



Iowa Victim Counselor and Certified Sexual Abuse
Advocate
Training & Certification
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Certification Process Flow Chart



Why do we certify advocates?

QUALITY

Certification provides a way to assure clients, community members, and allied professionals that paid and unpaid staff are qualified to provide non-judgmental, empowering intervention for people impacted by sexual violence.

EQUITY

Certification makes sure that all communities impacted by sexual violence can play a role in ending it, regardless of formal education level or degrees attained.

ACCOUNTABILITY

Certification creates a way to hold advocates accountable to a basic standard of service through the Victim Counselor Code of Ethics.

Continuing education requirements create mutual accountability between programs and advocates for continued professional growth.

CONFIDENTIALITY

Certification exceeds the requirements of Iowa Code 915.20 to make sure survivor communication is confidential.

Frequently Asked Questions about IowaCASA's Certification Process

Why does IowaCASA still require in-person training to become certified?

Sexual assault survivors are often looking for emotional support when they reach out for services. Their victimization may have happened years ago. Advocacy with sexual assault survivors is different from domestic violence services in this way.

Our culture in the United States does not teach us the skills we need to provide this kind of emotional support well. Many of us are taught to do the opposite – blame, shame, or minimize the experience. Many of us are also raised within a culture that ignores the frequency and impact of sexual violence.

The only way to get better at these skills is to practice. Research from the Sexual Assault Demonstration Initiative (SADI) shows that in-person training works better to help people develop new skills. SADI's research shows that in-person trainings get more:

- Responses to facilitator questions
- Questions asked by participants
- Points of discussion and insights raised by participants
- Exchanges of differing and opposing views
- Opportunities to practice skills
- Nuanced reflections on what it was like to practice skills

Based on this research, IowaCASA decided to maintain an in-person component for Victim Counselor certification. This hybrid model allows us the opportunity to maintain the give-and-take that is only possible with in-person training, while also allowing volunteers and advocates to start the process at home.

See the Appendix for more information about SADI's findings.

Why does IowaCASA require sexual assault advocates and supervisors to complete more than Victim Counselor training?

Sexual violence covers a wide range of behaviors and experiences. Sexual violence is also pervasive and minimized in many communities. It is important that a sexual assault advocate understands the broad range of behaviors covered by the term. This is especially important if an advocate has a background in working with domestic violence survivors. There are ways that sexual violence and domestic violence overlap, but also ways that they are very different.

Important Words to Know

IowaCASA	Iowa Coalition Against Sexual Assault
Victim Counselor	Minimum status for providing services to survivors of sexual abuse, as outlined in Iowa Code to provide victim advocacy.
Certified Sexual Abuse Advocate	The term Certified Sexual Abuse Advocate (CSAA) describes an advocate who has met the minimum requirements for a victim counselor as well as completed the advanced training, supervision, and client contact requirements outlined in the certification manual and has been approved by IowaCASA's certification committee. They are bound by the Certified Sexual Abuse Advocate Code of Ethics herein.
Advocacy	Advocacy is based on a philosophy of respect, confidentiality, and support. As advocates, we hope to widen clients' possible choices and provide the support necessary to promote safety. This respect allows each individual the right to determine the course of her or his own life.
Consultation	Consultation includes: action planning and case management, debriefing of personal reactions to victimization, policy or procedure clarification, assistance with resolution of ethical or boundary dilemmas, information and direction on specific issues, and reviewing training received for comprehension and application. Consultation can be face to face or by phone with a certified advocate with at least one year of certification that may or may not be a direct supervisor.
Counseling	Counseling provides brief, solution-based peer support in a one to one environment.
Degree of consanguinity or affinity	A term used in the Iowa Code. Defines how closely someone is related by blood (consanguinity) or marriage (affinity). "To the third degree" includes your parents, children, siblings, in-laws, aunts, uncles, nieces, nephews, grandparents, grandchildren, spouse, and first cousins. For the purposes of setting boundaries, live-ins, common-law partners, and other intimate partners shall be considered the same as spouses.
Direct Service	Contact made by an advocate with an individual victim. Direct service activities may include: answering crisis calls, shelter monitoring, court accompaniment, responding to clients in health care settings, individual counseling, support, groups, supervising children's activities, and other activities that bring advocates and clients in personal contact.

**Sexual
Assault/Abuse
Program**

Includes all projects or programs that are members of the Iowa Coalition Against Sexual Assault providing services to survivors of sexual assault/abuse.

Supervisor

As used in this document a supervisor refers to the person within a program that has the administrative task of monitoring job performance. A Board Chair may sign off as a supervisor.

Overview of Training Requirements

The training and certification program is available to advocates providing sexual abuse/assault services and employed by or volunteering for an IowaCASA member program.

Victim Counselor Training

Victim Counselor Training is required for any person providing services to survivors of sexual abuse/assault.

Iowa Criminal Code 915.20A requires twenty hours of training as a minimum for any staff or volunteer providing client services to victims of violence. This designation provides victim/counselor privilege. IowaCASA requires an additional ten hours of in-person practical skill-building.

Certified Sexual Abuse Victim Advocate

All paid staff serving in a direct service or supervisory role must become certified within one year of their start date, and maintain their certification for the extent of their employment.

