

40-Hour State Mandated Rape Crisis Advocacy Training

collaborative training recommendations and agreement



Executive Summary

UCASA can deliver the 40 Hour Rape Crisis Advocacy training effectively by combining its existing core content with local professionals and service providers.

The Utah Coalition Against Sexual Assault welcomes the opportunity to collaborate with your organization to deliver a comprehensive Rape Crisis Advocacy training that gives crisis line advocates the information and tools they need to handle calls from victims of sexual assault effectively and sensitively.

More specifically, this course will offer the following benefits:

- Give volunteers, staff, and advocates affiliated you're your organization information and tools to understand the role of crisis line advocates
- Debunk myths about sexual assault and support volunteer and advocates in recognizing and combating bias
- Help crisis line volunteers and advocates maintain the dignity of victims
- Support crisis line volunteers and advocates in encouraging victim's self-advocacy and personal decision making throughout the disclosure and reporting processes
- Situate each participant within their role as a volunteer, staff member, or allied agency of your organization and their responsibility to the agency, its clients, and to victims
- Offer additional training for 40 hour certified participants to gain additional skills
- Enable participants to make-up up to four missed hours of classroom training at their convenience
- Enable UCASA to certify volunteers, staff, and community allies as sexual assault counselors (allowing for privileged communications) on a state-wide level.

UCASA shares a commitment to training excellence, and we are confident that this collaborative training solution will be a valuable enhancement to your current volunteer and staff training program.

As a professional training and development organization, UCASA combines instructional expertise with curriculum development skills, adult learning theory, human factors knowledge, an understanding of

group facilitation dynamics, and an extensive history of advocacy and direct service experience.

We look forward to working with your organization to implement this training.

Proposed Solution

UCASA proposes a flexible collaborative training solution that takes into account your current and future volunteer and staff needs. By coordinating the 40 Hour Rape Crisis Advocacy Training course with the UCASA staff and training team, we enable your organization to do the following:

- Defer staff time from training and reinvest these hours into a comprehensive volunteer recruitment and screening process
- Participate in similar curriculum and skill-building activities as other rape recovery/crisis programs throughout Utah and the United States
- Provide all volunteers with a transferable certificate that can be used at advocacy programs throughout Utah
- Create an effective method of training that conserves both tangible and intangible costs of producing quarterly trainings

Keeping the primary roles of direct service providers in mind, we can create a solution that accommodates your organization's staff time and client service priorities, showcases a strong technical and supportive training infrastructure, and demonstrates sound curriculum design.

Confidential Communications Act

For many rape crisis counselors and advocates, the issue of confidential communications with rape victims has been one of their most frustrating and ongoing challenges. Without the protection of client/professional confidentiality granted to licensed mental health professionals such as psychologists or social workers, some rape crisis workers have faced subpoenas and have even been jailed on contempt charges for refusing to divulge the substance of their conversations with rape victims.

As early as 1982, the President's Task Force on Victims of Crime selected privileged communication between rape and domestic violence advocates and victims as a top priority for legislative change.

It is important to note that rape crisis advocates working in criminal or juvenile justice-based agencies are *not* covered by this confidentiality protection due to discovery rules. It is also important to note that the Office on Victims of Crime's *New Directions* reiterated the need for this legislation (OVC, 1998).

In Utah, the Confidential Communications for Sexual Assault Act (Title 78- Chapter 03c) of 1994 exists to "enhance and promote the mental, physical, and emotional recovery of victims of sexual assault and to protect the information given by victims to sexual assault counselors from being disclosed." Other pertinent portions of the code including liability protection for volunteers and organizations, exceptions to privileged communications, and some clarifying definitions used in Title 78 Chapter 4 are also accessible through the Utah State Legislature website.

