



# UGA PD

## Exploratory Research

*PHOTO TAKEN FROM THE UGA POLICE DEPARTMENT WEBSITE*

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## THE GOAL

For our capstone project, we will be working with The University of Georgia Police Department and the School of Social Work to create an interactive training module that will provide officers with necessary skills for interacting with survivors of sexual assault in a trauma-informed way. The training module will feature an interaction between the officer and the victim, and incorporate preventative measures to avoid victim blaming. We hope the program will be an engaging way for officers to build their crisis intervention skills in the comfort of their own homes, as well as give them the option to revisit the information.

## THE CLIENT

### UGA Police Department

The University of Georgia Police Department mission is to protect and provide professional and dedicated public service to the University community with courage, dependability, and integrity. Sergeant Lance Tipton provided us with a reference of trauma informed sexual assault training that lays out the two-day course and its core objectives. UGA PD officer training around sexual assault is usually garnered towards investigative training rather than preventative or human interactive strategies.

Main objectives of training course:

1. Describe how specific experiences impact victim trauma, memory, reactions and behavior and how officer interpretation of this behavior impacts sexual assault investigations.
2. Explain how key decisions made by law enforcement impact the progression of a sexual assault investigation.
3. Understand that victim disclosure often occurs in pieces over time and identify strategies for working with victims to facilitate trust and communication.
4. Employ strategies that postpone judgment regarding the validity of a case until a thorough investigation is completed.
5. Identify investigative methods and techniques that focus on offender behavior.
6. Conduct victim interviews and document sexual assault cases utilizing physical, psychological and sensory evidence to effectively build a strong case.

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7. Recognize potential sources of officer bias and ways to mitigate its impact on reports.
8. Make case coding and clearing decisions based on analysis of evidence identified through a thorough investigation.

Sexual assault training in the past for UGA PD has composed of powerpoints with narrations (uninteractive) or video presentations. Although training has incorporated trauma informed strategies and approaches, new training will be focused on a prevention and trauma informed model which includes.

- Victim Interaction Training
- Policy and Procedure
- Post Incident Processes
- Survivor's Response to Trauma

UGA PD works very closely with University of Georgia Relationship and Sexual Violence Prevention center, which is a direct resource for students, faculty, and staff. They provide services and support for all coping or dealing with sexual abuse or harassment. Officers are mandatory reporters just like university staff and faculty, but their reporting sexual assault policies are different because the university is a separate institution. Victims of sexual assault are able to report incidents anonymously and/or pursue criminal charges.

## School of Social Work

The School of Social Work at the University of Georgia prepares culturally responsive practitioners and scholars to be leaders in addressing social problems and promoting social justice, locally and globally, through teaching, research, and service. Research Interests of Adrienne Baldwin-White are sexual violence and assault prevention program development and evaluation; psychometric development of instruments related to sexual assault; sexual violence screening instrument development; practitioner self-efficacy and burnout. Building relationships between the officer and the victim is critical because of the sensitivity and seriousness around sexual assault.

## SEXUAL ASSAULT

- Sexual assault is one of the most widely under-reported violent crimes in America.
- Victim blaming, campus policies on drug and alcohol, and adjudication are said to discourage sexual assault reporting.
- The Clery Act requires schools of higher education to annually disclose information about crime, including sexual crime on and around campus.
- Although women are at higher risk than males, anyone can fall victim to sexual abuse.
- 25% of college aged women experience date rape or an attempted rape during their college years.
- More than 80% of women know their attackers in some form.
- Approximately 1 in 3 women and 1 in 6 men have experienced sexual violence in their lifetime. However, around 67.5% of rape/sexual assault victims do not report their victimization to police.

## INTERACTIVE LEARNING

Interactive and video based learning is still a growing research area of study. Interactive instructional videos have evolved to reflect the needs of different-styled learners. The [study conducted by Erhan Delen](#) (2014) shows strong results of interactive-video-based learning appearing to be more effective and facilitate better learning outcomes.

