Dear Colleague:

Thank you for bringing this program to your community! This guide includes an overview of the program, instructions for preparing for the session and answers to FAQs.

SPARC offers comprehensive training to law enforcement, victim advocates and other professionals to strengthen their response to stalking. However, ending stalking requires a collective community response. Friends and family members are usually the first people who a stalking victim tells about what’s going on, and their responses heavily influence whether or not a victim seeks further help. This crime will only end when friends, family, neighbors, teachers, mentors and colleagues know how to identify stalking and support victims.

Everyone has a role to play in knowing, naming and stopping stalking. This workshop is intended for a broad audience and can be offered in a variety of settings including (but not limited to) PTA meetings, office lunch-and-learns, congregational meetings or anywhere that people gather. While we suggest that the facilitator(s) be familiar the dynamics of power-based violence, the program is fully scripted, activity-based and should be simple to implement for anyone who wishes to do so.

This introductory session provides a basic overview of stalking, focusing on defining stalking, identifying stalker behaviors and recognizing the prevalence and dynamics of this often misunderstood crime. Participants will also leave the session with guidance and information on how to support victims and connect them with resources. Visit our website for more guidance and information.

By providing this program to your community and offering a convenient and accessible training, you are empowering others with the information and strategies they need to identify stalking and support victims.

Thank you for facilitating this training and for all of your essential work. Don’t hesitate to reach out to Dana Fleitman (Associate@StalkingAwareness.org) with any questions or concerns about leading this workshop.

Best,

The SPARC Team
Program Components

This is a PowerPoint-based program that includes discussions and activities. It should take about one hour-90 minutes to facilitate, but may take longer depending on the length of the group discussions.

The Program Includes:

- Facilitator guide (for facilitator only) with speaking notes
- PowerPoint slides
- SLII Brainstorm Handout for Peggy Klinke story (optional – if using, make a copy for each participant)
- Scenarios 1, 2 and 3 (each small group should receive one of these)
- Stalking Fact Sheet (one for each participant)
- Supporting Victims and Survivors Handout (one for each participant, distribute at the end)

Materials Needed:

- Projector or monitor to show PowerPoint presentation with A/V for video
  (If not possible, you may print and distribute the slides and read this article rather than view the video)
- White board or flip chart and markers
- Optional: large pieces of paper and markers for SLII brainstorm

Our website includes a video of a facilitator conducting the full session in webinar format. The website also includes tools and resources that support this workshop. Please share the website link with your colleagues for further learning, including those who were unable to attend the session.

Preparing for the Program

- **Familiarize yourself with the content.** Please read through the full workshop and speaker’s notes at least twice and consider viewing the webinar recording of the training to help guide your preparation. Having a co-presenter is best practice, especially if you’re presenting to a multidisciplinary audience and/or participants outside of your field. Meet with your co-presenter(s) ahead of time to determine how best to facilitate this training cooperatively. Read the studies cited ahead of time to familiarize yourself with the research.
- **Follow the script – but make it your own.** Stalking is a sensitive, serious and nuanced topic. Please become familiar with the foundational information on each slide.
- **Create/acquire materials.** Make sure the PowerPoint and hand-outs are set up and ready to go when attendees arrive for the training. Load the video in advance, and download it to your desktop if you’re unsure of the internet connection where you’ll be presenting. For the SLII Brainstorm Activity (slide #), decide if you’d like to hand out worksheets or have groups write on large piece of paper. Make copies and/or acquire the materials as appropriate.
- **Consider space, timing and A/V needs.** Ideally, participants will be seated in small groups (round tables with groups of 5-6) to allow for discussion during group activities. Test the project/monitor ahead of time and make sure everything is set up when participants arrive.
- **Schedule strategically.** Please consider attendee availability when scheduling the program. Lunchtime trainings are recommended for workplaces, and using a regular meeting time is ideal
for a community group. January is Stalking Awareness Month and may be a natural time to schedule this program.

**Frequently Asked Questions**

**Who is the workshop for?**
As this crime will only end when friends, family, neighbors, teachers, mentors and colleagues know how to identify stalking and support victims, the workshop is intended for the general public. Audiences may include those in the domestic violence and/or criminal justice field as well as concerned individuals with no professional affiliation to the issue of stalking.

