

# Sexual Violence Prevention & Response: Report to Board of Governors June 2019

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## **What is Sexual Violence?**

Sexual Violence means any sexual act or act targeting a person's sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person's consent, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation – *Bill 132, Sexual Violence and Harassment Action Plan Act, 2016*

## **Sexual Violence Prevention & Response Office (SVPR)**

This office was established in July 2017 is a part of the Human Rights, Equity and Inclusion Unit on campus. The role of this office is to provide survivor-led support to all students, staff and faculty who have experienced, or been impacted by, sexual violence. This service includes creating a safe(r) space for survivors to share as little or as much as they want about their experience, exploring services and resources both on and off campus, and discussing, as well as supporting folks through, formal and informal processes. This office also develops and implements training and education opportunities across campus, and hosts events for our campus community members.

## **Ministry of Training, Colleges and Universities (MTCU)**

In February/March 2018, the Ontario government released the Student Voices on Sexual Violence Climate Survey to all undergraduate and graduate students in Ontario.

In March 2019 results from the survey were released to the public, and these results were followed by updated requirements of Universities in addressing sexual violence on campus.

- More than **half** of UW students have experienced sexual harassment
- About **1 in 5** UW students have experienced stalking
- About **1 in 5** UW students have had a non-consensual sexual experience
- **1 in 4** UW students were dissatisfied with the institutional response to sexual violence
- Only **1 in 5** UW students knew how to access supports and services for sexual violence

### **Announcement in March 2019**

- All institutions are required to report annually to their Board of Governors on the experiences of, and supports for, students who have experienced sexual violence
- Doubled funding for 2019/2020 in Women's Campus Safety Grant

- Every institution must establish a taskforce on sexual violence to report to their Board of Governors and MTCU annually
- Every institution to review their sexual violence policies by September 2019

## Services & Statistics: January – December 2018

<b>Student Support and Services: January – December 2018</b>	
Total Direct Provision	68
- In Person	55
- Via Phone/Email Only	13
Consultations with others on campus	50
Formal Complaints under Policy 42	3

<b>Student Experiences of Sexual Violence: January – December 2018</b>	
Sexual Assault	36
Sexual Harassment	18
Stalking	1
Drugging*	2
Intimate Partner Violence	2
Childhood Sexual Abuse	1
Undisclosed	2

*\*Unknown if Sexual Assault Occurred*

## **Accommodations & Support (provided on a case-by-case basis)**

Accommodation Options are available to any one that we are supporting, and are determined on a case-by-case basis. These include:

- Academic accommodations are supported through AccessAbility and facilitated by a referral form from the SVPR to an AccessAbility advisor
- Alternate office space
- Alternate parking space
- Change in residence room, building and/or emergency housing
- Safety planning and/or plan for navigating campus
- Coping and managing strategies, grounding techniques
- Letter of support for academic petitions
- Support in preparing Policy 42 complaints
- Support in preparing CICB applications

Referrals for Support are always provided as an option. This is not an exhaustive list, and is dependent on individual needs. Referrals to on and off campus services include:

- Counselling Services
- UW Police or Waterloo Regional Police Service (where appropriate)
- Peer Support Groups on Campus (Women's Centre, Glow)
- Conflict Management and Human Rights Office
- Victim Services of Waterloo Region
- Sexual Assault Support Centre of Waterloo Region
- Sexual Assault/Domestic Violence Treatment Centre
- Community Justice Initiatives

## **Campus Initiatives**

The following are examples of several initiatives currently underway on campus.

- Sexual Violence Prevention Task Force
- Sexual Violence Prevention and Awareness Online Module
- Responding to Disclosure training for Staff and Faculty
- Online training module for orientation leaders
- Online training module for Teaching Assistants
- Training for Residence Dons and Residence Life Coordinators
- Peer Engagement with Peer Health Educators
- Consent Week Activities (last week of January)
- 16 Days of Activism Against Gender Based Violence (annual)
- Upstander (Bystander Intervention) workshops in 2019
- Policy 42 Training

The SVPR Office also engages in regular presentations to groups across campus about our services and how to make a referral. For more information about these or other activities on campus please contact Amanda Cook: [amanda.cook@uwaterloo.ca](mailto:amanda.cook@uwaterloo.ca)

# Policy 42: Prevention and Response to Sexual Violence - Revisions

## Committee

A committee was assembled to reconsider the policy and procedures, which were approved by the Board of Governors for implementation in January 2017. This committee began its work in Winter 2018 and sought to improve the policy and procedures in light of experience and to rectify problematic aspects.

In Fall 2018 the committee's mandate changed; the policy and procedures now only cover activities relating to students, as employee activities relating to sexual violence, sexual misconduct, and sexual harassment are already covered in policies 33 (Ethical Behaviour) and 34 (Health, Safety and Environment).

## Consultations

The committee sought feedback from the Waterloo student community beginning in December 2018 and ending in February 2019. In light of this consultation process, the committee revised the policy and procedures. Recently, the review committee consulted with the University's Relations Committees.

## Overview of Changes

- 1) Application of the Policy exclusively where the student is identified as the respondent:

The employee groups on campus identified that matters involving employees are already handled by existing policies 33 and 34 and asked to be removed from this policy; the President concurred. No matter which formal policy path applies, all those who experience sexual violence will receive supports and resources that best fit their needs.

- 2) Extension of jurisdiction of the policy to events occurring outside of the University's campuses:

The previous policy did not apply to activities that occurred off campus, for example at external residences or events. This has been changed in the current version as it was acknowledged that the jurisdictional restrictions were problematic. What the committee wanted to address is the situation where something occurs off campus and may have an adverse effect on the complainant's course of study at Waterloo.

- 3) Formalization of the necessity for there to be two individuals at the Sexual Violence Response Coordinator level such that support offered to complainants and respondents are done by separate people:

This change reflects the potential conflict of interest where one person is responsible for supporting both parties in these matters.

- 4) Increased clarity, particularly in the procedures, as to process, the resources available to any person affected by Sexual Violence, and to frame expectations for complainants and respondents as to options and potential outcomes.