

JOINT COMMITTEE ON RULES
SUBCOMMITTEE ON
SEXUAL HARASSMENT PREVENTION AND RESPONSE

Honorable Laura Friedman, Chair
Honorable Holly Mitchell, Vice Chair

INFORMATIONAL HEARING

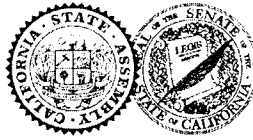
Best Practices for Reporting Sexual Harassment & Providing Victim Support

February 26, 2018 • 3 – 5 pm
State Capitol, Room 4202

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JOINT COMMITTEE ON RULES SUBCOMMITTEE ON SEXUAL HARASSMENT PREVENTION AND RESPONSE

Informational Hearing

Best Practices for Reporting Sexual Harassment and Providing Victim Support

February 26, 2018, 3:00 p.m. to 5:00 p.m.
Room 4202

I. Welcome and Opening Comments

II. Reporting Sexual Harassment: Best Practices, Challenges and Innovation

1. Best Practices and Challenges to Reporting Sexual Harassment

- Nooshin Nathan, Chief Talent Officer and Chief Human Resources Officer, Museum of Natural History of Los Angeles County
- Ashleigh Klein-Jimenez, Project Manager, California Coalition Against Sexual Assault

2. Reporting Sexual Harassment: Technological Advancements

- Jeff Irvine, Founder and President of Bridgit.com
- Beth A. Schroeder, Esq., Co-Founder kendr
- Leighia Fleming, Title IX Coordinator, University of San Francisco

III. Providing Victim Support through Reporting: Model Systems

- Mary Wickham, County Counsel, Los Angeles County
- JP Sherry, General Counsel, Los Rios Community College District

IV. Public Comment

Witness Biographies

WITNESS BIOGRAPHIES

Nooshin Nathan, M.A., SPHR, SHRM-SCP

Chief Talent Officer and Chief Human Resources Officer, Museum of Natural History of Los Angeles County

As Chief Talent Officer at the Natural History Museum of Los Angeles County, Nooshin Nathan is responsible for developing, and managing strategic and culturally pertinent human resource policies and programs. She supports and guides management and staff to cultivate, recommend and implement mission aligned HR objectives, policies and practices for the Museum that fosters a culture of highly engaged staff. She serves as a member of the Executive Team and partners with the President and leadership on employee relations, staff development, recruiting, compensation and benefits administration.

Prior to joining the Natural History Museum of Los Angeles County, Nooshin Nathan was the Vice President of Human Resources at JM Eagle, where she managed a global HR staff for a \$2.2 billion dollar manufacturer of plastic pipes. She was responsible for all aspects of human resources including talent acquisition and development, employee relations as well as compensation and benefits. Ms. Nathan chaired the retirement committee, co-manages twenty-two indirect reports at plants throughout the United States, Mexico and China. In 2011 Ms. Nathan was recognized and awarded as an employee that demonstrates exemplary leadership.

As a board member of Jewish Vocational Services Personnel Practices Committee, she provides guidance and direction on HR best practices. She has received commendations from the State of California and City of Los Angeles for her volunteer work in mentoring other human resource professionals and now serves as the keynote speaker for this organization. In 2014 Ms. Nathan received the Day One Retirement Innovator Award from Prudential Financial for the improvements implemented on their company retirement plans.

Ms. Nathan is a member of HARRT at UCLA, an organization of Senior Human Resources Executives from leading corporate, non-profit and public organizations that is dedicated to the advancement of human resources management through a partnership with prominent academics and thought leaders. In 2015 Ms. Nathan was appointed as the Advocacy Captain on SHRM's advocacy team for her district and works to advance the interests of the HR profession in the development of federal public policy.

Ms. Nathan is a frequent speaker on expert panels such as Chief HR Officer Forum and Society for Human Resource Management along with labor and employment legal seminars. She has attended listening sessions with Department of Labor representing the manufacturing sector and serves on SHRM's Workplace Flexibility Taskforce to provide expertise and input on principles and legislative outline to develop a proposal that encourages employers to voluntarily adopt workplace flexibility arrangements. As faculty of California State Los Angeles, she teaches SHRM-CP and SHRM-SCP certification courses.

Ms. Nathan received her undergraduate Psychology degree from California State University Northridge and her Masters in Psychology degree from Pepperdine University. She holds the

Senior Professional in Human Resources (SPHR) designation and Senior Certified Professional (SHRM-SCP) designation from The Society for Human Resource Management.

Ashleigh Klein-Jimenez

Project Manager, California Coalition Against Sexual Assault

Ashleigh Klein-Jimenez is a Project Manager for the California Coalition Against Sexual Assault (CALCASA) and oversees CALCASA's national online prevention project, PreventConnect. In 2016, Ashleigh led the launch of PreventConnect Campus, an online community of campus-based prevention practitioners advancing the primary prevention of sexual and domestic violence prevention. She has previously worked in community-based prevention and advocacy programs at the YWCA of Greater Los Angeles and the Sexual Assault Crisis Agency in Long Beach, California. She holds a Master of Public Policy and Administration from California State University, Long Beach.

Jeff Ervine

Founder and President of Bridgit.com

Jeff Ervine, the Founder and President of Bridgit.com, is an impassioned tech entrepreneur with a Wall Street background. After being the subject and target of online bullying as an adult, Jeff Ervine set out to change the world for the better, starting with our country's youth.

A graduate of The Pennsylvania State University with a BS in Accounting and an MBA in Finance from Columbia Business School, Jeff Ervine has leveraged his business acumen with his desire to develop a safer environment for children in schools and online. After spending the first two decades of his professional career in financial services as a CPA for Deloitte, he became a successful investment banker specializing in asset management focusing on the hedge fund and private equity sectors.

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development that will change the way our educational system addresses the social wellness issues of our nation's youth.

Despite the demand for his breakthrough technology and web app for Bridg-it School, Mr. Ervine has devoted time to speaking engagements and educating the public on the need for reform in the way our country's private and public schools address and treat the victims of bullying as well as restorative treatment for the attackers.

Beth Schroeder, Esq.

Founder, Kendr

Beth Schroeder is a preeminent Labor & Employment counsel. She has over three decades of experience in representing employers in all aspects of employment and labor law, including the defense of employment-related lawsuits involving wrongful termination, harassment, discrimination, wage and hour issues and related claims both individual and class action. Beth works with business owners, general counsel and human resource professionals to provide extensive day-to-day counseling and advice, risk management, compliance and strategy-planning in the prevention of employment-related claims both individual and class action. She also conducts employee training classes, drafts employee handbooks and other personnel forms, documentation, prepares employment contracts and conducts extensive audits for wage and hour compliance.

Beth is a regular speaker, host and moderator at conventions, conferences and seminars across the country and internationally on topics of wage and hour, sexual harassment, risk management, personnel policies and other employment law matters. Beth also is an advisory member and works closely with several trade associations, including the California Restaurant Association and California Fashion Association, and she sits on the Board of the LA Chapter of the California Restaurant Association. Her articles on employment law regularly appear in several local and national publications.

Notably, Beth was named Century City Bar Association's Labor and Employment Lawyer of the Year for 2017.

Leighia Fleming

Title IX Coordinator, University of San Francisco

Leighia Fleming is a Southern California native, who has fell in love with the Bay Area. Leighia received her BA in Liberal Studies from Dominican University where she was two-sport student athlete and her MA in Organizations and Leadership with an emphasis in Higher Education and Student Affairs from University of San Francisco. It is her passion to work with college students on leadership development and ethical decision-making. Leighia strives to speak transparency to students about the choices they make and how they not only affect their lives, but the lives of others. Leighia has transitioned from the work of Student Conduct to the world Title IX. Leighia is entering her third year as Title IX Coordinator at the University of San Francisco, where she focuses on creating a campus that is inclusive and free from sexual violence. In doing so she has tripled reporting on the USF campus, increased prevention and education, and has assisted with the San Francisco Safer Schools Sexual Assault Task Force. Leighia is passionate

about providing due process to all members of the community and in addition trauma informed healing for survivors.

Mary Wickham

County Counsel, Los Angeles County Counsel

Mary C. Wickham was appointed to the position of County Counsel by the Los Angeles County Board of Supervisors in November 2015. She is the 15th County Counsel in the history of the office and the second woman to hold the position. Mary began her career with the Office of County Counsel in 1995, and focused heavily on employment law. She was the lead County Counsel on the *Bouman v. Baca* gender discrimination federal court class action involving the Los Angeles Sheriff's Department (LASD). A consent decree was issued and the case went on for many years. She was instrumental in resolving and ending the case by bringing the LASD into full compliance with the consent decree. This included developing and implementing a Policy of Equality for the LASD, including the creation of a unique equity infrastructure to report and investigate complaints. Later, Mary developed and implemented a similar process for the entire County known as the County Equity Oversight Panel (CEOP) which receives and investigates complaints related to the County Policy of Equity (CPOE).

Mary was appointed Acting Executive Director of the newly created County Equity Oversight Panel in 2013 and in 2014 was made permanent. In her role as Executive Director she oversaw, served as an expert, and advised on all aspects of the CPOE.

Mary received her Bachelor of Arts in Public Administration in 1986 from the University of Southern California, Los Angeles and her Juris Doctor from Whittier College School of Law in 1989. While attending Whittier College School of Law, she was a Merit Scholar and the Managing Editor of the Whittier College Law Review.

JP Sherry

General Counsel, Los Rios Community College District

JP Sherry is General Counsel at Los Rios Community College District. His principal roles include providing proactive legal advice to the District's Board of Trustees and administration, managing the District's litigation portfolio and coordinating the District's governmental relations. Prior to joining the Los Rios Community College District, he served as Senior Appellate Attorney in the California Third District Court of Appeal for five years for Justice Ronald Robie and was a shareholder for the law firm McDonough, Holland & Allen. JP Sherry received a B.A. in physics in 1987 from the University of California, Santa Barbara and a J.D. in 1990 from Santa Clara University School of Law, and served as a judicial clerk to Judge Thomas Tang on the United States Appellate Courts of Appeal for the 9th Circuit.

Talking Points: Sexual Harassment
California Coalition Against Sexual Assault

Talking Points: Sexual Harassment

Sexual Harassment and Rape Culture

- Sexual harassment is a form of sexual violence.
- In addition to physical forms of assault, sexual harassment can include inappropriate statements, lewd gestures, leering behavior, and sexually explicit jokes, emails or texts.
- Sexual harassment can happen in ANY environment, anywhere and in a multitude of ways.
- The existence of policies in place to protect people from sexual harassment does not mean sexual harassment does not happen and that retaliation cannot happen. Policies need to be transparent, accessible and disseminated with meaningful training and education.
- Sexual harassment is one aspect of sexual violence in a larger framework of rape culture.
- Rape Culture describes a setting where rape is pervasive and normalized due to societal attitudes about gender and sexuality. This setting is reinforced by norms that allow exploitation and the imbalance of power to persist so that the powerful can continue to prey on those in need.
- Bystanders have key roles in the persistence of sexual violence, which includes sexual harassment.
- Bystanders aid and abet these norms when they look the other way or play into the schemes and systems that perpetuate rape culture.
- Bystanders can use their power and influence to stop and prevent sexual violence including sexual harassment by standing up, speaking out, and changing attitudes around gender and sexuality.
- This isn't the sole responsibility of one individual or one case of sexual harassment/violence. We need to focus on the culture that allows sexual violence to happen and persist and commit to change that leads to ending sexual violence.

Pivots from “How can a person avoid being sexually assaulted or harassed?” or “What can people who have to work in this industry do to avoid sexual harassment?”

- The question isn't how survivors can prevent sexual violence, but how can we change the imbalance of power and prevent sexual violence as allies and change makers in any community, industry, and society.
- We need to treat victims and survivors with respect and create spaces so they feel safe coming forward.
- We need to make perpetrators, offenders, and harm doers accountable for their actions.
- Bystanders are crucial to stopping these behaviors.

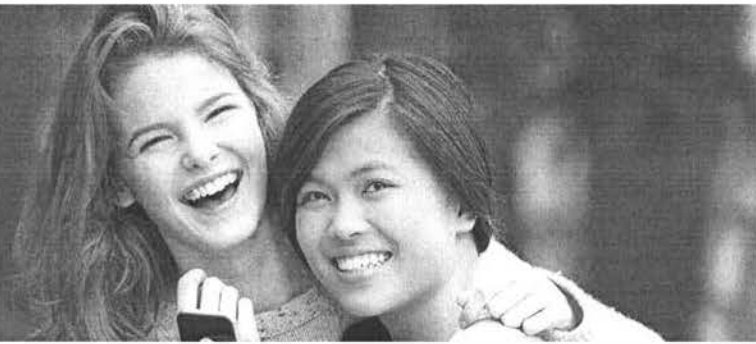
Workplace Sexual Harassment

- Workplaces have a legal responsibility to respond and prevent sexual harassment, which includes protections against retaliatory behavior for reporting sexual harassment.
- Workplaces must foster supportive environments that allow for survivors to report and bystanders to stand up and interrupt sexual harassment.
- The prevalence of sexual harassment in the workplace underscores the impact of rape culture and historical oppression. Isolation, threats, and disbelief continue to silence reporting of sexual violence in the workplace.

Bridg-it: Overview

Bridg-it

MEDIA KIT



Bridg-it School is a digital safety and wellness platform for school communities.

Bridg-it gives any principal or superintendent the ability to create his or her own “closed” social safety network to better connect and more easily align parents, students and teachers with respect to issues of student safety and social/emotional learning.

Bridg-it's platform creates an integrated system of measurement and resolution; offering the ability to measure and monitor a school's climate 24/7.

Bridg-it offers an amazing curated library of engaging restorative resources and activities. Its library has been made “smart” and uses push algorithms to zero in on and recommend applicable solutions to student social issues or problems.