**Who should lead the workshop?**
The workshop can be facilitated by one person, or several people can divide the presentation. Facilitators should be strong presenters who can commit to preparing for the session. Ideally, presenters will have some background in the domestic violence and/or victim services field. The training is scripted and interactive, so a lay person may also choose to deliver the training.

**I want to do a one-time public awareness training. Is this the right workshop?**
Yes! If you’re only doing one workshop on stalking, this should be the one.

**I want to do a training or series of trainings for professionals in the criminal justice and/or domestic violence field. Is this the right workshop?**
Maybe – you can certainly start with this training as an overview of stalking. SPARC also offers trainings around more specialized topics such as identifying a course of conduct, prosecuting stalking cases, evidence collection and supporting survivors. Please see our website to determine which offering will best meet your needs.

**How much preparation is involved?**
Facilitators should plan on about 1.5 hours of preparation time. The facilitator(s) will need to review the materials, make copies of the handouts and schedule and advertise the program. This Facilitator’s Guide includes all the slides and the speaking points on each slide.

**I don’t think a face-to-face training is realistic for my workplace/group. What else can I do?**
If you aren’t able to do the in-person workshop, the website includes a recorded webinar of the presentation. You could view the webinar as a group and facilitate a group discussion afterwards.

**I don’t have access to a projector/monitor to show a PowerPoint. Can I still do the program?**
Yes! Copies of the slides are available here (link) without facilitator notes, and groups can read copies of an interview rather than watch the video. Print these for participants so they can follow along with the program.

**How much does it cost?**
The program and materials are offered at no cost. If you adapt these materials for your own branding, please be sure to credit SPARC with the creation of your materials.
Who can I contact for more information?
For more information on the program, contact Dana Fleitman, SPARC Associate Advisor, at Associate@StalkingAwareness.org.

All materials and publications (written, visual, or sound) resulting from award activities shall contain the following statements: "This project was supported by Grant No. 2017-TA-AX-K074 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this publication/program/exhibition are those of the author(s) and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women."
Key message: Introduction to the presentation

- Welcome
- My name is [name] and I’m [role].
- Training created by the Stalking Prevention, Awareness and Resource Center (SPARC)—the only technical assistance provider on stalking.

Key message: Today’s program will discuss stalking and violence in detail, with examples and true stories.

- Trigger Warning: Today’s program will discuss stalking and violence in detail, with examples and true stories.
- Please take care of yourself however you need to throughout this event.

Key message: A victim’s perspective on the fear and distress caused by stalking

- Ask the group: Can someone read this quote out loud?
- This is testimony from Renee Sue O’Neal, who was stalked by her ex-boyfriend, Jerrod Hill.
- Renee was supposed to read these words from her victim statement as part of Jerrod’s sentencing hearing for a felony stalking charge. But she didn’t make it.
• Jerrod – out on bail -- murdered her the morning of that hearing before killing himself.

Slide 5

Renee Sue O’Neal (1982 - 2017)

• Key message: Renee’s story is just one example of the millions of people impacted by stalking, a serious and prevalent crime.

Slide 6

Over 25 million people have been stalked in the United States over the course of their lifetimes.


76% of femicide victims were stalked before being murdered.

McFarlane et al., Stalking and Intimate Partner Femicide, 3(4) HOMICIDE STUDIES 300-16 (1999)

Key message: Stalking is prevalent and dangerous.

• An estimated 25 million people have been stalked in the United States over the course of their lifetimes.
• 6-7.5 million are stalked in a one-year period.
• Stalking is a major predictor of lethality:
  • In one study, 76% of femicide victims murdered by intimate partners were stalked prior to being killed.
  • Yet, very few stalkers are charged, arrested or prosecuted.

Slide 7

Defining Stalking

Key message: Let’s define stalking.
Behavioral Definition

Stalking:

A pattern of behavior directed at a specific person that would cause a reasonable person to feel fear.

Key message: The behavioral definition of stalking is a pattern of behavior directed at a specific person that would cause a reasonable person to feel fear.

- Different states and jurisdictions have different definitions of stalking.
- This is the behavioral definition.
- Can someone read this definition out loud for me?

Key message: We’ll discuss the highlighted elements in more detail.

- Some of the important concepts here have been highlighted.
- Let’s break this down.

Key message: Stalking is a pattern of behavior that requires 2 or more behaviors. The behaviors can vary or be the same. Some behaviors are criminal on their own (like property damage) while others only become criminal when part of a stalking case (like excessive texting).