40 Hour Rape Crisis Advocacy Training

Basic Structure

The UCASA 40 Hour Crisis Advocacy Training follows a topic, design, and content structure. This training design is a result of feedback from all rape recovery/crisis programs throughout the state. The curriculum is twenty-four hours of statewide core topics presented by UCASA and sixteen hours of community specific topics facilitated by the local hosting agency. This overall course design is meant to meet the needs of each area, population, and specific community dynamics.

We will work with your organization to determine the course content of the 16 hours of community-specific content and any continuing education or professional development topics.

The UCASA 40 Hour Rape Crisis Advocacy Training includes statewide core topics and local community experts, agencies, and issues.

Additional Features

The course will also have options for the following features:

- CD-based manual
- Community education team member training
- Campus training
- Sexual Assault Counselor Certification
- Presenter handouts and binder

Reporting Capabilities

The reporting capabilities of the application will make it possible for UCASA staff members to provide participation reports by learner, course, region, or agency. Reports will indicate the following:

- Who has completed the course successfully
- When the course was completed

Records and copies of the certificates for individuals who complete the 40 Hour Rape Crisis Advocacy Training and supplemental training courses will be retained by both the hosting organization and UCASA. It is expected that the hosting organization, for grant-reporting requirements, will keep copies of the certificates earned by staff and volunteers and not rely on UCASA systems for record keeping or tracking.

Course Overview

The 40 Hour Rape Crisis Advocacy Training course is designed to meet the training needs of individuals who might respond to a victim of sexual violence. The course is meant to meet the needs of a variety of volunteers, staff, and allied professionals who consider themselves advocates—whether as law enforcement officers, prosecutors, volunteers, advocates, medical personnel, caseworkers, or educators. However, this course is not designed to provide the intricacies of investigation, prosecution, evidence collection, or case management. This course is particularly helpful to individuals who provide many different types of services to victims of sexual violence seeking skill-based knowledge and tools for improved response and intervention.

A side benefit of the course is its multidisciplinary appeal to professionals not working directly with sexual violence issues who also want a better understanding of sexual assault intervention concepts and policies. This course is designed and available to all public service, advocacy, and education organizations, along with information about why the course is helpful to them.

The tone of the course will be one of providing support and tools to provide crisis counseling for victims of sexual violence to both professionals and volunteers.

40 Hour Rape Crisis Advocacy Course

The 40 Hour Rape Crisis Advocacy Training will contain content adapted from *The Utah Advocacy Manual* (unpublished), *Support for Survivors* (California Coalition Against Sexual Assault), and other curriculum, articles, research, information, and experience-based information. The content will focus on the most critical and frequently needed information, saving complex and advanced topics for future continuing education courses or professional development series.

The course consists of 40 hours of classroom learning. The 24 hours of core topics include:

- Acquaintance Rape
- Adolescent Survivors
- Adults Molested as Children
- Child Sexual Abuse
- Cohabitant Rape
- Crisis Intervention/Active Listening
- Crisis Theory

- Diversity
- Drug-facilitated Sexual Assault
- Faith Issues/Religious Concerns
- Gay/Lesbian/Bisexual/Transgender/Queer Survivors
- Male Socialization
- Male Survivors
- Mandatory Reporting
- Offender Profile
- Older Survivors
- Overview of Rape and Sexual Violence
- Post Traumatic Stress Disorder/Rape Trauma Syndrome
- Rape Mythology
- Risk Reduction
- Role of an Advocate
- Secondary Survivors
- Sexual Harassment
- Survivors with Disabilities

Each module lasts between 30 minutes and 2 hours.

The community specific hours of each training allows the host organization to customize the 40 hours of training to address specific needs within your service areas.

