

2019 Sexual Violence Prevention and Response Report to the Board of Governors

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Overview: Sexual Violence Prevention Task Force

In March 2015, Ontario launched the *It's Never Okay: An Action Plan to Stop Sexual Violence and Harassment* which includes concrete actions to be taken to help change attitudes, provide better support for survivors and make workplaces and campuses safer and more responsive to complaints of sexual violence and harassment.

The University of Waterloo has taken its own actions to address sexual violence, including the creation of the Sexual Violence Response Coordinator and Director of Sexual Violence Prevention and Response staff roles; the implementation and review of Policy 42 – Prevention of, and Response to Sexual Violence; and the creation of the Sexual Violence Prevention Task Force.

The development of a sexual violence prevention framework (mobilized by the Task Force), and educational plan (created and implemented by the Director, Sexual Violence Prevention and Response, with input from the Task Force) are both additional key actions being taken on campus to raise awareness, provide education and training, and ensure comprehensive University supports and services.

The sexual violence prevention framework and accompanying educational plan are based upon the strategies included within the *Okanagan Charter: An International Charter for Health Promoting Universities and Colleges*; to which the University of Waterloo is a signatory.

Goals of the Task Force:

- To create a campus culture where the impacts of sexual violence are understood and well responded to, and
- To create a campus culture where strong efforts are made to prevent sexual violence.

Purpose of the Task Force:

- To support the implementation of the University of Waterloo's Sexual Violence Prevention Framework, which will include the key elements of:
 - Awareness
 - Education
 - Training
 - Services & Supports

- To support the Sexual Violence Prevention and Response Office in their work to develop education and training initiatives in line with the priorities established via the framework.
- To assess the sufficiency of Waterloo’s sexual violence policy and the effectiveness of current programs and services to combat sexual violence on campus.
- To provide recommendations on the additional steps that Waterloo may take to ensure a safe environment for all.

Evaluation

In Winter term 2020 the Task Force approved a partnership between the Director, Sexual Violence Prevention and Response with Institutional Analysis and Planning (IAP) to engage in an evaluation of sexual violence policy and programming at the University of Waterloo. The Task Force is currently working with IAP to develop the evaluation framework.

As per the direction from the Ministry, the Task Force will also undertake a process to provide recommendations on the additional steps that Waterloo may take to ensure a safe environment for all.

Sexual Violence Prevention & Response Office (SVPRO)

2019 marked the second year that this office has been a part of the University of Waterloo community. This year the SVPRO, which is located within the Human Rights, Equity and Inclusion Unit (HREI), saw an increase in service requests, both for direct service and education, and an increase in opportunities for collaboration both on and off campus. The SVPRO added capacity to meet the needs of our campus community through the hire of the Sexual Violence Response Coordinator, who joined the office in May 2019. This enhanced capacity naturally translated into an increased ability to provide comprehensive, campus-wide education and training that meets the diverse needs of staff, faculty and students, as well as continuing to ensure timely response to direct service and consultation requests from campus stakeholders. The addition of resources also allows for identifying, and collaborating around, systemic change to align with the strategic goals of both HREI and the University of Waterloo.

Sexual Violence and Gender-Based Violence Defined

The Ontario government defines sexual violence as “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). This definition is also reflected in University of Waterloo Policy 42 – Prevention of, and Response to, Sexual Violence.

We have included the broader language of gender-based violence in the chart below to acknowledge and capture those forms of sexual violence which are not reflected within the above definition. Gender-based violence can be defined as “any form of violence that is committed against someone based on their gender identity, gender expression or perceived gender” (Status of Women Canada). This umbrella term may include, but not be limited to: intimate partner violence, emotional abuse, human trafficking, reproductive coercion, technology-facilitated violence, forced marriage, financial abuse, stealthing or non-consensual condom removal, threats of violence to coerce sex, and others.

2019 Campus Initiatives

The following are examples of several initiatives undertaken in 2019:

INITIATIVE	AUDIENCE AND ENGAGEMENT
<p>Responding to Disclosures Training</p> <p><i>Train the Trainer program. Newly trained trainers provide a 1.5 – 2-hour workshop to colleagues within their Faculties and Departments.</i></p> <p><i>Key resources and supports developed:</i></p> <ul style="list-style-type: none"> • Power point presentation with embedded facilitator’s guide • One-page quick reference sheet and banner pens to provide to participants post-training • A Community of Practice established to support trainers 	<p>34 trainers -169 participants</p> <p>Staff Trainers involved in the Responding to Disclosure Community of Practice, as well as</p> <ul style="list-style-type: none"> • Co-operative Education Staff • Organizational Human Development Staff • Athletics and Recreation Staff • GSPA staff • Campus Wellness • Science Undergraduate Office • Co-op Harassment advisors • Arts Undergraduate office <div data-bbox="1516 589 1902 807" style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>General sessions are also provided by HREI each term that encourage any member of campus to attend</p> </div>
<p><i>Background on Train-the-Trainer Program:</i> Winter term 2019, 34 University staff members from diverse departments and units participated in the co-development of a campus train-the-trainer module for responding to disclosure. Developed from the responding to disclosure training created by the Centre for Research and Education on Violence Against Women & Children (CREVAWC), our inaugural Train the Trainer session was facilitated by one of the creators of the CREVAWC training content, Mandy Bonisteel. It is designed to support all employees to: respond supportively & effectively to disclosures of sexual violence; know where to seek tangible support & resources; examine one’s own attitudes, behaviours & beliefs; ensure that survivors are treated with respect and dignity and that they receive the supports needed to feel comfortable remaining a part of our campus community, as well as to continue on their path toward healing.</p>	
<p>Meet and Greet Presentations</p> <p><i>Overview of Sexual Violence Resources on and off Campus, Best Practices for Responding to Disclosures, and Review of Policy 42 Roles and Responsibilities provided</i></p>	<p>265 campus community members</p> <ul style="list-style-type: none"> • Academic Leadership Forum • Women in Engineering • Committee on Student Mental Health • New Manager Orientation • University of Waterloo Board of Governors • University of Waterloo Graduate Operations Committee • University of Waterloo Undergraduate Operations Committee

INITIATIVE	AUDIENCE AND ENGAGEMENT
	<ul style="list-style-type: none"> • All University of Waterloo Special Constables • St. Jerome’s Student Affairs Staff • Academic Advisors (and related roles)
<p>Creating a Consent Culture with Student Leaders</p> <p><i>Provided trainings on Unpacking Rape Culture on Campus, Responding to Disclosures and Creating a Consent Culture</i></p>	<p>322 student leaders</p> <ul style="list-style-type: none"> • Peer Health Educators Volunteers • Women’s Centre Volunteers • RAISE Volunteers • Affiliated Colleges Residence Dons • Orientation Leaders (via inaugural online module) • Orientation Planners
<p>Guest Lectures</p>	<p>198 attendees</p> <ul style="list-style-type: none"> • Women’s Studies Courses – Unpacking Sexual Violence and Creating a Consent Culture • Senior Women in Academic Leadership Conference (SWAAC) – Understanding Sexual Violence on Campus • National Athletics, Intramurals and Recreation Conference (NIRSA) – Understanding Sexual Violence on Campus • Waterloo Regional Sexual Assault Review Team (SART) – Campus Based Sexual Violence Prevention and Response Services • Bachelor of Social Work Annual Orientation – Campus Based Sexual Violence Prevention and Response Services as well as services, projects, and work of the Office of HREI
<p>Inaugural Consent Week</p>	<p>11 Events</p> <ul style="list-style-type: none"> • Campus-wide initiatives to increase awareness and knowledge around consent
<p>16 Days of Activism Against Gender-Based Violence</p> <p>https://uwaterloo.ca/16-days-of-activism-against-gender-based-violence/about</p>	<p>14 Events</p> <ul style="list-style-type: none"> • Campus-wide initiatives to support gender-based violence survivors
<p>External Facilitator: Dr. Lori Haskell, PhD</p> <p><i>“Neurobiology of Trauma and Sexual Violence”</i></p>	<p>17 attendees</p> <ul style="list-style-type: none"> • Senior administration and other relevant decision makers on campus were invited to attend a full day workshop on the impacts of trauma on the brain, the body’s defense

INITIATIVE

AUDIENCE AND ENGAGEMENT

<p><i>Clinical psychologist specializing in trauma, revictimization, violence prevention, sexual abuse and sexual violence in relation to psychological development</i></p>	<p>circuitry, and impact on memory for survivors to better understand potential responses and reactions of those proceeding through complaint processes.</p>
<p>External Facilitator: Steph Guthrie <i>“Redefining the ‘trolling’ and ‘cyberbullying’ narratives”</i> <i>Feminist advocate, organizer and analyst focusing on the intersection of gender, culture, and technology.</i></p>	<ul style="list-style-type: none"> • SVPRO co-sponsored this public Sexual Assault Support Centre of Waterloo Region event, which was hosted in Fed Hall
<p>Campus Wellness Peer Health Educators</p>	<ul style="list-style-type: none"> • Peer Health Educators on the sexual health team focused their student engagement activities entirely around consent and sexual violence campaigns. This included engagement activities surrounding healthy relationships, consent and substance use, and healthy sexuality.
<p>SVPRO Education and Awareness Videos</p>	<ul style="list-style-type: none"> • The SVPRO created two promotional videos in collaboration with several campus stakeholders, found here. The first highlights how campus stakeholders across campus embed discourse on addressing sexual violence in their everyday work; the second highlights how one can access support through the SVPRO office, as well as the partners the SVPRO works with on campus to ensure needs are met.
<p>Public Education Agreement with Sexual Assault Support Centre of Waterloo Region (SASC)</p>	<ul style="list-style-type: none"> • Beginning Fall 2019, a public education agreement was established between the Public Education Program of SASC and the SVPRO to provide 7 hours/month of education on campus as well as assistance and guidance on events run through the SVPRO. SASC is regularly welcomed into classes, student services, student clubs, and so on to provide interactive learning on ending sexual violence, practicing consent, bystander intervention, male allyship and more.