To provide one-on-one, confidential, comprehensive sexual assault services, advocates must complete Victim Counselor training, IowaCASA's core training, and IowaCASA's advanced training. The completion of the three levels of training, plus their requisite shadowing and supervision hours, constitutes IowaCASA's Victim Advocate Certification Program.

IowaCASA's Victim Advocate Certification Program establishes certification for individuals providing direct sexual abuse/assault services in the State of Iowa. As direct experience working with survivors of sexual abuse is a required part of the process, only paid and volunteer staff of member programs of the Iowa Coalition Against Sexual Assault are eligible for certification.

Volunteers who come in on a one-time basis, or who do not have regular contact with clients and/or any confidential client documentation may participate in the certification program. However, it is not required.

Former Staff/Volunteer Reinstatement/Out-of-State Certification

Former staff/volunteers and/or new employees certified in other states may provide direct service, as long as their previous training includes the requirements as outlined in Iowa code.

If more than two years have passed since the advocate last worked for the out-of-state program, the advocate must complete 20 hours of continuing education during their first year of employment.

Victim Counselor Certification Process

All advocates must complete Victim Counselor Training before providing services to victims of sexual assault and/or sexual abuse.

Training Requirements

Part of the Victim Counselor training is available through a series of online courses. Please download the workbook before starting the online training. To access the online classes and workbooks, please contact the person at your organization who manages registration for the learning management system. If you do not know who that person is, please reach out to Kelsi Roby at kelsi@iowacasa.org.

Sexual assault programs can provide Victim Counselor Training in-person using the topics outlined below. You may also use any or all portions of the online course available in conjunction with in-person training to meet the training objectives. If you would like access to our Dropbox, please reach out to Jesse Pierce at jesse@iowacasa.org.

IowaCASA offers Victim Counselor Training as a combination of online and in-person training. People must complete the online trainings before attending in-person to complete the rest of the requirements. The in-person trainings reference materials from the online training workbooks.

Minimum Direct Service Hours for Victim Counselor certification

All people who want to receive Victim Counselor status must complete fifteen hours (15 hours) of direct service work before receiving certification. For the purposes of this application, direct service includes shadowing any in-person, face-to-face, or over the phone client assistance.

Minimum Consultation

Advocates must document one consultation per month for six months. These consultations ensure new advocates are receiving support and feedback about real-life situations. Consultations must be with a Certified Sexual Abuse Advocate who has at least one year of certification. Consultations can also be completed with IowaCASA staff. Meetings may be in person, email, or via phone.

Consultations should begin at the completion of Victim Counselor training.

Documentation Form for Victim Counselor Status

Advocates should complete their program's in-house documentation form.

VICTIM COUNSELOR ONLINE TRAININGS

Feminism & History of the Anti-Violence Movement

- Reflect on their own perspectives on feminism
- Understand others' perspectives on feminism and being a feminist
- Illustrate the connection between feminist values and the anti-violence movement.

Introduction to the Crime Victim Assistance Division

- Discuss the Crime Victim Assistance Division
- Review the State of Iowa's commitment to victims of violence
- Examine all the programs offered through the state of Iowa, including eligibility, application, and notification information for each program

Sexual Assault Law & Legal Advocacy

- Review a brief overview of sexual abuse related laws in Iowa
- Discuss the ramifications of Iowa Code 915.20A, including the sections related to the gathering of forensic evidence kit
- Describe the roles of law enforcement, county attorneys, and other courthouse employees
- Analyze and define rape shield laws
- Critically evaluate the sex offender registry in Iowa.
- Review the benefits and limitations to the criminal legal system for victims of sexual assault
- Analyze systems advocacy versus advocating for a victim involved with the criminal legal system
- Understanding the process of reporting
- Identify importance of supporting victims' choices
- Discuss the limitations to advocacy
- Understand how to avoid collusion (or the appearance of collusion)
- Review alternatives to the criminal legal system

Changing Our Lenses

- Understand their legal obligation to provide accommodations for people with disabilities
- Become familiar with culturally specific programs and communities in Iowa
- Learn how to work with interpreters

Sexual Assault Dynamics

- Define sexual assault and describe multiple forms of it
- Explore common cultural delusions about sexual assault
- Discuss short term and long term effects of victims of sexual violence
- Explore how to create support and resources for sexual assault victims
- Define rape culture, discuss its three tenets, and its impacts on all genders

Sexual Assault Medical Advocacy

- Review healthcare personnel responsibilities to report child and dependent adult abuse
- Analyze 915.20, which gives victims the right to have a victim advocate present during any proceeding related to a crime, which includes medical exams
- Discuss the relationships and practice with local healthcare providers

The Court System

- Distinguish between matters handled by civil and criminal court.
- Outline the criminal process from arrest through sentencing.
- Make note of how matters are handled in the local community.
- Identify key points for advocacy within the criminal process.
- Introduce the concept of victim rights and Iowa Code chapter 915.
- Define basic legal vocabulary.

