

Directory of Federal Sexual Assault Prevention Resources: Information for School Staff 2022 Update

U.S. Department of Education

Why Sexual Assault Prevention Is Important

Schools are entrusted with keeping students safe throughout the school day and while students are still on school grounds or in the care of school staff. Yet, each year, students in elementary and secondary school fall victim to a spectrum of incidents of sexual misconduct and violence by school personnel. These incidents can range from criminal behaviors such as rape, molestation, threats, and harassment to noncriminal behaviors such as singling out students and providing extra attention, with the intent to establish a romantic or sexual relationship.

There is, unfortunately, only limited data about the prevalence of such sexual misconduct by school personnel, at least in part because incidents are typically underreported due to stigma or intimidation. However, over the last decade, the issue has drawn increasing attention from government, child advocates, and the media. Drawing from the available data, a 2014 report from the U.S. Government and Accountability Office estimated that nearly 1 in 10 students fall victim to sexual misconduct by school personnel over the course of their academic careers. The report noted that the prevalence of incidents of sexual misconduct by school personnel raises a number of concerns about the amount of implicit trust and responsibility placed with schools. These concerns also include the safety of students who are at greater risk of experiencing sexual misconduct by school personnel, such as girls and students with disabilities.¹

Types of Resources in This Directory

The U.S. Department of Education (ED) and other federal agencies, including the U.S. Department of Justice and the U.S. Department of Health and Human Services, have developed and maintain a variety of resources and fund or provide a range of services aimed at preventing and addressing sexual misconduct by school personnel.

To help prevent sexual misconduct and violence, the information and tools in this directory can be used to develop hiring protocols, staff trainings, and systems of support for victims and their families and active bystanders. They have been listed in order of relevance to address sexual misconduct by school staff. These resources also address a broad spectrum of student needs, including social and emotional and healthy relationship skills development and access to mental health services.

Who Should Use This Directory?

This directory is designed to support school staff—including classroom educators, specialized instructional support personnel, principals, and administrators—in improving school policies, school-based prevention and intervention programming, and response to sexual misconduct in K–12 learning environments.

Specifically, the directory includes titles, electronic links, descriptions, and other relevant information for a range of resources related to research and monitoring, training products and tools, technical assistance centers, federal policy and guidance, and federal initiatives related to preventing and protecting students from sexual misconduct by school personnel.

How to Use This Directory

Schools play a critical role in addressing issues of sexual misconduct by school personnel through its oversight of staff compliance with Title IX,² professional standards, and codes; and its management of hiring protocols that involve background checks of school personnel. For this reason, this directory is designed to be used in conjunction with ED's Revised Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties, an organized set of action steps to help schools recognize and effectively respond to sexual misconduct directed at students.

Directory Resource Topics

- Capacity Building Tools
- Data Collection and Reporting
- Policy Guidance
- Technical Assistance Centers

Each resource is categorized using the five mission areas: Prevention, Protection, Mitigation, Response and Recovery, as outlined and defined by the <u>Presidential Policy Directive (PPD) 8</u> and the <u>Federal Guide for Developing High-Quality School Emergency Operations Plans</u> used to guide communities' and schools' understanding of national preparedness. The following mission areas are defined below.

Prevention refers to the capacity or efforts to avoid or stop a potential incident of sexual misconduct by school personnel. Prevention strategies include, but are not limited to, information sharing and warning; and avoiding hiring persons with a history of sexual misconduct offenses.

Protection refers to the capacity or efforts to secure schools against acts of sexual misconduct by school personnel and adults. Protection focuses on ongoing actions that help ensure that students do not fall victim to acts of sexual misconduct by school personnel.

Mitigation refers to the capacity or efforts to eliminate or reduce potential risks or incidents of sexual misconduct by school personnel. In this document, mitigation also refers to reducing the risk of potential psychological and physical harms from sexual assault and harassment.

Response refers to the capacity or efforts to document an incident or allegation; stabilize a situation once an incident has happened or been reported; establish a safe and secure environment; share information about and provide access to follow-up services, like counseling and medical care, as needed; and facilitate the transition to recovery.

Recovery refers to the capabilities necessary to assist victims and their families in getting the services they need.

