Beyond Foundations

*An Onboarding Resource for New Sexual Assault Advocates*

History

*Beyond Foundations: An Onboarding Resource for New Sexual Assault Advocates* was once part of the original *Help in Healing* manual. When updating *Help in Healing* in 2021, it was determined that some of the content was more appropriate for onboarding new center staff rather than be included in the initial foundational 40-hour training.

*Beyond Foundations* chapters include: Courts and Other Systems, People Who Commit Sexual Violence; Types of Sexual Violence; and Populations & Identities.

*Beyond Foundations* is designed to be read alongside new staff onboarding, whether that be following your own orientation system or the training resources below.

Purpose & Audience

*Beyond Foundations* and the training chart below are optional resources for onboarding new staff at member centers. The material can be used for on-going training for volunteers as well.

This chart is not meant to replace comprehensive, supervised onboarding of new staff – but meant to be a supplement and resource for consistency across the state.

While the training and reading below is important foundational information for SART Advocates, it does **not** include the core knowledge and skills needed to facilitate or coordinate SART or other multidisciplinary teams. Reach out to your supervisor and MECASA to find out about MDT planning and facilitation training.

Time

There are approximately **45 hours** of recorded training*,* **100 pages of *Beyond Foundations*** reading, and many hours of **website and document review**. It is intended to be done over the first 9 months of employment in addition to the 40-hour Foundations of Advocacy Training.

Depending on the staff member’s support, role, and experience onboarding may happen after or parallel to the 40-hour *Foundations of Advocacy* Training. To ensure privilege and quality services for survivors, advocates should not work with survivors until the Foundational training is complete.

Some of the trainings below (Mandated Reporting, Language Access) are considered foundational and should be included in your 40-hour advocate trainings. That said – we included everything here that is additional to *Foundations of Advocacy* curriculum as it is written.

A Note About the Victim Assistance Academy

Established in the early 2000s, the Victim Assistance Academy (VAA) was once a core foundational training for sexual assault SART/systems advocates. The VAA was relaunched fall of 2022 with cohorts running in a six-month cycle. Even if the VAA is part of your training plan this onboarding tool is still a recommendation and not a replacement for the academy. Every advocate should make an onboarding training plan with their supervisor that addresses their specific needs and available resources.

Edits & Ideas

This document is not meant to be a full list of all available trainings and resources, but the ones that are:

1. The most up to date
2. Reflect best practice
3. Recorded and free

If you have edits or ideas about what else should or could be in this document, we’d love your suggestions and welcome tweaks and edits.



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| **Victim Rights & Systems Advocacy** |
| [Maine Victim Rights for Advocates](https://www.youtube.com/watch?v=93h2eAHVX7A&list=PLXqKAxhl_BSkodvtVl49nOfUSHKpEyZKF&index=9)*Mini Victim Assistance Academy (2021)*1 hour[SART History in Maine Part 1](https://www.youtube.com/watch?v=nF1e8EF6Rm8) & [Part 2](https://www.youtube.com/watch?v=JkFbjZXi5L0)*MECASA & Cyndi Amato (2020)*1 hour[History of Maine Victim Witness Advocacy & Victim Rights Law](https://www.youtube.com/watch?v=aT_briygOcE&list=PLXqKAxhl_BSn6dHesru5TdqA5YeTKd8jJ&index=1)*Mini Victim Assistance Academy (2021)*45 minutes[Maine Tribal Courts](https://www.youtube.com/watch?v=fzpMvVYVUWA&list=PLXqKAxhl_BSn6dHesru5TdqA5YeTKd8jJ&index=3) (start at minute 26:25) *Crime Victims’ Rights Week (2022)*20 minutes[Language Access & Interpretation](https://mainecasa.sharepoint.com/Shared%20Documents/Programs/SART%20-%20Health%20%26%20Justice/SART%20Advocate%20Training%20%26%20Orientation/Language%20Access%20%26%20Interpretation)*Catholic Charities & IRCM (2022)*2 hours | **READ:** [Language Access Guidance](https://mainecasa.sharepoint.com/%3Ab%3A/g/Efny6tzVG3tBld7kp2fplfIB-RBaCAa6Yhr9yni-Os7-rA?e=aT8MaM)*MECASA (2022)* **REVIEW:**MECASA Toolkit: [Health & Justice](https://www.mecasatoolkit.org/health--justice.html)[National Sexual Violence Resource Center SART Toolkit](https://www.nsvrc.org/sarts/toolkit)*National Sexual Violence Resource Center (2018)*[Sexual Assault Response Teams – Training and Technical Assistance](https://mncasa.org/our-work/systems-change/sexual-assault-response-teams/)*Sexual Violence Justice Institute (2022)* |