Finally, in real time, Bridg-it's platform assesses school climate and maps a community's social landscape.

Bridg-it

School

“Bridg-it is a game changer. We're going to save lives.”

– Dominick D'Angelo,
Principal, Brooklyn, NY

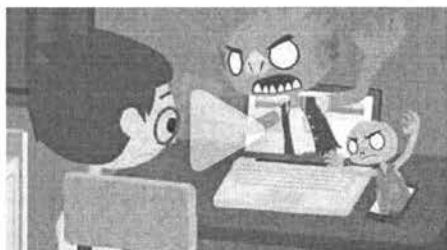
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@bridgitschool 

bridgit_school 

Bridg-it 

VIDEOS



[Click to view our explainer video!](#)



[Click here to listen to stories from our users and learn more about bullying in America today.](#)

In our first 6 months, we have been used by:

More than...

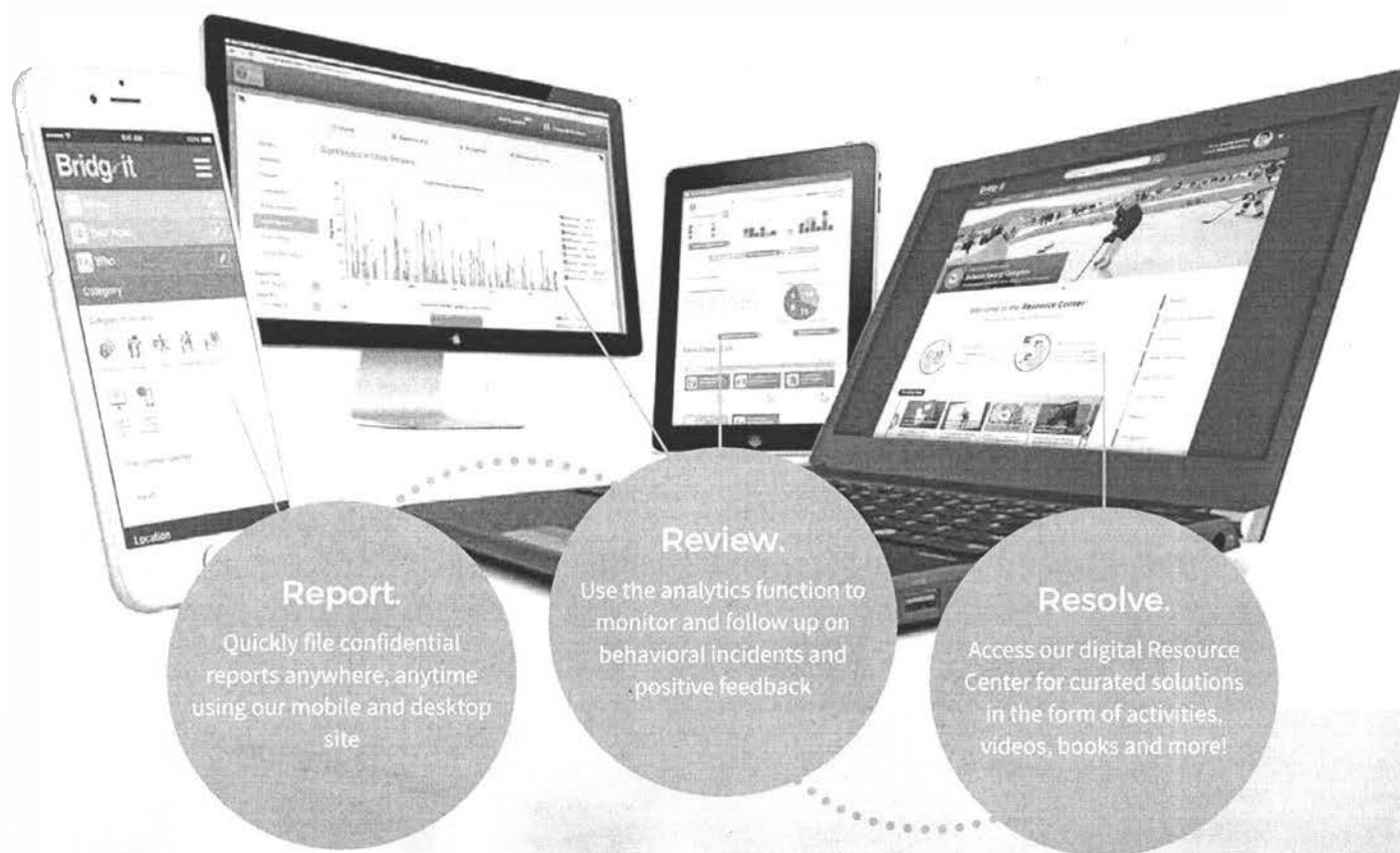
7,500	K-12 Students
700	Teachers
200	Parents
12	Schools

Hundreds of bullying and harassment incidents identified and resolved through our digital resource center and restorative solutions



The Revolutionary School Safety Platform

Bridg-it School provides school leaders with a data-driven risk management system which efficiently identifies student social problems and highlights accomplishments. It can analyze a school's social/emotional characteristics and supply suggested restorative solutions.



Product Overview:

Real-time.

File a confidential report in less than one minute: anytime, anywhere

Provide instant notification of harmful behavior

Create immediate feedback loops for parents, teachers and principals

Compliant.

Compliant with regulations and best practices regarding digital data storage and communication

Allows schools to easily satisfy compliance requirements for state bullying & harassment reporting

Secure.

Highly secure application, providing schools with a confidential community

Keeps schools legally compliant with state and federal requirements for sensitive materials

Resources.

Extensive Data base of restorative content

Support materials for teachers and parents to properly address behavioral issues

Engaging content and activities for students

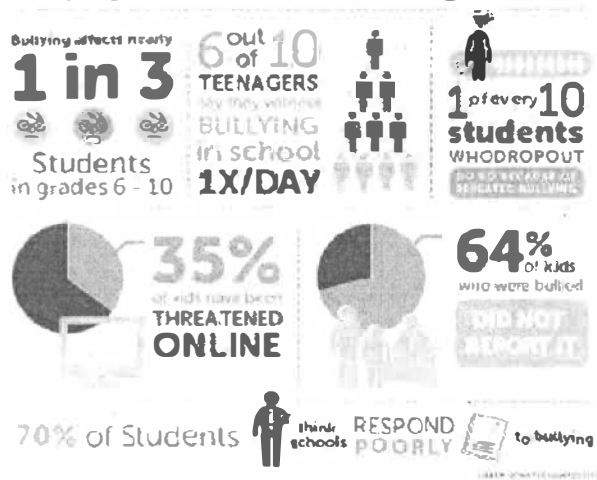
Providing 24/7 social emotional learning for all users/stakeholders

Global Bullying Statistics

“Studies from around the world, including the United States, England, Germany, Finland, Japan, South Korea, and Chile, suggest that between the ages of twelve and sixteen, about 10 percent of students are bullied on a regular basis.”

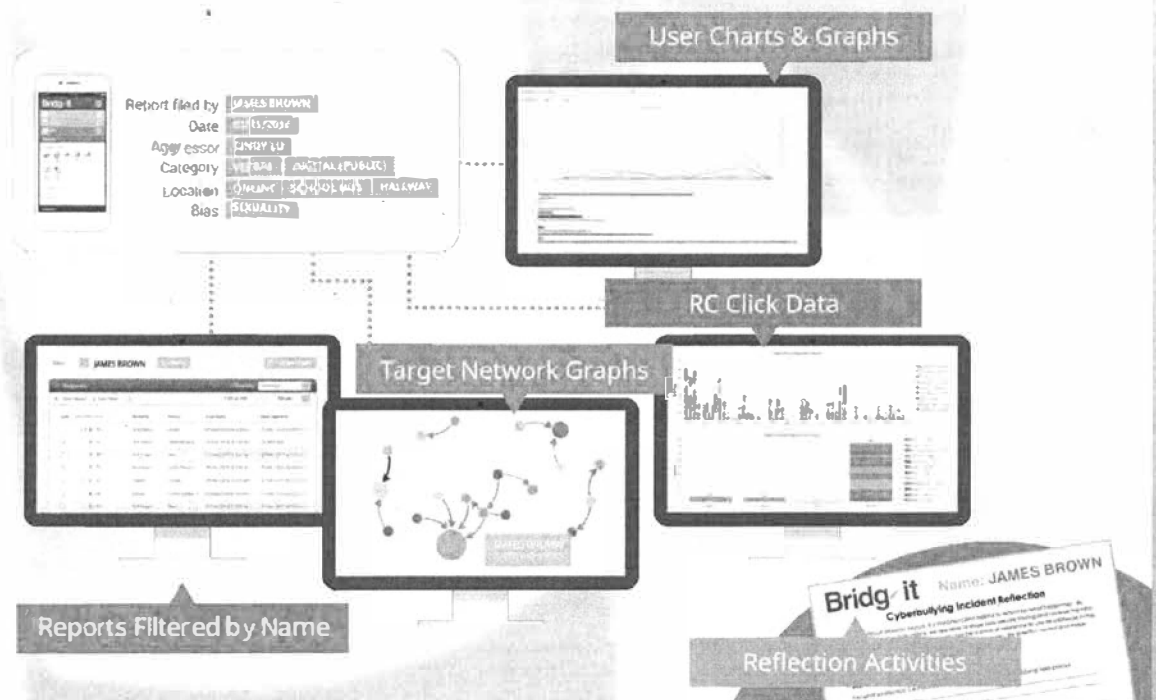
“Victims of bullying are seven times more likely than other children to report being depressed and are four times as likely as others to make a suicide attempt.”

Bullying in America: A Growing Problem



Click here to see how Bridg-it improves school climates for LGBTQ youths

Bridg-it School's Revolutionary Behavioral Data:



Research Links Heavy Facebook and Social Media Usage to Depression

Researchers at the University of Pittsburgh School of Medicine recently conducted a study about the effects of social media habits on the moods of users. The research determined that the more time young adults use social media, the more likely they are to be depressed. The findings from this study could potentially help clinical professionals aid depressed patients.

Why would heavy social media usage cause depression? The exposure to “highly idealized representations of peers

on social media elicits feelings of envy and the distorted belief that others lead happier, more successful lives,” says the study. People that engage in activities of little meaning on social media makes them feel like they are wasting time. Spending more time on social media increases the exposure to cyber-bullying, thus causing feelings of depression. And social media fuels “Internet addiction,” which is considered a psychiatric condition linked to depression.

Mental Health Stats

Among students in grades 9-12 in the U.S. during 2013-14:

17.0% of students seriously considered attempting suicide in the previous 12 months (22.4% of females and 11.6% of males)

13.6% of students made a plan about how they would attempt suicide in the previous 12 months (16.9% of females and 10.3% of males).

8.0% of students attempted suicide one or more times in the previous 12 months (10.6% of females and 5.4% of males).

2.7% of students made a suicide attempt that resulted in an injury, poisoning, or an overdose that required medical attention (3.6% of females and 1.8% of males).

"Bridg-it has developed the most innovative model in the world, it allows a child to access help through the Internet in a safe way, it allows administrators and other support team individuals to act immediately in support of that child's concerns,"

-- Robert J. De Sena,
English teacher and founder
of the Council for Unity

"At HUM II, Bridg-It has been a wonderful resource. The reports give the moderators an ear to the ground about what is happening behind the scenes at school. In turn, we are able to help problem solve thoroughly and strategically to the benefit of our scholars."

-- Christine Mejia,
School Counselor, New Visions Charter High
School for the Humanities II

"Having Bridg-it has made tackling the issue of bullying something that everyone can tackle at the same time. I've received reports from students and teachers alerting us to issues that may have gone unreported otherwise. It makes it simple, easy and actually kind of cool to help prevent bullying at our school."

-- Varrell Eddie,
Dean of Students,
New Visions High School for the Humanities II

"I'm not really good at talking to people, but the iPad was one of the ultimate ways I could really truly show them what was going on."

-- Christian,
Student

"Programs that are grounded in research with high-quality implementation support, such as Bridg-it School, will help create healthier learning environments for students and deliver a long-term impact for positive change."

-- Dorothy L. Espelage,
Ph.D. Professor,
Child Development Division



Jeff Ervine

More about the Founder

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Bridg-it

CONTACT INFORMATION

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press@bridgit.com

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New York, NY 10128

+1 (917) 767-1742



is in schools in NYC and here's what people are saying:

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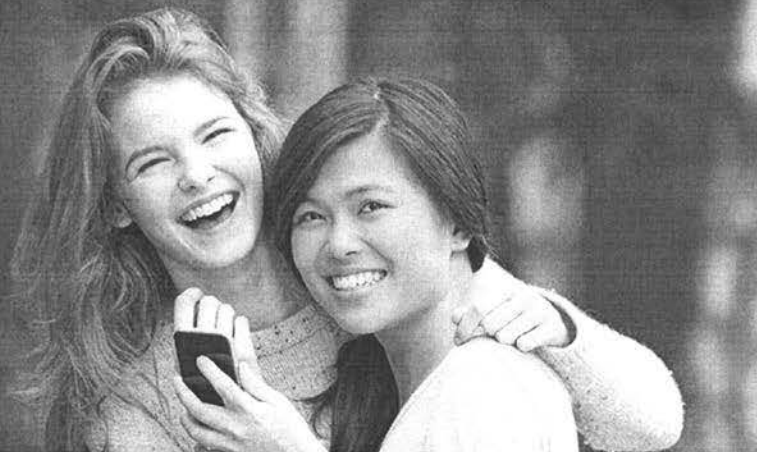
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-- Dominick D'Angelo,
Principal at a Bridg-it Pilot School

Bridg-it

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info@bridgit.com

381 Park Avenue South
Suite 819
New York, NY 10016



We Said Enough App: Overview



WE SAID ENOUGH

App

a platform solution for harassment & bullying



WSE's digital platform:

Allows for confidential reporting of harassment and bullying.

