

New Mexico Sexual Assault Service Providers: Core Standards – Advocate Training

I. Policy Statement

Sexual Assault Service Providers (SASPs) will provide 40 hours of training to new advocates and staff who interact with sexual assault survivors to ensure that advocates and staff are skilled in responding to survivors and follow all policies and procedures of the center. SASP Directors recognize that advocacy with sexual assault survivors is challenging work and are committed to ensuring that self-care activities are offered in advocate trainings and meetings.

Training Requirements for Advocates and Staff:

- Advocates and staff are required to have a minimum of 40 hours of initial training, with 35 hours of training provided prior to assisting survivors. The remaining five hours may be provided through shadowing an experienced advocate and/or practice hotline calls after the new advocate has completed 35 hours.
- Advocates are required to complete a minimum of 10 hours of training annually after completing the initial 40 hour training to continue skill development and ensure they are current on all agency policies and procedures.
- A written evaluation of each advocate must be provided to her/him either upon completion of the 35 hours of in-person training or after the entire 40 hours of training is complete, and annually thereafter.
- Advocates must have the opportunity to provide evaluation of advocate training to the center at minimum upon completion of the 35 hours of in-person training.
- Centers must provide advocates with a training manual for use during training and in their work with survivors.
- Centers must hold advocate meetings 10 times per year for team-building, training, and to continually assess advocates' skills.

Training Structure and Content:

The 40 hour training must use adult learning principles, including: content on priority knowledge and skills as listed below under required topics; information is framed within a larger theory or model to allow for understanding, progression, and integration; the training is organized with clear learning goals and objectives; training provides opportunities for participants to actively engage and practice new skills and knowledge, and

uses creative methods to accommodate visual, auditory, and kinesthetic learners.

Training must include a minimum of 5 hours of role plays and hot line call practice.

Training must address the following required topics:

Defining advocacy with sexual assault survivors, including crisis intervention, general advocacy, and medical and legal accompaniment.

Sexual Violence – Adults & Children

Trauma

Confidentiality & the SASP Core Confidentiality Standard

Anti-oppression/Social Justice and Cultural Competence

Underserved populations, which may include Native Americans, Lesbian/Gay/Bi-sexual/Transgendered/Queer/Questioning/Intersex, Hispanics, people with disabilities, people with mental illness, immigrants, boys and men, and military personnel

Sexual Assault Laws

Mandated Reporting

Child Sexual Abuse

Sexual Assault Response Team (SART) - Sexual Assault Nurse Examiner Services/ Protocols & Evidence Collection Kit

SART - Sexual Assault & the Criminal Justice System

Resource Information and Referral

Self-care

Training Format:

Training will include a mix of on-line training, in-person training, and shadowing of experienced advocates/ practice hotline calls for direct experience. Training days will be a maximum of 7 hours of training time, not including meals and breaks, to ensure that the amount of information trainees receive in any one day can be adequately understood and integrated with the knowledge and skills they need to be effective advocates. This is also to ensure that training is healthy for both trainees and trainers/center staff.

The suggested format for the 40 hour training is:

An introductory meeting of 2-3 hours during which new advocates can meet, begin team building with each other and center staff, and receive

an overview of advocacy, the center where they will work, and advocate training.

Up to 5 hours of on-line training completed prior to the second day of in-person training to prepare new advocates for learning about advocacy with sexual assault survivors.

A minimum of 28 hours of in-person training on the required topics.

Role plays must be observed and the trainers will provide feedback to trainees.

A minimum of 5 hours of shadowing an experienced advocate and/or practice hotline calls to provide direct experience before new advocates respond to sexual assault survivors.