Auburn University (the “University”) is committed to providing a safe and non-discriminatory environment for all members of the University community. The University prohibits Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Sexual and Gender-Based Harassment, Complicity, and Retaliation (together, “Prohibited Conduct”). These forms of Prohibited Conduct are defined in the University’s Policy on Sexual and Gender-Based Misconduct and Other Forms of Interpersonal Violence (the “Policy”). This Appendix identifies the University’s training, education, and prevention programs related to the Policy.1

1 This Appendix should be read in conjunction with the Policy. Capitalized terms used and not otherwise defined in this Appendix are defined in the Policy
II. **TRAINING**

The University provides training to Students and Employees to ensure they understand the Policy and the topics and issues related to maintaining an education and employment environment free from harassment and discrimination.

A. **UNIVERSITY OFFICIALS INVOLVED IN IMPLEMENTING THE POLICY**

The University offers online and in-person training to all officials charged with implementing the Policy, including the University’s Title IX Coordinator, Deputy Title IX Coordinators, University Investigators, Employees who could be selected to serve as the Appellate Authority as outlined by the Procedures related to the Policy, and all other Employees involved in responding to reports of Prohibited Conduct. The training varies by official and is based upon the role(s) the official is fulfilling under the Policy. Topics include working with and interviewing persons reporting Prohibited Conduct; the particular types of conduct that constitute Prohibited Conduct; issues related to Intimate Partner Violence, Sexual Assault, and Stalking; the proper standard of review for complaints under the Policy (Preponderance of the Evidence); Affirmative Consent and the role alcohol or drugs can play with respect to Affirmative Consent; the importance of accountability for Respondents found to have violated the Policy, and the need for interim measures for the Respondent, the Complainant, and/or the University community; how to determine credibility; how to evaluate evidence and weigh it in an impartial manner; how to conduct prompt, fair, impartial, and thorough investigations and appeals that ensure due process, protect community and individual safety, and promote accountability; confidentiality; the effects of trauma, including neurobiological change; and cultural awareness regarding how Prohibited Conduct may impact persons differently depending on their cultural backgrounds.

University officials charged with implementing the Policy receive regular training, both online and in-person, on these and other topics on an annual basis. The University frequently sends University officials to relevant local, regional, and national conferences.

B. **RESPONSIBLE EMPLOYEES**

The University offers online and in-person training to Responsible Employees to ensure they understand the particular types of conduct that constitute Prohibited Conduct, as well as their reporting obligations under the Policy. This training includes practical information on how to prevent and identify Prohibited Conduct; the behaviors that may lead to and result in Prohibited Conduct; the attitudes of bystanders that may allow Prohibited Conduct to continue; the potential for re-victimization by responders and its effects on persons reporting Prohibited Conduct; appropriate methods for responding to persons who may have experienced Prohibited Conduct, including the use of nonjudgmental language; and the impact of trauma. This training also includes an explanation of the Responsible Employee’s reporting obligations, including how, what, and where to report; the consequences for failing to report; the Procedures the University uses for responding to a Complainant’s request for confidentiality; how to
inform Complainants of their options for support and assistance following an incident of Prohibited Conduct; and the contact information for the University’s Title IX Coordinator. See Policy Section V., Campus and Community Resources and Section VI., Reporting, for more information

C. STUDENTS AND EMPLOYEES

The University offers online and in-person training to Students to ensure they understand the Policy, including how to report incidents of Prohibited Conduct and how to access confidential resources following an incident of Prohibited Conduct. Topics include Title IX and what constitutes Prohibited Conduct under the Policy; the definition of Affirmative Consent, including examples; how the University analyzes whether conduct was unwelcome and the existence of a hostile environment for purposes of Sexual or Gender-Based Harassment; options for reporting Prohibited Conduct; the availability of confidential resources, on and off campus; the University’s resolution options for pursuing complaints under the Policy; the potential sanctions for violating the Policy; effects of trauma, including neurobiological changes; the role alcohol and drugs often play in incidents of Prohibited Conduct, including the deliberate use of alcohol and/or other drugs to perpetrate Sexual Assault; strategies and skills for bystanders to intervene to prevent sexual, gender-based, and other forms of interpersonal violence; how to report Prohibited Conduct to local law enforcement and the ability to pursue, simultaneously, University disciplinary and criminal complaints; and the protection against Retaliation afforded by the Policy.