# THE PROJECT

## Gamification

Gamification is the concept of using similar mechanics from game play to motivate users to increase participation, engagement, and loyalty. This concept is used for non-gaming environments, mostly enterprise or community applications. The goal is “to make difficult tasks more palatable.” The game mechanics in use can include: fast feedback, transparency, goals, badges, leveling up, onboarding, competition, community, and points. Fast feedback is the immediate acknowledgement of success in attempting a task. Transparency is the creation of leaderboards, or when a specific user can see how they stand in position to others in the progress of tasks. Goals provide an endpoint that shows what the user must do in order to achieve higher status. Badges present evidence of accomplishment, a digital trophy. Leveling up is the process of achieving higher status in the user community. Onboarding is the process of explaining the process to complete tasks in the environment through the completion on smaller tasks. This allows the user to learn while building status. This also increases engagement since the user does not have to read a manual or have training on the system. Competition allows a user to compare their achievements to others and progress to higher level tasks and completion. Community allows the achievements of users to be spotlighted and to motivate others to achieve at the same level. Points are the actual way of measuring how the user achieves the badges and advances in the system.

## Learning Management System

A learning management system (LMS) is a software application that is used to administer, document, track, report, and deliver education or training courses. While each LMS is different in the actual mechanics of how it completes each of the standard tasks, there are some common features that are required. These common features are class rosters, curriculum management, achievement tracking, messaging, discussions, and testing. LMS allow a central and organized training system in both academic and enterprise training.

## PowerDMS

PowerDMS is a cloud based content and learning management system created especially for government agencies that require high standards for compliance and liability issues. This system is used by the University of Georgia Campus Police Department and others throughout the state. The usage of the software is required by the Georgia Association of Police Chiefs for certification purposes. The software is able to manage policy and procedure documents, training, competency testing, and accreditation management. According to the company, "PowerDMS guarantees officers receive and understand this critical content, so supervisors can hold them accountable for their performance in the field and quickly prove compliance in the wake of an incident. The majority of its nearly 2,800 customers are law enforcement agencies."

# UNDERSTANDING THE NEED

## The Purpose Behind Our Project

In a phone conference with Adrienne Baldwin-White, the Assistant Professor of the School of Social Work, she revealed that the initial training of the UGA PD taught officers to be skeptical when a victim shows no emotion. She stated that behavioral patterns may look different when interacting with survivors of sexual assault; therefore, officers need to understand the various coping mechanisms victims have when responding to trauma in order to avoid assumptions.

Meeting with our clients has revealed the overall purpose behind our project. The Chief of UGA PD hopes to provide his officers with a trauma-informed training module that avoids victim blaming and builds trust within the investigation. With the help of the School of Social Work, we will be able to create a new training module that will provide law enforcement officers with the necessary skills for crisis intervention so that they can assist individuals affected by sexual assault; thus, advancing public safety in our community.

## Moving Forward

We have conducted secondary research on our client, the topic of sexual assault, and the current training modules available online. Throughout the semester, we will continue research the training participants themselves to get a sense of their needs and their experiences in these investigations. We believe hosting a focus group would be beneficial for understanding ways we can keep the consumer engaged throughout the training module. We will work with the Chief of UGA PD, who is a former professor in criminology, to come up with the educational components of the training. Additionally, we will report to the Assistant Professor of Social Work to provide us with the content and scenarios for the module.

## SIMILAR PROGRAMS

There are many online training programs that already exist. Many companies such as Adobe Articulate, Captivate, and Storyline, all provide companies with an easy way to create a training program. Online training has become the new way for companies to train their employees on appropriate office behaviors.

## The Alcohol Haven and EverFi

At UGA, when a student is accepted to the university, they must undergo an online learning program about Alcohol Awareness as well as how to prevent sexual assault and rape on college campuses. We will use this training program as guidance in the creation of our training course. Our training program is different than most because we are training police officers on how to respond to sexual assault victims. Because we are addressing law enforcement, the voice and content of the training will be different, but will be able to be presented in a similar format.

