



SAN FRANCISCO
HUMAN RIGHTS
COMMISSION

SHARP Presentation

MAY 9, 2024

SHARP

Sexual Harassment Assault

Engage departments and community stakeholders to address system issues associated with sexual harassment and assault

Response

To work with systems to better support survivors. To build a system that doesn't re-harm survivors - that is responsive to the full needs of the complainant.

Prevention

To educate and work with community and prevent episodes of sexual harassment and assault. To work with City agencies to avoid causing additional harm to survivors.



SURVIVOR

DEFINITION

- a person who copes well with challenges presented in their life:
 - **"They are born survivors"**
- a person who has experienced abuse or cruel treatment, especially of a sexual or psychological nature



SHARP STAFF

There are two staff members in HRC's SHARP Division: SHARP Director KellyLou Densmore and Policy Director Dulce Garcia. (One position remains open, due to budget constraints.)



THE COMMUNITY FOCUS

Through engagement with the community, SHARP heard a desire to center people who might not feel comfortable reporting within the system, to address issues regarding access to services and develop strategies to advance prevention.



THE LEGISLATIVE MANDATE

Assist survivors in navigating within City government to resolve complaints regarding City department's response to allegations of sexual assault or sexual harassment.

Work with community members to develop recommendations for improving the City's efforts to combat sexual assault and harassment, and making the recommendations to City policymakers



THE LEGISLATIVE MANDATE

- Receive complaints from survivors of sexual assault and harassment concerning the manner in which City departments have responded, or failed to respond, to allegations of sexual assault or sexual harassment.
- Compel the attendance of City officers or employee to meet with complainants
- Notify City departments of any failure, in connection with a complaint of sexual assault or sexual harassment, to perform a duty imposed by law, or to respond reasonably to the complainant's or SHARP's requests.
- Report to the Mayor and the Board of Supervisors if any City department fails to take timely and adequate corrective action after receiving notification from the SHARP office.
- Referring City officers and employees to appropriate disciplinary authorities for possible discipline
- Require City department to report information concerning the department's handling of allegations of sexual assault and harassment

Annual Complaints

- **DIRECT**
72 complaints have been submitted through the SHARP website, and via office walk-ins and calls
- **COMMUNITY INFORMED**
More than 187 complaints have been made via community engagement, including meetings and events
- **HISTORIC**
Reviewing past complaints and issues previously reported.
- **OTHER FEEDBACK**
Complaints have also come from CCSF departments and divisions, via requests for help and/or thought partnership



SHARP worked with 33 of the complainants who have requested advocacy via our complaint form on the website. Additional engagement with other complainants (from the website or from community engagement efforts) includes specialized programs, meetings, events and referrals for support or expertise outside of our scope.

DEPARTMENTS ENGAGED

TO IMPROVE TREATMENT OF
SURVIVORS

- Department of Public Works/Recology
 - Developed trainings with the Office of Transgender Initiatives for DPW and their outside contractors
- Department on the Status of Women / SFUSD / Youth Commission
 - Convened with City agencies to restart Safer School Task Force
- Homelessness and Supportive Housing / Housing Authority
 - Worked directly with Safe Housing Working Group to address the needs of survivors within the housing system.
- Youth Commission
 - Worked directly with members of the Youth Commission on recommendations on the Safer School Task Force
 - Took the lead on several co-sponsored events

Trends Across Complaints

RE-HOUSING NEEDS

- Department of Homelessness and Supportive Housing

YOUTH EMPOWERMENT

- Youth Commission
- SFUSD School Sites

COMMUNITY PARTNERSHIPS

- Gender-Based Violence Prevention Collective monthly convenings

MENTAL HEALTH SUPPORTS

- Community symposia & events

POLICY CHANGE

RECOMMENDATIONS

SFPD

One of the first recommendations made to SFPD was to create a referral card.

HSH

Multiple partnerships including Safe Housing Working Group, additional efforts to address systemic changes to Access Points and shelter system

POLICY CHANGE

RECOMMENDATIONS

Sheriff

Review of complaints of sexual assaults occurring within the county jail and a lack of response from staff in violation of the Prison Rape Elimination Act.

SHARP is researching current jail policies and responses to assault in the jail.

DPW

Looking at cross departmental trainings, and engagement.

