

Course Description: Sexual assault is one of the most complex crimes in our society and the activism and outrage about sexual assault has never been higher. The complexities of these crimes require us to think broadly and comprehensively including examining the myths and biases and the new “trauma-informed” training, including the neurobiology of trauma, for all multi- disciplinary partners responsible for the response to sexual assault cases. The effects of trauma are often misinterpreted so justice in sexual assault response begins with an understanding of the devastating impacts of sexual violence trauma on victims and survivors. By understanding trauma, all those who work with victims can contribute to their immediate and long-term recovery by promoting victim empowerment and providing physical, psychological, and emotional safety for victims in an effort to build trust, all of which are critical for a successful response, investigation, and prosecution.

TRAINING GOAL: To ensure that individuals providing service to sexual assault victims / survivors recognize and understand victim trauma and utilize effective approaches and interview skills to enhance response, investigations, and prosecutions.

LEARNING OBJECTIVES:

1. Examine the rape myths, rape culture, and potential biases around sexual assault and its impact on investigations.
2. Define trauma in the context of sexual assault and other crimes involving interpersonal violence.
3. Examine the neurobiology of trauma – how the brain and body function in response to fear / trauma and the impact on memory and recall (fragmented memory).
4. Understand victim trauma and develop approaches to minimize further victim trauma throughout the response, investigation and prosecution of cases.
5. Identify successful first response and communication strategies to promote victim empowerment and encourage continuation in the criminal justice process.
6. Develop trauma-informed victim interview skills to help capture compelling evidence of the victim’s experience including the exploration of sensory details and considering the psychophysiological evidence of trauma.
7. Examine common criminal sexual offender behaviors and course of conduct and develop offender focused investigative strategies.

Trauma-Informed Sexual Assault Investigations Training: Trauma-Informed, Victim-Centered, Offender Focused

Training Agenda

Day 1

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| 8:15 – 8:30 | Registration & Sign In |
| 8:30 – 9:30 | Introductions and Overview: Sexual Assault Common Challenges |
| 9:30 – 9:40 | Break |
| 9:40 – 10:40 | Exploration of Rape Myths and Rape Culture: a look at the impact on personal and societal bias and the pursuit of justice |
| 10:40 – 10:50 | Break |
| 10:50 – 12:00 | Impact of Rape Myths and Rape Culture on investigations / prosecutions: small group exercise |
| 12:00 – 1:00 | Lunch (on your own) |
| 1:00 – 2:00 | The Neurobiology of Trauma: how the brain and the body respond to trauma |
| 2:00 – 2:10 | Break |
| 2:10 – 3:10 | Trauma and Impact: understanding victim trauma and efforts to minimize further victim trauma in our approach |
| 3:10 – 3:20 | Break |
| 3:20 – 4:20 | Trauma-Informed First Response: “ <i>first impression matters.</i> ”
Enhancing communication skills, providing physical, psychological and emotional safety for victims – building trust |
| 4:20 – 4:30 | Wrap-up / Q & A |

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Training Agenda

Day 2

8:15 – 8:30	Registration & Sign In
8:30 – 9:30	Trauma-Informed Care for Providers, vicarious trauma and wellness / Introduction to Trauma-Informed Victim Interviews: capturing the victim's experience
9:30 – 9:40	Break
9:40 – 10:40	Trauma-Informed Victim Interview: seeking compelling evidence of the victim's experience and trauma and the exploration sensory details
10:40 – 10:50	Break
10:50 – 12:00	Trauma-Informed Victim Interview: Reframing and explaining interview questions, considerations regarding psychophysiological evidence of trauma
12:00 – 1:00	Lunch (on your own)
1:00 – 2:00	Who Causes the Trauma – Understanding Common Criminal Sexual Offender Behaviors and Course of Conduct; examining the serial nature of offenders
2:00 – 2:10	Break
2:10 – 3:10	Offender Focused Investigations – Promising Practices for Your Community
3:10 – 3:30	Wrap-up / Q & A / Evaluation

INTRUCTOR BIOGRAPHY: Chief Thomas R. Tremblay (Ret)

Throughout his distinguished thirty-year policing career as an officer, detective, special investigations unit director, supervisor, police chief, and state public safety commissioner, Tom Tremblay has been a passionate leader for the prevention of domestic and sexual violence. He is a retired Chief of Police from Burlington, VT, and the former Commissioner of the Vermont Department of Public Safety. Tom is now a national and international advisor and trainer for police, prosecutors, advocates, higher education, the military, and government / private sector.

Tom is a contracted subject matter expert on domestic violence and sexual assault for numerous organizations including the International Association of Chiefs of Police (IACP), the Police Executive Research Forum, Alliance for Hope International, End Violence Against Women International, the Rape Abuse Incest National Network, RTI Sexual Assault Kit Initiative, and the U.S. Department of Justice Civil Rights Division and Office on Violence Against Women.

Tom serves as a faculty member for the IACP National Law Enforcement Leadership Initiative on Response to Violence Against Women Crimes and he is a national leader in the development and delivery of Trauma-Informed Sexual Assault Investigations Training. Tom assisted the IACP with the development and delivery of a national curriculum for Trauma-Informed Response to Sexual Assault. He also assisted the National Center for Campus Public Safety with the 2014 White House Task Force recommendation to develop a new curriculum for Trauma-Informed Sexual Assault Investigations and Adjudications specific for Colleges and Universities across the country. Tom has also advised and trained numerous state medical regulatory investigation and adjudication processes in trauma-informed approaches to sexual misconduct cases.

Tom serves as an Independent Monitor / Reviewer for Department of Justice Agreements with law enforcement agencies designed to improve sexual assault and domestic violence response and investigations following reports of unlawful gender discrimination. Tom's oversight work in Missoula Montana assisted the City Police and the University of Montana Police in achieving full compliance with their respective agreements with the Department of Justice to improve response and investigations of sexual assault cases. Tom also assists the Department of Justice in promoting gender bias prevention strategies for law enforcement when responding to domestic and sexual violence crimes including addressing officer involved domestic violence and sexual misconduct.

Tom is frequently sought after to comment on high profile cases and national news stories related to domestic violence and sexual assault. He has been included in news publications, programs, and investigative reports by CNN, NPR, ABC News, NBC News, Slate Magazine, Vox News, Baltimore Sun, Star Tribune, Indianapolis Star, and the Lansing Journal.

Tom holds a Bachelor's Degree in Criminal Justice. He is a graduate of the 183rd Session of the FBI National Academy, the FBI Law Enforcement Executive Development Seminar, the Police Executive Research Forum–Senior Management Institute for Police, and the IACP National Law Enforcement Leadership Institute on Violence Against Women.

See also: www.tomtremblayconsulting.com