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| **Technology & Safety Planning** |
| [Child Abuse/Neglect Mandated Reporter Training](https://www.jpmaweb.com/mandated-reporter-training/)*DHHS, CFS* 45 minutes[Adult Protective – Mandated Reporter Training](https://www.youtube.com/watch?v=Qoyno3yCJ_c)*DHHS, OADS (2020)*45 minutes[Safety Planning & Sexual Violence](https://www.youtube.com/watch?v=MHm295zcDxg)*MCEDV (2020)* 1 hour [Collaborative Safety Planning with Survivors](https://www.youtube.com/watch?v=0s9_fxEwT-0&list=PLXqKAxhl_BSl7q-bmq5WJsFaWJNiVKF1q&index=4)*Tiombe Wallace for MECASA (2022)*2 ½ hours[Address Confidentiality Program](https://www.youtube.com/watch?v=DJZ_1_EPdYA&list=PLXqKAxhl_BSnkVX1gMwLZFtS4G2S50N1H&index=5)*Secretary of State (2022)*30 minutes | **READ:** *Beyond Foundations:* Types of Sexual Violence: Stalking, pp20-24*Beyond Foundations:* Types of Sexual Violence: The Sex Industry, pp 25-27*Beyond Foundations:* Types of Sexual Violence: Intimate Partner Violence, pp 34-37**REVIEW:** MECASA Toolkit: [Stalking](https://www.mecasatoolkit.org/stalking.html) [Technology Safety Plan: A Guide for Survivors and Advocates](https://www.techsafety.org/resources-survivors)*National Network on DV (2022)***RESOURCE:**[VAWA Compliant Release Form](https://mainecasa.sharepoint.com/%3Aw%3A/g/EekFkbwC1GhNkygSPByXg7IBsJ6d8tE-QIfinpWOQFHT8Q?e=ZJUuTy) ([in 6 languages](https://www.mecasatoolkit.org/language-access.html)) |

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| **Supporting Survivors** |
| [Supporting Survivors Experiencing Mental Health Crises](https://www.youtube.com/watch?v=RlJWsYq5Rkc&list=PLXqKAxhl_BSl7q-bmq5WJsFaWJNiVKF1q&index=2)*Kris Bein, RSP & Tiombe Wallace for MECASA (2022)*2 ½ hours[Trauma First Aid & Affirming Boundaries](https://www.youtube.com/watch?v=5_j2XVQNOTE&list=PLXqKAxhl_BSl7q-bmq5WJsFaWJNiVKF1q&index=2)*Dory Hacker, Maine Behavioral Health for MECASA (2022*)3 hours[Best Care Practices for Transgender Survivors](https://www.youtube.com/watch?v=guC3cYFGpgg&list=PLXqKAxhl_BSkodvtVl49nOfUSHKpEyZKF&index=4)*Maine TransNet (2021)*2 hours[Black Women's Blueprint, A Reckoning: Truth and Reconciliation as Prevention](https://www.youtube.com/watch?v=qltczjcVjvA&list=PL3zDzNmFJmt1iWWoEmLcY8bbws6h7rb0-)*Video Series (2016)*30 minutes[Welcoming Male Survivors](https://www.youtube.com/watch?v=mNnwfnt3_aA&t=2s)*Resource Sharing Project (2016)*1 ½ hours[Serving Adult Survivors of Child Sexual Abuse](https://www.youtube.com/watch?v=dywpLzDho8U)*Olga Trujillo & RSP (2021)*1 ½ hours[Working with Older Survivors of Abuse: A Framework for Advocates](https://www.youtube.com/watch?v=Rl-6G6HJIWs&list=PL-7YVjjstsROXVNTBcgVTv3kpSpxJ8Mdt)*National Clearinghouse for Abuse in Later Life (2018)*Video series: 15-45 minutes[Sexual Violence & Older Adults](https://www.youtube.com/watch?v=hs2zVWBGEr8)*MECASA & Adult Protective Services (2022)*1 hour[The Anti-Ableist Advocate and Educator](https://studio.youtube.com/video/yMtx6nDsGVE/edit)*Disability Rights Maine & Speaking Up for Us at MECASACon (2022)*1 hour and 15 minutes  | **READ***:* *Beyond Foundations*: Populations & Identities (all), pp 65-99*Beyond Foundations*: Types of Sexual Violence: Ritualistic Abuse, pp41-43*Beyond Foundations*: Types of Sexual Violence: Institutional Abuse, pp 51-52**REVIEW**MECASA Toolkit: [Language Access](https://www.mecasatoolkit.org/language-access.html)MECASA Toolkit: [Culturally & Community Specific](https://www.mecasatoolkit.org/culturally--community-specific.html)**RELATIONSHIPS**: Immigrant Resource Center of Maine staff meet and greetMaine TransNet staff meet and greet |