Connects victims with restorative resources.

Provides organizations with real-time data.

What is the WSE App?

WSE is creating a digital platform that can help prevent and navigate instances of sexual harassment and bullying. Our platform enables:

1

Real-time data to measure and visualize current and historic instances of harassment and bullying.

2

Community support to convey to victims that they are not alone.

Users can show support by clicking the “#METOO” and “I Support You” buttons.

3

Users can receive appropriate and culturally competent resources.



The WSE App

Apple, Android, and Desktop

SIGN UP.

First Name

Last Name

Birthdate

Gender ☐ Male ☒ Female

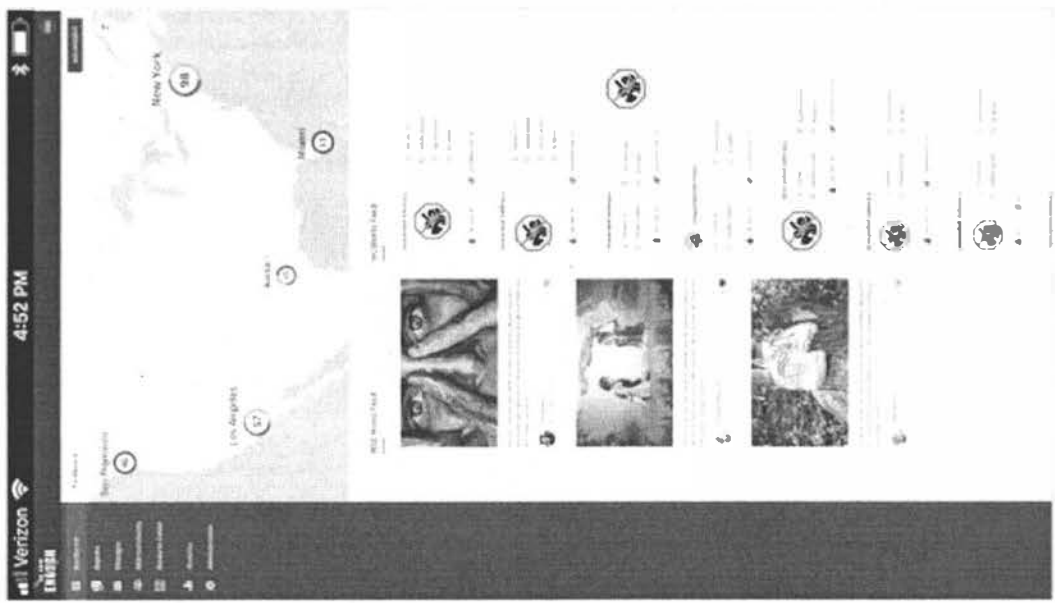
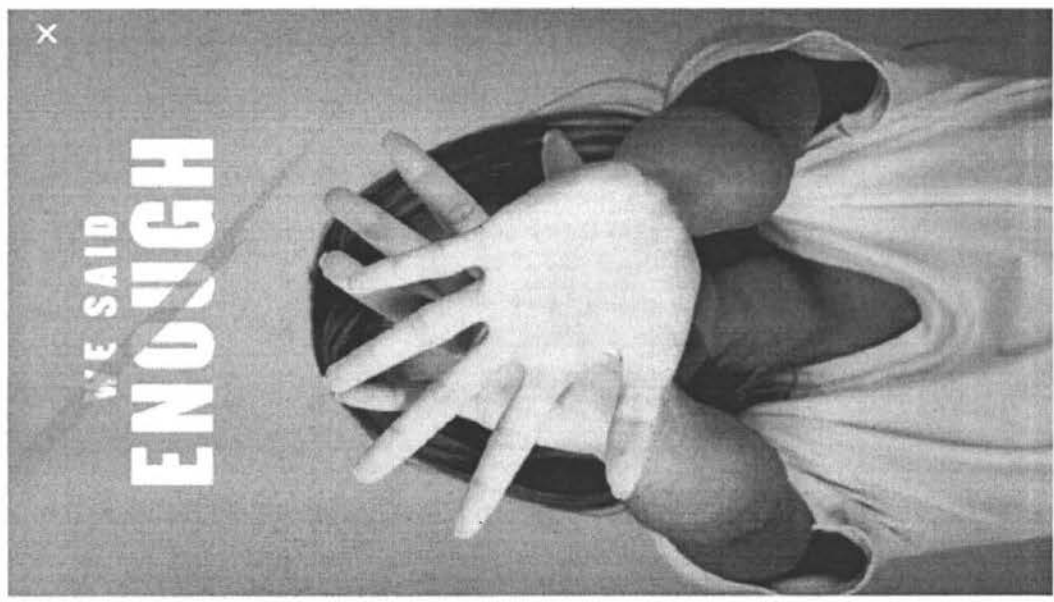
Age

Sex

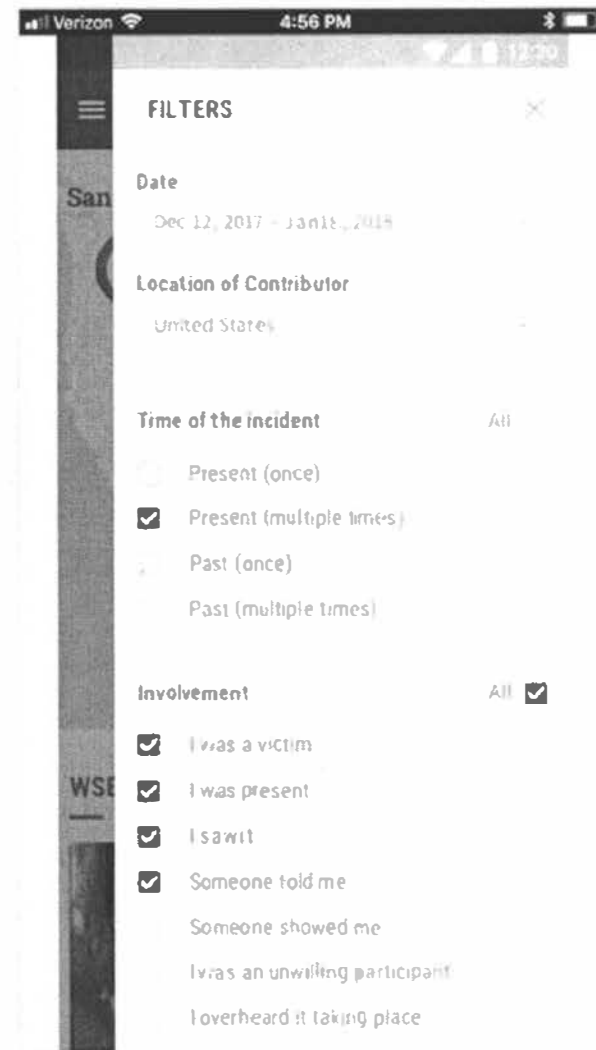
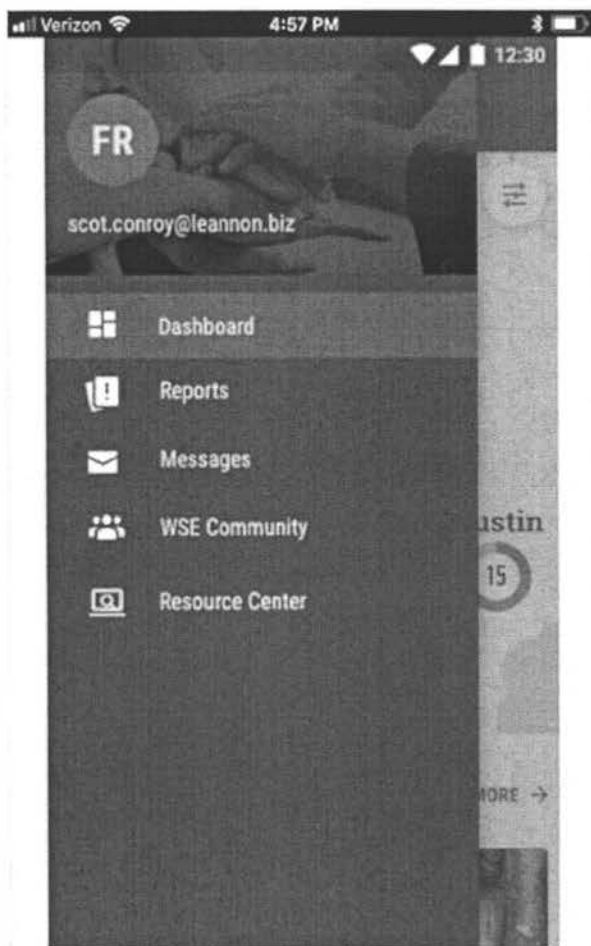
Cell Phone

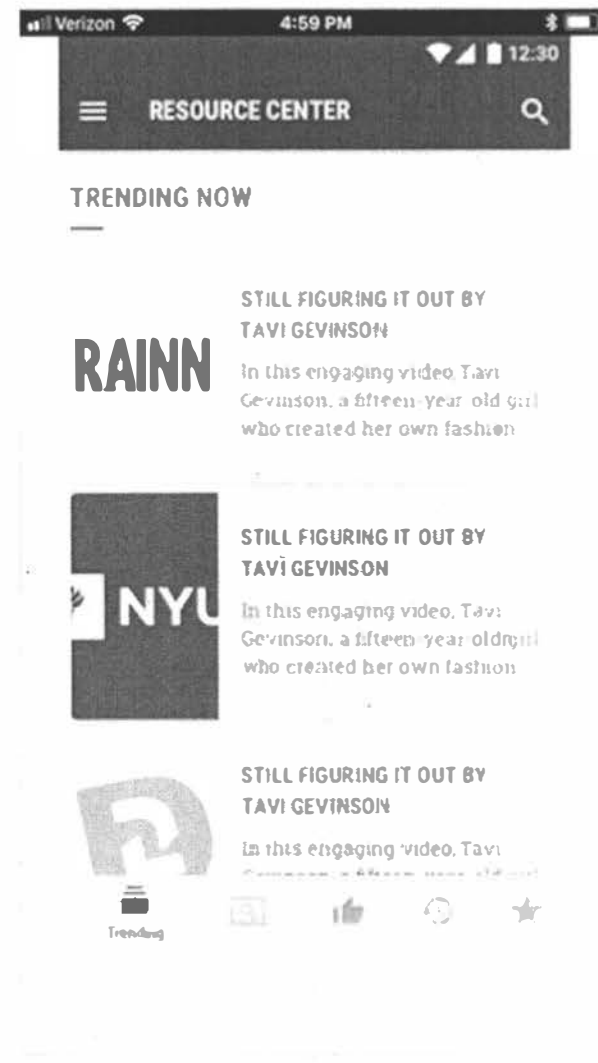
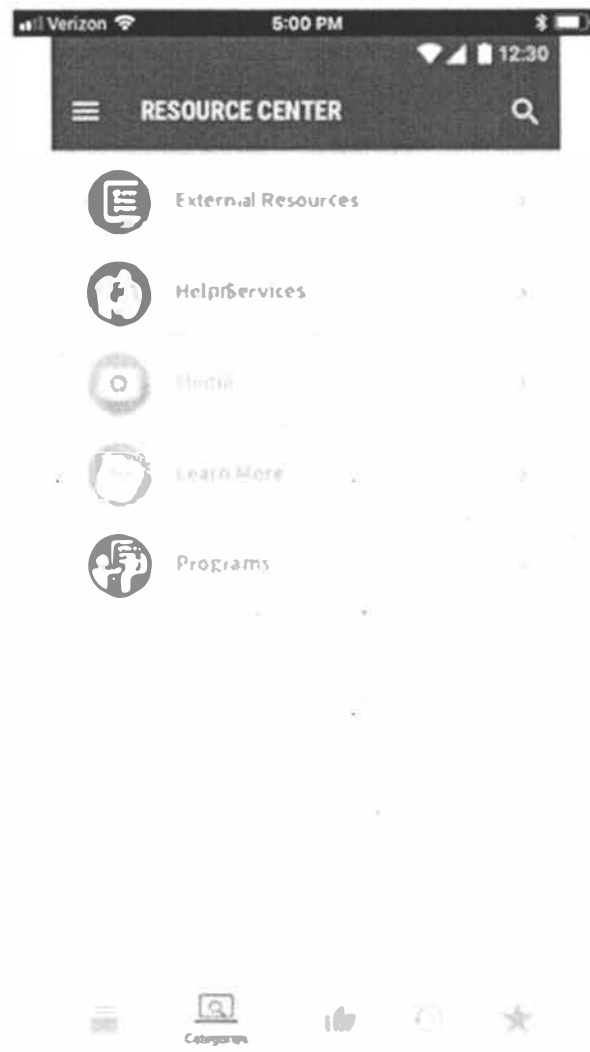
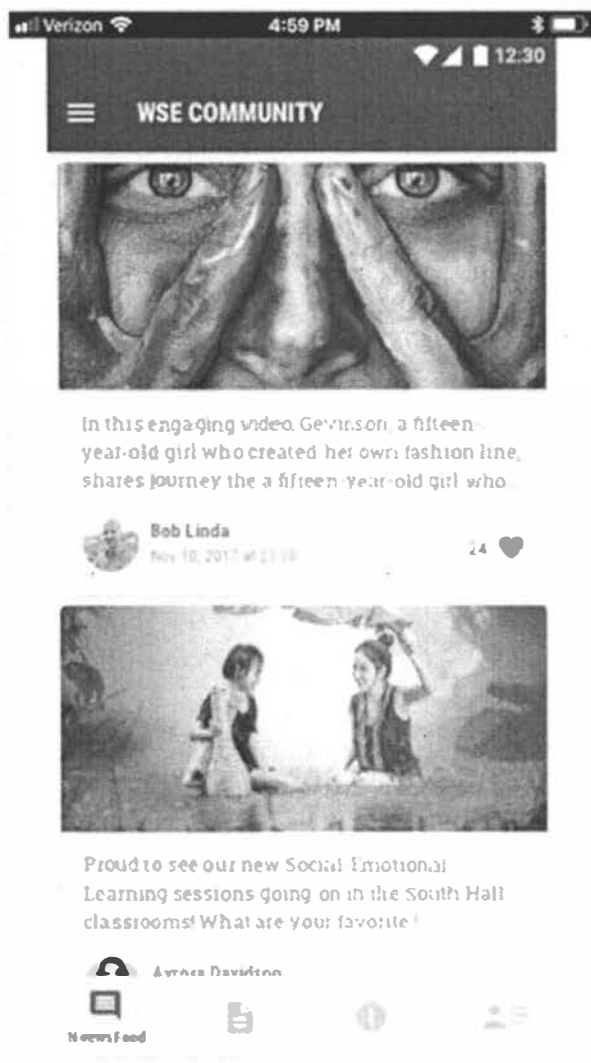
Country

LOG IN



WE SAID
ENOUGH





Compile Essential Data

WHO

Evaluate the participants who are referred to or have been identified.