It is recommended that the 16 hours of community specific topics include:

- Agency protocols, policies and procedures
- Challenging Clients
- Internet Predators
- Sexual Assault Forensic Medical Examination (the Code R exam)
- Law Enforcement Response
- Legal Advocacy/Victim's Rights
- Office of Crime Victim Reparations
- Prosecutors Office Response
- Rape Culture
- Role Plays
- Sexually Transmitted Infections

Additional topics that may also be included in the 16 hours of community-driven topics include:

- After the Rape
- Community Resources
- Domestic Violence Overview
- Dynamics of Sexual Violence on Campus
- Male Socialization
- Polygamy
- Rape Culture
- Rape in Indian Country
- Rape within Rural Populations

- Role of other agencies such as Children’s Justice Center, Youth Corrections, Therapist, etc.
- Sexual Assault Response Teams
- Sexual Violence within Immigrant Populations and Migrant Farm Workers
- Sexual Violence within Communities of Color
- Any other topic specific to your community concerning issues of sexual assault

Based on a recent external evaluation of UCASA’s training program, it has been suggested that the hosting agency provide time for a round-table discussion regarding any issue that may be controversial to your community. Some of UCASA’s issues such as Male Rape, LGBTQ Survivors and Gender Issues have facilitated a great deal of discussion that may not always be appropriate to fully explore during the 24 hour core. The evaluation suggested that these topics are important to cover by UCASA but if more time is needed to explore the issues further in order to make participants more comfortable with the issues that the hosting agency provide the time and the forum to do so.

This training is not meant to replace any information about working with victims of domestic violence or individuals affected by other violent crimes. The 40 Hour Rape Crisis Advocacy Training is designed to meet the specific needs of those surviving sexually violent crimes and comply with the state mandated requirements for privileged communications protection under the confidential communications for sexual assault act.

Course Order

Introduction: Sexual Violence Overview

Training begins with a general overview of national and state prevalence statistics and basic definitions of sexual violence. It also begins to describe the federal and state laws covering sexual violence and mandatory reporting and begins to describe what advocacy is.

Modules:

- I. Understanding Rape and Sexual Assault
- II. Rape Mythology
- III. Consent
- IV. Mandatory Reporting
- V. Role of an Advocate

Dynamics of Sexual Violence

As the training continues, the specific dynamics and the most common ways sexual violence is perpetrated is then described.

Modules:

- I. Acquaintance Rape
- II. Sexual Harassment
- III. Drug Facilitated Sexual Assault
- IV. Cohabitant Rape

Effects on Victims/Survivors

When a basic understanding of what sexual violence is and how it is perpetrated, the training should then focus on the emotional and psychological effects sexual violence has on victims and what it means to provide crisis intervention. In this section, we describe Posttraumatic Stress Disorder (PTSD), Rape Trauma Syndrome, and how to work with victims in crisis.

Modules:

- I. Crisis Theory
- II. Crisis Intervention
- III. Active/Reflective Listening Skills
- IV. Mental Health Concerns
- V. Posttraumatic Stress Disorder/Rape Trauma Syndrome
- VI. Boundaries/Self-Care
- VII. Role Plays

Special Populations

When the dynamics of sexual violence and the effects on victims/survivors has been addressed, the training focuses on the dynamics of specific populations, specific issues, needs and barriers to consider, myths and biases that may arise when working with some populations, and advocacy tips to work effectively with each.

Modules:

- I. Underserved Populations
- II. Adults Molested as Children
- III. Child Sexual Abuse Survivors
- IV. Sexual Assault in a Domestic Violence Context
- V. Adolescent Survivors
- VI. Male Survivors
- VII. Gay, Lesbian, Bisexual, Transgender (GLBT) Survivors
- VIII. Survivors with Disabilities
- IX. Survivors in the Aging Community
- X. Secondary Survivors

Community Specifics

This section focuses on the specific ways to help victims of sexual violence in your community. UCASA and the host organization will work to bring in local collaborative partners to present services available to victims.

Modules:

- I. Host organization policies and procedures
- II. Crime Victim Reparations
- III. Sexual Assault Medical Forensic Examination
- IV. Sexual Assault Response

- V. Law Enforcement
- VI. Victims Rights/Legal Issues

Social Context

Towards the end of the training participants are better equipped to think critically and globally about sexual violence in their community. We then describe the social context to which sexual violence is perpetrated and additional ways to advocated against sexual violence.

