FREE GUIDE
How To Comply With The NCAA’s 2018 Sexual Violence Prevention Policy

GAMEPLAN
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Free Live Training: How to Comply with the NCAA's New 2018 Sexual Violence Prevention Policy

You’re invited to attend on January 17th 2018 @ 12pm EST

We’ve partnered with THE EXPERT in sexual violence prevention education for athletes to give you practical advice on how to prepare your athletic department for the NCAA’s new policy in 2018.

- **Sexual violence prevention in 2018**: What prompted the NCAA's Board of Governors to adopt these new policies.

- **What the new policy is**: What is now required of coaches, athletes and administrators.

- **Sexual violence prevention education for student-athletes**: Understand best practices for delivering this must have education to student-athletes in a way that addresses the unique student-athlete experience.

- **Tying sexual violence prevention education and healthy relationship into the comprehensive development student-athlete development**: Integrate this education into the mainstream development of the student-athlete.

- **Tools for delivering sexual violence prevention education**: Tools and best practices for educating coaches, players and administrators in a way that's both effective and practical.

- **Interactive Q&A**: Have a chance to ask the hosts questions you may have.

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Sexual Violence Prevention in 2018

The NCAA’s Past Efforts to Combat Sexual Violence

The NCAA’s new sexual violence prevention legislation should come as a surprise to no one—and it’s certainly not the first time they’ve hinted at introducing legislation to curb the prevalence of sexual violence on college campuses.

Eight years ago, the NCAA Executive Committee (now the Board of Governors) targeted sexual assault and interpersonal violence as a major initiative of the Association.

They also issued a directive to the NCAA Committee on Sportsmanship and Ethical Conduct to support them in addressing these problems on campus.

In 2011, the Committee held the Summit on Violence Prevention and sponsored a think tank the following year.

In 2014, they passed a resolution that lays out expectations for athletics departments, which serves as the foundation for the recently adopted Association-wide policy.

In addition to the 2014 resolution, the Committee also released resources to help educate athletic departments on how to create a safe environment for student-athletes.

In 2016, the Board of Governors appointed a Commission to Combat Campus Sexual Violence (the commission who would later recommend the policy adopted in late 2017).

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If anything, this new legislation is just the NCAA doubling down on their previous actions by clarifying what it is they expect from coaches, student-athletes and administrators (we'll get into what that is in a minute).

It's not unreasonable to expect the Board of Governors to become even more strict in their enforcement in the near future—and penalties for noncompliance are sure to follow.

Current State of Sexual Violence on College Campuses

It's no secret that sexual violence, harassment and interpersonal conflict have been growing problems on college campuses across the country.

A study published last year by the Department of Justice showed that the rate of forcible sexual offenses increased by 136% between 2001 and 2014—rising from 1.9 per 10,000 students to 4.5 per 10,000 college students.

According to the most recent major studies published by the DOJ, approximately 25% of women were sexually assaulted in college and as many as 50% of college students experienced dating violence.
College men are also affected by sexual violence—and research shows that one in 33 men will be victims of sexual violence during their lifetimes.

It's worth noting that it's not entirely clear whether the increase in sexual violence can be attributed to an actual increase in the total number offenses or if a higher percentage of offenses were actually reported.

Regardless, there's no denying that this problem needs more attention.

The statistical increase in instances of sexual violence is accompanied by a massive increase in awareness—which has become even more apparent after the recent surfacing of sexual harassment in the entertainment industry that also spawned the #metoo hashtag on Twitter.

It's more clear now than ever that sexual violence is a pervasive issue, and individuals and organizations are rallying together to put a stop to it.
What is the NCAA’s New Policy?

The following comes directly from an NCAA press release and the NCAA Board of Governors Policy on Campus Sexual Violence itself:

**Overarching Principles**

1. Intercollegiate athletics departments should be fully knowledgeable about and integrated in overall campus policies and processes addressing sexual violence prevention and acts of sexual violence, particularly those related to adjudication and resolution of matters related to sexual violence.