- Like domestic violence, stalking is NOT just one incident. It is a pattern.
  - Ask the group: How many times does something have to happen for it to be a pattern? (Answer: 2-3)
  - Does the behavior have to be the same every time (for example, calling every day) or can the behaviors be different? (Answer: Behaviors can be different – like calling one day and then sending a gift the next week)

- When you’re looking at the stalking statute, realize that most legal definitions of stalking use the term...
“course of conduct.” This is a synonym for “pattern of behavior.”

- Many different behaviors can be part of a stalking pattern/course of conduct.
  - Some stalking behaviors are criminal (for example, property damage).
  - Others are not crimes on their own (for example, sending gifts), but can become criminal when part of a stalking course of conduct.

### Slide 11

**Key message:** Stalking is directed at a specific person.

- Stalking is directed at a specific individual, not a group.
- However, stalkers may target other people close to the primary victim – like family members or a new boyfriend or girlfriend.

### Slide 12

**Key message:** Fear is key to the definition of stalking.

- The reasonable person standard asks us to consider how any rational person in similar circumstances to the victim might feel.
- Fear is key to the definition of stalking.
  - Fear is how we differentiate stalking from other crimes, like harassment.
  - Harassment generally describes behavior that is irritating, while stalking describes behaviors that cause fear.
Key message: Stalking crimes are highly contextual. What causes a stalking victim to feel fear may not be obviously understood as scary by an outsider.

Divide participants into small groups and give each one of the three examples. Allow 5 minutes for discussion and then ask them to report out. If you have a small audience, you may just split the group into 3. If you have a larger audience, multiple groups will discuss the same prompt. Allow 5 minutes to discuss and 1 minute for each report out).

Debrief:
- Can someone from each group briefly summarize the story you read?
- Stalkers know that their victims may sound crazy when they report the stalking – especially if they don’t have proof of what happened.
  - Stalkers can use this to their advantage.

Key message: Context is critical to understanding stalking.
- As you just recognized, context is critical in stalking cases.
- Something may be frightening to the victim but not to you as an outsider.
- If you’re ever in a situation where you don’t understand why something is scary to a victim, it’s always best to ask to learn more.
Victim Responses: Is it Fear?

Key message: Victims may not present as fearful and/or admit that they are experiencing fear.

- Often, victims may express emotions or reactions other than fear.
- Some victims may not ever express fear:
  - They may express anger, irritation and/or exhaustion.
  - Others may show no affect.
  - Many victims minimize what’s going on as a way to cope.
  - Many people do not feel comfortable expressing that they feel afraid.
    - This can be especially true for victims who might feel like they have to “stay tough” or “be strong.”

- To better understand the impact that stalking is having on a victim, ask questions about what the victim has changed as a response to the stalking.
  - For example, did they move? Change routes to and from their work or school? These imply fear.

“Going to work, attending your kids activities, going out for the evening… these things seem routine. For me, they’re terrifying because I never know what he will do or when he will show up.”

~ Survivor

Key message: It’s important to hear from victims in their own words.

- Stalking can include physical danger as well as psychological harm.
- This is a quote from a survivor of stalking that illustrates emotional impact and fear.
Key message: Now we’ll discuss the dynamics of stalking.

Stalking Dynamics

Key message: More than 1 in 6 women and 1 in 17 men have experienced stalking.

- This breaks down to more than 1 in 6 women and 1 in 17 men experiencing stalking over their lifetime.
- The rates for domestic violence are around 1 in 4 – not that different.
  - However, the level of response to stalking has been far less.

Key message: While people of all genders can experience stalking, women are more likely than men to experience stalking.
Key message: 18-24 year olds experience the highest rates of stalking

- Stalking impacts people of all ages – from children to older adults.
- 18-24 year olds experience the highest rates of stalking.
- *Ask the group: Why do you think this is?*
  - A few reasons may be:
    - Young people are still developing impulse control.
    - Many people in this age group live on college campuses, where the geographic proximity makes stalking easy for a perpetrator.
    - Young people have fewer experiences with sexual/romantic relationships and manners of responding to when those relationships end.

Key message: Most stalkers are male.

