DENIM DAY TOOLKIT

2014

WORKPLACE AND EMPLOYEE ACTIVITIES FOR BUSINESSES, CORPORATIONS, AND AGENCIES
DENIM DAY TOOLKIT
Workplace and Employee Activities

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HOW TO USE THIS KIT

Sexual Assault Prevention focuses on challenging and changing social norms, attitudes, and behaviors that perpetuate sexual assault. This kit will help you to use Denim Day in NJ as a medium to introduce sexual assault prevention and healthy attitudes toward consent in your workplace.

Suggestions:

- Discuss the history of Denim Day and how it pertains to sexual assault. Use the definitions of sexual assault and sexual violence to emphasize the component of force. Remember force can include coercion, pressure, and misuse of authority. Use the history of Denim Day to exemplify how force was used and thus the survivor’s right to consent violated.

- Use the “Break it Down” page to discuss consent and respectful sexuality.

- Use the “Sexual Harassment: Overview” page to talk about sexual harassment in the workplace.

- Use the “Fact Sheet” to make the content relevant.

- Take the “Myths & Facts” sheet and generate a discussion to challenge attitudes and behaviors.

- Use the “Quiz” to assess where your workplace stands on taking action against sexual violence. Follow with a discussion about “16 Ways to Stop Sexual Violence Today” and end with the Pledge for Non-Violence.

- Participate in our $ for Denim Campaign by allowing employees to wear denim in return for offering a donation to healingSPACE.

No matter what activity you choose to do, do something! Sexual assault prevention advocates that sexual violence is a preventable and learned behavior. Talking about it is the first step toward ending sexual assault. Remember inaction is action toward the continuation of violence. When you participate in Denim Day in NJ on April 28th, you:

- Make it possible for more survivors of sexual assault to reach out and find help.
- Promote prevention through education so that sexual violence doesn’t occur in the first place.
- Encourage men and boys to understand that strength is not for hurting, and the critical role they play in preventing violence against women.
- Encourage institutional and societal change.

Denim Day and wearing jeans in April became an international symbol of protest of harmful attitudes about sexual assault after an Italian Supreme Court decision overturned a sexual assault conviction because the survivor wore tight jeans. The justices reasoned that the survivor must have helped her attacker remove her jeans, implying her consent.

HealingSPACE at the YWCA Bergen County is organizing Denim Day in NJ to invite public discourse, and to eventually eliminate attitudes that blame the survivor and prevent them from seeking assistance. Why? Because we know that the same attitude held by the Italian Supreme Court exists here in our community.
HISTORY OF DENIM DAY

ROME – ITALY, 1997

MORNING
An 18-year-old girl is picked up by her 45-year-old driving instructor for her very first driving lesson. An hour later, after she is sexually assaulted and abandoned by him in an alley, she has to make her way back home. Undeterred, she reports the incident and the case is prosecuted. The driving instructor is convicted of sexual assault and sentenced to jail.

MONTHS LATER
The perpetrator appeals the sentence. The case makes it all the way to the Italian Supreme Court, where the case against the driving instructor is overturned and the perpetrator is released.

In a statement released by the Head Judge, he argued, “Because the survivor wore very, very tight jeans, she had to help him remove them...and by removing the jeans...it was no longer sexual assault but consensual sex.” Enraged by the verdict, the women in the Italian Parliament launched into immediate action and protested by wearing jeans to work. This call to action motivated and emboldened the California Senate and Assembly to do the same, which in turn spread to Peace Over Violence, a nonprofit organization based out of Los Angeles. They organized the country’s first Denim Day in 1999, creating a national movement.

In 2008, healingSPACE at the YWCA Bergen County brought Denim Day to New Jersey with a day-long observance dedicated to raising awareness about sexual violence and consent via a sexual violence prevention education campaign. We ask community members, elected officials, businesses, and students to make a social statement with their fashion statement—and wear jeans as a visible protest against myths that surround sexual assault.
BREAK IT DOWN:
A SEXUAL ABUSE/ASSAULT DICTIONARY

SEXUAL VIOLENCE includes all acts of sexual violation such as sexual assault, forced sodomy, forced oral copulation, acts committed with foreign objects and any other unwanted or unwelcome sexual activity. Sexual assault or rape can happen to anyone. People of any age, ethnicity, race, religion, sexual orientation, or physical ability can experience sexual assault.