Modules:

- I. Diversity
- II. Faith Issues/Spirituality
- III. Primary Prevention
- IV. Male Socialization
- V. Risk Reduction
- VI. Rape Culture

Because participants should have prerequisite knowledge prior to attending other modules, it is recommended that the course order follow as suggested below.

Recommended Course Outline:

Recommended Course Outline

Welcome/Introduction

Lesson 1: Overview of Rape and Sexual Violence

Core

(1 hour)

Learning Objectives:

- Learn basic definitions of sexual violence
- Understand the dynamics of sexual violence
- Understand sexual violence on a national level
- Understand sexual violence on a statewide level
- Dispel rape myths

Lesson 2: Rape Mythology

Core

(45 minutes)

Learning Objectives:

- Review myths and realities surrounding sexual violence
- Understand how rape myths support a culture of increased violence
- Discuss who these beliefs protect and why they are maintained

Lesson 3: Offender Profile

Core

(1 hour 15 minutes)

Learning Objectives:

- Learn what an offender profile statistically and demographically looks like
- Explore typical motivations for sex offenders
- Understand red flag behaviors in sex offenders
- Dispel the myth that we can spot a rapist

Lesson 4: Risk Reduction

Core

(1 hour)

Learning Objectives:

- Explore participants' understanding of prevention and risk reduction
- Discuss how prevention programs may reinforce social myths about rape
- Explore the role of instinct in risk reduction
- Understand specific risk reduction techniques
- Discuss primary prevention
- Explore some of the red flags of offender behavior identified by Gavin De Becker in *The Gift of Fear*

Lesson 5: Role of an Advocate

Core

(1 hour)

Learning Objectives:

- Understand characteristics of advocacy
- Review Victim Bill of Rights
- Explore obstacles to effective advocacy
- Know boundaries of advocate/client relationship/self disclosure
- Reflect on methods for taking care of yourself
- Explore stress management techniques
- Discuss symptoms and frequency of vicarious trauma

Lesson 6: Mandatory Reporting

Core

(30 minutes)

Learning Objectives:

- Provide skeletal information to advocates about age, consent, and statute of limitations
- Explore issues of mandatory reporting
- Understand parameters of confidentiality for rape crisis counselors
- Explore advocacy tips for working with clients

Lesson 7: Sexual Harassment

Core

(45 minutes)

Learning Objectives:

- Learn definitions and types of sexual harassment
- Learn facts about harassment and the link between harassment and sexual violence
- Differentiate between flirting and harassment
- Understand effects of sexual harassment
- Discuss advocacy tips

Lesson 8: Acquaintance Rape

Core

(1 hour)

Learning Objectives:

- Learn basic statistics related to stalking, dating violence, and acquaintance rape
- Discuss power and control as they relate to interpersonal relationships
- Discuss rape myths
- Discuss advocacy tips for survivors

Lesson 9: Drug Facilitated/Substance Related Sexual Assault

Core

(1 hour)

Learning Objectives:

- Discuss the different types of drugs used to facilitate sexual assault
- Understand skeletal information about the different types of substances
- Explore how alcohol and drugs are used by perpetrators to facilitate sexual assault
- Discuss risk reduction
- Discuss unique concerns
- Review advocacy tips

Lesson 10: Cohabitant and Marital Rape

Core

(1 hour)

Learning Objectives:

- Define spousal and cohabitant rape
- Learn statistics
- Consider dynamics of cohabitant rape
- Listen to an account of marital rape
- Review advocacy tips

Lesson 11: Special Populations

Core

(1 hour 30 minutes)

Learning Objectives:

Older Survivors

- Review statistics
- Understand unique concerns of aging populations
- Discuss advocacy tips