D. RESIDENCE LIFE STAFF TRAINING

All Students and employees who are part of Residence Life Staff receive training regarding high-risk alcohol prevention and strategies to prevent and respond to Sexual Assault and other forms of sexual, gender-based, and other forms of interpersonal violence. Residence Life Staff are also provided training on the Policy, how to report Prohibited Conduct as Responsible Employees, and how to support a Student reporting Prohibited Conduct.

III. EDUCATION AND PREVENTION

The University is committed to the prevention of Prohibited Conduct through regular and ongoing education and awareness programs. Incoming Students and new Employees receive primary prevention and awareness programming as part of their orientation, and returning Students and current Employees receive ongoing training and related programs. These programs include (1) statements that the University prohibits Prohibited Conduct, as defined by the Policy, and related crimes under Alabama law; (2) the definitions of related crimes under Alabama law; (3) the definition of “Affirmative Consent,” for purposes of the Policy; (4) safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of Prohibited Conduct against another person; (5) information on risk reduction to recognize warning signs of abusive behavior; and (6)
information about the Procedures that the University will follow after an incident of Prohibited Conduct has occurred.

The University’s education and prevention programs reflect comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end Prohibited Conduct. These programs are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness, and/or outcome. We.Auburn is the University’s initiative dedicated to ending sexual violence in our community. The University’s education and prevention programs support this initiative; they include (1) awareness programs; (2) bystander intervention programs; (3) ongoing prevention and awareness campaigns; (4) primary prevention programs; and (5) education on risk reduction.

A. AWARENESS PROGRAMS

Awareness programs consist of community-wide or audience-specific programming, initiatives, and strategies that increase audience awareness and share information and resources to prevent violence, promote safety, and reduce perpetration. The University’s specific annual awareness programs are:

- **National Stalking Awareness Month:** In January, materials made available through the National Center for Victims of Crime’s Stalking Awareness Center are used to promote awareness of stalking through posters placed across campus and social media.
- **Sexual Assault Prevention Month:** Throughout the month of April, the University holds programming to raise awareness about sexual assault and sexual violence.
- **Domestic Violence Awareness Month:** Throughout the month of October, the University participates in Domestic Violence Awareness Month with several weeks of programming around domestic and dating violence awareness and prevention.
- **The Be Well Hut:** Peer Health Educators create and circulate information about reducing risk for high-risk drinking, preventing sexual assault, and encouraging bystander intervention. The physical “hut” is stationed on the busiest concourse during 12 weeks each semester where students have access to information about multiple health topics including sexual and gender-based misconduct and other forms of interpersonal violence.
- **The Women’s Leadership Institute:** The Women’s Studies Program regularly holds open forums and guest lectures on topics related to sexual assault and reducing violence against college students.

B. BYSTANDER INTERVENTION

Bystander intervention consists of safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is risk of an occurrence of Prohibited Conduct. It also includes recognizing situations of potential harm,
understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene. The University’s specific bystander intervention programs are:

- **Green Dot:** The Green Dot We.Auburn bystander education program engages faculty, staff, and students as leaders for intervention around power-based violence with the goal of reducing sexual violence, relationship violence, and stalking. The program engages all communities at the University for a unified prevention effort. A Green Dot is a moment in time when words, choices, and behaviors communicate intolerance of violence. Training and social media focus on giving campus community members tools to intervene, as well as building a culture around the premises that (1) violence will not be tolerated, and (2) everyone has a role in preventing violence. To become involved, contact the Office of Health Promotion and Wellness Services.

- **We.Auburn Planning and Implementation Committee:** Fifty students, faculty, and staff make up the We.Auburn campaign planning and implementation committee. This committee oversees all Green Dot We.Auburn campaign planning as well as integrates branding Green Dot messages broadly into campus department syllabi and department-specific materials. The planning committee was trained to be Green Dot facilitators, so that forty-four (44) trainers are available on campus to train student groups and popular opinion leaders in We.Auburn messaging.