The Alcohol Haven and EverFi Sexual Assault Awareness is taken by all UGA students before they attended orientation. Throughout this course, students had to participate thoroughly in order to effectively learn the material. The course starts out with a survey to gather data on how well students understand the content. After that, students are taken through a course where they are required to watch videos, read passages, and participate in interactive quizzes and polls. At the end of this training program, students are required to take a final quiz and pass with an 80% to ensure they learned the material. We believe this course setup is a very effective way to ensure our client learns the material.

## **In-Person Police Training**

Most officers are currently being trained in-person on sexual assault trauma assistance. This training way is very effective, as the instructor is able to personally assist each trainee. Although this training method is very effective, the UGA School of Social Work and the University Police Department have expressed the need for an online training course so that officers are able to complete the course in between cases, and are also able to revisit the course if need be.

## **The International Association of Chiefs of Police**

The International Association of Chiefs of Police website has training resources for sexual assault investigation. Resources include documents detailing investigation strategies, examples of incident reports, and training videos. Their program focuses on training that is victim centered and trauma informed, which are qualities that our client has included in their primary goals. These resources are not interactive, however, and are meant to serve as a supplement to in-person training.



## SOURCES

### Gamification

- <https://www.growthengineering.co.uk/definition-of-gamification/>
- <https://www.bunchball.com/gamification>

### Interactive Learning

- [https://ac.els-cdn.com/S0360131514001511/1-s2.0-S0360131514001511-main.pdf?\\_tid=dc7981a2-613d-447f-a1de-e4de7044f694&acdnat=1549321274\\_75bef80c4de52f3f48e0ca2ca0e5b2b0](https://ac.els-cdn.com/S0360131514001511/1-s2.0-S0360131514001511-main.pdf?_tid=dc7981a2-613d-447f-a1de-e4de7044f694&acdnat=1549321274_75bef80c4de52f3f48e0ca2ca0e5b2b0)

### Learning Management System

- [https://www.academia.edu/3681177/A\\_Critical\\_Understanding\\_of\\_Learning\\_Management\\_System](https://www.academia.edu/3681177/A_Critical_Understanding_of_Learning_Management_System)

### PowerDMS

- <https://www.powerdms.com/product/training-management/>
- "Georgia Association of Chiefs of Police Collaborating with PowerDMS." Entertainment Close-up, 22 Apr. 2012. General OneFile, <http://link.galegroup.com/apps/doc/A287187219/ITOF?u=uga&sid=ITOF&xid=a4004ff4>. Accessed 2 Feb. 2019.
- PR Newswire. "New Report Reveals Issue-Based and Technology-Focused Policies in Law Enforcement Are on the Rise." PR Newswire US, 1 Nov. 2017. EBSCOhost, [proxy-remote.galib.uga.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=bwh&AN=201711011701PR.NEWS.USPR.FL17899&site=eds-live](http://proxy-remote.galib.uga.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=bwh&AN=201711011701PR.NEWS.USPR.FL17899&site=eds-live).

### Sexual Assault Statistics

- <https://www.cdc.gov/violenceprevention/pdf/NISVS-StateReportBook.pdf>
- <https://www.bjs.gov/content/pub/pdf/cv15.pdf>
- <https://www.ncjrs.gov/pdffiles1/nij/205521.pdf>

### Sexual Assault Policies on College Campuses

- <https://www.ncjrs.gov/pdffiles1/nij/205521.pdf>

## SOURCES

### Trauma Informed Sexual Assault Investigative Training

- <https://www.theiacp.org/projects/trauma-informed-sexual-assault-investigation-training>

### The University of Georgia Police Department

- <https://www.police.uga.edu/>
- <https://www.police.uga.edu/crime-prevention/stopping-sexual-assault>

### The University of Georgia School of Social Work

- <http://ssw.uga.edu/>