Survivors with Disabilities

- Review statistics
- Review mandatory reporting laws
- Understand basic terms and concepts
- Learn to recognize signs of an assault
- Discuss advocacy tips

GLBT Survivors

- Review statistics
- Review definitions of GLBTQ
- Situate examples of homophobia and heterosexism into advocacy work
- Understand unique concerns of GLBTQ survivors
- Discuss advocacy tips

Lesson 12: Adolescent Survivors

Core

(45 minutes)

Learning Objectives:

- Review statistics
- Explore issues unique to adolescent survivors
- Explore cultural issues relation to teen rape
- Explore unique concerns of youth survivors
- Review advocacy tips

Lesson 13: Male Survivors

Core

(45 minutes)

Learning Objectives:

- Consider statistics
- Discuss role of gender and sexual violence
- Explore unique concerns of male victims
- Discuss rape in prison
- Review advocacy tips

Lesson 14: Secondary Survivors

Core

(30 minutes)

Learning Objectives:

- Define secondary survivors

- Discuss common reactions of secondary survivors
- Discuss the intersection of rape myths and the reactions of secondary survivors
- Review advocacy tips

Lesson 15: Adolescent Survivors

Core

(45 minutes)

Learning Objectives:

- Learn statistics specific to this population
- Explore some of the unique concerns of youth
- Discuss mandatory reporting and age of consent
- Discuss advocacy tips

Lesson 16: Child Sexual Abuse

Core

(30 minutes)

Learning Objectives:

- Review the requirements of mandatory child abuse reporting laws
- Discuss differences between normal characteristics of childhood sexual development and possible signs of childhood sexual abuse
- Review advocacy tips

Lesson 17: Adults Molested as Children

Core

(30 minutes)

Learning Objectives:

- Explore common reactions and issues
- Explore common coping mechanisms
- Review advocacy tips
- Identify services available to AMAC survivors

Lesson 18: Rape Trauma Syndrome/Posttraumatic Stress Disorder

Core

(1 hour)

Learning Objectives:

- Learn the phases and components of Rape Trauma Syndrome
- Differentiate between Rape Trauma Syndrome and Posttraumatic Stress Disorder
- Review mental health issues related to sexual assault, including depression, anxiety, dissociation and PTSD
- Review prevalence and symptoms of depression
- Briefly describe various anxiety disorders
- Review prevalence and symptoms of PTSD
- Review prevalence and symptoms of Dissociation

- Discuss prevalence of suicide and substance abuse in sexual assault victims
- Learn advocacy tips for working with clients with mental health concerns

Lesson 19: Crisis Theory

Core

(30 minutes)

Learning Objectives:

- Understand what creates a crisis
- Review the four types of crisis
- Know the components of crisis intervention
- Understand how crisis counseling differs from therapy

Lesson 20: Crisis Intervention/Active Listening

Core

(1 hour)

Learning Objectives:

- Learn basic components of the crisis reaction
- Review specific intervention skills for each stage of crisis
- Review general communication techniques
- Explore helpful vs. harmful methods of crisis intervention
- Understand advocate boundaries

Lesson 21: Male Socialization

Core

(1 hour)

Learning Objectives:

- Explore how masculinity is made and the myth of the “real man”
- Look critically at constructed ideals of manhood
- Examine media images of manhood
- Identify masculine stereotypes
- Explore how media images play a pivotal role in making, shaping, and privileging cultural and personal attitudes
- Understand how the media constructs violent masculinity as a cultural norm

Lesson 22: Faith Issues/Religious Concerns

Core

(30 minutes)

Learning Objectives:

- Understand the impact of sexual violence on spirituality
- Use case studies to:
 - a. Explore how religion/spirituality can effect a client’s healing
 - b. Discuss different advocacy approaches
- Discuss advocacy tips

Lesson 23: Challenging Clients

Community

(1 hour)

Learning Objectives:

- Discuss tips for identifying manipulative callers
- Review helpful techniques to use when clients are suicidal