2. Intercollegiate athletics departments should review annually the most current Checklist Recommendations of the NCAA Sexual Violence Prevention Toolkit, using it as a guide with resources to conduct ongoing, comprehensive education for student-athletes, coaches and athletics administrators.

3. Intercollegiate athletics programs should utilize their platform to serve as leaders on campus through engagement in and collaboration on efforts to support campus-wide sexual violence prevention initiatives. This includes involving student-athletes in prevention efforts in meaningful ways across the campus, including encouraging use of leadership roles on campus to support such efforts.

**Each university chancellor/president, director of athletics and Title IX coordinator must attest annually that:**

1. The athletics department is fully knowledgeable about, integrated in, and compliant with institutional policies and processes regarding sexual violence prevention and proper adjudication and resolution of acts of sexual violence.

2. The institutional policies and processes regarding sexual violence prevention and adjudication, and the name and contact information for the campus Title IX coordinator, are readily available within the department of athletics, and are provided to student-athletes.

3. All student-athletes, coaches and staff have been educated on sexual violence prevention, intervention and response, to the extent allowable by state law and collective bargaining agreements.

4. Further, the athletics department will cooperate with college or university investigations into reports and matters related to sexual violence involving student-athletes and athletics department staff in a manner compliant with institutional policies for all students.
What This Means for Athletic Departments

The long and short of this new legislation is that athletic departments must be prepared to attest to the NCAA that coaches, student-athletes and administrators have completed sexual violence prevention education **every year**.

The NCAA Board of Governors hasn't released any information regarding possible penalties for not complying with these new requirements, but disciplinary measures are sure to follow in the near future.

But what exactly does it mean to “complete education each year in sexual violence prevention”, and how can an athletic department best administer that education?

Workshops? Hire a speaker? Let's look at this closer.

Best Practices for Conducting Sexual Violence Prevention Education

So, what is the best way to deliver sexual violence prevention education each year in a way that's practical, that promotes retention (i.e. people actually learn it) and is in compliance with the NCAA's new requirements?

Well, there are a couple of options—some better than others.

First, you might be thinking, “well this isn’t a problem for my athletic department. We already have resources on campus for delivering sexual violence prevention education.”

First of all, that's excellent that your institution has taken steps to be proactive about sexual violence prevention.

The problem is, often the types of campus programs that are in place today aren’t designed to meet the unique needs of the student-athlete experience and an athletic department.

What’s more, campus programs are typically delivered once to incoming classes of freshmen—and since the NCAA’s new rules now require that sexual violence prevention education be delivered **every year** to coaches and administrators **in addition to student-athletes**, campus-wide solutions are no longer sufficient.
Your second inclination might be to put together a workshop led by staff in your athletic department using information/resources provided by the NCAA—but there are a couple problems with this:

1. **Difficult to develop:** often times, the individuals conducting the workshop will need to learn the material themselves before they can re-package it into a workshop format.

2. **Challenge to coordinate:** trying to organize hundreds of student-athletes into workshop groups can be a little like herding cats given their notoriously rigorous time constraints.

3. **Difficult to measure retention:** workshops are engaging in person, however, it is difficult to measure retention.

Now you might be thinking that, “if a workshop is too hard to develop and organize, maybe it’s a better idea to hire an expert to come and speak.” Well, there are some problems with that too:

1. **Cost prohibitive:** experts in sexual violence prevention and interpersonal abuse are far and few between—and they charge accordingly.

2. **Fleeting information:** it can be difficult to stay engaged during a speaking event that lasts several hours, and speakers don't always prepare materials that you can take with you.

3. **Impossible to measure:** attending a speaking event is just ticking a box and it doesn't offer any other indication of success or retention.