WHAT

Recieve details on what specifically happened (i.e., types of abuse, harassment, intimidation, threats and bullying)

WHERE

Identify potential "hot spots"

WHEN

Better understand when problematic behavior is taking place.

Icon Based Reporting Tools

New Sexual Harrasment Report

When

Where

When

Additional info

When the incident took place?

Context

Additional Part

It happened where I was

Elementary School (Age 5-11)

Middle School (Age 12-14)

High School (Age 15-18)

College (Age 19-21)

Graduate School

Work Place (20+)

How were you involved with the incident?

I was the individual

I participated

I was a

Someone told me

Someone harassed me

Continue

Cancel

Leave a comment

0 comments

No comments

Reporting Tools

New Sexual Harassment Report



What

☐ High School (Age 14-18)

☐ Was one individual

☐ What?

How would you describe what happened?

Choose at least one

<input type="radio"/> Unwanted Intimacy	<input type="radio"/> Sexual Misconduct	<input type="radio"/> Verbal Abuse	<input type="radio"/> Unwanted Touching
<input type="radio"/> Adult Stalking	<input type="radio"/> As Part of Hazing	<input type="radio"/> Stalking and Harassment	<input type="radio"/> Inappropriate Sexual Display
<input type="radio"/> Student-Student	<input type="radio"/> As Part of Hazing	<input type="radio"/> Stalking and Harassment	<input type="radio"/> Inappropriate Sexual Display
<input type="radio"/> Adult Stalking	<input type="radio"/> As Part of Hazing	<input type="radio"/> Stalking and Harassment	<input type="radio"/> Inappropriate Sexual Display
<input type="radio"/> Student-Student	<input type="radio"/> As Part of Hazing	<input type="radio"/> Stalking and Harassment	<input type="radio"/> Inappropriate Sexual Display
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<input type="radio"/> Adult Stalking	<input type="radio"/> As Part of Hazing	<input type="radio"/> Stalking and Harassment	<input type="radio"/> Inappropriate Sexual Display

☐ No response

CONTINUE

WE SAID
ENOUGH

New Sexual Harrassment Report

Where did the incident happen?

Where

Home

School

Work

Online

Hotel

Transportation

Plane

Train

Bus

Car

Other

What

Verbal Abuse

Physical Abuse

Sexual Abuse

Stalking

Harassment

Other

How often does this happen?

Once

Twice

Three times

Four times

Five times

Six times

Seven times

Eight times

Nine times

Ten times

More than ten times

Other

How long has this been going on?

One week

Two weeks

Three weeks

Four weeks

Five weeks

Six weeks

Seven weeks

Eight weeks

Nine weeks

Ten weeks

More than ten weeks

Other

How many people are involved in this incident?

One person

Two people

Three people

Four people

Five people

Six people

Seven people

Eight people

Nine people

Ten people

More than ten people

Other

What is the impact of this incident on your life?

It has no impact on my life.

It has a minor impact on my life.

It has a moderate impact on my life.

It has a severe impact on my life.

It has a life-threatening impact on my life.

Other

What do you want to do about this incident?

I want to talk to the person involved.

I want to talk to a friend or family member.

I want to talk to a counselor or therapist.

I want to talk to a lawyer.

I want to talk to the police.

I want to take legal action.

I want to move out.

I want to change my phone number.

I want to change my email address.

I want to change my social media accounts.

I want to change my name.

I want to change my identity.

I want to change my life.

Other

What is the best way to describe this incident?

It was a one-time thing.

It was a series of incidents.

It was a pattern of behavior.

It was a deliberate act.

It was a mistake.

It was a misunderstanding.

It was a joke.

It was a prank.

It was a threat.

It was a warning.

It was a sign.

It was a message.

It was a statement.

It was an action.

It was a reaction.

It was a response.

It was a result.

It was a consequence.

It was a punishment.

It was a reward.

It was a gift.

It was a present.

It was a surprise.

It was a secret.

It was a mystery.

It was a puzzle.

It was a challenge.

It was a test.

It was a trial.

It was a journey.

It was an adventure.

It was an experience.

It was a memory.

It was a story.

It was a legend.

It was a myth.

It was a dream.

It was a vision.

It was a prophecy.

It was a destiny.

It was a fate.

It was a fortune.

It was a destiny.

It was a fate.

It was a fortune.

Other

ENOUGH DISEASE

Reporting Tools

[illegible]

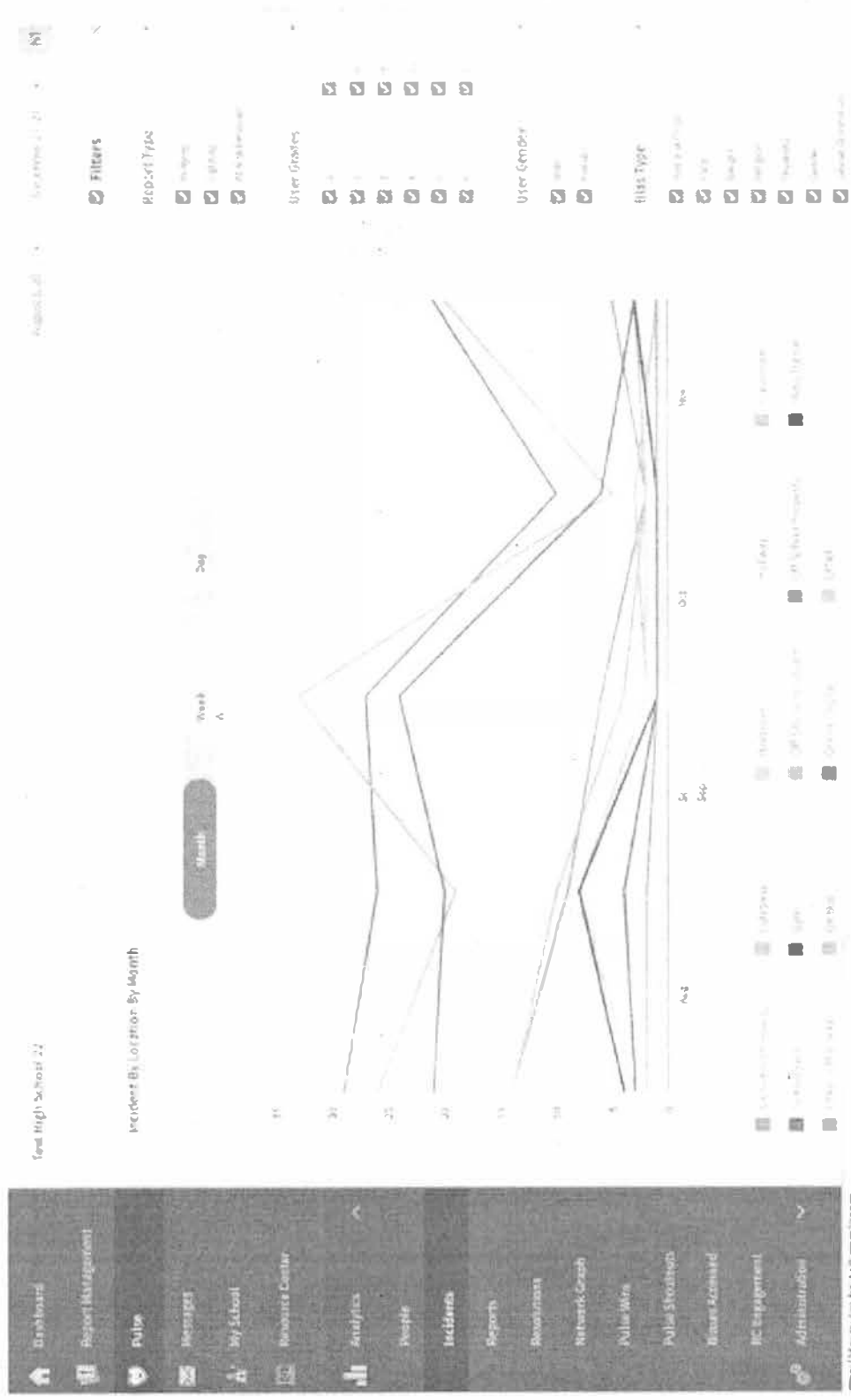
**WE SAID
ENOUGH**



Real Time

Data & Analytics

Analytics

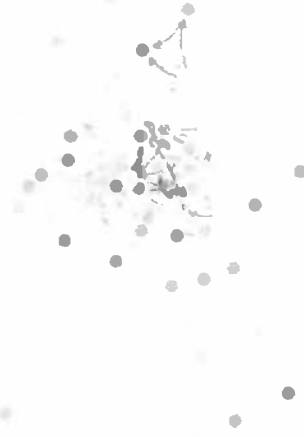


WE SAID
ENOUGH

Analytics

WSE Report on Data Analysis

Network Graph



December 30

Filters

Report Type

Report

Report

Report

User Grades

User Grades

User Grades

User Grades

User Grades

User Grades

User Grades

User Gender

User Gender

User Gender

Timeline to Launch

PHASE 1

[Jan 1st to February 20]

- App Design and Beta Sign Ups

PHASE 2

Launch Beta Version (Feb 20, 2017)

- Reporting
- Living Help Map
- #METOO/I SUPPORT YOU
- Resource Libraries
- WSE Community
- Newsfeed
- Messenger

PHASE 3

- Surveys & Assessments
- Trainings
- Data & Analytics



Questions?

WE SAID
ENOUGH

Kendr: Overview

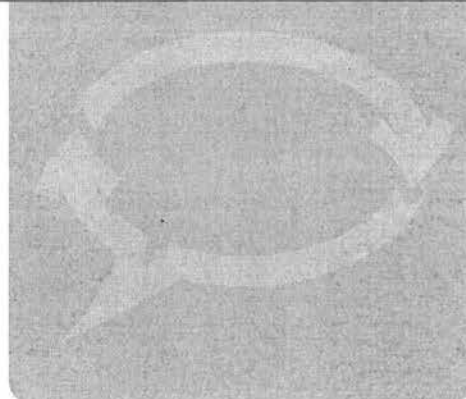


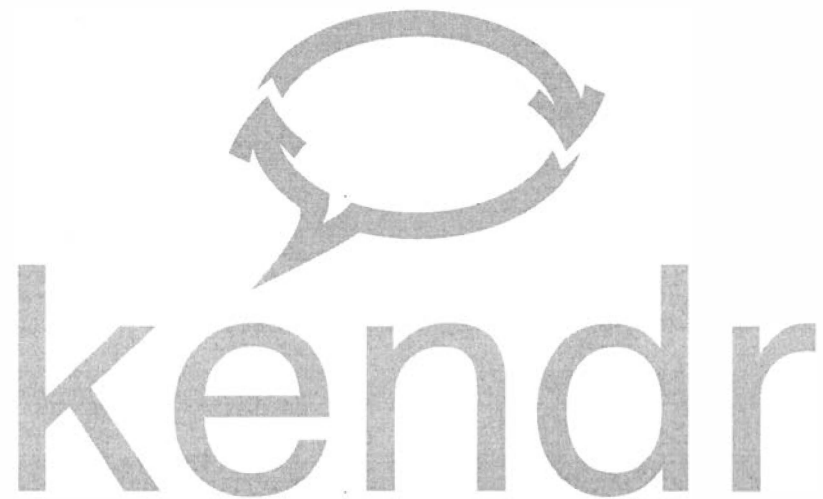
Safe Space for the Workplace

Using an employee app, kendr connects employees with their employers, promoting secure, discreet and anonymous workplace communication.

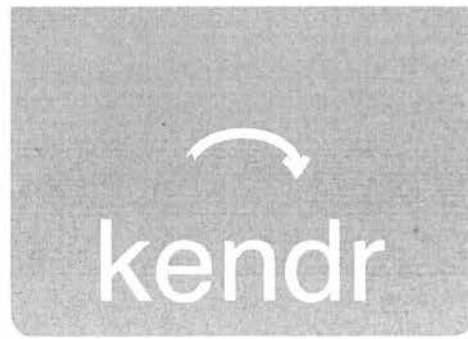
Request more info:

Follow us on:



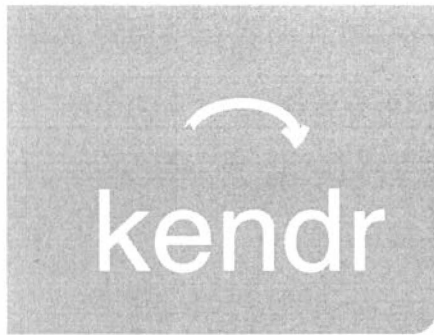


kendr is Hindi for “center.”