- While there are female stalkers, the majority of victims report that their stalkers are male.
  - When the victim is male, the offender is also male about half the time.
  - Often, the stalker is stalking a former intimate partner and targets the new boyfriend as well.
Key message: The victim knows the perpetrator the vast majority of the time.

- In popular culture, when we hear “stalking” we may think about celebrity stalkers.
  - While this can happen, the victim knows the perpetrator the vast majority of the time.

Key message: Most offenders are known to their victim in some capacity – most often former/current intimate partners. Strangers only account for a minority of the cases.

- The majority of stalkers are intimate partners (current or former)
  - Stalking is a method of exerting power and control in an abusive relationship.

- It is also essential to realize that many stalkers are NOT intimate partners.
  - Particularly for male victims, the stalker is often an acquaintance.

- Stalking is often categorized under domestic violence.
  - But it’s essential to realize that not all stalking is related to domestic violence.
  - All stalking victims need our help and our response.
Now that we’ve defined stalking, we’re going to discuss the different behaviors that stalkers may engage in.

Key message: Stalkers use many methods and strategies to stalk their victims. One significant stalking researcher, TK Logan & Robert Walker, developed the helpful acronym S-L-I-I to categorize the different methods.

- Stalkers use many strategies to stalk their victims. The acronym S-L-I-I can help you remember the different methods.
- Many of the categories intersect and overlap.
- The categories are:
  - Surveillance: How is the stalker tracking or monitoring the victim?
  - Life invasion: How has the stalker invaded the victim’s life?
  - Interference: What has the victim lost and/or what is s/he afraid of losing because of the stalker?
  - Intimidation: How has the stalker intimidated or threatened the victim?
• Key message: The most common stalking behaviors are unwanted contact, spreading rumors, following, and spying.

• Here are the most common stalking behaviors.
  • 2/3 of stalkers send unwanted text messages and make unwanted phone calls.
  • About a third spread rumors, follow/spy, send unwanted letters and email and show up at places.

• Stalking is dynamic and changes over time.
  • Stalkers change their behavior as the victim reacts (or doesn’t react).
  • For example, if a victim changes his or her phone number, a stalker may start showing up in person.

Key message: Stalkers often use technology to stalk their victims.

• Stalkers often use technology to stalk their victims.
• Stalkers can use technology to track, spy, and/or harass their victims.
  • Over 1 in 4 stalking victims report being stalked using technology.
  • 10% are stalked using Global Positioning System (GPS), and 8% report being monitored through video, digital cameras, or listening devices.
Key message: Stalkers often engage in multiple behaviors.

- 78% of stalkers use more than one means of approach.
- 66% of stalkers pursue their victim at least once per week.
- 20% of stalkers use weapons to threaten or harm victims.
  - Knives are the most common weapon that stalkers use – it’s more intimate.

- As you can see, many stalking cases involve other crimes like property damage, assault and/or attacking a pet.
- Stalking may also co-occur with sexual assault and/or domestic violence.
  - Our criminal justice system tends to be incident-based – in other words, there’s a single incident (like property damage) and the police respond.
  - It’s important to realize that these individual crimes may be part of a larger pattern of behavior that makes up the crime of stalking.

Key message: Introducing Peggy Klinke video and providing a trigger warning to participants.

- We’re going to learn more about a specific stalking case.
- We’ll [watch the video or read articles] and then discuss questions in small groups, then come back together to report out.

*Note to facilitator: Either watch the video as a large group OR split the room into small groups and distribute*
the articles about Peggy Klinke. Distribute the discussion questions.

If watching the video, say the following:
• Included in this video is a very distressing 911 call and a graphic description of a murder.
• Participants are encouraged to take care of themselves as they see fit.

Allow up to 10 minutes for groups to discuss – reading the article/watching the video and group discussion should take a combined 20 minutes or so.

Debrief:
• Thank you for having that discussion.
• Does anyone have any major reflections that they want to share?

• Peggy’s case highlights some common dynamics of stalking.
• In Peggy’s case, her stalker was a former intimate partner.

Note to Facilitator: The video is embedded here to view. There is also a short article available that participants may read instead of watching the video.

Debrief:
• Thank you for having that discussion.
• Does anyone have any major reflections that they want to share?

• Peggy’s case highlights some common dynamics of stalking.
• In Peggy’s case, her stalker was a former intimate partner.

Key message: Intimate partner stalkers pose the greatest threats to their victims.

