



NATIONAL FRATERNAL ORDER OF POLICE®

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14 October 2016

Girish Pashilkar
Chief Executive Officer
Workplace Answers
4030 W. Braker Lane
Building 2, Suite 250
Austin, Texas 78759

Dear Mr. Pashilkar,

I am writing on behalf of the members of the Fraternal Order of Police to advise you of our anger and disappointment with components of your Title IX Training program, entitled “Preventing Discrimination and Sexual Violence: Title IX, VAWA and Clery Act for Faculty and Staff.”

We are particularly offended by slides 35 and 71 on your program, which read:

“Poor treatment at the hands of police are examples of reasons a survivor might not want to involve the local police.”

“LGBTQIA survivors are at high risk for revictimization by hostile or culturally insensitive responders. For members of these communities (and some other minority groups), frequent mistreatment at the hands of police and authorities is a reality, and they may have fewer familiar resource due to homophobia.”

As law enforcement officers, we find this “information” to be false and deeply offensive to the men and women in our profession, many of whom may be part of the LGBTQIA community.

This premise declares in affirmative terms that “*frequent mistreatment*” of victims of sexual assault and of LGBTQIA and other minorities at the hands of police “*is a reality.*” The premise does not cite any credible source and is an unfounded allegation that is a clear defamation of law enforcement officers. This shows profound ignorance of police work and besmirches the character and integrity of the men and women who put their lives on the line every day.

Law enforcement officers, victims of sexual assault and the LGBTQIA community need to work together and learn to trust one another better. Your training program is an obstacle to this goal. Professors and faculty should encourage victims of violence and sexual assault to file a report with law enforcement, but if they do not then should certainly not deter the victim from doing so. Slide 35 states “*There is no right or wrong way for a survivor to proceed after an attack.*” This is true; however there is a right or wrong way to proceed for a faculty or staff member who

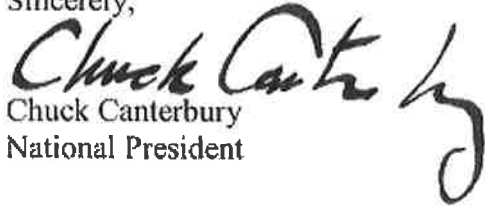
— BUILDING ON A PROUD TRADITION —

learns of the attack. Faculty and staff should encourage a victim to seek assistance from law enforcement, but why would they when your training is telling them that the victim will be *"poorly treated at the hands of police?"* This is not only irresponsible but dangerous, as the attacker would remain unknown and be free to assault another victim.

I urge you to remove the offensive language and false information that is being used in your Title IX training program for faculty and staff members of educational facilities all over the country. We should be encouraging victims of violence and sexual assault to seek justice not deter them from doing so.

On behalf of more than 330,000 members of the Fraternal Order of Police, I hope you give serious consideration to our input and make appropriate changes to your training program. If I can be of any additional assistance, please do not hesitate to contact me or Executive Director Jim Pasco in my Washington office.

Sincerely,



Chuck Canterbury
National President

cc: Sondra Solovay, Esq., Vice President of Content