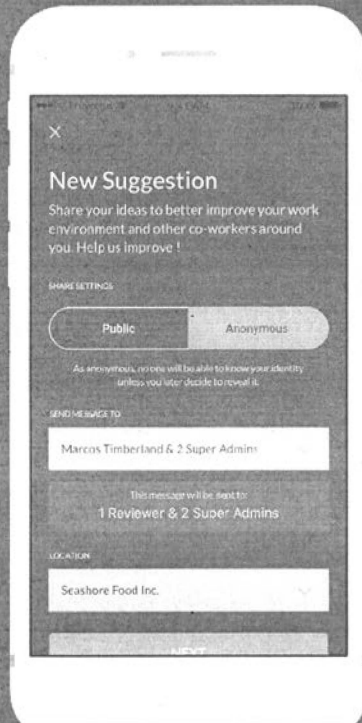


Background

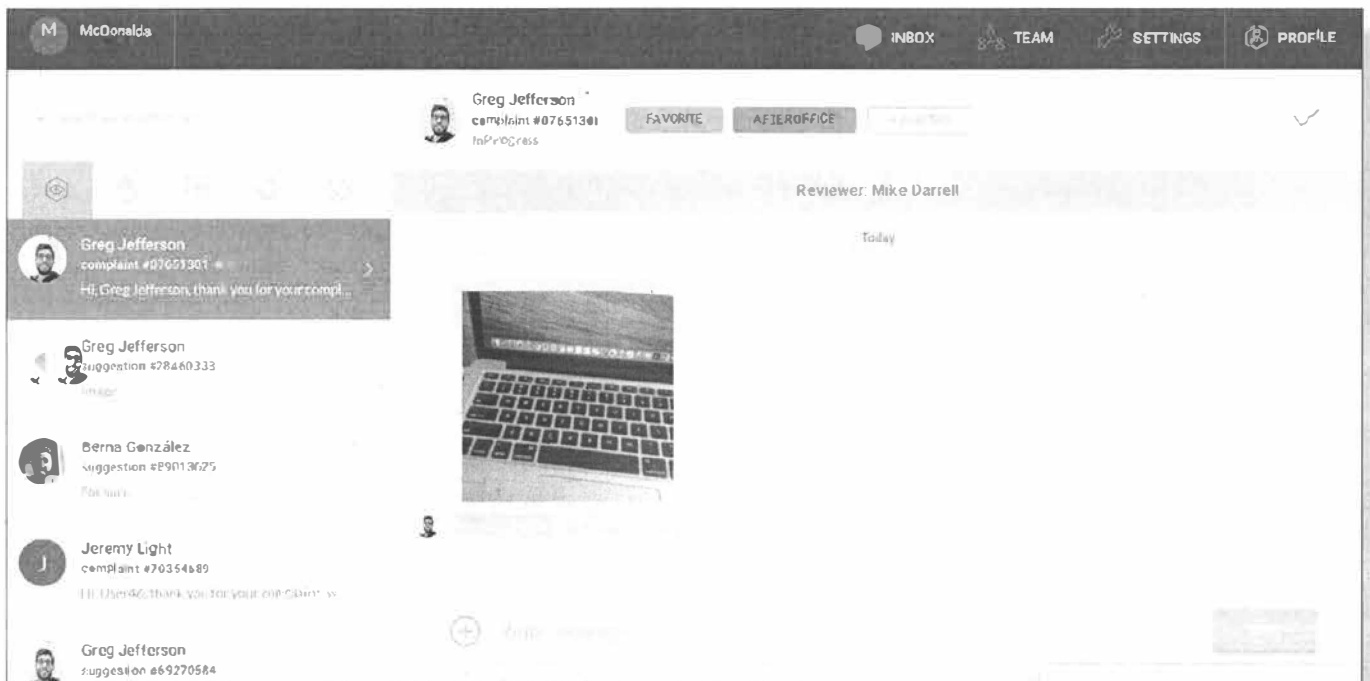
Beth Schroeder is an employment law defense attorney in California with over 30 years experience, who became frustrated that employees were not coming forward with claims of harassment in the workplace, or were claiming in lawsuits that they did not report harassment or working off the clock because they did not know how to reach upper management. They would testify that they did not know the hotline number, or lost their handbook, or they did not know how to reach Human Resources. They also often claimed fear of retaliation. So we decided to create a solution to try to thwart expensive litigation and empower employees to come forward within the workplace - taking advantage of technology in a way that had not before been done. We therefore began development of **kendr** at the start of last year, well before the #metoo movement took hold. It's mere coincidence that we go live just as this watershed moment in history is taking place, but the timing is also fortuitous.



Share your thoughts with the company whether your identity is public or anonymous.



Translate any message to your native language.





SPECIAL FEATURES

Employee App



- Easy set-up with unique personal code to ID employer
- Ability to send anonymous messages to employer
- Submit questions, comments or concerns
- Attach pictures or videos
- Select message recipient(s)–those you want to see the message(s)
- Choose your employment location
- Toggle between multiple employer accounts
- Receive auto-responses when submitting messages
- Manage communications from inbox
- Receive push notifications as new messages arrive
- Translate messages to multiple languages

Employer Web Dashboard

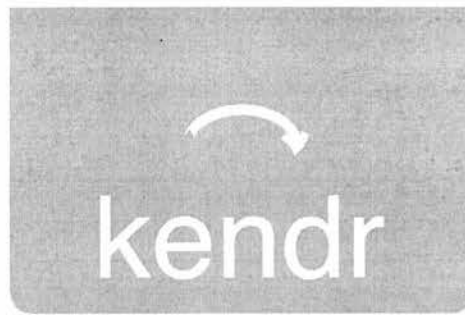


- Quick account set up
- Ability to connect multiple locations to the account
- Easy invite for team members to download the **kendr** app with CSV upload
- Offer management team(s) simple access to three levels of **kendr** messaging (super admin, admin, reviewer)
- Reply message function, sent by admin or reviewer, must be approved by super admin before reaching employee
- Access to terminated employee's messages remain open for one year
- Ability to reply to anonymous messages for follow up information
- Messages never deleted providing permanent record of all communications
- Organized inbox stores messages after issues are resolved for easy review
- Intuitive dashboard manages all messages
- Customizable tags for easy tracking of messages
- Search messages by user name or tags
- Filter by type of messages
- Customize the auto-response message function

Beth A. Schroeder
Co-Founder
beth@kendr.com

Jeremy Light
Co-Founder
jeremy@kendr.com

kendr.com



What they are saying...

"We want to offer our employees, both at HQ and in the field, a way to communicate so they feel safe in letting us know what's happening. We're excited to partner with kendr to work toward solving these issues in an easy, secure way."

Lyssa Reynolds

VP of Human Resources | Pabst Blue Ribbon

"The kendr app can help employers create a better work environment with highly engaged employees before workplace situations turn into litigation."

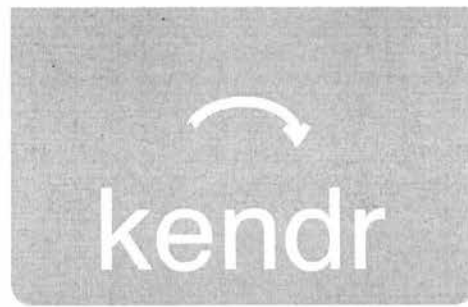
David Mallen

Plaintiffs Attorney | Employment Law Group

"kendr provides a great resource for restaurants. Not only does it give employees a voice, it also allows restaurant groups with multiple locations a central place to gather all communications to get a temperature gauge of what is happening in their company."

Joe Gatto

Immediate Past Chair of the California Restaurant Association



Overview

We believe **kendr** provides a unique solution to the problems of employee communication in the workplace. In the past, employees have been hesitant to report issues or ask questions due to either not knowing how to pose them or were scared to come forward. A traditional third party hotline supplied a partial solution, but employees were sometimes unaware of the hotline, and even then, if they called a phone number anonymously, there would be no way to continue the dialogue in order to obtain enough information to efficiently and thoroughly investigate the circumstances. Employees were sometimes also reluctant to talk to a "live" voice or they had a language barrier issue.

With **kendr**, the app is always on the employees' phones. Employees are accustomed to, and comfortable with messaging through their own phones. Upon hire, the employee is sent a code from the employer to download the free app from the App Store and set up his/her own profile. Whenever he/she needs it, the employee may open the app where they will have the option of a number of choices and select which employer contacts should receive a copy of the message. The employee types the message, in the language of their choice, at whatever time of the day they wish. They also can attach copies of texts, pictures, or emails as needed. His/her message can be sent with their revealed identity or anonymously: their choice. Even if their identity is cloaked, their employer can continue to engage in a dialogue with them; something that has not been possible before. The employee can trust that the anonymity is preserved because the communication channel is managed by **kendr**, NOT their employer. **kendr** is a completely neutral third party, and its reputation is based on preserving the sanctity of these communications. They cannot be edited or deleted by their employer

On the employer side, the messages are received through a web dashboard. They can be sorted by type of message, then filed and tagged, so the communication can be organized and tracked through the web-based system. Even terminated employees may be able to communicate post termination up to one year enabling the employer to continue to receive his/her feedback, yet they are flagged as terminated employees.

The name "**kendr**" means "center." We truly believe that **kendr** can play an integral role in bringing employers and employees together during this interesting time in workplace history.

kendr Celebrates Launch Of Workplace App

Serves as 'Safe Space' for employees to communicate with employers; PBR conglomerate and other major companies soon to download platform

LOS ANGELES, Jan. 29, 2018 /PRNewswire/ – kendr, an efficient platform that allows employees to reach out confidentially to their employer via a “third party” app and website where their questions, suggestions and/or issues can be easily relayed and addressed, was officially launched today, according to kendr co-founder and renowned Los Angeles employment law attorney, Beth Schroeder; who represents companies that may be at risk for litigation by employees.

kendr in Hindi means “center.” “That is exactly what the app is: a central meeting place—a ‘safe space’ for communication,” said cofounder Jeremy Light.

Through the kendr conduit, communication between employers and employees is quickly handled and kept completely confidential. Employees can submit anonymously and if they do companies can still respond to gather more information. Within minutes of an employee sending a notice through their phone via kendr, the employer is notified and able to react and respond promptly. The employee receives an auto-reply confirming their message was received. Messages to employers may be tagged and organized. Employers are notified as each message comes in—in real time.

Companies may set up an account with kendr. Employees are sent an authentication code to activate the app; their communication is password protected ensuring complete privacy.

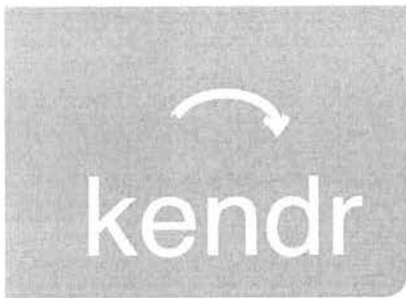
Long before the news of the Weinstein disaster broke, Schroeder was busy at work developing an app and website platform that would support kendr’s purpose and tagline: “Safe Space for the Workplace.” “I spent years working on all aspects of kendr’s concept, purpose and technology to develop the various applications and uses of the app,” Schroeder stated as she recalled what prompted her to create kendr. “I was working on a complex wage and hour class action suit, where my client, the defendant, was accused of ‘off-the-clock’ allegations.” At the time, Schroeder believed that if some type of risk management tool had been in place—or a better means of communication readily available—her client may have been spared the enormous expense of such a lawsuit.

Although kendr may be used at any workplace in any industry, according to Schroeder and Light, those in hospitality, retail, manufacturing, and tech, are most likely to be the initial users and kendr’s customer base.

Employers, Human Resource professionals and media are encouraged to request a complimentary one-on-one demo with a kendr staff member. Please email Beth Schroeder at beth@kendr.com or Jeremy Light at Jeremy@kendr.com.

For more information on kendr, visit www.kendr.com.

CONTACT: Beth Schroeder (805) 300-1720 or beth@kendr.com.



Team Bios

Beth Schroeder | Co-Founder

Beth Schroeder is a preeminent labor and employment attorney who serves as Chair of the Employment Practice Group at Raines Feldman LLP, in Century City, CA. Over three decades of experience in representing employers in all aspects of employment and labor law, she has provided defense strategy regarding employment-related lawsuits involving wrongful termination, harassment, discrimination, wage and hour issues and related claims, both individual and class action. Schroeder counsels business owners, general counsel, and human resource professionals to provide extensive day-to-day counseling and advice, risk management, and compliance and strategy-planning, in the prevention of employment-related claims both individual and class action. She also conducts employee training classes, drafts employee handbooks and personnel forms, documentation, employment contracts and auditing services regarding wage and hour compliance.

Schroeder is a regular speaker, host and moderator at conventions, conferences, and seminars across the country, and internationally, where she speaks on topics such as wage and hour matters, sexual harassment, risk management, personnel policies, and other employment law issues. Schroeder also is an advisory member working closely with several trade associations, including the California Restaurant Association and California Fashion Association. She currently sits on the Board of the L.A. Chapter of the California Restaurant Association. Her articles on employment law are regularly featured in several local and national trade publications and HR journals.

Recently, Beth Schroeder was named the Century City Bar Association's "Labor and Employment Lawyer of the Year" for 2017.

Jeremy Light | Co-Founder

Jeremy Light started his career in the restaurant industry. He entered the restaurant industry after attending culinary school and later apprenticed as a manager, learning how to run a successful restaurant enterprise. Light later continued his education and received his Certified Sommelier certification. After 20-plus years in the industry, Jeremy Light started a consulting company, working on projects such as the Sportsmen's Lodge renovation the Bar & Kitchen renovation and helping to expand Sunlife Organics from one to three thriving locations. He also assisted in opening a new wine bar in downtown Los Angeles.