What if there were a better way to deliver sexual violence prevention education to coaches, student-athletes and administrators year after year (which is now mandated by the NCAA) in a way that promotes retention, is practical, cost-effective and measurable?
The Future Of Compliance Education and Student-Athlete Development

Microlearning (A.K.A Bite-Sized Education)

The future of compliance education and student-athlete development (or any type of learning for that matter) will look a lot different to what we're used to today.

Right now, most learning—whether it be on campus or in the athletic department—typically occurs in large chunks (usually 45 minutes to 1 ½ hours at a time).

On campus, this seems to work okay for student-athletes—since they tend to allot large blocks of time to attend class.

But when you start to look at how a student-athlete completes compliance education and student-athlete development curriculums, this traditional style of learning doesn't really make sense.

The two biggest issues with trying to deliver a curriculum to student-athletes—compliance based, development based or otherwise—in a traditional manner are:

1. **Retention:** it can be difficult to retain large amounts of information that are crammed into 45 minutes to 1 ½ hours (it's like drinking from a firehose) and it's not easy to keep individuals engaged during those extended periods of time.

2. **Time constraints:** student-athletes rarely have blocks of time (outside of attending class) that are long enough to facilitate any type of compliance or development education in large chunks.

The solution? Microlearning—or, bite-sized education.

With microlearning, a curriculum is separated into bite-sized pieces that can be consumed at the learner's convenience.

The professional world has understood this concept for years, and many organizations have switched from long-format professional education (workshops, offsites, etc.) to bite-sized education using resources like Lynda.com (Linkedin's eLearning platform).

**For student-athletes, microlearning is a godsend**—because it gives them the flexibility to complete compliance education or student-athlete development curriculum in their own time using a blend of in-person workshops and eLearning content at their own pace.
The problem is, you can't deliver bite-sized education using traditional learning mediums.

Microlearning needs to happen online.

**eLearning**

Microlearning—or, bite-sized education—and eLearning are a perfect fit.

In fact, the short-form interactive style of bite-sized learning can't really happen any other way.

eLearning has come a long way over the past decade or so. Some of the main advantages of eLearning compared to more traditional learning mediums are:

1. **Infinitely distributable:** whether you’re delivering education to 10 people or 10,000, it doesn’t really matter when it’s happening online, which makes it pretty easy to organize.

2. **Not fleeting:** eLearning content is ready and waiting for whenever a learner wants to access it—for the first time or even to brush up on past material (it isn’t here and gone like a speaking event or workshop).

3. **Interactive:** eLearning curriculums can be designed to solicit input from learners to keep them engaged and promote retention.

4. **Measurable:** modern eLearning platforms have built in analytics, which makes it much easier to track success/completion and hold learners accountable.

The benefits of eLearning over traditional forms of learning are especially apparent when it comes to compliance education—in this case, as it relates to the NCAA’s new requirements for sexual violence prevention education.

The fact that eLearning platforms are capable of tracking the completion—and scoring—of courses makes it easy for athletic departments to hold student-athletes accountable.

**More importantly, this traceability allows athletic departments to demonstrate to the NCAA that they have invested in—and completed—the appropriate education each year.**

eLearning platforms also give athletic departments the flexibility to easily assign a sexual violence prevention curriculum each year (which the NCAA now requires) at the convenience of coaches, student-athletes and administrators.
This makes it much easier to coordinate sexual violence prevention education yearly and improves the likelihood that student-athletes will complete—and retain—the material.

Until recently, however, a sexual violence prevention curriculum didn’t exist that makes it easy for athletic departments to complete the education in a way that satisfies the NCAA’s new requirements.

**A COMPREHENSIVE SOLUTION TO STUDENT-ATHLETE DEVELOPMENT**

**WORKSHOPS**
- Difficult to develop
- Difficult to coordinate
- Hard to measure

**SPEAKERS**
- Cost prohibitive
- Fleeting information
- Difficult to measure

**E-LEARNING**
- Better retention
- More engagement
- Convenient for busy individuals

Request a demo at wearegameplan.com
Enter Game Plan

Sexual Violence Prevention Education Compliance (and a whole lot more)

At Game Plan, we saw the NCAA’s new requirements regarding sexual violence prevention coming from a mile away—and we’ve been working with subject matter experts for months to develop a sexual violence prevention eLearning curriculum that will help athletic departments of all sizes comply with these new requirements.