DV Dynamics

- Review tactics used by people causing harm to their partners
- Review the impact of that harm on survivors
- Look at barriers survivors face to live free and safe from abuse
- Batterer traits
- Cause of domestic abuse
- Review myths about survivors of domestic abuse
- Explore the impacts of trauma and disorders associated with stress
- Understand how victims process the abuse
- Explore the idea of separation violence
- Review the issues that victims encounter when deciding how to remain safe
- Understand how every victim's situation is different and how that impacts the role of an advocate
- Explore different points of view regarding relationship (victim vs batterer)
- Understand how the belief and value set of a batterer impacts relationship
- Discover more about the traits and behavior of a batterer inside & outside of the home
- Review myths about domestic abuse
- Discover how societal norms, history, and media contribute to ideas of privilege
- Explore how family organizational structure impact ideas of social hierarchy
- Explore the idea of the predominate aggressor
- Review myths concerning victims and self-defense
- Understand the different roles that occur in domestic abuse

DV Criminal Law

- Review the different classes of felonies and the punishments that correspond with them.
- Define Domestic Abuse and what relationships are included.
- Review some domestic violence resources available.
- Discuss willful injury and bodily harm injury and its mandatory minimum penalties.
- Review Federal Firearm Offenses.
- Review Interstate Travel to commit domestic violence, and interstate travel to violate an

DV Civil Law

- Discuss the differences between civil and criminal law.
- Establish the different types of civil cases.
- Review Iowa Code 37.4 (DV and SA victim counselor's abilities).
- Review the different types of protective orders and how to attain one.
- Define what domestic abuse is and how it can be proven.
- Review the criminal process.
- Discuss evidence.
- Discuss what happens after a trial.

order of protection.

- Review Iowa code 598.1 (Dissolution of Marriage and Domestic Relations).
- Discuss the different types of marriages in the eyes of the law.
- Define the terms counseling, child support, custody, alimony, and mediation.
- Explain how those items impact dissolution of marriage.
- Discuss the costs of dissolution.
- Review what options are available for children in need of help and assistance in the home.
- Review the concept of a tort.
- Explain the meaning being contempt in court.

VICTIM COUNSELOR IN-PERSON TRAININGS

Becoming an agent of social change (1.5 hours)

- Learn to integrate anti-oppression strategies into daily work
- Recognize rape culture and work to dismantle the institutions that support it
- Understand why many victims don't choose to participate in the criminal legal system and support that decision

Legal Advocacy Part 3 (1.25 hours)

- Discussion of Legal online training and Sexual Assault Protective Orders

Anti-Oppression Part 2 and Public Speaking (1.5 hours)

- Discuss difference between speaking to a large crowd and speaking to individuals
- Tips for presenting/training in a variety of capacities
- Identify how to capitalize on potential opportunities for volunteers, board members, donations and allies with integrity
- Create space to practice public speaking skills and receive thoughtful feedback

Sexual Assault Dynamics Part 2 (1 hour)

- Discussion of Sexual Assault Dynamics online training
- Reviewing reflection exercises

Child Sexual Abuse and Non-Offending Caretakers (1.5 hours)

- Demonstrate a basic understanding of the impact of sexual assault on children
- Acknowledge the power differential between adults and children/youth
- Recognize that the blame for sexual assault is on the person who caused the sexual harm

Documentation (1.25 hours)

- Provide historical perspective and discuss the reasons for documentation
- Give concrete examples of best practice as it relates to data confidentiality
- Discuss the implications of privilege and oppression as related to documentation
- Provide time to practice these skills

Crisis Counseling & Trauma-Informed Services (3 hours)

- Define trauma-informed services and link them to our model of service delivery
- Explore the range of responses survivors of sexual assault may experience
- Introduce the medical model vs trauma-informed services and encourage self-reflection
- Demonstrate how to assess the risk of harm to themselves and others
- Identify the characteristics of active listening and build on current skills

Technology Awareness (1.5 hours)

- Encourage advocates to review their agency's policies surrounding technology boundaries
- Introduce advocates to types of technology that can be both helpful and harmful
- Describe ways in which technology can be incorporated into safety planning
- Identify that IowaCASA has staff that can be accessed for technical assistance in this area

Prevention Basics & Media Literacy (1.5 hours)

- Define and explain the public health model of primary prevention
- Introduce advocates to socio-ecological model of prevention
- Allow for creative discussion about the future of violence prevention

Community Outreach (1 hour)

- Emphasize the importance of community engagement
- Define and explain the elements of community engagement/outreach
- Provide accessible tools for advocates
- Explain that IowaCASA has staff who can offer guidance to develop a communications plan

Ethics (1 hour)

- List a variety of situations where ethics play a role in providing services that best meet the needs of clients
- Examine reasons that self-disclosure may cause harm to the advocate and survivor relationship
- Illustrate how boundaries are crucial for advocates working with survivors
- Explore examples of common conflicts of interest

Serving Significant Others (1 hour)

- Identify common issues for significant others and outline strategies to respond and support them
- Discuss significant others' feelings when they include thoughts of violence/revenge
- Provide skill building opportunities

Advocacy Skill Building (4 hours)

- Discuss the importance of confidentiality and how it is protected by statute.
- Develop an attitude of understanding of survivor coping skills while maintaining the personal boundaries necessary for emotional health.
- Develop skills to assist clients in assessing their current situation and provide resources.
- Review resources available to assist clients and how to access them.
- Review agency protocols in regard to transportation, on-call and back-up procedures, documentation, client assistance funds, and any other key policies or procedures.