In 2015, Light was approached by Harri, a hospitality hiring platform that helps source, on-board, and manage talent in the hospitality industry. Light was hired to run the west coast market. During his two years in this capacity, he grew the marketplace from zero to over 50,000 in SoCal and brought hundreds of new clients to the platform. Jeremy was responsible for sales, client success, business development, and building strategic relationships in Los Angeles, Las Vegas, San Diego and the San Francisco bay area. Also during this time, Light also developed a large and trusted network of human resources professionals in SoCal and its outlying areas.

Stuart Kim | Corporate Attorney

David Schwartz | TM Attorney

Rootstrap | Dev Team

Susan White | Branding Consultant



kendr Celebrates Launch Of Workplace App

Serves as 'Safe Space' for employees to communicate with employers; PBR conglomerate and other major companies soon to download platform

NEWS PROVIDED BY kendr

Jan 29, 2018, 10:55 ET

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For more information on kendr, visit www.kendr.com or contact Beth Schroeder at beth@kendr.com or at (805) 300-1720.





kendr is a New App for Confidential Workplace Interactions

by The HRT News Desk Feb 02, 2018

Los Angeles employment law attorney Beth Schroeder has just launched an app that'd allow workers to connect with their employers in a secure, confidential setting. kendr is a third-party application/website ecosystem, where queries and recommendations can be posted and discussed, without corporate interference.

This would help iron out differences between employees and managers, without getting into complex, organizational red tape.

As a lawyer, Schroeder works with companies who are facing litigation by employees. kendr creates transparent lines of communication that could nip several such cases right in the bud.

The application is named after the Hindi term for 'center'. "That is exactly what the app is: a central meeting place — a 'safe space' for communication," explained co-founder Jeremy Light.

Companies have to register on the kendr app, after which employees are sent an activation code. All communication is encrypted with password protection. Users can post anonymous messages, the employer is notified immediately, and can respond immediately.

An auto-confirmation is sent once the employer has received the notification.

kendr uses a real-time alert system to ensure the exchanges are uninterrupted and challenges are resolved with minimal delays.

Schroeder says, the inspiration for the tool was a particular case where her defendant was accused of "off-the-clock" violations. The wage and hour class action lawsuit could have been prevented had a preemptive risk management framework been imposed.

"I spent years working on all aspects of kendr's concept, purpose and technology to develop the various applications and uses of the app," she added. kendr sports the tagline "Safe Space for the Workplace" — offering both employers and company representatives a platform to hash out conflicts outside the complex and expensive legal arena.

kendr will find early adopters in labor-intensive industries, the co-founders believe — currently, they are looking at hospitality, retail, manufacturing, and tech organizations for the initial launch.

The app, however, can be used in any business scenario and is now available for live demos.



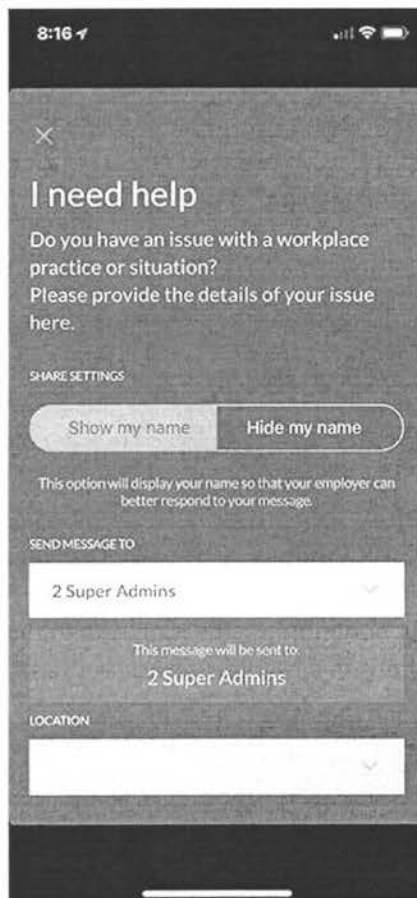


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App Could Give Workers Safe Space To Report Harassment

by Michele Gorman

Law360, New York (January 29, 2018, 4:32 PM EST) A longtime employment defense lawyer and her business partner are hoping to change the way employees and employers communicate via a thirdparty cellphone app, which launched Monday and allows workers to confidentially report sexual harassment or other perceived problems in the workplace to management.



Employees, who decide whether to remain anonymous, can choose from three types of messages: "I have a question," "I have a suggestion" or "I need help."

The app comes at a critical time for employers everywhere as the #MeToo movement stemming from the Harvey Weinstein sexual abuse scandal prompts companies to take a harder look at employee complaints and workplace policies. Kendr app cofounder Beth Schroeder, chair of Raines Feldman LLP's labor and employment practice group in Los Angeles, said in light of the recent headlines about sexual harassment, she no longer needs to explain to others why the app is a necessary risk management tool for businesses.

Kendr enables employees in any industry to send messages to their employers through the platform. Schroeder and cofounder Jeremy Light envision kendr will increase communication while providing a safe space for employees to disclose — anonymously if they choose — positive or negative situations in the workplace, 24 hours a day, seven days a week.

After hearing employees say they were afraid to report misconduct, misplaced their handbooks or didn't understand how to contact their human resources department, Schroeder decided to find a way to prevent what she called frivolous lawsuits. The partners first discussed the app for nearly a year before the first news story surfaced in October about sexual misconduct allegations against Weinstein. Accusations against powerful men in various industries, including most recently casino mogul Steve Wynn, continue to dominate news headlines, which Schroeder said shows why the app has launched at a vital time.





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"It's one of those things that if we ever had doubts about doing this, that it has completely validated our decision to do it," she told Law360. "We're excited to ride this wave of history, and frankly we're excited to be part of a solution I think that nothing else can be."

To prevent an employer from deleting messages or manipulating communication in any way, a third party administrator has control over the information, in what is advertised as a "candid safe exchange."

"Making employees feel comfortable and safe is the first mission of kendr because if they don't feel safe or feel that they can talk safely, or go to the wrong people, then they won't report it and the whole thing is kind of a moot point," Light, who spent more than 20 years in the hospitality and restaurant industries and is now the CEO of kendr, told Law360.

While he said the app was born with the restaurant, hospitality and retail industries in mind and expects businesses within those spaces to be their first customers, he also underscored its usefulness in any industry.

John Dent, general counsel and corporate secretary of hotel company Extended Stay America, said it can prove challenging in the hospitality industry to communicate to employees how to report an issue because large groups of staff members are distributed across satellite locations in various states and sometimes countries. In addition, that workforce may include some people who don't have access to desktop computers at an office desk.

"An app is another way for them to report it, and we'd love to see it if our provider had something like this, too," Dent said. "Whatever makes it easier for our team members to report problems is a good thing."

He identified language as one potential barrier for such an app. Light said kendr's navigation is currently only available in English, but employees can write in and translate messages to and from Chinese, Italian, Japanese, Korean and Spanish.

At no cost to employees, businesses pay to use kendr, which is compatible with both iPhone and Android operating systems. Once a company has access to the system, employees receive a notification with an authentication code to download the app directly onto their phones, and are then prompted to set up an account.

Workers can choose to remain anonymous or identify themselves and their location, and pick from three types of messages: "I have a question," "I have a suggestion" or "I need help." Before they send a question or complaint, which can include images and videos, staff can choose from two to four default managers who receive all correspondences.





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From there, employers are notified and can address or relay the question, suggestion or issue in a window that looks similar to that of a text message, all while maintaining privacy.

Schroeder and Light acknowledge that their idea of anonymously reporting egregious workplace behavior isn't new. Legal counsel say most companies have had similar systems in place for decades, whether that's through tollfree hotlines or, more recently, websites often run by thirdparty vendors.

Ernst & Young, for example, has a hotline for employees to report conduct that may be unethical, illegal, in violation of professional standards or otherwise inconsistent with the company's global code of conduct, according to information on its website. And at Hilton Hotels & Resorts, employees can use EthicsPoint to address fraud, abuse and other misconduct in the workplace, according to its website.

The cofounders said they expect kendr, which is Hindi for "center," to eventually expand to include company documents, such as employee handbooks, and helpful links to the U.S. Department of Labor.

Sloane Perras, chief legal officer for fastfood restaurant chain The Krystal Co., said she views an app like kendr as necessary technology and a useful platform that employers can use to replace housekeeping notices typically posted in break rooms with positive messages about, say, new hires or standout employees.

But, she warned, with technology comes the question of whether a system can evolve with constant changes, as well as the threat of cybersecurity, and advised those involved in the space to establish a team to deal with possible threats.

But above all, Perras said she envisions a platform like kendr could develop into a training module for staff members.

"Not only will it help employees connect with management," she said. "It will help companies provide more concrete enforcement and consistency around their rules and policies."

Editing by Jack Karp.

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Beyond #MeToo: Building a Corporate Immune System

Posted on 02.08.18 // by Lisa Markus// Labor & Employment Law

#MeToo has ignited a national conversation on bettering the workplace. The silver lining is that surfacing situations earlier increases the likelihood of proactively working out underlying problems before they result in lawsuits. However, long-term success lies in treating and building your culture as an immune system.

As author and Uber board member Arianna Huffington recently shared at USC, "What happened at Uber was a failure of culture... You can't change human nature, but strong cultures identify and resolve problems quickly."

Here are some practical actions you can take to diagnose and build your corporate immune system:



Start with a temperature check. According to University of British Columbia Professor Jennifer Berdahl, Ph.D., environmental contributors to rising complaints have these attributes in common:

- Competitive and cut-throat – information and emotions are not shared
- Definite in and out groups – lack of general belonging
- Lack of work/life balance – badge of honor to work longer hours
- Athletic/physical performance is prized

Get feedback from employees and honestly assess how behaviors and messages are being interpreted as an initial measure of health.

- **Evaluate your communication channels.** Raines Feldman defense attorney Beth Schroeder said that frivolous lawsuits may gain merit when plaintiff's say *I didn't trust HR...I never read the employee handbook...I didn't know where to report my concern.* To get to resolution quicker, Schroeder developed Kendr—an HR reporting app where employees can text their concerns and remain anonymous if they choose. The premise is that the short-term risk of increased complaints pay off in long-term gains of avoided lawsuits. The bottom line is to make sure your employees know how to report concerns and build employees' trust in HR to come forward.
- **Deal with serial offenders swiftly and transparently.** Investigate complaints quickly, thoroughly and impartially. Be as transparent as you can when the investigation is complete. And if someone is a serial offender, remove that person from the company.
- **Set a foundation of personal accountability.** Often serial offenders deny, attack and blame the victim. Additionally, complaints without merit tend to come from individuals who lack personal accountability. Start scoping, training and communicating on radical candor (honesty delivered with compassion) and how to have crucial conversations. Reframe conflict as an opportunity to learn and grow relationships.

Taking these actions is the beginning of your journey. Building a corporate immune system is simple but not easy. With diligent effort, you'll see an improvement in positively resolving issues before they bubble up into costly lawsuits.



About Lisa Markus

As Bolton puts client engagement at the heart of its growth strategy, Lisa leads the creation and continuing evolution of its Client Experience Organization. Her team is responsible for CX strategy, listening and advocacy, as well as enterprise marketing, social media, public relations and communications. Distinctly different from traditional marketing, Lisa channels Bolton's voice to champion its clients and their causes.



Options for Survivors
University of San Francisco

OPTIONS FOR SURVIVORS OF

Sexual Assault, Dating/Intimate Partners Violence, Domestic Violence, Stalking

YOUR SAFETY IS OUR PRIORITY

Here at the University of San Francisco, we are continually striving to maintain and strengthen a climate which fosters civility, mutual respect, and inclusivity for all Community Members. Our Primary concern is your safety and well-being.

Sexual misconduct is prohibited by federal and state law and by University policy. Sexual misconduct is also contradictory to the University's mission and values and will not be tolerated in our community.

For survivors of sexual assault, relationship violence, and stalking there are reporting options available for you. You can hold the respondent accountable through the University only, through the criminal system via SFPD, or through both. This handout provides a brief description of each option.

REPORTING TO USF CAMPUS ADMINISTRATION

Anyone (including students, staff, faculty, visitors, or third parties) who wants to file a complaint regarding an alleged incident of sexual misconduct involving any member of the USF community should contact the Title IX Coordinator.

Ways to report

Contact a Campus Title IX Officer

Title IX Coordinator
Leighia Fleming
lefleming@usfca.edu
415-422-5330

Report online

usfca.callistocampus.org
Callisto, a third party online site offering additional sexual assault resources and reporting options

Following receipt of notice or a complaint, the Title IX Coordinator (or designee) will promptly make an initial determination whether a policy violation may have occurred and/or whether conflict resolution might be appropriate.

More information about administration procedures can be found at myusf.usfca.edu/title-ix/complaint

Interim Measures

The Title IX Coordinator (or designee) may provide interim remedies such as a **no-contact order, housing relocation, and classroom accommodations** during this process if they believe that contact will result in short or long term effects of harassment, discrimination and/or retaliation against the survivor.

SEEKING MEDICAL ATTENTION

Even if you are undecided about making a report, it is recommended that you:

- Preserve evidence
 - physical evidence: clothing and sheets (in separate paper bags)
 - Other evidence: voice messages, texts or emails.
- Take a forensic exam

Forensic exams are **FREE** at **San Francisco General Hospital Rape Treatment Center** located in the Emergency Department, (415) 437-3000.

- They can be performed as late as 5 days after the assault
- If performed within 72 hours they can include HIV prevention medication and emergency contraception
- The hospital will not notify the University

OPTIONS FOR SURVIVORS OF

Sexual Assault, Dating/Intimate Partners Violence, Domestic Violence, Stalking

Remember that all emotional responses to sexual misconduct are normal. You may feel upset, very calm, or anything in between. Everyone copes differently. Resist the urge to blame yourself or think you should have done something differently. It is important to reach out to a friend you trust and utilize all available resources when you feel ready. You are not alone. We are here to help.