While many of the resources listed in this document align to multiple mission areas, it is important to clarify the distinct ways in which they apply to an incident. For example, a majority of Prevention, Protection, and Mitigation activities occur before an incident, although related activities may be ongoing after an incident has taken place. Response activities occur when a report is made, and Recovery activities occur in the aftermath of an incident.³

¹ Government Accountability Office. (2014). Federal agencies can better support state efforts to prevent and respond to sexual abuse by school personnel. Retrieved from http://www.gao.gov/assets/670/660375.pdf

² Overview of Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq. https://www.iustice.gov/crt/title-ix-education-amendments-1972

³ U.S. Department of Education. (2013). Guide for developing high-quality school emergency operations plans. Retrieved from: https://rems.ed.gov/docs/REMS K-12 Guide 508.pdf

Capacity Building Tools

Federal agencies have funded the development of a variety of products—including training materials, guides, briefs, and presentations—to inform school staff administration about sexual misconduct on school campuses. The items below are intended to provide school staff and administrators with background information on sexual misconduct and to build their skills to implement strong practices and policies.

Title and Link	Mission Areas	Applicable Populations	Description
Crimes Against Children Research Center https://www.unh.edu/ccrc/	Prevention, Protection	Victims of sexual abuse	Presents several approaches for raising awareness and improving strategies for reducing the incidence of crimes against children and supporting victims and their families. The Center also provides research papers, factsheets, and articles on child sexual abuse. Specifically, the paper The Prevention of Child Sexual Abuse by David Finkelhore examines the effectiveness of offender management and school-based educational programs.
Dating Violence Reported by High School Students, 2019 https://www.ojjdp.gov/ojstatbb/snap shots/DataSnapshot_YRBS2019.pdf	 Prevention, Protection, Mitigation, Response, Recovery 	• Youth	Presents 2019 data on the prevalence and features of dating violence reported by high school students.
Directory of Federal School Climate and Discipline Resources https://www2.ed.gov/policy/gen/guid/school-discipline/appendix-1-directory.pdf	• Prevention, Protection, Mitigation, Response, Recovery	Communities, families and children	Contains resources to help school staff improve school discipline practices through (1) promoting positive school climates; (2) setting clear, appropriate, and consistent expectations and consequences; and (3) supporting equity and continuous improvement into schools' daily work. It includes information and resources related to research and monitoring, training products and tools, technical assistance centers, federal policy and guidance, and federal initiatives related to school discipline and school climate.

Title and Link	Mission Areas	Applicable Populations	Description
Child Welfare Information Gateway https://www.childwelfare.gov/	• Prevention, Protection, Mitigation	• Children and youth	Provides selected resources on identifying adults at risk of sexually abusing children and examples of sexual abuse by school staff. The website mainly houses resources broadly addressing child abuse and neglect, and in the context of the family environment. A section titled People Who Engage in Child Abuse or Neglect discusses research on characteristics of perpetrators based on types of abuse or neglect. Additionally, the resource Preventing Child Sexual Abuse focuses on the responsibilities of adults and teaching children skills to help protect themselves.
Guiding Principles for School Resource Officer (SRO) Programs https://oese.ed.gov/files/2022/06/F act-Sheet-Study-of-State-Policies-to- Prohibit-Aiding-and-Abetting-Sexual- Misconduct-in-Schools.pdf	Protection	Communities and schools	Offers a guide to those jurisdictions that have opted to implement an SRO program to ensure that the presence of law enforcement in schools is as beneficial as possible and to avoid harmful impacts on students and the learning environment.
National Center on the Sexual Behavior of Youth (NCSBY) https://www.ncsby.org/	• Prevention, Response	Community, youth, caregivers, and professionals	Provides national training and technical assistance to improve the accuracy, accessibility, and strategic use of accurate information about the nature, incidence, prevalence, prevention, treatment, and management of youth with problematic sexual behaviors. Includes information and resources for Native American youth.
National Institute for Justice: Crime Solutions https://crimesolutions.ojp.gov/	• Prevention, Protection, Mitigation, Response	Communities, families, and professionals working with victims of sexual abuse	Presents an evidence-based program database for professionals to select appropriate programming that meets the needs of the community or group of individuals affected by sexual violence.