SEXUAL ABUSE can be defined as forced, coerced, unwelcome, unwanted sexual contact. It may include physical and non-physical sexual acts.

SEXUAL ASSAULT/RAPE is a sexual act of forced penetration, no matter how slight, without a person’s consent, by a body part or object to the vagina, anus or mouth. It is important to note that New Jersey law defines sexual assault in a way that is not gender specific, and does not specify the use of force. The law also recognizes the inability of some individuals who cannot give consent, such as those with disabilities and minors where the perpetrator is a trusted individual in a supervisory position.

CONSENT IS...
- Willing participation
- Based on choice
- Active not passive
- Based on equal power
- Only possible when neither party is incapacitated due to drug or alcohol consumption
- Given not assumed
- The presence of a un-coerced “yes”
- Given during each experience and can be withdrawn at any point

CONSENT IS NOT...
- A drunken “yes”
- Given when one person is under the influence of substances
- Giving in because of fear
- Agreeing to sex because of fear or threats
- Purchased
- Going along in order to gain approval
- The absence of a “no”
- Capitulation
- Silence
- Coercion

RESPECTFUL SEXUALITY is about how we honor ourselves and how we treat others. It is about having knowledge of all the risks and ramifications of engaging in sexual behavior and choosing a path that is respectful of both parties involved. Consent and communication is essential to respectful sexuality.
SEXUAL HARASSMENT: OVERVIEW

Sexual harassment in the workplace poses a serious threat to the well-being of employees, employers, and organizations. Those victimized by sexual harassment frequently experience negative psychological, physical, social, and economic consequences.

There are multiple types of sexual harassment that can occur in the workplace.

**Gender Harassment:** Someone making teasing, hurtful, or insulting comments to you or about you to others based on your gender. This can include visual harassment, such as displaying offensive photographs.

**Seductive Behavior:** Someone repeatedly “coming on” to you, or touching you in a way that is unwanted.

**Sexual Bribery:** Someone promising to do favors for you or give you a reward if you will go out with them or engage in sexual activities with them.

**Sexual Coercion:** Someone threatening to hurt or punish you if you don’t go out with them or engage in sexual activities with them.

**Sexual Assault:** Coerced, unwanted, and/or forced sexual contact and/or penetration without consent or with a person unable to give consent (e.g., someone who is intoxicated, a child under the age of 16, or someone with a disability).

The Law and Sexual Harassment

Title VII of the Civil Rights Act of 1964 makes discrimination based on race, color, creed, national origin, and sex illegal. The New Jersey Law Against Discrimination also protects employees from discrimination based on sex. Sexual harassment is a form of sexual discrimination and is therefore illegal. Sexual harassment can happen to both men and women. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- Submission to such conduct is made either directly or indirectly a term or condition of employment.
- Submission to or rejection of such conduct is used as the basis for employment decisions affecting the individual.
- Such conduct unreasonably interferes with an individual’s work performance or creates an intimidating, hostile, or offensive work environment.

Two types of sexual harassment:

1. **Quid Pro Quo**—may occur if an employee’s response to a request for a sexual favor is used to make a decision about employment or affects the terms of employment. An example is if a supervisor requests that you date him/her in exchange for a promotion.
2. **Hostile Environment**—exists if the offensive behavior is:
   a. Based on an individual’s sex
   b. Severe, repeated, or widespread
c. And if a reasonable person of the same sex examined the situation and found that the behavior changed the conditions of employment
Example—repeated unwelcome sexual comments in the workplace that make you so uncomfortable that it affects your job is considered hostile environment.