CRIMINAL REPORTING

It is your choice to report. Reporting to the police is always an option at any time, call 911.

It is best to report right away but if not reported immediately, the crime can still be reported later. Going to the police doesn't commit you to taking the process further but getting assistance from the police does make it possible for action to be taken at a later date.

If you seek medical attention, the hospital is required by law to report any incident of a sexual offense to the San Francisco Police Department (SFPD). However, that does not require you to press formal charges at that time, but you can choose to at any point in the future.

Public Safety is obligated to forward any report to SFPD; however, a decision to press formal charges or to meet with SFPD is not required.

San Francisco District Attorney Office's Victim Services Division

850 Bryant Street, Room 320, SF, CA | (415)-553-9044

Sfdistrictattorney.org | victimservices@sfgov.org

SFDA Office's Victims Services Division primary goal is to help survivors through all steps of the process

Services include:

- Providing crisis support and counseling
- Assisting with the state Victim Compensation Funds Program application to cover medical and mental health expenses
- Providing information about reporting, the criminal justice process, and case status
- Allocating accompaniment and escort during the court process
- Helping Victims represent their needs and interest, including in their victim impact statement
- Seeking restitution from the offender

USF Free and Confidential Support USF Counseling and Psychological Services (CAPS)

Gilson Hall, Lower Level
(415) 422-6352

University Ministry (ask to speak to a clergy member)

Phelan Hall, Lower Level
(415) 422-4463

Other USF Resources

Title IX Coordinator
415-422-5330

USF Public Safety

24 hours emergency: 911
Emergency 415-422-2911
Non-emergency 415-422-4201

Community Resources

Rape Treatment Center
www.traumarecoverycenter.org
(415) 437-3000

SF W.A.R.

24 hr crisis line (415) 647-7273
sfwar.org

Community United Against Violence

(415) 333-4357
www.cuav.org
Serves lesbian, gay, bisexual,
transgender, queer, and
questioning communities

W.O.M.A.N. Inc.

24 hr crisis line (415) 864-4722
www.womaninc.org
Serving battered women in San
Francisco and the larger Bay Area

*More resources can be found at
myusf.usfca.edu/title-ix*

Options for Respondent
University of San Francisco

OPTIONS FOR RESPONDENT

Sexual Assault, Dating/Intimate Partners Violence, Domestic Violence, Stalking

YOUR SAFETY IS OUR PRIORITY

Here at the University of San Francisco, we are continually striving to maintain and strengthen a climate which fosters civility, mutual respect, and inclusivity for all Community Members. Our Primary concern is your safety and well-being.

Sexual misconduct is prohibited by federal and state law and by University policy. Sexual misconduct is also contradictory to the University's mission and values and will not be tolerated in our community.

Being accused of sexual misconduct in any form can be a confusing and stressful experience. There are campus resources available to answer your questions and offer you support through the process. You'll notice that if you are accused of sexual misconduct, you are referred to in the process as the "respondent". Under the Sexual Misconduct Policy, both the respondent and complainant have the right to a fair and equitable adjudication process.

Respondents to claims of sexual misconduct at the USF are all entitled to the following rights:

- To be treated with respect by University officials.
- To access campus support resources (such as Counseling & Psychological Services, clergy affiliated with the University, and University health services).
- To have an advisor during this process.
- To refuse to have an allegation resolved through conflict resolution procedures.
- To request and receive disability related reasonable accommodations
- To have complaints heard in substantial accordance with these procedures.
- To request reasonable accommodations to ensure equitable participation in meetings/hearings.
- To be informed of the outcome/resolution of the complaint and the rationale for the outcome, in writing.
- To be informed about how to appeal the outcome.
- To be provided a support person from USF if needed.

WHAT TO EXPECT NEXT

The university will conduct a fair and neutral process for cases of sexual misconduct within 60 business days. Questions concerning these procedures can be addressed to the Title IX Coordinator

Any member of the University community who is reported to have committed act(s) of sexual misconduct may be subject to disciplinary action and/or criminal charges. University disciplinary action may occur whether or not criminal charges are filed.

Non-retaliation policy

It is a violation of University policy to retaliate in any way against students or employees because they have raised allegations of sexual or other discriminatory harassment. Person(s) against whom the complaint is lodged also bear a responsibility to abstain from retaliatory behavior toward the complainant(s) and/or any individual participating in the investigation.

OPTIONS FOR RESPONDENT

Sexual Assault, Dating/Intimate Partners Violence, Domestic Violence, Stalking

Adjudicatory Concerns

If you have concerns about the investigation process, you may speak with the Title IX Coordinator who will respond to these questions. In addition, you may wish to have an advisor accompany you to your meetings with the investigator. You may elect to involve legal counsel as an advisor, but they are not permitted to act in a legal capacity during interviews and other meetings that the university has with persons involved.

Respondents will be interviewed and will have the opportunity to fully describe their experiences to the coordinator. If there is evidence to establish that you have been falsely accused, that will be considered in the investigation.

In order to clearly articulate your experience to the investigator, it is suggested that you:

- Write down as many details as possible about the events that transpired, whether or not you consider them to be important.
- Compile a list of possible witnesses who can lend credibility to your statement.
- Provide any evidence (text messages, pictures, etc.

My Friend is a Respondent

If a friend or someone you know is ALLEGED to have violated the sexual misconduct policy, it is likely that you have questions and may be struggling to understand what has happened.

Ways you can help your friend through this experience:

- Direct your friend to resources. Helping your friend access these resources is a step you can take to provide support and be honest about how much support you can provide
- Be available to listen in a non-judgmental manner. They may not feel comfortable talking about the matter, but let your friend know you will listen.
- Let your friend make the ultimate decision about what to do.
- Realize that you may also be affected, and seek counseling if necessary.

Remember, being a good friend does NOT mean:

- Approving of your friend's actions and/or choices. You can help your friend without making a judgment as to whether or not an act of sexual misconduct occurred. Determining if a crime or policy violation took place is the responsibility of the legal system and/or campus administrators.
- Telling your friend what to do.
- Blaming the student who has brought the complaint.
- Telling others about what might have happened and violating their confidentiality and trust.

USF Free and Confidential Support USF Counseling and Psychological Services(CAPS)

Gilson Hall, Lower Level
(415) 422-6352

University Ministry (ask to speak to a clergy member)

Phelan Hall, Lower Level
(415) 422-4463

Other USF Resources

Title IX Coordinator
415-422-5330

USF Public Safety

24 hours emergency: 911
Emergency 415-422-2911
Non-emergency 415-422-4201

*More resources can be found at
myusf.usfca.edu/title-ix*

The Respondent Support Services person is not:

1. An advocate on behalf of the respondent.
2. A confidential resource.
3. A provider of legal advice.
4. An investigator or adjudicator in the student conduct process.

Role of Advisor

The advisor may consult with the advisee quietly or in writing, or outside the meeting during breaks, but may not speak on behalf of the advisee to the investigators.

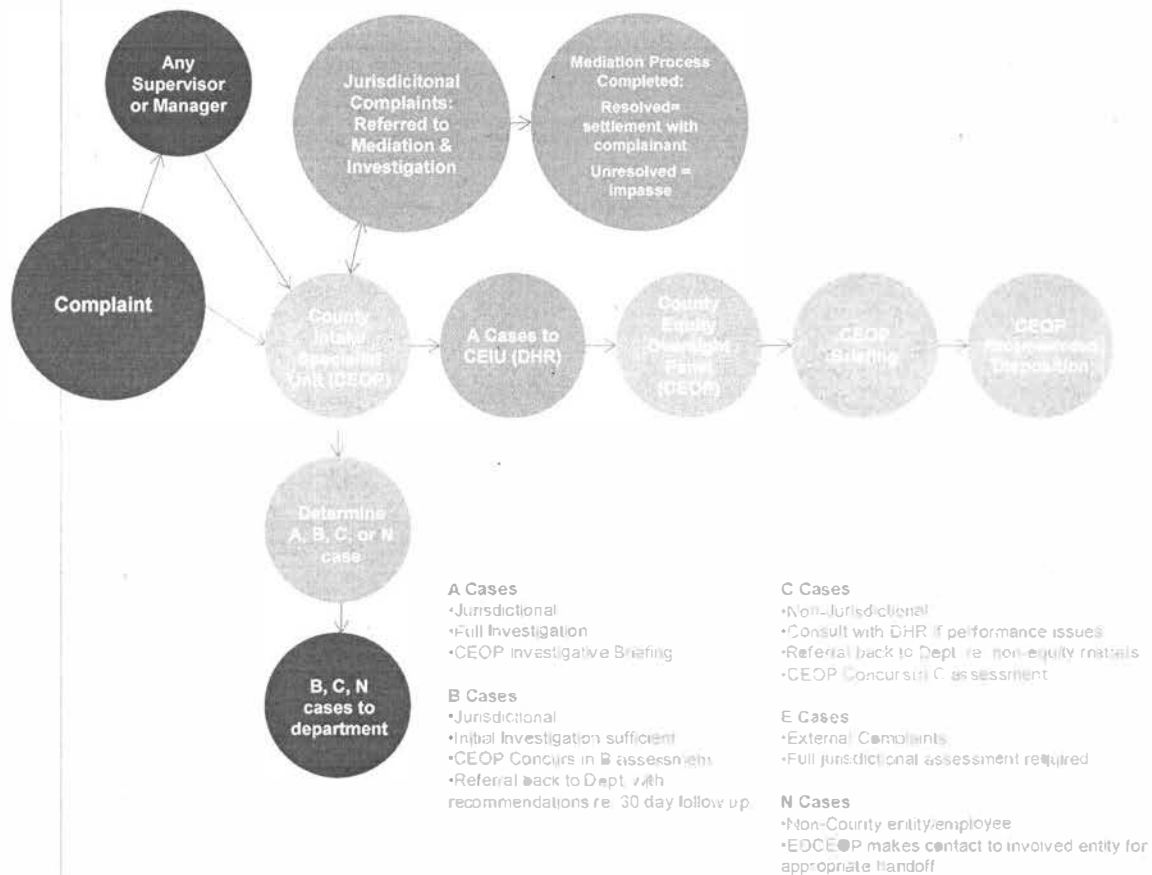
County of Los Angeles
Policy of Equity Program (CEOP)

County of Los Angeles Policy of Equity Program (CEOP)



Mary C. Wickham
County Counsel
County of Los Angeles

● CPOE Complaint Process

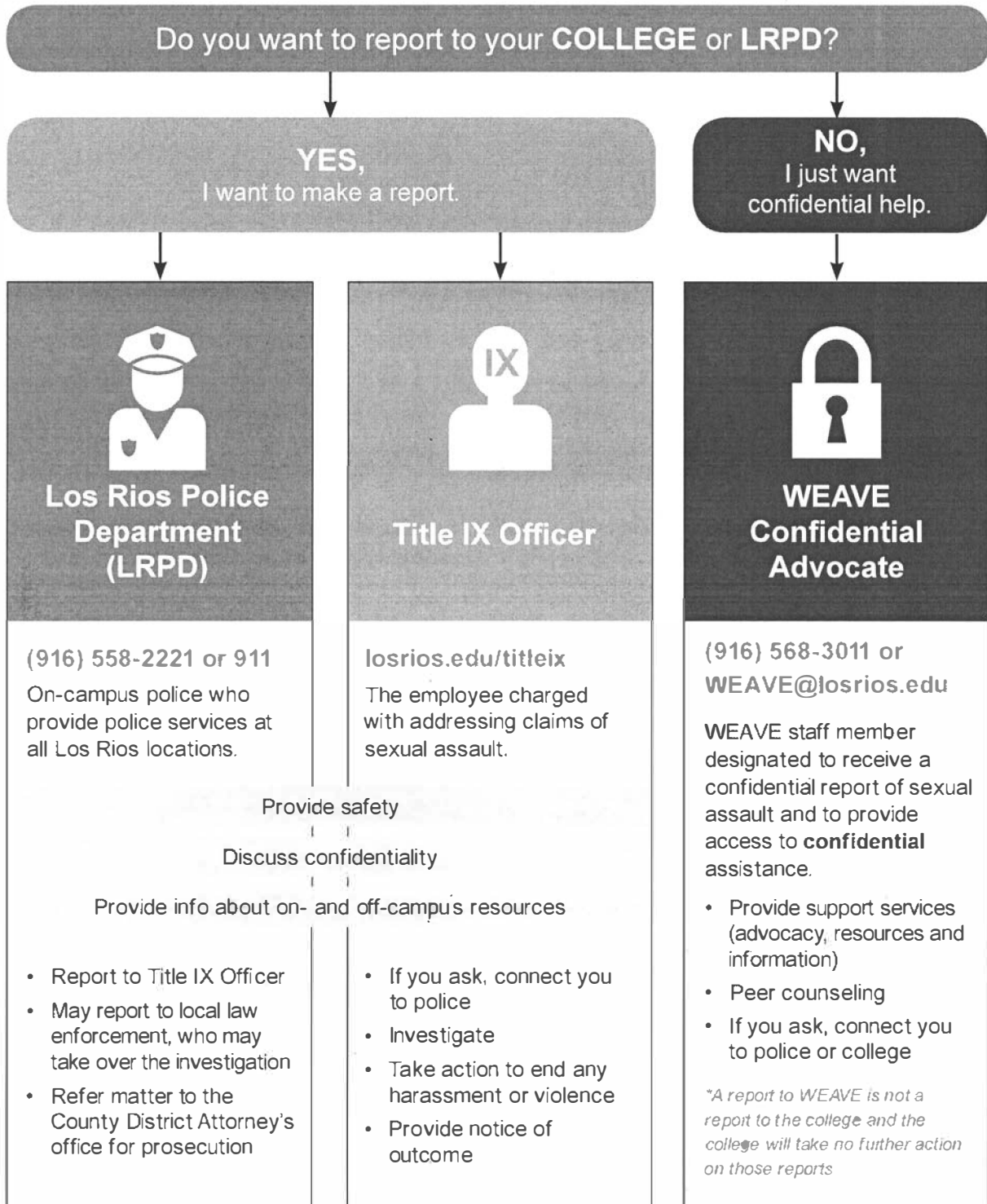


Your Choices for Help
Los Rios Community College District

YOUR CHOICES FOR HELP

SEXUAL ASSAULT • SEXUAL VIOLENCE • RELATIONSHIP VIOLENCE • STALKING

American River, Cosumnes River, Folsom Lake and Sacramento City stand ready to support those who have experienced sexual violence.



