

## **CURRICULUM INTRODUCTION**

This Training Curriculum & Facilitator’s Guide supports a comprehensive program to improve responses to sexual and gender-based harassment impacting judicial environments in a manner that centers on safety, respect, and dignity for people who work in – or who are regularly engaged with – a court. The curriculum is focused on executive judicial and court management leadership as such individuals set the tone for the organizations.

**Comprehensive Program:** While this curriculum contains elements of a model education and response program, it does not constitute a comprehensive program. Elements of a comprehensive program, include – but are not limited to – awareness-raising programs and activities, policies, response and accountability protocols, and references to local and national support resources, all of which should be fine-tailored to each jurisdiction and judicial environment.

**Judicial Environments:** Judicial officers preside over a wide array of adversarial disputes within judicial environments of different facility sizes, case volumes, funding levels, and many other varying factors. While the term “judicial environment” is primarily intended to encompass courts, courtrooms, and courthouses, it also applies to any room or facility – and any adjacent support structure – where adversarial proceedings are adjudicated. Furthermore, this training is focused on the judges and court staff in those environments and not on the judicial proceedings themselves.

**Training Delivery & Timing:** This curriculum is designed to be delivered in part (by module) or in whole, and may be delivered virtually or in person. The material is divided into a 15-minute introduction and three 3-hour modules, each of which is divided into two 75-minute segments. The introduction is adaptable for delivery prior to each module, and a 15-minute break is intended between each module, for a total training time of 3-hours per module. Suggestions for use of this time during presentations of the whole curriculum are also included.

**Accessibility:** Take care to ensure that the modules are accessible by inviting all participants to indicate their accessibility requirements as part of registration processes. It is preferable to request this information in an open-ended fashion, which may include as examples certain visual, auditory, language, or mobility accommodations. For tips on accessibility, visit [this resource](#) developed by the National Center on Accessible Educational Materials.