Title and Link	Mission Areas	Applicable Populations	Description
National Sexual Violence Resource Center (NSVRC) https://www.nsvrc.org/preventing- child-sexual-abuse-resources	Prevention, Protection	Children and youth	Provides information and tools for preventing child sexual abuse. The website includes a clearinghouse of basic information on child sexual development, a definition of sexual abuse, statistical data as well as myths and perceptions about child sexual abuse, tips for individual and organizational responses, and effective strategies for taking action steps toward prevention.
Preventing Child Sexual Abuse Within Youth-serving Organizations: Getting Started on Policies and Procedures https://www.cdc.gov/violenceprevention/pdf/PreventingChildSexualAbuse-a.pdf	• Prevention, Protection, Mitigation, Response, Recovery	Communities working on children's exposure to violence	Provides information to representatives of youth-serving organizations, including schools, that are interested in adopting strategies to prevent child sexual abuse. These strategies, either developed within the context of an overall risk management plan or addressed separately, assist organizations in examining how they can protect youth from sexual abuse.
Project Safe Childhood https://www.justice.gov/psc/about- project-safe-childhood	Mitigation, Response	Children who are victims or at risk of exploitation	Combines law enforcement efforts, community action, and public awareness in a unified, comprehensive strategy to combat child exploitation. The strategy plan is composed of five elements: (1) building partnerships; (2) coordinating law enforcement; (3) training Project Safe Childhood partners; (4) growing public awareness; and (5) expecting accountability. This program makes available news articles, trainings, and factsheets.

Title and Link	Mission Areas	Applicable Populations	Description
Report of the Attorney General's National Task Force on Children Exposed to Violence https://www.justice.gov/defendingchildhood/cev-rpt-full.pdf	• Prevention, Protection, Mitigation, Response, Recovery	Children and youth	Calls for action steps and recommendations for the federal government, states, tribes, communities, and the private sector across the country to address and reduce the impact of trauma on children who witness or experience violence, and to defend children against such exposure. Chapters 2 and 3 include recommendations to ensure that children are reliably identified, screened, and assessed; receive support, treatment, and other services designed to address the traumatic impact of exposure to violence; and offer strategies to help children feel safe in the future and help them recover from the violence that was not prevented.
Report: Attorney General's Advisory Committee on American Indian/Alaska Native Children Exposed to Violence, Ending Violence so Children Can Thrive https://www.justice.gov/sites/default/files/defendingchildhood/pages/attachments/2015/03/23/ending-violence-bookship-lease-thrive.pdf	• Prevention, Protection, Mitigation, Response, Recovery	American Indian/Alaska Native communities, children and youth	Calls for action steps and recommendations for tribes, communities, the federal government, states, and the private sector across the country to address and reduce the impact of trauma on American Indian/Alaska Native children who witness or experience violence in tribal communities. The report is a result of four public hearings and five listening sessions. Chapter 3 outlines recommendations to increase capacity and infrastructure in both schools and related services needed for children and the specific coordination needed between the federal, tribal, and local levels.
Sexual Harassment: It's Not Academic https://www2.ed.gov/about/offices/ list/ocr/docs/ocrshpam.pdf	 Prevention, Protection, Mitigation, Response, Recovery 	Children exposed to violence, families, and schools	Provides students, parents, school administrators, school employees, and others fundamental information on recognizing and addressing sexual harassment under Title IX as it is interpreted by the U.S. Department of Education (ED) Office for Civil Rights, the federal agency responsible for enforcing Title IX in schools that receive federal funds from ED.