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| **MECASA & other Sexual Assault Programs** |
| Principles of Prevention training*MECASA* Contact: MECASA Prevention Team[Children’s Safety Partnership](https://www.youtube.com/watch?v=fhwSbHn2p3U)*MECASA (2022)*45 minutes[Maine National Guard Sexual Assault Prevention and Response Program](https://youtu.be/Xbf40XQK8is)*National Guard (2022)*1 hour[Children’s Advocacy Centers – MDT Orientation Video](https://www.youtube.com/watch?v=6mz9jp5DtPs)*MECASA (2018)*25 minutes[The Sexual Assault Movement in Maine (An Unauthorized History) & Culturally Specific Organizations](https://www.youtube.com/watch?v=fzpMvVYVUWA&list=PLXqKAxhl_BSn6dHesru5TdqA5YeTKd8jJ&index=3) *Crime Victims’ Rights Week (2022)*30 minutes | **READ:***Beyond Foundations*: Types of Sexual Violence: Child Sexual Abuse, pp 4-14*Beyond Foundations*: Types of Sexual Violence: Adult Survivors of Childhood Sexual Abuse, pp 15-19*Beyond Foundations*: Courts & Other Justice Systems: Sexual Violence in the United States Military, pp 62-64**REVIEW:**[Sexual Assault Support Centers](https://mainecasa.sharepoint.com/%3Ab%3A/g/ET-llCDQUhhLkno8iBSU1aIB8szCzWN961tv-Wu_mod27Q?e=TIR93L) [Maine Network of CACs overview](https://mainecasa.sharepoint.com/%3Ab%3A/g/EUAuYAwrYOtFvP3wK34579kB6Tvy8_4y7rjnuNUuWYEZbw?e=kwS5FL)Children’s Safety Partnership website[Children’s Advocacy Center Commercial Sexual Exploitation of Children Protocol Flow Chart](https://mainecasa.sharepoint.com/%3Ab%3A/g/EeyoawI2UtZKn576MJ7j4ZwBDAxfwXGaB-tonYrlVVbwxA?e=68jzV5)[Children’s Advocacy Centers Flow Chart](https://mainecasa.sharepoint.com/%3Ab%3A/g/Ef62hxDMcAFHomjUQhgU6_gB8sFe9pMd51ygIVHzJq083g?e=AFAWLb)**RELATIONSHIPS:**New Staff Welcome Call*Monthly Zoom calls hosted by MECASA staff to offer an overview of our role & work*Contact: MECASA staff or [MECASA toolkit](https://www.mecasatoolkit.org/)[Wabanaki Women’s Coalition](https://mainecasa.sharepoint.com/%3Ab%3A/g/EQ9WDhs8H4VOhn_6S460RHoBBgWuT-9tUDdHb9tM5yDLSA?e=N4i3Vs) programs |

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| **Criminal Legal** |
| [Maine Criminal Justice System](https://www.youtube.com/watch?v=lMHGmLS6P_A)*Assistant Attorney General Suzanne Russell, mini-Victim Assistance Academy (2021)*2 hours | **READ:***Beyond Foundations*: Courts & Other Justice Systems: The Criminal Justice Court System and Title IX, pp 53 - 61**REVIEW:**[Case Timeline](https://mainecasa.sharepoint.com/%3Ab%3A/g/EeZ10dSaQs1Or0hMTLxEiooB7xKj9DSs9b2iWU_x4OG3Ew?e=wd8tsc)[Felony Court Procedure](https://mainecasa.sharepoint.com/%3Aw%3A/g/EQC-sgfB20xNgQjSZ1pcr3cBF0ff3KnI8_0PNoyvlGgZ6w?e=XmqOo3)[Misdemeanor Court Procedure](https://mainecasa.sharepoint.com/%3Ab%3A/g/EXhdb52WFBFNq5hh8KEo32ABPJrIwXJFkYfh6EcjJgJyCg?e=h1Xwk0)**RELATIONSHIPS:**Tour of court, including grand jury space, parking, bathrooms, and VWA officesVictim Witness Advocate introduction meeting |