Certified Sexual Abuse Victim Advocate Requirements

All employees who provide direct service or supervision within programs that deliver comprehensive sexual assault advocacy **must be certified within one year** of their start date.

Training Requirements

All advocates who want to become Certified Sexual Abuse Victim Advocates must first complete the Victim Counselor certification process.

Advocates may then register for the “Core” training and “Advanced Sexual Abuse Certification” training. These trainings are offered twice a year, in-person in Des Moines. They are facilitated by IowaCASA staff members.

IowaCASA staff can come to your local area to facilitate if you can guarantee at least 8 people in attendance and book space for up to 30 attendees.

Minimum Direct Service Experience for Sexual Abuse Certification

Advocates must complete 40 hours of direct service work, working with multiple different survivors of sexual abuse. Advocates may include the 15 hours of direct service work required for Victim Counselor training as part of their 40 hours.

Minimum Consultation

Advocates must document one consultation per month for six months. These consultations ensure new advocates are receiving support and feedback about real-life situations. Consultations must be with a Certified Sexual Abuse Advocate who has at least one year of certification. Consultations can also be completed with IowaCASA staff. Meetings may be in person, email, or via phone.

Consultations may begin at the completion of Victim Counselor training.

Application Form for Certified Sexual Assault Victim Advocate Status

Advocates and supervisors can find the Certified Sexual Assault Advocate application form on IowaCASA’s website: <https://www.iowacasa.org/sa-advocate>

Supervisor recommendation form: <https://www.iowacasa.org/supervisor-recommendation>

Required materials include:

- Victim Counselor, Core, and Advance Sexual Assault Certification training proof of completion
- Completed documentation form showing 6 monthly consultations and completion of 40-hours of direct service work with multiple survivors
- Signed supervisor recommendation form

Applications will be accepted and reviewed once we have received all required application materials. Your certification is valid for two years from the date of approval.

CORE TRAINING TOPICS

Male-identified Survivors	1 hour	Neurobiology of Trauma	1.75 hours
Prevention	1.25 hours	Ethics	2 hours
Technical Assistance	1.25 hours	PREA/Incarcerated Survivors	1.5 hours
Disability Inclusion	1.5 hours	Vicarious Trauma	1 hour
Mental Health & Substance Abuse	2.25 hours	Skill Building	1.25 hours

CERTIFIED SEXUAL ABUSE ADVOCATE TRAINING TOPICS

Complex Trauma	2 hours	Poverty/Economic Justice	2 hours
Healthy Sexuality	1 hour	Title IX	1.5 hours
Restorative Justice, Move to End Violence, and Alternatives to the Criminal Legal System	3 hours	Community Collaboration	1.5 hours
Treatment for those who do sexual harm	1 hour	Body Centering Approaches	1 hour
		Skill Building	1.25 hours

Sheltering Sexual Assault Advocacy Learning Track

We are working on a specific set of continuing education trainings for sheltering advocates.

Sexual Assault and Abuse Hotline Advocacy Learning Track

We are working on a specific set of continuing education trainings for advocates who only work on the statewide hotline.

Certification Renewal

Victim Counselor Renewal

Certification must be renewed every two years from the date of issue.

To be eligible for renewal, Victim Counselors must complete:

- 2 hours of approved continuing education each year (4 hours total)
- 2 consultations with a Certified Domestic Violence, Sexual Violence, or Sheltering Advocate who has at least 1 year of certification (4 consultations total)
- 20 hours of direct service experience with multiple different survivors (40 hours total)
- Victim Counselor Certification Renewal Application

Guidelines for Continuing Education are found on page 20 of this manual.

Advocates should complete their program's in-house Victim Counselor renewal paperwork.

Advanced Sexual Assault Advocate Certification Renewal

Certification must be renewed every two years from the date of issue.

To be eligible for renewal, Advanced Certified Sexual Assault Advocates must complete:

- 10 hours of approved continuing education each year (20 hours total). Hours completed for Victim Counselor renewal can contribute to this total.
 - 5 hours of this training must be in person
 - 2.5 hours of this training must be facilitated by IowaCASA
 - The remaining 5 hours per year can be completed at your organization, through webinars, online learning, or external trainings
- 20 hours of direct service experience with multiple different survivors (40 hours total). Hours completed for Victim Counselor renewal can contribute to this total.
- Advanced Sexual Assault Advocate Certification Renewal Application

Guidelines for Continuing Education are found on page 19 of this manual.

Advocates can find a copy of the Advanced Sexual Assault Advocate Certification Renewal Application on IowaCASA's website: <https://www.iowacasa.org/advanced-certification-renewal>

Guidelines on Continued Education for Certification Renewal

Continued education can be provided by IowaCASA, government entities, or other professionals.

- Conferences, workshops, webinars and online tutorials may be pre-approved for continuing education hours.
- All training sponsored or presented by IowaCASA or the Iowa Coalition Against Domestic Violence are preapproved, though the amount of time and topic areas will vary from training to training. Training sponsored by Crime Victim Assistance Division (CVAD), the Iowa Organization for Victim Assistance (IOVA), Iowa's US Attorney's Office, National Resource Sharing Project (RSP), National Sexual Violence Resource Center (NSVRC), Sexual Assault Nurse Examiner Training (SANE), National Network to End Domestic Violence (NNEDV), Office on Violence Against Women (OVW), OVW Technical Assistance Providers, and the Office on Victims of Crime (OVC) are also pre-approved.
- Only the hours spent "in class" count towards continuing education. Lunch, breaks and travel time do not count towards continuing education.
- Advocates seeking to receive credit for continued training hours should complete a continued training approval form on line. Denials may be appealed in writing to the Certification Committee.