Our sexual violence prevention curriculum was born out of the NCAA’s new policy—and its content was specifically developed to address the concerns of the Board of Governors and the Commission to Combat Campus Sexual Violence.

✔ 13 Comprehensive Courses
✔ Separate Curriculum for Coaches & Administrators
✔ Developed by Subject Matter Experts

We formed a strategic partnership with Kalimah Johnson, who we first met while delivering sexual violence prevention education to the NBA. Kalimah is a nationally recognized leader educating athletes in the areas of sexual violence prevention and healthy relationships, to develop the most comprehensive curriculum of its kind that addresses sexual violence prevention as it relates to college athletics.

Kalimah Johnson, LMSW, ACSW, LCSW
Founder/Executive Director of SASHA (Sexual Assault Services for Holistic Healing and Awareness) Center in Detroit, Michigan and the lead consultant to the National Basketball Association, the WNBA, the National Hockey League and the National Football League-Detroit Lions.

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No one understands how to engage student-athletes in a conversation about sexual violence prevention in an impactful way better than Kalimah Johnson—and no one understands the journey of a student-athlete better than Game Plan.

This partnership is a perfect fit, and we're proud to report that Game Plan’s Sexual Violence Prevention and Healthy Relationships for Athletes Curriculum is already being used by the NBA, MLS and MLB to educate their athletes on sexual violence prevention.

Let's take a look at what this new curriculum is and how athletic departments can take advantage of it.

**Introducing Game Plan’s Sexual Violence Prevention and Healthy Relationships for Athletes Curriculum**

Because the NCAA now requires that coaches and administrators complete sexual violence prevention education in addition to student-athletes, we developed two separate curriculums to meet the unique needs of each group.

We've also developed year-specific courses that can be delivered to student-athletes as they progress through each phase of their college journey.

Here's an overview of each curriculum (there are 13 courses in total).

**Student-Athlete Curriculum**

**Foundational Courses**

These are topical courses in the areas of sexual violence prevention and healthy relationship development. At a bare minimum, sexual violence parts 1 & 2, consent and bystander intervention are recommended for all student-athletes to take.

The remaining courses round out additional areas that should be covered on the topic. These courses have been designed to be taken annually as a refresher to the content throughout their college experience.

1. Sexual Violence Part 1: Definitions & Overview
2. Sexual Violence Part 2: Intervention & Response
3. Consent
4. Bystander Intervention
5. Sexual Harassment
6. Stalking
7. Hazing
Year-specific Courses

These are courses to be taken after the foundation courses have been completed. They could be assigned along with other topical foundational courses. This means after the freshman year, student-athletes could just take one course per year to complete the “curriculum.” These modules are a bit longer—roughly 15 minutes.

Each year is in order and could be aligned with freshman, sophomore, junior and senior years. If you have a fifth year senior, we recommend that you re-assign the foundational modules.

Coach and Administrator Curriculum

These courses cover comprehensive definitions and scenarios for talking to and working with student-athletes in the areas of sexual violence prevention. It’s recommended that coaches and administrators take both courses.

The Sexual Violence Prevention and Healthy Relationships for Athletes Curriculum is delivered through Game Plan’s software platform in addition to over 75 other courses covering topics like financial education for athletes, academic performance, career development and life after sports.

In addition to our many eLearning resources, the Game Plan platform also includes personality and interest assessments along with virtual career and mentorship solutions.
Game Plan Platform Overview

Game Plan is a software platform that provides eLearning, assessment instruments, career services and virtual mentorship for athletes.

While in sport, we help to personally and professionally develop athletes by providing eLearning curriculums and personality assessments.