**Actions You Can Take**

- Explore all of your options for dealing with this problem before you take any action. Know your employer’s policy, your union’s procedures, and your legal options.
- Keep any evidence of the harassment like pictures, letters, emails, and gifts, even if they are disgusting to you.
- Keep a dated, written record of the harassment; write what happened, where, when, if there were any witnesses, and your response. What did the harasser say or do? Be specific. Mail a copy of this record to yourself so you have sealed and postmarked evidence.
- Get a copy of your personnel records. Ask personnel for a dated listing of everything included in your file.
- Do not keep any documentation of the harassment or copies at work. They will become the property of your employer if you quit or are fired.
- If you are thinking of leaving your job, try to get a recommendation from your employer before you file a complaint.
- Know your choices so you can make an informed decision. If you feel like you have to leave your job immediately because of the harassment, put it in writing and keep a copy. Write that you are not resigning but being forced to leave because of sexual harassment.
- Find support from friends, family, co-workers, or organizations. You do not have to go through this alone. You can talk free and confidentially with a healingSPACE advocate by calling our hotline at 201-487-2227.

By addressing sexual harassment and other forms of sexual violence in the workplace, you will be promoting a safe and violence free workplace for all.

Contact **healingSPACE at the YWCA Bergen County at 201-881-1755** if you would like an advocate to present on sexual harassment in the workplace, Denim Day, or any other issue related to sexual violence.

**Resources**

The Division on Civil Rights (DCR)
www.njcivilrights.org

The Equal Employment Opportunity Commission (EEOC)
www.eeoc.gov/
SEXUAL ABUSE/ASSAULT FACT SHEET:
DID YOU KNOW?

- Every two minutes, somewhere in America, someone is sexually assaulted. Two million children around the world are forced into prostitution every year.

- In a study of 8th and 9th graders, the following was found:
  - 46% think being sexually assaulted is sometimes the survivor’s fault.
  - 40% felt wearing sexy clothes or drunkenness by the survivor causes or excuses sexual assault.
  - 33% felt they would not be arrested if they forced sex on someone.

- 35% of college men who voluntarily participated in psychological research conducted at several universities indicated they might commit an act of sexual violence if they knew they could get away with it.

- Nearly 1 in 5 women and 1 in 71 men in the United States have been raped at some time in their lives (CDC, 2012).

- More than half (51.1%) of female survivors of rape reported being raped by an intimate partner, and 40.8% by an acquaintance (Black et al, 2011). This means that over 90% of survivors of sexual assault have been victimized by someone they know and/or trust.

- More than half (52.4%) of male survivors of rape reported being raped by an acquaintance, and 15.1% by a stranger (Black et al, 2011).

- An estimated 13% of women and 6% of men have experienced sexual coercion in their lifetime (Black et al, 2011).

- 27.2% of women and 11.7% of men have experienced unwanted sexual contact (Black et al, 2011).

- In a representative survey of 9,684 adults, 10.6% of women and 2.1% of men reported experiencing forced sex at some point in their lives (CDC, 2008).

- According to the National Crime Victimization Survey (NCVS), there were 188,380 rapes/sexual assaults experienced in 2010, compared to 125,920 experienced in 2009. (Truman, 2011).

- 2.5% of women surveyed and 0.9% of men surveyed said they experienced unwanted sexual activity in the previous 12 months (CDC, 2008).

- 20%-25% of college women reported experiencing an attempted or a completed rape in college (CDC, 2008).

- 8% of high school students reported having been forced to have sex (CDC, 2012).

- Most people know at least one person who has experienced or will experience sexual violation. Everyone has a role in preventing sexual assault.

These numbers underestimate the problem of sexual assault. Many cases are not reported for a variety of reasons. Survivors may be afraid to tell the police, their family, or their friends out of fear of not being believed or being blamed for the assault.
Often we are asked what individuals can do in the community to help make a difference when it comes to preventing sexual violence. **Everyone is a bystander** and has a role to play but we need to learn how to trust our instincts and learn about what we can do to help intervene safely to prevent sexual violence. The Green Dot program is one such strategy that helps individuals become more active bystanders. HealingSPACE has been actively implementing this strategy at local colleges and high schools. Below you will find some helpful information on how this strategy actually works! Become empowered to help prevent sexual violence in Bergen County!

