



Free online trainings for employers & employees

About the Program

See the Signs, Speak out is a free, online-based training program that instructs employers and employees how to intervene safely as a bystander to prevent domestic and sexual violence, whether it occurs in the workplace or the community.

Skills Taught

Online video lessons include:

- **Information** about domestic and sexual violence, including the scope of the problem and its impact on victims, families and communities.
- **Steps on how to intervene as a bystander** with information how to recognize the signs, overcome barriers, and safely intervene to prevent domestic or sexual violence and to support survivors.
- **“Conversation starters”**- video examples of how bystanders can intervene to stop domestic or sexual violence. Videos also give examples on how an employee can reach out to support a colleague who may be a victim of domestic or sexual violence. In-person trainings will provide the opportunity for participants to practice the skills.
- **Videos for Managers** on how to talk with an employee who may be a perpetrator of violence or an employee who may be a victim of domestic or sexual violence.

Training Formats

- **Online trainings:** Individuals complete the online trainings at their own pace. The website tracks the participant’s progress and quizzes participants so they can test their knowledge. A certificate is provided upon completion of the program.
- **In-person trainings:** Employers will have access to local domestic violence and sexual assault experts who can facilitate employee trainings (pending agency availability). Alternatively, employers can choose to conduct their own trainings and will have access to a downloadable facilitator’s manual to use in conjunction with the online videos.

For More Information

See the Signs, Speak Out is funded by the Avon Foundation for Women and coordinated by the Ohio Domestic Violence Network (ODVN) and the Ohio Alliance to End Sexual Violence (OAESV). For more information, contact seethesignsspeakout@gmail.com or visit <https://www.odvn.org/see-the-signs/>.



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