Title and Link	Mission Areas	Applicable Populations	Description
STOP SV: A Technical Package to Prevent Sexual Violence https://www.cdc.gov/violencepreven tion/pdf/sv-prevention-technical- package.pdf	• Prevention	Communities, schools, and states	Represents a select group of strategies based on the best available evidence to help communities and states sharpen their focus on prevention activities with the greatest potential to reduce sexual violence (SV) and its consequences. These strategies focus on promoting social norms that protect against violence; teaching skills to prevent SV; providing opportunities, both economic and social, to empower and support girls and women; creating protective environments; and supporting victims/survivors to lessen harms. The strategies represented in this package include those with a focus on preventing SV from happening in the first place as well as approaches to lessen the immediate and long-term harms of SV.
The Risk and Prevention of Maltreatment of Children With Disabilities https://www.childwelfare.gov/pubP DFs/focus.pdf	• Prevention, Protection, Mitigation, Response	Children with disabilities	Describes the scope of the problem, risk factors, and strategies for prevention. Child abuse and neglect can affect any child, but children with disabilities are at greater risk of maltreatment than children without disabilities. It is divided into two sections, <i>Background and Research</i> and <i>Promising Practices</i> . The first section examines the problem in terms of the statistics and research and highlights what might be happening with the families those professionals serve. The second section offers tips to identify and assess abuse and neglect in children with disabilities, respond collaboratively, and locate training resources.

Title and Link	Mission Areas	Applicable Populations	Description
The Safe Place to Learn Resource Package https://safesupportivelearning.ed.gov /safe-place-to-learn-k12	• Prevention, Protection, Mitigation	• K–12 students	Provides a range of materials to support school efforts to prevent and eliminate peer-to-peer sexual harassment and sexual violence. It is designed to help establish and maintain a safe, supportive learning environment and mitigate factors that interfere with learning. This resource package supports school district and school staff efforts to comply with Title IX sex discrimination prohibitions and create a positive school climate. This resource includes guidance for administrators; e-learning modules for all school staff; a coordinated response team planning guide and training module; a trauma sensitivity training module; and action steps, discussion guides, bystander supports, and other resources.
Through Our Eyes: Children, Violence, and Trauma https://ovc.oip.gov/sites/g/files/xyckuh226/files/pubs/ThroughOurEyes/index.html	• Prevention, Protection	Children who have been exposed to crime, abuse, and violence in their homes, schools, and communities.	Discusses how violence and trauma affect children, including the serious and long-lasting consequences for their physical and mental health; signs that a child may be exposed to violence or trauma; and the staggering cost of child maltreatment to families, communities, and the nation. It showcases a series of eight videos on a range of topics related to child exposure to violence, the impact of that trauma, treatment of trauma, and approaches to addressing violence and the resulting trauma at home, in schools, and in the juvenile justice system. The video Interventions at School identifies some types of violence that children may experience at school or on their way to or from school and highlights preventive measures that some schools are taking to protect their students.

Data Collection and Reporting

As part of any effort to improve policies, prevention, and response to sexual misconduct, it is imperative that school staff have access to databases and registries that offer data, services, and programs that can be utilized to protect and support students and their families, track the issue of sexual misconduct in their community and inform the school community of the progress of these efforts. Federal agencies provide a range of products to help school staff to collect and analyze data relevant to sexual misconduct through various approaches. This section highlights the most relevant products that may assist school staff in these areas.

Title and Link	Mission Areas	Applicable Populations	Description
Civil Rights Data Collection (CRDC): Sexual Violence in K–12 Schools https://www2.ed.gov/about/offices/list/ocr/docs/sexual-violence.pdf	• Prevention, Protection	• K–12 students	Includes information regarding the rise of sexual assault in K–12 public schools. The 2017–18 CRDC is a survey of nearly all public schools and school districts. The CRDC is an aggregate of self-collected and self-reported data.
National Sexual Assault Hotline, RAINN https://www.rainn.org/ Hotline: 800.656.HOPE (4673)	• Response, Protection, Recovery	General public	Provides confidential support from trained staff members: to find local health facilities trained to care for survivors of sexual assault and offers services like sexual assault forensic exams; and find local resources to assist with survivor recovery, referrals, laws, and medical concerns. It operates the Safe Helpline for the Department of Defense. RAINN carries out programs to prevent sexual violence and ensure that perpetrators are brought to justice.
The Dru Sjodin National Sex Offender Public Website https://www.nsopw.gov/en	 Prevention, Protection, Mitigation 	Children and youth; vulnerable adults at risk of being victims of sexual assault	Provides an automated system used to exchange sex offender arrest and conviction information that is voluntarily reported by agencies at the federal, state, and municipal levels.