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| **Law Enforcement** |
| [Video Series: Maine Law Enforcement Investigation](https://www.youtube.com/playlist?list=PLXqKAxhl_BSlPDU0Y1UDFszltHWoO76Nq)*MECASA (2020)*45 minutes[Navigating Challenging Conversations](https://www.youtube.com/watch?v=14gBhcJz1rM)*MECASA & Partners (2021)*1 hour | **REVIEW:**[Law Enforcement First Response: Guidelines for Adolescent and Adult Sexual Assault](https://mainecasa.sharepoint.com/%3Ab%3A/g/EasFLpae0IdAg305BT1JoXcBW1aSVRSI2UMtOFueevUP9w?e=xUH5rL)*MECASA (2019)***RELATIONSHIPS:**Introduction to SA Investigator |

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| **Civil Legal & Protection Orders** |
| **WATCH:**[Video on PFAs and PFHs](https://ptla.org/protection-abuse-maine-first-steps-frequently-asked-questions)*Pine Tree Legal (2011)*8 minutes | **READ:** [Rights of Maine Renters: Victims of Domestic Violence, Sexual Assault, and Stalking](https://www.ptla.org/rights-maine-renters-victims-domestic-violence-sexual-assault-and-stalking)*Pine Tree Legal Assistance (PTLA) (2022)*[Consent & Maine Law](https://www.ptla.org/maine-sexual-assault-resources-consent-and-maine-law)PTLA (2022)[Protection Orders & Sexual Assault](https://www.ptla.org/can-i-get-protection-abuse-order-if-i-am-survivor-sexual-assault)*PTLA (2022)***REVIEW:**[**Documents & Guides** and **Protection from Abuse - Guide & Complaint​**](https://www.mecasatoolkit.org/uploads/4/4/3/6/44365787/pfa_guide_-_maine_judicial_branch.pdf)State of Maine Judicial Branch (2018)**RELATIONSHIPS:**Final order day observationIntroductions to clerks & advocatesIntroductions to Pine Tree Legal attorneysCourt tour, including parking, bathrooms, clerk window, & meeting spots for clients **RESOURCES:**[PTLA Civil Legal Aid Checkup](https://mainecasa.sharepoint.com/%3Ab%3A/g/Eb98kTQlj9lLkr8mAHChHBMBteNK6f5OQMNcaLXDRG1CTA?e=gU9jLR) |

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| **Human Trafficking**  |
| [Human Trafficking Identification & Response for Sexual Assault Advocates](https://www.youtube.com/watch?v=an8yEtig3OI)*MECASA* & SARSSM *(2022)*2 ½ hoursOffered annually and recorded. [Human Rights Based Approach to Human Trafficking](https://www.youtube.com/watch?v=mjXXyttg_rw)*The Freedom Network (2021)*1 hour[Human Trafficking in Maine Training videos](https://www.youtube.com/watch?v=z8A0_NrJEDw&list=PLXqKAxhl_BSnDXlHowuSWPO3pKvABkZmz)*MECASA (2016)*30 minutes[Commercial Sexual Exploitation of Children in Maine Part 1](https://www.youtube.com/watch?v=zC_wFreYhac) & [Part 2](https://youtu.be/Iypqyp3cT_Y)*MECASA (2021)*1 hour | **READ:***Beyond Foundations*: Types of Sexual Violence: Human Trafficking, pp 28 - 33[Human Trafficking & Commercial Sexual Exploitation Response](https://www.mecasatoolkit.org/uploads/4/4/3/6/44365787/human_trafficking_and_commercial_sexual_exploitation_response_2.pdf)A Manual for Sexual Assault AdvocatesMECASA (2021) **REVIEW:** [MECASA Toolkit: Trafficking & Exploitation](https://www.mecasatoolkit.org/trafficking--exploitation.html)[Maine STEN website](http://www.mainesten.org)**RELATIONSHIPS:**Meet with your local trafficking program**RESOURCES:**[National Human Trafficking Hotline](https://humantraffickinghotline.org/) |

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| **Funding Resources** |
| [Human Trafficking Fund Webinar](https://www.youtube.com/watch?v=JewKVuMVdCk)*MECASA (2022)* 45 minutes[Overview of Maine’s Victims’ Compensation Program Webinar](https://www.youtube.com/watch?v=mEa3UyVl8ro)*Kelly McGillis, Mini-Victim Assistance Academy (2021)*1 hour and 15 minutes | **REVIEW:**MECASA [Survivor Emergency Fund](https://www.mecasatoolkit.org/uploads/4/4/3/6/44365787/emergency_fund_protocols.pdf)[MECASA Toolkit: Basic Needs](https://www.mecasatoolkit.org/basic-needs.html)[Maine's Victim's Compensation Website](https://www.maine.gov/ag/crime/victims_compensation/)[HT Fund Application](https://drive.google.com/open?id=1SoIA6QHH94Zn1BtRQ6PyNgy_hRF-TRNM)[Victims Compensation Fund Application](https://mainecasa.sharepoint.com/%3Ab%3A/g/EV2mCueXpsJBtOFuxZSw2LMBGmFUBwkxMgfyQ4ntl01VFQ?e=iW2Jug) |