WHO CAN I CALL?

College and District

	Phone	Website or Email
Los Rios Police Department (LRPD)	(916) 558-2221 or 911 TTY-650-2972	www.police.losrios.edu
College Title IX Officers		losrios.edu/titleix
College Equity Officers		losrios.edu/titleix
WEAVE Confidential Advocate	(916) 568-3011	WEAVE@losrios.edu
ARC Counseling	(916) 484-8572	counseling@arc.losrios.edu
CRC Counseling	(916) 691-7316	counseling@crc.losrios.edu
FLC Counseling	(916) 608-6510	counseling@flc.losrios.edu
SCC Counseling	(916) 558-2204	counseling@scc.losrios.edu

Off-Campus Law Enforcement

	Phone	Website
City of Davis Police	(530) 758-3600 or 911	cityofdavis.org/city-hall/police-department
City of Folsom Police	(916) 355-7231 or 911	www.folsompd.com
City of Rancho Cordova Police	(916) 632-5111 or 911	www.rancho-cordovapd.com
City of Sacramento Police	(916) 264-5471	www.sacpd.org
Sexual Assaults	(916) 808-0650	
City of West Sacramento	(916) 372-3375 or 911	www.cityofwestsacramento.org/city/depts/police
El Dorado County Sheriff	(530) 621-5655	www.edcgov.us/Sheriff
Placerville Police	(530) 642-5210 or 911	www.cityofplacerville.org/depts/police
Sacramento County Sheriff	(916) 874-5115 or 911	www.sacsheriff.com
Sexual Assault Bureau	(916) 874-5070	
UC Davis Police	(530) 752-1230 or 911	police.ucdavis.edu
Yolo County Sheriff	(530) 668-5280 or 911	www.yolocountysheriff.com
Sacramento County District Attorney	(916) 874-6218	www.da.saccounty.net
Victim/Witness Assistance	(916) 874-5701	
Sexual Assault and Child Abuse Prosecution Units	(916) 874-6159	
Domestic Violence	(916) 874-6171	
El Dorado County District Attorney	(530) 621-6472	www.edcgov.us/ELDODA
Victim/Witness Assistance	(530) 642-4760	
Yolo County District Attorney	(530) 666-8180	yoloda.org
Victim/Witness Assistance	(530) 666-8400	

Other Resources

Not Anymore	An online educational and prevention program on sexual violence, relationship violence, domestic violence, dating violence, sexual assault or stalking. www.losrios.edu/legal/FAQ_Not_Anymore.pdf success.losrios.edu/resources.php
Employee Assistance Program (EAP) (916) 568-3112	EAP offers assessment, short-term counseling and referrals to help resolve a range of personal, work and family problems. EAP services are available free of charge to college faculty and staff as well as their immediate family members. Contact Human Resources for further information.
General Counsel's Title IX Website	www.losrios.edu/legal/gc-titleix.htm

Key Points at a Glance
Los Rios Community College District



LOS RIOS



KEY POINTS AT A GLANCE

Sexual Assault: Sexual Violence, Relationship Violence & Stalking

What I Can Do After A Sexual Assault, Relationship Violence or Stalking

- Get to a safe place.
- Call a friend or family member to be with you.
- Breathe deeply and remind yourself that what has happened is wrong and in no way your fault.
- Get help:
 - » If you want to report the crime to the Police, call the LRPD at (916) 558-2221, 911 or your local police department.
 - » If you want to report the crime to the college, contact your college's Title IX Officer.
Contacts: losrios.edu/titleix.
 - » If you want confidential help and do not want to report the crime, contact the WEAVE Confidential Advocate at WEAVE@losrios.edu or (916) 568-3011.
- You can also contact WEAVE's 24/7 Support and Information Line at (916) 920-2952 to talk through your options and obtain support, accompaniment and resources.
- Write down as much as you can remember about the assault and your assailant.
- Receive medical attention or an evidentiary exam within seven days.

How to Report Sexual Assault, Relationship Violence or Stalking

Each of the four Los Rios Colleges—American River, Cosumnes River, Folsom Lake and Sacramento City—has procedures in place to support those who report sexual assault (which includes sexual violence, relationship violence or stalking). The reporting party may make these reports to the LRPD and the college's Title IX Officers. All other college employees—including faculty, staff or administrators—who receive reports of sexual assault are required to notify the college's Title IX Officer of the report. The college procedures include informing a reporting party about his/her right to file criminal charges as well as written notification about resources such as counseling, health, mental health, advocacy, legal assistance, visa and immigration assistance, and other services on and/or off campus.

The reporting party may ask for confidential help from the WEAVE Confidential Advocate. The WEAVE Confidential Advocate will assist the reporting party with information, referrals to medical and counseling resources, and provide assistance as appropriate. The WEAVE Confidential Advocate is not an employee of Los Rios. Reports to the WEAVE Confidential Advocate are not official reports to the college. No further college or police action will occur unless the reporting party files a formal complaint.

If you are assaulted and you happen to be violating a college policy or a criminal statute (such as drinking alcohol on campus), **do not let it stop you from reporting the assault**. The college will not discipline a person who reports sexual assault, unless your violation was extreme.

MORE INFORMATION REGARDING SEXUAL ASSAULT & TITLE IX ONLINE AT:

www.losrios.edu/legal/gc-titleix.htm

Confidentiality

Reporting parties and third parties may make confidential reports to the WEAVE Confidential Advocate.

The WEAVE Confidential Advocate will keep the report confidential unless they are required to disclose it by law. Disclosure is required if the reporting party is a minor or the conduct occurred while he or she was a minor or if a court requires the WEAVE Confidential Advocate to testify.

The WEAVE Confidential Advocate will report anonymous data about the report to the college in a way that keeps names and other personal information of the reporting party confidential.

When a report of sexual assault is made to the LRPD or Title IX Officer that implicates the college's obligations to provide a safe and sexual harassment-free environment for its students, faculty, staff and administrators, the college may not be able to honor a request for confidentiality. A confidentiality request will be weighed against the following factors: the seriousness of the alleged misconduct; whether the reporting party is younger than 18; whether there have been other complaints about the same responding party; and the responding party's rights to receive information about the allegations that is maintained by the college. The college shall conduct an investigation of a report of sexual assault to the LRPD or the Title IX Officer, even if there is a request to not do so, if: (1) the person alleged to have committed the crime is alleged to have committed one or more prior acts of sexual assault or used a weapon in those act(s); or (2) acts of sexual assault have occurred repeatedly in a particular location or against a particular group.

Legal Rights

A person reporting sexual assault (reporting party) has rights, including the right to:

- Be informed of and to be present at court proceedings of the responding party.
- Be heard at sentencing of the responding party in the manner prescribed by law, and at other times as prescribed by law or deemed appropriate by the court.
- Receive restitution.
- Receive information about the crime, how the criminal justice system works, the rights of victims and the availability of services for victims.
- Receive information about the conviction or final judgment.
- Have an advisor accompany them to medical, criminal, civil and college proceedings.

A person accused of sexual assault (responding party) has rights, including the right to:

- Be informed of the charges and to be present at court proceedings and college proceedings.
- Retain an attorney of their choice to represent them in criminal and civil proceedings.
- Have an attorney paid for in criminal proceedings if they cannot afford one.
- Remain silent and not testify.
- Have an advisor accompany them to college proceedings.

College Response

Independent of the LRPD obligation to investigate crimes, the college has an obligation to ensure it fairly investigates official reports of sexual assault reported to college Title IX Officers. Other employees (including faculty, staff or administrators) who receive these reports must report them to the college's Title IX Officer. In response to these reports, the college will:

- Assist the reporting party in contacting LRPD or local police if the reporting party requests it.
- Discuss confidentiality with the reporting party.
- Assess the need to implement interim or long-term protective measures, such as changes in class schedule or a "No Contact" directive between the parties, if deemed appropriate.
- Fairly investigate what happened, halt any misconduct found and address the effects of that misconduct.

*Los Rios, WEAVE Launch New Confidential
Reporting Partnership for Sexual Assaults*
Los Rios Community College District,
Office of Communications



CONTACT:
Mitchel Benson, (916) 568-3056
bensonm@losrios.edu
August 22, 2016

**LOS RIOS, WEAVE LAUNCH NEW CONFIDENTIAL
REPORTING PARTNERSHIP FOR SEXUAL ASSAULTS**

SACRAMENTO – The Los Rios Community College District today announced the launch of a new sexual assault awareness, education, confidential reporting and support program in partnership with WEAVE, the region's widely respected provider of crisis intervention services for survivors of relationship violence and Sacramento County's sole rape crisis center.

The Los Rios Colleges – American River, Cosumnes River, Folsom Lake and Sacramento City – have long-held procedures in place to support those who report sexual assault, which includes sexual violence, relationship violence and stalking.

Until today, those who wanted to report such assaults could make those reports to the Los Rios Police Department or any of the college's designated Title IX officers. In addition, all college employees who receive information about sexual assaults are required to forward such reports to their college's Title IX Officer. College Title IX officers are responsible for the coordination and administration of the District's policies related to identifying, investigating and combating sex discrimination and sexual harassment.

But today's announcement creates a third and confidential option: The District has contracted with Sacramento-based WEAVE to make available to the Los Rios Colleges community a trained advocate to provide a wide range of information, support and referrals to students, staff and faculty who want to report sexual assaults confidentially. In the months ahead, the WEAVE Confidential Advocate will also work with Los Rios personnel to prepare and present sexual assault awareness and prevention campaigns throughout the District.

"We are fortunate that few of these assaults and crimes are reported at the Los Rios Colleges, but even one occurrence is too many," said Los Rios Chancellor Brian King. "With WEAVE as our partner, Los Rios will do a better job of educating our students, staff and faculty about this topic and about preventing such attacks, and we will do a better job of supporting members of the Los Rios community who are reporting them."

Founded in 1978 as a non-profit, WEAVE is Sacramento County's primary provider of crisis intervention services for all survivors of intimate partner and sexual violence, regardless of gender identity. WEAVE provides 24/7 response, outreach and assistance to those survivors. At the same time, the District – in coordination with WEAVE – is releasing a new comprehensive 33-page sexual assault

education and resources guide for the Los Rios community. The guide is available online at <http://losrios.edu/legal/sexualassaultguide.pdf>

“We are thrilled to partner with the Los Rios Community College District to expand resources available to students who have experienced sexual assault or intimate partner violence,” said WEAVE CEO Beth Hassett. “We applaud Los Rios for creating an additional option for students in reporting a sexual assault and for being leaders in building a campus system that prioritizes the needs of survivors.”

Among other things, the WEAVE Confidential Advocate will:

- Work a combined 20 hours a week from designated office space at each of the Los Rios Colleges, roving from college to college. The WEAVE Confidential Advocate will also have an email address and cell phone number and be accessible 24/7. The email and phone number access were launched today. The on-campus office hours will begin on September 12.
- Help those who have been sexually assaulted to report the assault to the police or appropriate college Title IX Officer, if the assistance is requested.
- Help those individuals or third parties with information and referrals to medical and counseling services.
- Accompany those individuals to any medical visits, court proceedings or college proceedings, as requested.
- Engage with Los Rios students, faculty, staff and administrators to create and present educational and outreach programs regarding sexual assault and sexual assault prevention.

The WEAVE Confidential Advocate will keep the identity of the reporting party and the contents of the report confidential unless required to disclose it by law. Disclosure is required if the reporting party is a minor, the conduct occurred while he or she was a minor or if a court requires the WEAVE Confidential Advocate to testify. The WEAVE Confidential Advocate will report anonymous data about the report to the college in a way that keeps names and other personal information of the reporting party confidential.

More than 75,000 students take classes at the four main Los Rios Colleges and six education centers. For 2014, the last year for which statistics are available, a total of 23 sex-related crimes were reported on or near Los Rios’ 10 college and educational center campuses under the federal Clery Act: 2 forcible sex offenses; 4 non-forcible sex offenses (incest and statutory rape); 8 reports of domestic violence; 2 reports of dating violence; and 7 reports of stalking.

ABOUT WEAVE Confidential Advocates

California state law provides for a client confidentiality privilege or “confidential communication” between a certified sexual assault/domestic violence counselor/advocate and someone who has reported a sexual assault or domestic violence. To serve as a WEAVE Confidential Advocate assigned to Los Rios, a counselor/advocate must work in a rape crisis center, have completed a combined 68 hours of training in sexual assault and domestic violence and received certificates proving completion of both training programs.

ABOUT LOS RIOS

The Los Rios Community College District is one of the nation’s most respected learning institutions and the second-largest community college district in California, serving the greater Sacramento region. Los

Rios includes: American River, Cosumnes River, Folsom Lake and Sacramento City colleges; six major education and outreach centers; and specialized workforce and economic development programs, for regional businesses, governments and organizations. Los Rios colleges offer AA/AS degrees, certificates and transfer-education opportunities in more than 70 career fields. The District's 2,400 square-mile service area includes all of Sacramento County, most of El Dorado County and parts of Yolo, Placer and Solano counties. More than 75,000 students are enrolled in the four Los Rios Colleges. For more information, go to www.losrios.edu.