**GREEN DOT STATISTICS**

“A green dot is any behavior, choice, word, or attitude that promotes safety for everyone and communicates utter intolerance for sexual violence, partner violence, and stalking” (Edwards 2009). In short, Green Dot is a primary prevention strategy aimed at educating and equipping bystanders with the tools and skills they need to notice high risk situations that could potentially lead to acts of power-based personal violence (sexual assault, domestic violence, stalking, child abuse, and even bullying). The strategy also includes a pro-social marketing campaign that helps to normalize pro-social behaviors, thereby creating an environment where power-based personal violence is not tolerated, accepted, or perpetuated.

**Ramapo College of New Jersey Green Dot Statistics**

A baseline survey was conducted in 2010 to measure students’ perceptions of sexual assault and consent. Green Dot was then implemented in 2010 and 2011, and another survey was administered to students who completed the Green Dot bystander intervention workshop.

- 21% of students have noticed a situation that could lead to violence. Of that group, 41% intervened to prevent violence from happening (Wave 1).

- 63.1% of students would prevent someone from being hit on if they didn’t want it, while only 31% would negatively comment on a sexist joke (Wave 1).

**Comparisons:**

**Pre-Green Dot (2010)**

- 18.2% of respondents reported having been victims of violence.

- 66.5% of respondents knew someone who was a victim of violence.

- 5.3% of men reported being victims of violence.

- 24.7% of women reported being victims of violence.

**Post Green Dot (2011)**

- 16.3% of respondents reported having been victims of violence. This reduction could be attributed to Green Dot’s influence on campus.

- 59.6% of respondents knew someone who is a victim of violence. Of this percentage;
  - 38.9% were victims of partner violence
  - 31.3% were victims of sexual violence
  - 28.8% were victims of stalking

- 11.9% of men reported being victims of violence. The most common form was stalking.

- 19.4% of women reported being victims of violence. The most common form was stalking. This reduction could be due to the implementation of Green Dot and the efforts to stop violence before it occurs.
Overall, most Green Dot statistics have shown a reduction of interpersonal violence on the Ramapo College Campus. The one exception is that more men have reported being victims of violence. This increase could be due to a change of perception. More men in the Green Dot sample may understand that men can be victims of interpersonal violence and that stalking is a form of violence. In its’ first year of implementation, Green Dot has shown to have a positive influence on campus. Our hope is that in years to come, these numbers will continue to drop, creating a safer college environment for all.

References
MYTHS & FACTS ABOUT SEXUAL ASSAULT

**Myth:** Most sexual assaults occur in a dark alley by a stranger.

**Fact:** Most sexual assault survivors know the perpetrator. About 90% of female sexual assault survivors state the perpetrator was an intimate partner or an acquaintance (CDC, 2011). For male survivors, 52% reported being raped by an acquaintance (CDC, 2011). An acquaintance is anyone the survivor knows and includes classmates, coworkers, dates, neighbors, caretakers, family members, wives and husbands, and boyfriends.

**Myth:** It is impossible to sexually assault your intimate partner.

**Fact:** Consent is not implied through a consensual intimate relationship. Any sexual contact that is forced is sexual violence regardless of the relationship between the survivor and the offender.

**Myth:** Rape is just "rough" or "bad" sex, what's the big deal?

**Fact:** Almost half of all survivors of sexual violence are fearful of serious injury or death during a sexual assault. Sexual violence affects an individual’s sense of safety and control. Sexual assault survivors are nine times more likely than survivors of other crimes to attempt suicide. Men and women who experienced rape or stalking were more likely to report frequent headaches, chronic pain, difficulty sleeping, activity limitations, and poor physical and mental health (CDC, 2011).

**Myth:** Males can’t be raped.

**Fact:** Any person can be sexually assaulted. The reality of the crime and the intensity of its impact make sexual assault one of the most devastating acts of violence a male can experience.