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|  **Schools** | **Workplace** |
| **READ:*****Beyond Foundations*: Types of Sexual Violence: Title IX & Campus Sexual Assault**[A School’s Guide to Implementing Maine’s Child Sexual Abuse Prevention & Response Model Policy](https://www.childrenssafetypartnership.org/uploads/4/4/3/6/44365787/csa_policy_implementation_guide_for_web.pdf)***Children’s’ Safety Partnership (2020)*****REVIEW:**MECASA Toolkit: [Campus & K-12 Title IX](https://www.mecasatoolkit.org/campus--k-12-title-ix.html) **Title IX Process - FAQ & Flowchart -** [K-12](https://www.mecasatoolkit.org/uploads/4/4/3/6/44365787/2021_-_k-12_title_ix_map_-_ptla___mecasa.pdf) & [College & Post-secondary](https://www.mecasatoolkit.org/uploads/4/4/3/6/44365787/2021_post-secondary_title_ix_map_-_ptla___mecasa.pdf)MECASA & Pine Tree Legal Assistance (2020)[Supporting Survivors: Campus Roles for Staff](https://www.mecasatoolkit.org/uploads/4/4/3/6/44365787/2021_uma_role_guide-staff.pdf)[**Supporting Survivors: Campus Roles for Students**](https://www.mecasatoolkit.org/uploads/4/4/3/6/44365787/2021_uma_role_guide-students.pdf)University of Maine at Augusta & OVW Campus Grant Team *(2020)* | **READ:***Beyond Foundations:* Types of Sexual Violence: Sexual Harassment, pp 44 - 50**REVIEW:**[Workplace Sexual Harassment 1-pager](https://mainecasa.sharepoint.com/Shared%20Documents/Forms/AllItems.aspx?id=%2FShared%20Documents%2FPrograms%2FPopulations%20%26%20Communities%2FLanguage%20Access%2FTranslation%20%26%20Materials%2FWorkplace%20Sexual%20Harassment%2FWorkplace%20Sexual%20Harrassment%20English%2Epdf&parent=%2FShared%20Documents%2FPrograms%2FPopulations%20%26%20Communities%2FLanguage%20Access%2FTranslation%20%26%20Materials%2FWorkplace%20Sexual%20Harassment&p=true&ga=1) – available in [7 languages](https://www.mecasatoolkit.org/language-access.html)*MECASA (2021)*[Human Rights Commission Procedure](https://mainecasa.sharepoint.com/%3Ab%3A/g/EQ5clrzRmy9Pm0icEs6438sBh_2iuspYNNxx1vrj3dsT4A?e=8jExhU)[Maine Human Rights Commission](https://www.maine.gov/mhrc/laws-guidance/employment/sexual-harassment) website[Maine Can Do](http://www.mecando.org/) website |

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| **Incarcerated Services** |
| [Maine Corrections System](https://www.youtube.com/watch?v=5YiP2q9eST4)*Tessa Mosher, Department of Corrections mini–Victim Assistance Academy (2021)*2 hours[PREA Training Video Series](https://www.youtube.com/playlist?list=PLXqKAxhl_BSllihFI1JJGtKwmXkrs-80D)*MECASA (2019)*30 minutes[Providing Victim Services for Incarcerated Survivors](https://www.youtube.com/watch?v=4GcwsLlVwmw)*Resource Sharing Project (2017)*1 ½ hours | **READ:***Beyond Foundations*: PREA *Beyond Foundations*: People Who Commit Sexual Violence[PREA Frequently Asked Questions​](http://mecasainterventiontoolkit.weebly.com/uploads/4/4/3/6/44365787/prea_faqs.pdf)MECASA (2020)**REVIEW:**MECASA Toolkit: PREA and Incarceration [PREA Reporting Flowchart](http://mecasainterventiontoolkit.weebly.com/uploads/4/4/3/6/44365787/prea_reporting_flowchart.pdf)MECASA *(2020)***RELATIONSHIPS:**Volunteer or Professional Visitor training at local jail/prisonTour of facility & where you meet clientsIntroduction to PREA Investigator |