

ONLY  
26%

of undergraduate students  
experiencing sexual violence  
report the incident.

Why don't people report?

What can we do?

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# Harassment & Consent in Academia

A workshop facilitated by FemPhys

Your friendly neighborhood  
 feminist  
physics  
club!

In collaboration with

**Walk the Talk** **OCT 25**  
BUILDING CONSENT SKILLS TOGETHER

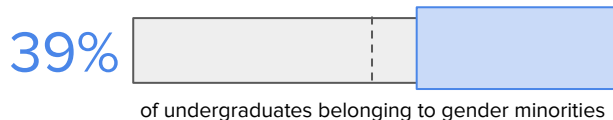
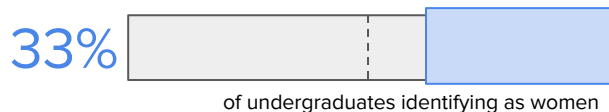
at University of Waterloo

Not feeling okay?

Head to the event headquarters (SLC Great Hall)  
or the Women's Center (SLC 2101) for support.

CW: Sexual violence statistics and reporting

## Sexual violence is prevalent in academia.



have experienced sexual violence during their time at university.<sup>1</sup>

## It disproportionately affects women and gender minorities.

Sexual violence can affect many areas of a survivor's life, leading to negative impacts on health and academic performance<sup>2</sup>.

Of course, academia *should* be a safe environment for all to teach and learn.

But it's not.

Women and gender minorities experience 4-5x more sexual violence than men<sup>1</sup>  
**AND** leave academia at much higher rates

Addressing sexual violence is necessary to make academia safe and welcoming to all.

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of undergraduate students experiencing sexual violence report the incident.<sup>1</sup>

## Why don't people report?

- > Felt incident wasn't serious enough 59%
- > Embarrassed or ashamed 36%
- > Thought nothing would be done 29%
- > Afraid of social consequences 27%
- > Feared lack of confidentiality 20%
- > Felt they would not be believed<sup>1</sup> 15%

## What can we do?

### Improve the reporting process:

- > More accessible to survivors
- > Transparent outcomes
- > Educational to perpetrators

### Improve academia:

Reduce power imbalance and strict hierarchy, lessening vulnerabilities to coercion and quid pro quo dynamics

### Improve society:

Reduce misogyny, stigma, and victim blaming

## Knowledge is power!

Peruse these studies for a more comprehensive understanding of the manifestations and impact of sexual violence.

- > Climate Survey<sup>1</sup>  
American Assoc. of Universities (2015)
- > Sexual Harassment of Students  
Cantalupo & Kidder, Utah Law Review (2017)
- > Drawing the Line<sup>2</sup>  
American Assoc. of University Women (2006)

For links to these resources (and more!), visit [tinyurl.com/y87k4gf9](https://tinyurl.com/y87k4gf9)

## Curious about reporting at UW?

UW has several policies pertaining to prevention and response to sexual violence:

- > **Policy 42** - Sexual Violence Response
- > **Policy 33** - Ethical Behaviour

The **Sexual Violence Response Coordinator** can provide guidance about the reporting process, as well as help and support to survivors.

Contact Amanda Cook at  
[amanda.cook@uwaterloo.ca](mailto:amanda.cook@uwaterloo.ca)

## Get Involved!

Policies 42 & 33 are under review right now! Give your input by emailing [uw.policy@uwaterloo.ca](mailto:uw.policy@uwaterloo.ca).



Improving physics and academia with the tools of feminism!