**Myth:** If individuals have a previous consensual sexual contact or experience, then future sexual contact is ok.

**Fact:** Consent is something that is given during each sexual experience. Consent is not equal the absence of a "no". It is the presence of a "yes" that conveys an individual’s willingness to participate in a current sexual experience.

**Myth:** Women ask to be sexually assaulted by the way they dress or act.

**Fact:** Consent is something that is given during each sexual experience. Consent is not equal the absence of a "no". It is the presence of a "yes" that conveys an individual’s willingness to participate in a current sexual experience.

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**Myth:** All sexual assault survivors are young and weak.

**Fact:** Anyone male or female, no matter how old or strong can be a survivor of sexual violence. Coercion takes many forms and does not always involve physical force.

**Myth:** It’s okay for a man to force a woman to have sex with him if she gets him turned on.

**Fact:** This attitude holds survivors of sexual assault accountable for the violence perpetrated against them. No one asks or deserves to be sexually assaulted. Sexual violence does not happen in response to provocative clothing or behavior, it happens because the perpetrator ignores the survivor’s right to self-determination despite his or her clothing. A life free from sexual violence is a basic human right that should be accorded to all members of society.

**Myth:** Only gay males sexually victimize other males.

**Fact:** The overwhelming majority of men who sexually victimize other men are heterosexual. This is also true of the survivors of these assaults. Sexual assault is a crime of violence rather than a crime of passion. Perpetrators seek to dominate and humiliate their victims. Sexual violence is not an erotic act, and is unrelated to a person’s sexual orientation.
IDEAS FOR DENIM DAY
AWARENESS RAISING ACTIVITIES

Wondering how to put on a Denim Day in NJ rally or activity in your office or community? Find the answer to your questions below. Feel free to use some or all of these ideas to put on a Denim Day event—and show your support for this vital campaign.

Looking for a speaker for your office? HealingSPACE at the YWCA Bergen County will be more than happy to send someone. Call our professional trainer at 201-881-1755.

APRIL 28th IS DENIM DAY IN NJ. GET INVOLVED!
You can also schedule events for the week before and the week after.

- Post a sign on your central bulletin board for everyone to see that April 28th is Denim Day in NJ.
- Put out a bowl of Denim Day in NJ ribbons for people to take and wear.
- Hang posters around the office that challenge the myths that allow sexual assault.
- Make information about Denim Day and sexual assault available in your office.
- Form a committee of co-workers and staff to publicize Denim Day activities.
- Install screen savers on the computers that promote Denim Day or provide information about preventing sexual violence.
- Have employees sign the “Pledge of Non-Violence” and display it in the workplace. This will allow all those visiting to see that your office supports a violence free workplace.
- Review the Denim Day in NJ Myths and Facts Flyer, and use it to spark a discussion about the attitudes that excuse sexual violence.
- Invite speakers from healingSPACE to talk about sexual violence prevention or sexual harassment.
- Allow employees to wear jeans on any day in April, in exchange for donating to the healingSPACE’s “$ for Denim” Campaign.

We’ll love to know if your company plans on doing a Denim Day activity or event! Call us at 201-881-1755 to register your activity.
QUIZ:
COMMITMENT TO ENDING SEXUAL VIOLENCE
(Circle the appropriate response)

1. Have I tried to enhance my own awareness and understanding of sexual violence? Yes  No

2. Have I committed to supporting survivors of sexual assault?  Yes  No

3. Have I openly disagreed with my friends, coworkers, and those around me on:
   - A comment that blames sexual assault survivors for an assault? Yes  No
   - A joke that makes light of sexual assault? Yes  No
   - A myth about sexual violence which I know is not true? Yes  No

4. Can I identify television programs, newscasts or advertising that reinforce myths about sexual violence? Yes  No

5. Have I initiated anti-sexual violence or anti-sexism discussions among my family, friends, co-workers, etc.? Yes  No

6. Do I affiliate or work with organizations that actively confront sexual violence? Yes  No

7. Am I satisfied with my own level of activity in combating sexual violence? Yes  No

Tally up how many “Yes” and “No” responses you have. We know that big changes begin with individuals: are you on the road to advocating change in our society as part of the solution? Maybe you haven’t yet realized how powerful an individual can be in affecting change.