Policy Guidance

To encourage the creation of safe supportive learning environments and compliance with applicable laws, federal agencies have compiled relevant state statutes and developed guidance to clarify federal law. Federal agencies have also developed guidance to address specific emerging issues and their implications for schools' civil rights liability. The following are the primary guidance that federal and state governments have developed related to sexual misconduct policies, prevention programs, and response.

Title and Link	Mission Areas	Applicable Populations	Description
CHILD WELFARE: Federal Agencies Can Better Support State Efforts to Prevent and Respond to Sexual Abuse by School Personnel https://www.gao.gov/products/gao-14-42	• Prevention, Protection, Response, Recovery	• K–12 students and students attending institutions of higher education	Identifies steps that states, public school districts, and federal agencies have taken to prevent, identify, report, and respond to sexual abuse by public K–12 school personnel against students. The document reviews relevant federal laws, regulations, and policies; and gathers a national overview of states' requirements for identifying, reporting, and investigating suspected cases of sexual abuse of students by school personnel. The review addresses what steps states and school districts have taken to help prevent child sexual abuse by school personnel; the reporting requirements and approaches to investigating allegations of child sexual abuse by school personnel; and the efforts that federal agencies have made to prevent and respond to child sexual abuse by school personnel.

Title and Link	Mission Areas	Applicable Populations	Description
Framework for Developing School Policies to Address Domestic Violence, Dating Violence, Sexual Assault and Stalking https://www.northeastern.edu/sportinsociety/wp-content/uploads/2016/10/STEP-Grant-Program-Center-for-Healthy-Teen-Relationships.pdf	• Prevention, Protection, Mitigation, Response	K–12 students and students in nontraditional learning environments	Assists schools and school districts developing comprehensive policies for addressing healthy relationship building and violence prevention. The guide is broken into eight chapters and can be used either whole or in sections, depending on the school or district. The eight chapters include policy foundations, confidentiality, mandatory reporting, staff trainings, prevention education, discipline policies and procedures, accommodations, and school staffing.
Office for Civil Rights, U.S. Department of Education https://www2.ed.gov/about/offices/list/ocr/aboutocr.html	• Prevention, Protection	K–12 students and students attending institutions of higher education	Presents information about specific rights under Title IX and other resources that support schools and school districts in their enforcement of legislation related to adult sexual misconduct in schools.
Rescinded Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students or Third Parties Dear Colleague Letter https://www2.ed.gov/about/offices/list/ocr/letters/sexhar-2006.pdf	• Protection	K–12 students and students attending institutions of higher education	Reminded schools of the compliance standards that the U.S. Department of Education Office of Civil Rights applied in the 2001 Sexual Harassment Guidance document and reminded schools of their obligations to Title IX requirements. The document provided the principles that a school should use to recognize and effectively respond to sexual harassment of students in its programs as a condition of receiving federal financial assistance.

Title and Link	Mission Areas	Applicable Populations	Description
Rescinded Sexual Harassment Guidance: Questions and Answers on Title IX and Sexual Violence https://www2.ed.gov/about/offices/list/ocr/docs/qa-201404-title-ix.pdf	Prevention, Protection, Mitigation, Response	K–12 students and students attending institutions of higher education	Clarified the legal requirements and guidance articulated in the Revised Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students or Third Parties and included examples of proactive efforts schools could take to prevent sexual violence and remedies schools may have used to end misconduct, prevent its recurrence, and address its effects. At the time, it covered the following topics: (1) the policies and procedures that the school must have in place; (2) guidance for school employees who have reporting responsibilities; (3) how confidentiality considerations come into play in an investigation; (4) how investigations, hearings, and appeals should be conducted; (5) what interim measures a school may take while an investigation is under way; and (6) Title IX requirements for training, education, and prevention of sexual violence.

Technical Assistance Centers

Federal agencies fund several technical assistance centers that serve a variety of audiences and topics, many of which are related to addressing both the prevention and response to sexual misconduct. Technical assistance centers provide a range of services, which may include direct or web- or phone-based assistance; resource sharing; training; websites with valuable research and resources; and, in some case, on-site support to communities, families, schools, districts, and states.