Lesson 24: Sexual Assault Forensic Medical Exam (Code R)

Community

(1 hour 30 minutes)

Lesson 25: Sexually Transmitted Infections

Community

(1 hour)

Lesson 26: Law Enforcement Response

Community

(1 hour)

Suggested Learning Objectives:

- Review the steps to an investigation
- Discuss how an investigation is conducted and what evidence is sought
- Discuss the law enforcement officer's role in the criminal justice process
- Review advocacy tips and how advocates can support law enforcement

Lesson 27: Prosecution Response

Community

(1 hour)

Lesson 28: Crime Victim's Compensation

Community

(1 hour)

Lesson 29: Legal Advocacy/Victim's Rights

Community

(1 hour)

Lesson 30: Diversity

Core

(1 hour)

Learning Objectives:

- Discuss definitions of bias, stereotypes, prejudice, and discrimination
- Understand eight different forms of discrimination
- Share personal examples of prejudice

- Explore, in depth, two distinct forms of oppression
- Recreate reactions - Empathy activity

Lesson 31: Internet Predators

Community

(1 hour 30 minutes)

Learning Objectives:

Lesson 32: Rape Culture

Community

(1 hour 30 minutes)

Learning Objectives:

Agency Policies and Procedures

Community

(1 hour 30 minutes)

Role Plays

Community

(4.5 hours)

Learning Objectives:

- Participate in role plays to practice active listening
- Practice advocacy skills for working with victims of sexual violence

Course Exceptions

It is important to note that these courses will not attempt to replicate the domestic violence core training, nor will it give comprehensive information on handling crime scenes, working with witnesses, or coordinating with other agencies. This is an overview course that provides high-level information and is specific to sex crimes, victimization, and advocacy. The course will cover the basics of these topics and encourage learners to seek more information where possible.

In addition, this course currently does not deal comprehensively with the issues involving children under the age of 14. These special groups of victims will be mentioned, as appropriate, within the context of the course, but learners will be directed to seek detailed information from other sources.

Course Make-up

A participant may miss four hours of core classroom instruction and still make these hours up through assignments coordinated by the UCASA staff contact. Absences of more than four hours require the individual participate in course and classroom hours during a separate

UCASA coordinated training. For absences occurring during the 16 hour community content, the host organization will work with participants to coordinate those make-ups.

Assessment

For reporting/funding purposes, UCASA will store records of course traffic (how many learners have taken the course) and course completion (how many learners have successfully completed the course). It is also possible that an independent evaluator will continue to assess the course, participant satisfaction, and application of information learned.

Administration

UCASA is responsible for administering participant evaluations of topics, speakers, and the overall course. Additionally, UCASA training staff will produce the course agendas, evaluations, handouts for all core topics, and final certificates.

Success Measures

UCASA has identified three success measures for the 40 Hour Rape Crisis Advocacy Training. Each is described below, along with recommendations for achieving them:

- **Participation.** Our target participation rate is more than 15 participants in each region. To meet this goal, UCASA will work with the local hosting agency to market the course to agencies throughout the community. UCASA will also work with licensing, continue education, and professional crediting agencies to assure participants have access to continued learning credits as appropriate.
- **Satisfaction.** Our objective is to receive an overall learner satisfaction rate of 4 (on a 5-point scale), but we will consider the project highly successful with an average satisfaction rate of 3.5.
- **Behavior.** Rosters provide participation data that UCASA can use to conduct this assessment (learner name, email, and agency, plus date of course completion). UCASA may also request information from the organization about staff and volunteer retention levels to assess preparation and commitment levels of participants toward crisis intervention work.

UCASA uses a thorough and comprehensive evaluation to measure each participant's ability to advocate for victims of sexual violence following course completion.