There are no “right” or “wrong” answers to this quiz. Take a moment to check your answers: do you think you have done enough to advocate against sexual violence? What more can you do?
16 WAYS YOU CAN BEGIN TO STOP SEXUAL VIOLENCE TODAY

1. Donate your time as a volunteer to your local sexual violence program.

2. Start a fundraiser or awareness event for your local sexual violence program.

3. Recognize that women and men neither ask for nor deserve to be sexually violated—ever.

4. Don’t blame sexual assault survivors for the violence perpetrated against them.

5. Speak up when someone makes a comment that blames survivors.

6. Know that silence does not equal consent.

7. Think critically about how the media depicts sexuality.

8. Don’t use alcohol and/or drugs to get someone to have sex with you.

9. Know the definition of consent.

10. Men: Become an ally to the woman in your life—do not participate in sexist behavior by objectifying or stereotyping women.

11. Women: Be an ally to the men in your life—do not participate in stereotypical behavior objectifying the relationship between women and men.

12. Teach your children, friends, parents, and peers about the myths and realities of sexual assault.

13. Find out what your local K-12 school board’s policy is on anti-sexual violence and violence prevention education and get involved. If it is not proactive, change it!

14. Lobby your local, state and federal legislators for funding for anti-sexual assault programs.

15. Ask your Human Resources Department to hold a staff training on sexual harassment in the workplace to reinforce how sexual violence is damaging to a productive working environment.

16. If you have been a survivor of sexual assault either by a stranger, acquaintance or an intimate, know there is help out there. AND SEEK IT.
Bystander Education: Assess Safety, Be with Others & Care for Survivors

Questions to ask before I take action:

✓ Am I aware there is a problem or risky situation?
✓ Is it safe to help?
✓ Do I recognize that someone needs help?
✓ Do I see others and myself as part of the solution?

Questions to ask during the situation:

✓ How can I keep myself safe?
✓ What are my available options?
✓ Are there others I may call upon for help?
✓ What are the benefits/costs for taking action?

Decision to take action:

✓ When to act?
✓ Are resources available (people, phone information)?

How to intervene safely:

✓ Call police or someone else in authority.
✓ Tell another person. Being with others is a good idea when situations look dangerous.
✓ Yell for help.
✓ Ask a friend in a potentially dangerous situation if he/she wants to leave and then make sure that he/she gets home safely.
✓ Ask a survivor if he/she is okay. Provide options and a listening ear.
✓ Call the local crisis center for support and options.
PLEDGE FOR NON-VIOLENCE

I, __________________, hereby pledge to use my strength for efforts of non-violence and commit as best I can to become a nonviolent person.

I will actively engage in my community to ensure that it is a safe space that is free of attitudes, beliefs and behaviors that justify violence.

I will challenge misperceptions that promote violence within myself and others.

I will use my voice to stand up for and educate others.

I will listen carefully to others, including those who disagree with me, and to consider their feelings and needs rather than insist on having my own way.

I will respect individuals’ rights to choice.

I pledge to make my workplace and community a place of equality and justice, and freedom from oppression and violence.

I pledge to make non-violence a way of life in my dealings with people.

I recognize and accept the definition of consensual sexual activity. I will wait for a continual yes and make sure that my partner understands consent.

I will not engage in any sexual activity without first getting the consent of my partner(s).

X: __________________________
My Strength is NOT for Hurting
HOW TO ORGANIZE
A RALLY OR ASSEMBLY

1. **PUT TOGETHER AN ORGANIZING COMMITTEE TO HELP PLAN THE ACTIVITY.** This committee can be made up of as few as one person or as many as five people.

2. **SELECT A DATE, TIME AND PLACE TO HOLD THE RALLY.** Locations might be your office building, a grassy area in a central location, a lobby, or a foyer. Be creative!

3. **ASSIGN COMMITTEE MEMBERS TO COVER DIFFERENT AREAS IN PLANNING THE RALLY OR ASSEMBLY.** Some areas could be: Program, Speakers, Volunteers, Promotion, and Entertainment. Feel free to think of others.

