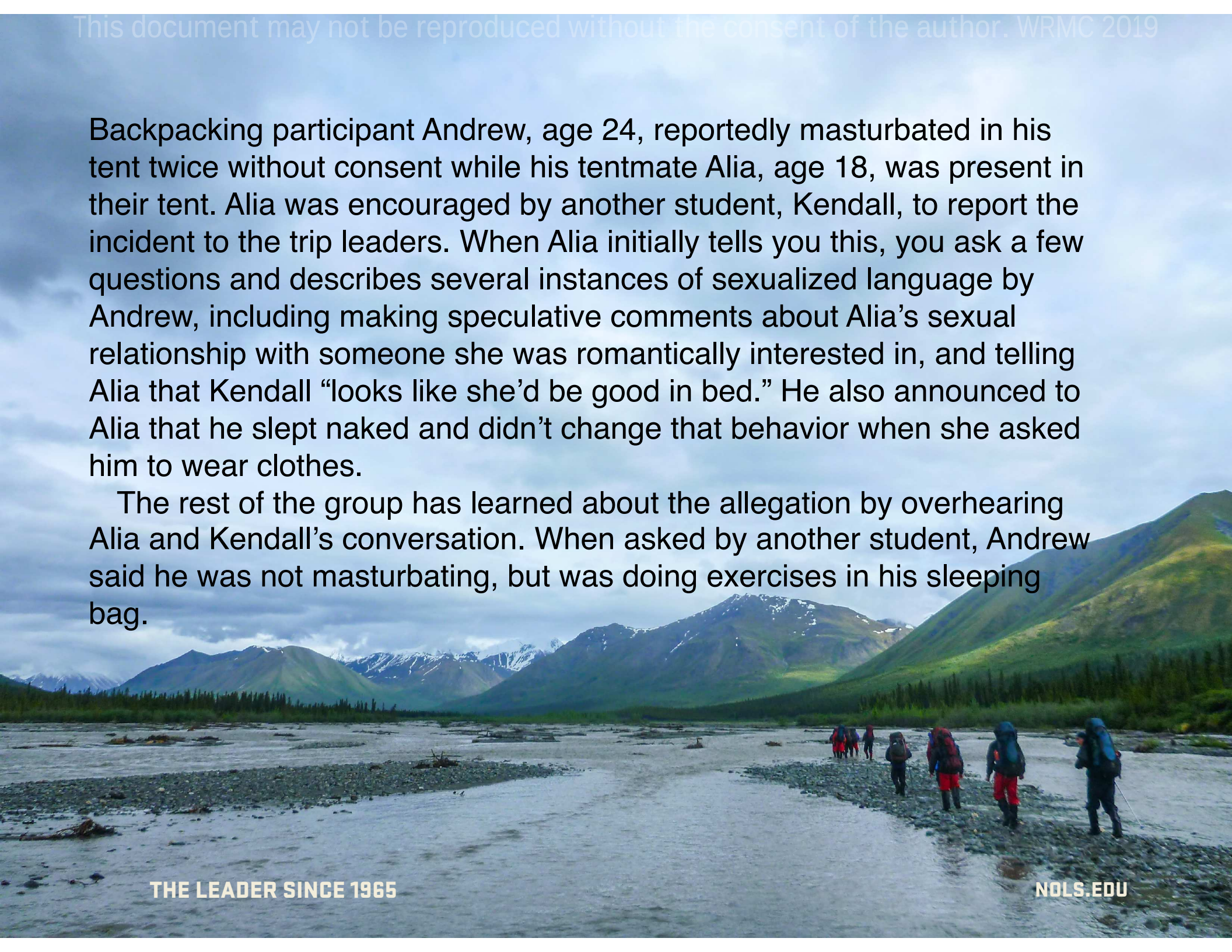
Backpacking participant Andrew, age 24, reportedly masturbated in his tent twice without consent while his tentmate Alia, age 18, was present in their tent. Alia was encouraged by another student, Kendall, to report the incident to the trip leaders. When Alia initially tells you this, you ask a few questions and describes several instances of sexualized language by Andrew, including making speculative comments about Alia's sexual relationship with someone she was romantically interested in, and telling Alia that Kendall "looks like she'd be good in bed." He also announced to Alia that he slept naked and didn't change that behavior when she asked him to wear clothes.

The rest of the group has learned about the allegation by overhearing Alia and Kendall's conversation. When asked by another student, Andrew said he was not masturbating, but was doing exercises in his sleeping bag.



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Interview Tips

- Intro—set the tone
- Consider a second interviewer/notetaker
- Open ended & specific questions
- Big & small picture
- Wrap-up question - “anything else” “who else” “where else”

Thanks for all you do in wilderness programming.

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