Continued Education Approval Form: contact jesse@iowacasa.org for the approval form

Code of Ethics: Victim Counselors/Certified Victim Advocates

- I. **Victim Counselors/Certified Victim Advocates have an ethical responsibility to adults and children who seek their assistance.**
 - A. *Victim Counselors/Certified Victim Advocates will be competent.*
 1. Victim Counselors/Certified Victim Advocates will have knowledge of the field of domestic violence and/or sexual abuse experience and the skills to apply the knowledge.
 2. Victim Counselors/Certified Victim Advocates will constantly update their knowledge and skills.
 3. Victim Counselors/Certified Victim Advocates will not operate outside the limits of their competence, but make referrals or consultations in those areas. Advocates will seek advice and counsel from colleagues and supervisors whenever such consultation is in the best interest of clients.
 4. Victim Counselors/Certified Victim Advocates will understand how many cultural and social norms lead to and condone domestic violence/sexual abuse and how those norms impact the individual.
 - B. *Victim Counselors/Certified Victim Advocates will apprise clients of the following:*
 1. The array of services offered by the program;
 2. The qualifications of Victim Counselors/Certified Victim Advocates;
 3. The expectations of the domestic abuse and/or sexual abuse project;
 4. The grievance procedure;
 5. The obligation to report child abuse to the Department of Human Services;
 6. The limits of confidentiality.
 - C. *Victim Counselors/Certified Victim Advocates will protect the client's confidentiality within clearly defined limits. These limits will be explained to all clients as follows:*
 1. Informed, specific consent may be given to the Victim Counselors/Certified Victim Advocates by the client to obtain services for the client from other service providers.
 2. The client will be informed that confidentiality cannot be maintained in the following situations:
 - a. When a dependent adult or child has been abused, exploited or neglected.
 - b. When the client's life may be endangered and she/he cannot give consent.
 - c. When the client makes a probable threat, or is violent against another person.
 3. The client will be informed that confidentiality may not be maintained when a court issues a court order for specific information.

4. The Victim Counselor will consider the potential for harm to a client when releasing information even with informed consent, and consult with a Certified Domestic Abuse or Sexual Abuse Advocate.
 5. A client will be given the option to remain anonymous within certain limitations, such as, a crisis call or support group member.
 6. The client has the right to refuse all or part of services to protect her/his anonymity.
- D. *Victim Counselors/Certified Victim Advocates will delineate between work and social relationships and will be aware of the inherent privilege and power differences. The Advocate will never exploit relationships with clients for personal advantage.*
1. Prior and/or present social or business relationships with clients require special consideration. The Advocate will, whenever possible, refer these clients to another service provider within the project or the nearest sister project.
 2. Because victimization may be a long-term issue, creating personal friendships between an Advocate and a client after receiving services is always inappropriate.
 3. Provision of services to persons related by consanguinity or affinity, within the third degree is prohibited.
 4. Sexual/romantic relationships with current or former clients is prohibited and is also a crime under Iowa Code Chapter 709.15. (See Appendix E of the Certification manual)
- E. *Victim Counselors/Certified Victim Advocates will work to increase victim safety; will respect the authority and autonomy of the adult victim to direct her own life; and will hold the perpetrator, not the victim, responsible for the abusive behavior and for stopping the abuse.*
1. Victim Counselors/Certified Victim Advocates will treat the client with respect and honesty in both verbal and nonverbal communication.
 2. Victim Counselors/Certified Victim Advocates will share knowledge they have with clients as it pertains to the client's situation. This may include but is not limited to the dynamics of domestic violence, sexual abuse, lethality issues, safety planning, effects on children, and the social and political issues that contribute to the continuance of sexual abuse and/or domestic violence.
 3. Victim Counselors/Certified Victim Advocates will accept what a client tells them about the abuse.
 4. Victim Counselors/Certified Victim Advocates should withdraw services precipitously only under unusual circumstances, giving careful consideration to all factors in the situation and taking care to minimize possible adverse effects.
 5. Victim Counselors/Certified Victim Advocates who anticipate termination or interruption of service to clients, should notify those individuals promptly and seek the transfer, referral, or termination of service in relation to the client's needs and preferences.
- F. *Victim Counselors/Certified Victim Advocates will fairly distribute time, goods and services among all clients. Advocates will not practice, condone, facilitate or collaborate with any form of discrimination on the basis of sex, race, color, age, sexual orientation, religion, national origin, political beliefs, marital status, mental or physical disability, economic or any other discriminatory basis.*
1. Victim Counselors/Certified Victim Advocates will have knowledge of and respect for cultural backgrounds.