4. **PLAN A FUN ACTIVITY TO DO DURING THE EVENT.** We want Denim Day in NJ to be a fun event for everyone, so we encourage you to include as much fun activities as possible to keep your crowd engaged. Some ideas might be: inviting an artist to perform (spoken word, dance, singer, mime), have a denim jean fashion show, or show a documentary that deals with the issue. *(Possible films to watch: Half the Sky: Turning Oppression into Opportunity for Women; The Invisible War; Sentencing the Victim; The Accused; Deliver Us from Evil; Mea Maxima Culpa: Silence in the House of God)*

5. **CALL healingSPACE at 201-881-1755 and ask to have someone from our organization come and speak on sexual abuse or sexual harassment.**

6. **CREATE A RALLY OR ASSEMBLY FLYER** to distribute/email around your workplace or community, inviting people to attend.

7. **ORGANIZE SOME REFRESHMENTS.** Many local businesses are often willing to donate food if it’s for a good cause. Tell them you’re organizing an event in honor of Sexual Assault Awareness Month and Denim Day.

8. **SET UP YOUR RALLY AREA** (tables, chairs, podium, microphone) and get ready to have a great time filled with educational and consciousness-raising activities.

9. **TAKE PHOTOS** and send them to healingSPACE@ywcabergencounty.org so we can post them on our website. Include a short testimonial about what you did and experienced at your event.
HOW CAN YOU HELP?

SUPPORT OUR DENIM DAY IN NJ SEXUAL VIOLENCE PREVENTION EDUCATION EFFORTS

- **EDUCATE**
  Display Denim Day in NJ posters in highly visible locations during the month of April.

- **PARTICIPATE**
  Wear jeans and a Denim Day in NJ ribbon. Register your participation via email at healingSPACE@ywcabergencounty.org or call 201-881-1755. Raise awareness about sexual assault myths. Support survivors. Tell everyone you know about Denim Day in NJ.

- **ORGANIZE**
  Host a Denim Day informational activity. Call healingSPACE at 201-881-1755.

- **DONATE**
  Join the $ for Denim Campaign. Encourage employees to make a contribution for the freedom to wear jeans on any day throughout the month of April. Suggested donations: $5 for adults. Donations support healingSPACE’s services to survivors.

HOW CAN YOU DONATE TODAY?

Mail your donation(s) to:

YWCA Bergen County
healingSPACE
214 State Street
Suite 207
Hackensack, NJ 07601

We will acknowledge your contribution on our web site and send out a special “Thank you”.

For more information call 201-881-1755, or call our 24-hour hotline at 201-487-2227.
healingSPACE
AT THE YWCA BERGEN COUNTY
RESOURCES & LINKS

Please visit our website for more information, resources, and links to posters, flyers, and our official Denim Day in NJ logo.

healingSPACE
http://www.ywcabergencounty.org/programs/healingspace/

YWCA Bergen County
http://ywcabergencounty.org/

Additional Resources

NJ Division on Civil Rights
www.njcivilrights.org

U.S Equal Employment Opportunity Commission
www.eeoc.gov/

Sexual Assault Education and Resources

Centers for Disease Control and Prevention
http://www.cdc.gov/violenceprevention/sexualviolence/

Rape Abuse and Incest National Network
http://www.rainn.org/

New Jersey Coalition Against Sexual Assault
http://www.njcsa.org/

National Sexual Violence Resource Center
http://www.nsvrc.org/

White Ribbon Campaign

The White Ribbon Campaign is the largest effort in the world of men working to end violence against women. Wearing a white ribbon is a personal pledge to never commit, condone, or remain silent about violence against women and girls. Please visit their website for more information.
www.whiteribbon.ca

Like us on Facebook at HealingSPACE: A Sexual Violence Resource Center

Interested in signing up for our quarterly newsletter? Email healingSPACE at healingSPACE@ywcabergencounty.org with your name, organization, and email address and the subject line “newsletter.”