Title and Link	Mission Areas	Applicable Populations	Description
Child Abuse and Neglect Prevention https://www.cdc.gov/violencepre vention/childabuseandneglect/ind ex.html	• Prevention, Mitigation	Children and youth, families	Offers links to published Centers for Disease Control and Prevention resources relevant to the prevention of child abuse and neglect, including child sexual abuse. These resources include guides, factsheets, and surveillance information. One such resource that addresses school-based violence is Preventing Child Sexual Abuse Within Youth-serving Organizations: Getting Started on Policies and Procedures.
National Center on Safe Supportive Learning Environments (NCSSLE) https://safesupportivelearning.ed. gov/	• Prevention, Protection, Mitigation, Response, Recovery	PK-12 students and students attending institutions of higher education	Provides information and technical assistance to states, districts, schools, institutions of higher learning, communities, and federal grantee programs regarding the conditions for learning. It also addresses additional content areas, including personnel conduct, bullying prevention, violence prevention and substance abuse prevention. Focused on improving conditions for learning in a variety of settings from Pre-K to higher education through measurement and program implementation to help students realize academic success in safe and supportive environments. Some of the relevant topics addressed in linked resources are: ED School Climate Surveys (EDSCLS); Human Trafficking in America's Schools; Human Trafficking 101 for School Administrators and Staff (link is external); School Climate Survey Compendium; Directory of Federal School Climate and Discipline Resources; School Climate Improvement Resource Package; Safe Place to Learn: Prevent, Intercede, and Respond to Sexual Harassment of K-12 Students; Safe Place: Trauma-Sensitive Practice for Health Centers Serving Students; Responding to Trauma in K-12 Schools; Violence Against Women and Girls; Social Emotional Learning; and Response and Resiliency.

Title and Link	Mission Areas	Applicable Populations	Description
National Child Traumatic Stress Network (NCTSN) https://www.nctsn.org/	• Response, Recovery	Families, communities, and children who are recovering from a traumatic event	Offers resources that allow professionals who work with children, researchers, and families to collaborate so that care within systems serving children and families is trauma informed; and to promote greater access to trauma services in mental health and physical health settings inside and outside the school environment. NCTSN is comprised of three centers: the National Center for Child Traumatic Stress, the Treatment and Services Adaptation Centers, and the Community Treatment and Services Centers.
Office for Victims of Crime Training and Technical Assistance Center https://www.ovcttac.gov/	• Response, Recovery	Professionals working with victims of sexual abuse and service providers	Draws on the expertise of a network of consultants and victim service professionals for training and technical assistance for victim service providers and allied professionals who serve crime victims. They also provide victim impact presentations and speakers for conferences, panels, and meetings at no cost, along with free tools to the field. The database of experts provides developmental support, mentoring, and facilitation to assist service providers in their design and implementation, strategic planning, program management, evaluation, quality improvement, collaboration, and community coordination. Some resources are geared specifically for the education system and professionals working in education.
Readiness and Emergency Management for Schools (REMS) Technical Assistance Center https://rems.ed.gov/	• Prevention, Protection, Mitigation, Response, Recovery	K–12 students and students attending institutions of higher education	Provides support to K–12 schools, school districts, and institutions of higher education, along with their community partners, in the development of high-quality emergency operations plans and comprehensive emergency management planning efforts. They provide information, resources, training, webinars, live trainings, and technical assistance upon request, and a community of practice for participants to share news, resources, and learnings, and discuss trends. For example they offer archived webinars (Addressing Adult Sexual Misconduct in the School Setting: An Overview) and online courses (Addressing Adult Sexual Misconduct in the School Setting) and training guides.

Title and Link	Mission Areas	Applicable Populations	Description
The Internet Crimes Against Children Task Force (ICAC) Program https://www.icactaskforce.org/	 Prevention, Protection, Mitigation 	Children and youth, families	Serves to enhance the capabilities of more than 3,000 federal, state, and local agencies by addressing efforts to eliminate the sexual exploitation of children via communications systems and technologies. Resources provided on the ICAC Task Force website may be helpful to school staff who want to learn more about online safety.