2. Victim Counselors/Certified Victim Advocates will be knowledgeable and accommodating of disabling conditions.
 3. Should one client's needs conflict with another client's needs, Victim Counselors/Certified Victim Advocates will act with regard to one client only after promptly referring the other to another qualified service provider.
- G. *Victim Counselors/Certified Victim Advocates will assess clients to determine the nature of the abuse, the extent of the abuse and the safety needs of the client. Victim Counselors/Certified Victim Advocates will do nothing to increase the danger to or harm the client.*
- H. *Victim Counselors/Certified Victim Advocates will be aware of and communicate to the client the historical basis for abuse. They will acknowledge that abuse occurs when there is an imbalance or power and that this situation is maintained and reinforced by our culture.*

II. Victim Counselors/Certified Victim Advocates has an Ethical Responsibility to keep records.

- A. *Victim Counselors/Certified Victim Advocates will keep records documenting services provided as mandated by funders in accordance with state and federal guidelines.*
- B. *Victim Counselors/Certified Victim Advocates will record statistical and factual information, not opinions, speculations, or conclusions.*
- C. *Victim Counselors/Certified Victim Advocates will allow clients access to their own records.*

III. Victim Counselors/Certified Victim Advocates have an ethical responsibility to themselves.

- A. *Victim Counselors/Certified Victim Advocates with education, training and experience have the right to be called professionals and to be treated professionally.*
- B. *Victim Counselors/Certified Victim Advocates have an obligation to join with other professionals to promote and support recognition and fair treatment of the profession.*
- C. *Victim Counselors/Certified Victim Advocates will see to their own empowerment and nurturing.*
- D. *Victim Counselors/Certified Victim Advocates will recognize when personal circumstances may compromise professional abilities, performance, or judgment and will take steps to resolve those issues.*
- E. *Victim Counselors/Certified Victim Advocates will avoid relationships or commitments that conflict with the interests of victims/survivors.*

IV. Victim Counselors/Certified Victim Advocates have an ethical responsibility to employers and colleagues.

- A. *Victim Counselors/Certified Victim Advocates will adhere to the policies and procedures of their employers.*
- B. *Victim Counselors/Certified Victim Advocates will treat colleagues with respect, fairness and courtesy.*
- C. *Victim Counselors/Certified Victim Advocates should not assume professional responsibility for the clients of another agency or a colleague without appropriate communication with that agency or colleague within the bounds required by confidentiality.*
- D. *Victim Counselors/Certified Victim Advocates must clearly distinguish in public statements their personal views from positions adopted by organizations for which they work or are members.*

- E. Victim Counselors/Certified Victim Advocates will report to competent authority any conflict of interest that prevents themselves or a colleague from being able to provide ethical services, work cooperatively with colleagues or allied professionals, or be impartial in the treatment of any client.*
- F. Victim Counselors/Certified Victim Advocates will report violations of the Code of Ethics by fellow Victim Counselors/Certified Victim Advocates to the Certification Committee in a timely manner.*

Relevant Sections of the Iowa Code

709.15 Sexual exploitation by a counselor or therapist.

1. As used in this section:

- a. "Counselor or therapist" means a physician, psychologist, nurse, professional counselor, social worker, marriage or family therapist, alcohol or drug counselor, member of the clergy, or any other person, whether or not licensed or registered by the state, who provides or purports to provide mental health services.
- b. "Emotionally dependent" means that the nature of the patient's or client's or former patient's or client's emotional condition or the nature of the treatment provided by the counselor or therapist is such that the counselor or therapist knows or has reason to know that the patient or client or former patient or client is significantly impaired in the ability to withhold consent to sexual conduct, as described in paragraph "f", by the counselor or therapist. For the purposes of paragraph "f", a former patient or client is presumed to be emotionally dependent for one year following the termination of the provision of mental health services.
- c. "Former patient or client" means a person who received mental health services from the counselor or therapist.
- d. "Mental health service" means the treatment, assessment, or counseling of another person for a cognitive, behavioral, emotional, mental, or social dysfunction, including an intrapersonal or interpersonal dysfunction.
- e. "Patient or client" means a person who receives mental health services from the counselor or therapist.
- f. "Sexual exploitation by a counselor or therapist" occurs when any of the following are found:

(1) A pattern or practice or scheme of conduct to engage in any of the conduct described in sub paragraph (2) or (3).

(2) Any sexual conduct, with an emotionally dependent patient or client or emotionally dependent former patient or client for the purpose of arousing or satisfying the sexual desires of the counselor or therapist or the emotionally dependent patient or client or emotionally dependent former patient or client, which includes but is not limited to the following: kissing; touching of the clothed or unclothed inner thigh, breast, groin, buttock, anus, pubes, or genitals; or a sex act as defined in section 702.17.

(3) Any sexual conduct with a patient or client or former patient or client within one year of the termination of the provision of mental health services by the counselor or therapist for the purpose of arousing or satisfying the sexual desires of the counselor or therapist or the patient or client or former patient or client which includes but is not limited to the following: kissing; touching of the clothed or unclothed inner thigh, breast, groin, buttock, anus, pubes, or genitals; or a sex act as defined in section

702.17. "Sexual exploitation by a counselor or therapist" does not include touching which is part of a necessary examination or treatment provided a patient or client by a counselor or therapist acting within the scope of the practice or employment in which the counselor or therapist is engaged.