As an athlete prepares to transition out of sport, we give them a platform to build their own virtual network of mentors and access to a wide variety of job opportunities offered by employers who recognize their unique skill set.

Game Plan is the only solution that combines eLearning, assessment instruments, and virtual career and mentorship networks into one single platform.

Our platform makes it easier for athletic departments to manage the personal and professional development of their student-athletes.

The Game Plan software platform has three major parts:

1. **eLearning curriculums and assessment instruments** designed to personally and professionally develop student-athletes across each phase of their journey.

2. **A virtual mentorship network** where student-athletes can meet and communicate with alumni and others that their athletic department have granted access.

3. **A virtual career services application** that allows student-athletes to research employers and apply for an unlimited number of career opportunities (these include employers that the athletic department grants access along with Game Plan's national employer partners).

Let’s take a look at each of these in a little more detail.
eLearning Curriculum and Assessment Instruments

With Game Plan, your student-athletes have access to over 75 eLearning courses and assessments that can be assigned and completed at their—and your own—convenience.

- **eLearning courses** designed to enhance the academic performance and professional development of your student-athletes that are automatically recommended to them based on which courses they’ve already taken.

- A curriculum developed specifically to help your athletic department comply with the NCAA’s new sexual violence prevention education requirements.

- Proprietary and third party assessments that optimize each student-athlete's developmental journey based on their personality and interests.

- A dashboard that lets coaches and administrators track and measure which courses have been assigned, started and completed to hold student-athletes accountable.

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Virtual Career Services

Game Plan gives your student-athletes access to job opportunities offered by employers who recognize the unique skill set derived from their time in collegiate sport.

- Add employers that your school and athletic department already work with in addition to Game Plan’s roster of national employers.
- Give your student-athletes a place to showcase their skills and experiences using individual career portfolio pages.
- Student-athletes can submit their resumes and apply to an unlimited number of jobs all within the Game Plan platform.
Virtual Mentorship Network

Game Plan gives an athletic department the ability to build a virtual network of alumni and other mentors to strengthen relationships between the athletic department, student-athletes and alumni.

- Give alumni and other stakeholders the ability to mentor student-athletes at scale using Game Plan's virtual communication tools.
- Build stronger relationships with donors who are interested in hiring college grads by giving them early access to a coveted pool of talented student-athletes.
- Enhance the support network of your student-athletes by giving them access to mentors who've been in their shoes.
Live Analytics Dashboard

Game Plan gives you the tools to actively track and measure the progress of your student-athletes as they complete eLearning curriculum, assessment instruments and apply for career opportunities.

- Assign eLearning courses and assessments and track which assignments have been started and completed.
- Track how many of your student-athletes have applied for job opportunities.
- See real numbers that show you how your student-athletes are moving through each phase of personal and professional development.
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FAQ: The NCAA’s New Requirements and Game Plan’s Sexual Violence Prevention and Healthy Relationships for Athletes Curriculum

What is the NCAA policy on sexual violence prevention?

Coaches, college athletes and athletics administrators are now required to complete education each year in sexual violence prevention.

Who is required to sign off by the university?

As part of the new policy, leaders on each NCAA campus—the school president or chancellor, athletics director and Title IX coordinator—must attest annually that coaches, athletics administrators and student-athletes were educated in sexual violence prevention.

What is Game Plan’s Sexual Violence Prevention and Healthy Relationships for Athletes curriculum?

Game Plan’s 4-year curriculum is uniquely designed for collegiate athletes to educate them on sexual violence, the values of healthy relationships and the role that athletes play in the overall culture of their campus.

How does Game Plan’s curriculum differ from current on-campus resources?

On-campus programs traditionally address incoming students as a whole. Game Plan’s curriculum is both unique to the athlete experience and addresses the athlete throughout their growth each year on campus. It’s also designed to be easily delivered each year—at the convenience of student-athletes, coaches and administrators—in accordance with the NCAA’s new requirements.