- **COMM 4470: Health Communication Class Infusion:** Health Promotion and Wellness Services in partnership with the Communications Department brings bystander public service announcements and social media materials to the greater Auburn campus in hopes to educate and raise awareness about the importance of active bystanders in preventing sexual violence.

C. **ONGOING PREVENTION AND AWARENESS CAMPAIGNS**

Ongoing prevention and awareness campaigns consist of programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to, and skills for addressing Prohibited Conduct, using a range of strategies with audiences throughout the University. The University’s specific ongoing prevention and awareness campaigns are:

- **We.Auburn Bystander Intervention:** Bystander training begins for incoming students and continues as Students progress through Auburn University. Each Student has the opportunity to participate in trainings, social media campaigns, and enrichment sessions.

- **Wellness Freshmen Leadership Program:** While promoting healthy living for all Auburn Students, this group focuses on the nine pillars of health and wellness by increasing Students' knowledge, beliefs, attitudes, skills, and behaviors concerning health while also enhancing their leadership abilities.
• **Leadership Conference:** The Women’s Resource Center offers an annual leadership conference to campus. Sessions range in topics and include information about resources and prevention of interpersonal violence.

• **Auburn University Campus Health Fair:** Each spring the annual health fair includes information about the Safe Harbor response program and current bystander intervention campaign.

D. **PRIMARY PREVENTION PROGRAMS**

Primary prevention programs consist of programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop Prohibited Conduct before it occurs through the promotion positive behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions. The University’s specific primary prevention programs are:

• **Sexual Assault Prevention and Response Task Force:** The Sexual Assault Prevention and Response (SAPR) Task Force is a University committee charged with increasing and enhancing prevention, training, and response programs informed by current national best practices. In addition, the task force will improve the communication strategies of policies and resources to the Auburn University community. The task force continues to ensure compliance with regulatory requirements related to response to sexual assault, dating violence, domestic violence, and stalking.

• **Group Motivational Enhancement:** Provided as educational outreach, group motivational enhancement’s primary purpose is to minimize the abuse of alcohol and other drugs to promote a healthier environment. Students participate in the E-Checkup to Go program which provides brief alcohol screening, intervention, and non-judgmental feedback for reducing the risk for alcohol-related harms such as accidents, poor class attendance, violence, and sexual assault.

• **AlcoholEdu & Haven (Sexual Assault & Consent Education) Modules:** Each year, prior to matriculation, all Students are asked to take an alcohol education and awareness program called AlcoholEdu. Prior to the start of the 2015-2016 academic year, Students were also asked to take a corollary program called Haven, which educates students about Affirmative Consent, sexual misconduct, and the importance of being an active bystander in preventing sexual misconduct.

E. **RISK REDUCTION**

Risk reduction consists of options designed to decrease perpetration and bystander inaction and to increase empowerment in an effort to promote safety and to help individuals and communities address conditions that facilitate violence. The University’s
specific risk reduction programs are:

- **PHED 2200 Rape Aggression and Defense (RAD):** RAD is an informative, hands-on self-defense training program. RAD includes instruction on risk-awareness and risk-reduction, hands-on physical defense techniques, and a simulated attack scenario taught by certified RAD instructors from the Auburn University Department of Public Safety & Security, the Auburn Police Division, and the Lee County Sheriff’s Office.

- **Blue Light Call Boxes:** Emergency call boxes have been installed in over 100 different locations around campus. The call boxes call 911 when activated. Call boxes are equipped with a blue light for identification.

- **Campus Security Shuttle & Tiger Ten Shuttle:** The Night Security shuttle is a service that operates between 6 p.m. and 7 a.m. and provides door-to-door on-campus transportation. Tiger Ten shuttle service includes nine lines of shuttle routes for students near campus, which run from 10:30pm to 3:00am on Friday and Saturday nights.

In addition, many of the University’s training, education, and prevention programs described elsewhere in this Appendix are designed, in part, to provide Students and Employees with risk reduction strategies.