1. A counselor or therapist who commits sexual exploitation in violation of subsection 1, paragraph "f", sub paragraph (1), commits a class "D" felony.
2. A counselor or therapist who commits sexual exploitation in violation of subsection 1, paragraph "f", sub paragraph (2), commits an aggravated misdemeanor.
3. A counselor or therapist who commits sexual exploitation in violation of subsection 1, paragraph "f", sub paragraph (3), commits a serious misdemeanor. In lieu of the sentence provided for under section 903.1, subsection 1, paragraph "b", the offender may be required to attend a sexual abuse treatment program. 91 Acts, ch 130, § 2; 92 Acts, ch 1163, § 119; 92 Acts, ch 1199, § 2–6

915.20 Presence of victim counselors.

1. As used in this section, unless the context otherwise requires:

- a. "Proceedings related to the offense" means any activities engaged in or proceedings commenced by a law enforcement agency, judicial district department of correctional services, or a court pertaining to the commission of a public offense against the victim, in which the victim is present, as well as examinations of

the victim in an emergency medical facility due to injuries from the public offense which do not require surgical procedures. "Proceedings related to the offense" includes, but is not limited to, law enforcement investigations, pretrial court hearings, trial and sentencing proceedings, and proceedings relating to the preparation of a pre-sentence investigation report in which the victim is present.

b. "Victim counselor" means a victim counselor as defined in section 915.20A.

1. A victim counselor who is present as a result of a request by a victim shall not be denied access to any proceedings related to the offense.
2. This section does not affect the inherent power of the court to regulate the conduct of discovery pursuant to the Iowa rules of criminal or civil procedure or to preside over and control the conduct of criminal or civil hearings or trials. 98 Acts, ch 1090, §15, 84

915.20A Victim counselor privilege.

1. As used in this section:

a. "Confidential communication" means information shared between a crime victim and a victim counselor within the counseling relationship, and includes all information received by the counselor and any advice, report, or working paper given to or prepared by the counselor in the course of the counseling relationship with the victim. Confidential information is confidential information which, so far as the victim is aware, is not disclosed to a third party with the exception of a person present in the consultation for the purpose of furthering the interest of the victim, a person to whom disclosure is reasonably necessary for the transmission of the information, or a person with whom disclosure is necessary for accomplishment of the purpose for which the counselor is consulted by the victim.

b. "Crime victim center" means any office, institution, agency, or crisis center offering assistance to victims of crime and their families through crisis intervention, accompaniment during medical and legal proceedings, and follow-up counseling.

c. "Victim" means a person who consults a victim counselor for the purpose of securing advice, counseling, or assistance concerning a mental, physical, or emotional condition caused by a violent crime committed against the person.

d. "Victim counselor" means a person who is engaged in a crime victim center, is certified as a counselor by the crime victim center, and is under the control of a direct services supervisor of a crime victim center, whose primary purpose is the rendering of advice, counseling, and assistance to the victims of crime. To qualify as a "victim counselor" under this section, the person must also have completed at least twenty hours of training provided by the center in which the person is engaged, by the Iowa organization of victim assistance, by the Iowa coalition against sexual abuse, or by the Iowa coalition against domestic violence, which shall include but not be limited to, the dynamics of victimization, substantive laws relating to violent crime, sexual assault, and domestic violence, crisis intervention techniques, communication skills, working with diverse populations, an overview of the state criminal justice system, information regarding pertinent hospital procedures, and information regarding state and community resources for victims of crime.

1. A victim counselor shall not be examined or required to give evidence in any civil or criminal proceeding as to any confidential communication made by a victim to the counselor, nor shall a clerk, secretary, stenographer, or any other employee who types or otherwise prepares or manages the confidential reports or working papers of a victim counselor be required to produce evidence of any such confidential communication, unless the victim waives this privilege in writing or disclosure of the information is compelled by a court pursuant to subsection 7. Under no circumstances shall the location of a crime victim center or the identity of the victim counselor be disclosed in any civil or criminal proceeding.
2. If a victim is deceased or has been declared to be incompetent, this privilege specified in subsection 2 may be waived by the guardian of the victim or by the personal representative of the victim's estate.
3. A minor may waive the privilege under this section unless, in the opinion of the court, the minor is incapable of knowingly and intelligently waiving the privilege, in which case the parent or guardian of the minor may waive the privilege on the minor's behalf if the parent or guardian is not the defendant and does

not have such a relationship with the defendant that the parent or guardian has an interest in the outcome of the proceeding being favorable to the defendant.

4. The privilege under this section does not apply in matters of proof concerning the chain of custody of evidence, in matters of proof concerning the physical appearance of the victim at the time of the injury or the counselor's first contact with the victim after the injury, or where the counselor has reason to believe that the victim has given perjured testimony and the defendant or the state has made an offer of proof that perjury may have been committed.

5. The failure of a counselor to testify due to this section shall not give rise to an inference unfavorable to the cause of the state or the cause of the defendant.

6. Upon the motion of a party, accompanied by a written offer of proof, a court may compel disclosure of certain information if the court determines that all of the following conditions are met:

- a. The information sought is relevant and material evidence of the facts and circumstances involved in an alleged criminal act which is the subject of a criminal proceeding.
- b. The probative value of the information outweighs the harmful effect, if any, of disclosure on the victim, the counseling relationship, and the treatment services.
- c. The information cannot be obtained by reasonable means from any other source.