This issue crossed several departments highlighted the needs to do work across agencies

LEGISLATIVE

RECOMMENDATIONS TO IMPROVE SURVIVOR EXPERIENCE

District 7 - Youth Engagement

Working with Supervisor
Melgar's office and the Youth
Commission

Prevention Discussions

Start earlier working with
teens to address safe and
appropriate dating behavior

Working Groups

- GBVPC
- DV Consortium

GENDER-BASED VIOLENCE PREVENTION COLLECTIVE

Virtual Meeting
Every Fourth Monday of the Month
11:00am-12:00pm

Register at:
bit.ly/GBVPC24

For more info:
sharp@sfgov.org



REPORT-OUTS

Presentations and Updates

- HRC Commission
- LGBTQI+ Advisory Committee

SHARP 101

- Twice-monthly community presentations and engagements with City CBOs



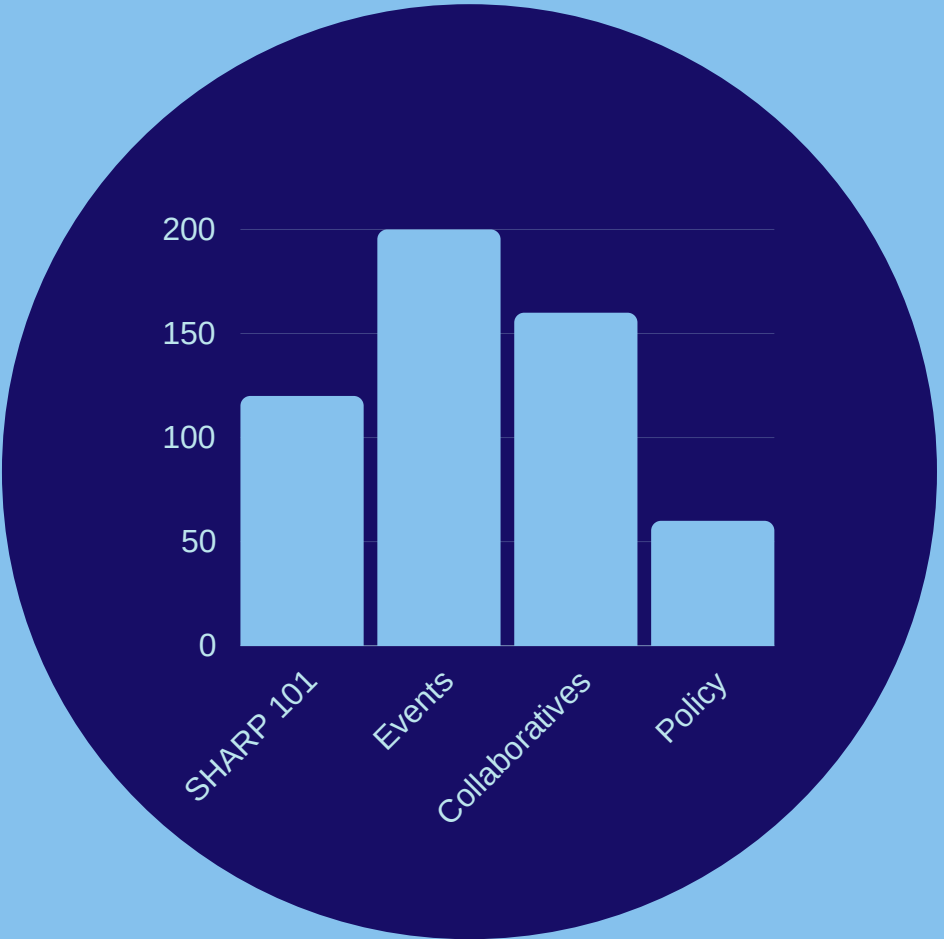
OUTREACH AND ENGAGEMENT

CONNECTING WITH COMMUNITY

Raising awareness about SHARP

MEETINGS

TIME SPENT MONTHLY FOCUSED ON RESPONSE AND PREVENTION - LEGISLATIVE AND COMMUNITY DRIVEN



Monthly meetings include SHARP 101, attending SART, the Domestic Violence Consortium, and Family Violence Council, and other collaborative meetings, hosting and participating in events and meetings focused on addressing issues raised through the complaint process.

SHARP Hosted, Led or Partnered

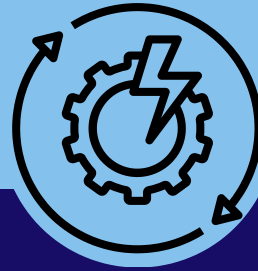
- Gender Based Violence Housing Symposium, with HSH, DOSW – March 2023
- Love Like That, a Teen Dating Violence Awareness Month Event with Black Women Revolt – February 2024
- Self Defense Class For Youth with SF Youth Commission, Project Survive and CYC Youth Voices –2024

Sponsored

- The Life Healing Project – Short Films by survivors of sexual violence who are queer and Trans women of color with SF Women Against Rape, Queer Women of Color Media Arts Project - April 2024
- Triggered Life: A Requiem of Healing – April 2023

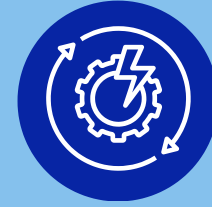


**Examples of
Community
Meetings
informing
policy
development**



DISCIPLINE AND DATA

Engagement with City Departments



AREAS FOR IMPROVEMENT:

THE LEGISLATIVE MANDATE AND THE COMMUNITY REQUEST

- Collaborate across departments
- Continue to engage with community stakeholders
- Follow up and follow through