Does Game Plan’s curriculum meet NCAA requirements?

Yes.

Who developed the Sexual Violence Prevention and Healthy Relationships for Athletes Curriculum?

We formed a strategic partnership with Kalimah Johnson, a nationally recognized leader educating athletes in the areas of sexual violence prevention and healthy relationships, to develop a curriculum that addresses sexual violence prevention as it relates to college athletics.

Kalimah is the Founder/Executive Director of SASHA (Sexual Assault Services for Holistic Healing and Awareness) Center in Detroit, Michigan and the lead consultant to the National Basketball Association, the WNBA, the National Hockey League and the National Football League-Detroit Lions.

Request a demo at wearegameplan.com
How would this differ from other virtual learning solutions?

This curriculum is just one component of the comprehensive Game Plan software platform, which includes other eLearning curriculums and personality assessments along with virtual mentorship and career services solutions. Other eLearning curriculums that come with Game Plan center around financial education for athletes, academic performance, career development and life after sports.

What is Game Plan’s experience in delivering sexual violence prevention education?

We currently provide eLearning courses to educate professional athletes in the NBA, MLS and MLB on sexual violence prevention.

What is Game Plan’s experience in teaching other subject matter to athletes?

Game Plan has over 75 courses available today, covering each stage of the athlete’s journey including their transition to campus, academic performance, career development and world readiness.

How do student-athletes respond to Game Plan’s eLearning curriculums?

Last year, Game Plan saw a 77% increase in the number of student-athletes that took advantage of it’s eLearning, personality assessment, career services, and virtual mentorship resources. We also saw a 112% increase in the total number of eLearning courses that were taken—and over 3,000 courses were voluntarily taken by athletes across 50 campuses nationally in the spring semester alone.

How much does Game Plan cost?

Game Plan’s costs vary depending on the average size of the athletic department—but each subscription includes full access to the entire catalog of eLearning curriculums, all assessment instruments and our virtual career and mentorship solutions.

What courses does the curriculum include?

Game Plan’s curriculum is comprised of 13 courses: 7 foundational courses, 4 courses on healthy relationships that are specific to each year of college and 2 courses designed for coaches and administrators. Foundational courses cover topics such as sexual violence defined, intervention and response, consent, bystander intervention, sexual harassment, stalking and hazing.
How many courses per year does an athlete take?

The athletics department controls which courses are assigned to the athletes and when. Game Plan’s recommendations for assigning courses can be found in the curriculum description in the section above.

How long is each course?

Foundational courses take an estimated 30 minutes each to complete, while the healthy relationship courses take 20 minutes each.

How are these courses delivered?

Game Plan’s learning management system allows campus and athletics administration to assign courses, which are then taken by the student via Game Plan’s on-demand eLearning courseware. Each course is designed with an athlete’s experience in mind to be highly interactive and engaging.

How can I track the completion/success of the curriculum?

Game Plan’s learning management system provides campus and athletics administration a full reporting system of which courses have been assigned, started and completed.

How many courses per year does a staff member/coach take?

Administration and coaches will take 2 courses per year covering foundational elements of sexual violence prevention, as well as up to date subject matter related to sexual violence impacting collegiate athletics.

How long do these courses for staff members/coaches take?

Each course takes an estimated 30 minutes.

How can I learn more about Game Plan and their new Sexual Violence Prevention and Healthy Relationships for Athletes Curriculum?

We’re hosting a free live online training on January 17th at 12pm EST where we’ll go into more detail about what the NCAA’s new sexual violence prevention requirements mean for athletic departments and how you can navigate these changes in 2018.

You can register for the training here:

You can also email any questions to info@wearegameplan.com and we’ll be sure to respond as soon as possible.

Or, feel free to schedule a demo at wearegameplan.com.
Contact Us

Email
info@wearegameplan.com

Request a demo at
wearegameplan.com

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