8. In ruling on a motion under subsection 7, the court, or a different judge, if the motion was filed in a criminal proceeding to be tried in the court, shall adhere to the following procedure:

- a. The court may require the counselor from whom disclosure is sought or the victim claiming the privilege, or both, to disclose the information in chambers out of the presence and hearing of all persons except the victim and any other persons the victim is willing to have present.
- b. If the court determines that the information is privileged and not subject to compelled disclosure, the information shall not be disclosed by any person without the consent of the victim.
- c. If the court determines that certain information may be subject to disclosure, as provided in subsection 7, the court shall so inform the party seeking the information and shall order a subsequent hearing out of the presence of the jury, if any, at which the parties shall be allowed to examine the counselor regarding the information which the court has determined may be subject to disclosure. The court may accept other evidence at that time.
- d. At the conclusion of a hearing under paragraph "c", the court shall determine which information, if any, shall be disclosed and may enter an order describing the evidence which may be introduced by the moving party and prescribing the line of questioning which may be permitted. The moving party may then offer evidence pursuant to the court order. However, no victim counselor is subject to exclusion under Iowa rule of evidence 615.

9. This section does not relate to the admission of evidence of the victim's past sexual behavior which is strictly subject to Iowa rule of evidence 412. 98 Acts, ch 1090, §16, 84

Rule 37.4 Domestic violence and sexual assault victim counselors.

37.4(1) In all proceedings under Iowa Code chapter 236, a victim counselor, as defined in Iowa Code section 915.20A(1)(d), who is affiliated with a member domestic violence program of the Iowa Coalition Against Domestic Violence or a member of the sexual assault program of the Iowa Coalition Against Sexual Assault, and whose program has registered with the Iowa Coalition Against Domestic Violence or the Iowa Coalition Against Sexual Assault as providing services under this rule, shall be allowed to do the following:

- a. To distribute the pro SE forms prescribed by the department of justice pursuant to Iowa Code section 236.3A and to assist victims of domestic violence in the preparation of such forms.
- b. To describe to victims the proceedings under chapter 236 and to assist them in their role as witnesses.
- c. To accompany victims throughout all stages of proceedings under Iowa Code chapter 236.

d. To attend all court proceedings, including sitting in chambers and at counsel table, to confer with the plaintiffs, and, at the judge's discretion, to address the court; however, domestic violence and sexual assault victim counselors shall not examine witnesses, make arguments to the court, or otherwise act in a representative capacity for victims of domestic violence. 37.4(2) The Iowa Coalition Against Domestic Violence and the Iowa Coalition Against Sexual Assault shall provide to the state court administrator, on an annual basis and more frequently as necessary, an updated list of its member programs which perform the services provided under this rule.

37.4.3) When they assist victims of domestic violence as specified in this rule, domestic violence and sexual assault victim counselors are not engaged in the unauthorized practice of law. [Court Order October 18, 1993, effective January 3, 1994; November 9, 2001, effective February 15, 2002; June 14, 2002, effective July 1, 2002] 37

Appendix: SADI Research & Findings

The Sexual Assault Demonstration Initiative (SADI) was created to enhance sexual assault outreach, services, and community partnerships in dual/multi-service programs. Six sites across the nation engaged in a four-year process of assessment, planning, and implementation of new and enhanced services and organizational capacity building.

The SADI Final Report supports the essential role of learning and training for the enhancement of sexual assault services.

Enhancement of Sexual Assault Services in Dual Programs

Every site recognized that they lacked fundamental and advanced understanding and skills about sexual violence, including:

- Basic sexual assault crisis intervention;
- Trauma-informed services;
- Anti-oppression perspectives and skills; and
- Vicarious trauma.

This is striking in light of the fact that some of these sites had operated as dual agencies for decades.

Training

(Learning Exchanges VS On-line Training based on Value Ratings).

The higher value of Learning Exchanges is consistent with observations that participants were more actively engaged with the in-depth, in-person trainings than with the other shorter On-line Trainings.

While on-line trainings may be cost-efficient, it is important to offset that logistical advantage with what is lost.

During Learning Exchanges it was observed that that there were more:

- Responses to facilitator questions
- Questions asked by participants
- Points of discussion and insights raised by participants
- Exchanges of differing and opposing views
- Opportunities to practice skills
- Nuanced reflections on what it was like to practice skills

Based on SADI team experiences, on-line trainings are an effective way of transmitting information but are not effective in promoting interaction among participants.

In contrast, longer, in-person trainings are an effective venue for sharing experiences, developing skills, and creating new perspectives.

Establishing Core Sexual Assault Services

Sites that ostensibly have been providing sexual assault services for decades lacked foundational understanding of sexual assault trauma and advocacy service. Services were geared to the tangible needs survivors of domestic violence most frequently access. The lack of basic knowledge was evidenced through:

- Inability to identify sexual assault patterns outside of intimate partner violence
- Inability to describe program's own sexual assault services
- Existing services structured to meet immediate tangible needs
- Placing arbitrary time limits on hotline/helpline calls
- Defining successful services as only those where a tangible resource was provided
- Automatically referring all callers that were seeking emotional support to counseling services

It was only as training was provided on active listening, trauma, and advocacy that staff started to grasp the differences between providing tangible aide in a caring way versus the type of emotional support throughout the lifespan that survivors of sexual assault were likely looking for.