• Ask the group: Why do you think this is? Why might an intimate partner make for a particularly dangerous stalker? (Sample answers: they know the victim the best – the victim’s schedule, social network, even accounts and passwords. They know the victim well and how best to upset them).

Key message: Surveillance and life invasion behaviors present in Peggy Klinke’s case.

• As your groups discussed, here are some examples of the stalking behaviors that Peggy experienced. (Note to Facilitator: Point out any that the participants may have missed).

Key message: Interference and intimidation behaviors present in Peggy Klinke’s case.

• Like Patrick, most stalkers engage in multiple stalking behaviors.
  • Stalkers may combine non-criminal actions (like text messaging) with criminal actions (like arson).
In your small groups, question 5 asked how Peggy and others were impacted by the stalking. What did you discuss?

Key message: Stalking has serious impacts on victims.

- Stalking has serious impacts on victims.
- Many experience mental health issues.
- Lose time from work.
- Relocate to avoid the stalker.

Key message: There are multiple reasons why a stalker may perpetrate this crime. Often, stalkers stalk because they can.

- Stalkers have different motivations. These can include:
  - Seeking affection
  - Power and control (as an extension of an abusive relationship)
  - Rejection, leading to stalking as retaliation
  - Obsession
  - Planning to commit a crime (for example, rapists may learn a victim’s habits and schedule to more easily target him or her)
  - Because they can. Stalkers often get away with stalking.
What Can You Do?

Key message: You have the power to support victims and hold perpetrators accountable.

- The SPARC website includes guidance for different roles in the domestic violence and criminal justice systems.
  - If you’re a victim advocate, police officer, attorney or other professional, please visit SPARC’s website for specific guidance for how you can better address stalking in your profession.
- We all have a role to play in building awareness about stalking, addressing stalking and supporting victims and survivors.

KNOW IT.

Key message: It is important to really understand what stalking is (and is not).

- By attending today’s training, you took an important step in learning about stalking.
- Stalking is a dynamic and complex crime. There’s a lot of information.
- Continue to educate yourself on stalking.
  - I’ll hand out and/or e-mail some resources for you to leave with today.
- Educating your community on stalking can make victims more aware of when they are being stalked and more likely to take the threat seriously and seek help.
Key message: Name it. Call out stalking when you see it.

- Stalking is often trivialized or romanticized in popular culture.
- You may hear terms like “Facebook stalking” used in a joking manner to describe someone looking someone else up on social media.
- Media often romanticizes stalking and shows rejected men pursuing women at all costs.
- Take the information you learned today to correct these misconceptions.
  - Stalking is not unrequited love, awkward, or harmless – it’s a crime and it’s dangerous.
  - Be critical of how stalking is discussed and shown in the media and voice your concerns to your friends, family and children.

Key message: Stop it. We have the power to end stalking.

- Stalkers stalk because they know they can get away with it. We can change that.
- Many communities lack resources to address stalking adequately. Advocate for more resources on stalking in your community.
- Talk with your friends, loved ones and community about healthy relationships and stalking.
- Get involved in anti-stalking efforts in your community.
Key message: January is National Stalking Awareness Month! Resources to get involved are available on the SPARC website.

- Stalking impacts every population in every community.
- Bring stalking awareness to groups where you have influence: it could be through your work, a PTA, a religious group, or any number of other places.
- SPARC creates ready-to-use resources each January for Stalking Awareness Month. Visit the SPARC website to get involved.

Key message: Take the time to brainstorm what you can do to address stalking.

- Turn to the person next to you and discuss one thing you can do to help address stalking. *(Allow 2 minutes for discussion. If time allows, ask for some participants to share their commitments).*

Key message: SPARC is funded by the Department of Justice Office of Violence Against Women (OVW).

- SPARC has given permission to us to reproduce and use these slides for training purposes.
- Please be sure to check out SPARC’s materials, website, etc.

Key message: SPARC has more resources on stalking.

- SPARC provides in-person and online training and resources on stalking.
- Visit the SPARC website to learn more.
Key message: Thank you and continue your learning.

- Today’s session provided an overview of stalking’s definition as well as behaviors and dynamics.
- There’s lots more to learn!
- Visit SPARC’s website for tip sheets, fact sheets and more learning resources on stalking.

- Thank you for your attention today!
- Please learn more at www.StalkingAwareness.org