Assumptions

The collaboration between UCASA and the host organization is based on the following assumptions:

- UCASA will collaborate with the organization and provide the 40 Hour Rape Crisis Advocacy course on an annual, bi-annual or quarterly basis.
- UCASA will coordinate the speakers for the 24-hour core course content.
- UCASA will provide support and collaborate with a host organization staff person to select topics, identify speakers, and arrange the 16-hour community-based topics of the 40-hour agenda.
- UCASA will provide a CD version of the Rape Crisis Advocacy Manual to all participants included in the registration cost of the training. A hard copy of this document is available to any participant upon request for an additional \$35.00 (cost subject to change).
- The course contains video and audio media. UCASA will use the host organization's audio/visual equipment unless otherwise arranged with the organization.
- UCASA will create certificates for participants, distribute copies to the organization, and maintain copies for our own records.
- UCASA will evaluate responses and conduct its own training evaluation. UCASA will provide the organization with a cumulative overview of all evaluations collected during and after the trainings.
- Since one measure of project success is participation, a minimum attendance, of usually between 10 and 15 participants, is required.
- The host organization is the party with the primary local presence and recruitment responsibility. UCASA will assist in advertising to inform professionals and community leaders about the availability and benefits of the course.
- If the established minimum attendance is not met, UCASA and the host organization will postpone the training for a later date that will allow more time for recruitment. If the host

UCASA is able to provide additional assistance to organizations interested in adapting volunteer recruitment techniques.

organization decides that they would prefer not to postpone the training, the host organization can choose to pay a flat rate that will cover the minimum attendance.

- The host organization staff will advertise, recruit, screen, approve, and manage all individuals participating in the 40 Hour Rape Crisis Advocacy Training and supplemental training courses.
- Prior to the start of training, the host organization staff will advise UCASA staff as to the process that was used to screen participants as well as any and all concerns host organization staff has about any of the training participants.
- While UCASA will make no decisions about whether an individual is able or qualified to serve as staff or volunteer at the hosting organization, UCASA will only certify participants age 18 and older.
- Minors age 14 - 17 will need to be screened and approved by the hosting organization and UCASA. In some circumstances minors may not be allowed to participate due to content. A determination will be made on a situational basis.
- UCASA reserves the right to eject a participant and/or terminate participation in the training based on an individual's behavior and the comfort level of the group, presenter, and/or moderator. Participants who are ejected from the training will not be eligible for a refund.
- The host organization is responsible for taking payment for and running all participant background checks, assuming this is part of the organization's volunteer and staff screening process.
- The host organization will automatically become a member of the Utah Coalition Against Sexual Assault by hosting a training, and receive full membership benefits starting the first day of training.
- The hosting organization will inform UCASA in advance of any desired enhancements to the process or deliverables.
- If one or more of the training participant/s requires accommodations such as sign language interpretation, native language interpretation, and/or auxiliary aids in order to communicate and participate in the training, it is agreed that the host organization will provide a competent impartial interpreter and/or auxiliary aids.

- The host organization will select a training location that is accessible to people with disabilities. The host organization will be responsible for handling requests for accommodations and ensuring compliance with ADA.
- UCASA will inform the host organization in advance if any requests are outside the scope of our agreement.

UCASA Contacts:

Laurel Duncan, Executive Director
 t. 801-746-0404
 e. laurel@ucasa.org

Rachel Jenkins-Lloyd, Training Coordinator
 t. 801-746-0404 c. 801-598-7565
 e. rjenkins-lloyd@ucasa.org

2007 Cost: \$50* per participant *subject to change

Conclusion

The Utah Coalition Against Sexual Assault is an ideal partner for providing the 40 Hour Rape Crisis Advocacy Training. Our team has the experience, training, and advocacy expertise. The hosting organization needs to ensure the highest-quality solution. In addition, our proven approach ensures that our services will exceed your expectations.

We look forward to further discussions and the opportunity to collaborate with you on this project.

Signature of Host Organization Executive Director Date

Signature of UCASA Executive Director Date