2018-2019 Services & Statistics

Student Supports and Services	2018	2019
Total Direct Service Provision (unique individuals) - survivors	68	123
Carry over*	4	8
Consultations with others on campus	50	71
Formal Complaints under Policy 42	3	2

*Carry over refers to the number of students who “carried over” from the prior year(s) and continued to access services and support from SVPRO.

Student Experiences of Sexual Violence	2018	2019
Sexual Assault	36	65
Sexual Harassment	18	33
Other forms of Gender Based Violence	6	15
Undisclosed	2	10

*some survivors may have sought support for more than one type of harm

2018-2019 Accommodations & Support

Accommodation options are available to anyone that we are supporting and are determined on a case-by-case basis. The top three accommodation requests (outside of a formal policy complaint) in 2019 include:

- Academic accommodations (supported through AccessAbility and facilitated by a referral form from the SVPRO to an AccessAbility advisor)
- Letter of support from SVPRO for academic petitions
- Safety planning and/or plan for navigating campus

Other supports and accommodations discussed and offered (when appropriate):

- Alternate office space
- Alternate parking space
- Change in residence room, building and/or emergency housing
- Coping and managing strategies, grounding techniques
- Support in preparing Policy 42 complaints
- Support in preparing Criminal Injuries Compensation Board applications

Referrals for continued support are always provided as an option. This is not an exhaustive list and depends on individual needs. The top three referral requests where a warm hand-off is provided include:

- UW Counselling Services
- Conflict Management and Human Rights Office
- Victim Services of Waterloo Region

Other services often discussed and offered (when appropriate):

- Sexual Assault Support Centre of Waterloo Region
- Off-campus counselling services
- Peer Support Groups on Campus (Women’s Centre, Glow, RAISE)
- Emergency housing through Campus Housing
- Sexual Assault/Domestic Violence Treatment Centre
- Community Justice Initiatives
- UW Police or Waterloo Regional Police Service (where appropriate)

2020 Winter Term – Statistics

SVPRO saw an increase in direct service requests between Winter Term 2018 and Winter Term 2019 and were on track to continue to see an increase in direct service requests again in Winter Term 2020. SVPRO saw no direct service requests between March 4 and April 16, 2020, which we believe can be attributed to COVID-19 impacts. Without the impacts of COVID-19, our assumption would be that the new direct service needs for Winter Term 2020 would have surpassed those of last year.

	2018	2019	2020
Direct Service: Jan - April	23	30	28
Carry Over	4	8	14
Consultations	13	21	23
Formal Complaints	2	1	0

Student Experiences of Sexual Violence	Winter Term 2020
Sexual Assault	15
Sexual Harassment	3
Other forms of Gender Based Violence	6
Undisclosed	5

**some individuals may have sought support for more than one type of harm*

Understanding the Numbers

Direct Service Requests

Direct service requests have increased year over year since this office was created in 2017, which we believe should be considered a positive trend. This is not an indication of an increase in incidents of sexual or gender-based violence, but rather due to a greater awareness of the policy and supports available because of initiatives facilitated by the SVPRO. It is our belief that the number of individuals seeking support from the SVPRO is not indicative of the true number of incidents occurring – this number is likely much higher. While greater attention has been brought to understanding and combatting sexual violence within society, there is still much work to be done to help breakdown the myths that surround sexual violence, understand the differential impacts of trauma, and acknowledge how marginalized communities are disproportionately impacted by sexual violence.

Further, some individuals seeking support may only come to our office one time, where many others may require continued support and case management. Our office seeks to center survivors and prioritize direct service requests to remain as responsive as possible to our campus community.

Consultations

Consultations are provided to those in our campus community who are aware of an incident of sexual violence and are seeking support and/or guidance. Consultations may include: debriefing a disclosure that was received or an incident that was witnessed, discussing how to navigate next steps when a complaint has come forward, sharing resources and supports available to both the person who received the disclosure as well as the person who disclosed, and so on.

Formal Policy Complaints

The formal complaint process through Policy 42 is not often pursued by a survivor for many reasons. In many instances, survivors seek to mitigate the impacts they are experiencing solely through means that relate to themselves, such as workplace and/or academic accommodations and referrals to supports and services. In other circumstances, our policy may not apply (for example, if the person who caused harm is not a part of our campus community). In yet other instances, an informal process has been pursued and met the needs of the survivor which did not necessitate the need for a formal complaint (for example, support provided to the survivor to communicate the impacts of the harm they experienced to the person who allegedly caused harm). In some cases, a joint complaint has been put forward by more than one survivor regarding the same individual of concern.

2020 Winter Term Campus Initiatives

The following are examples of several initiatives undertaken in Winter Term 2020:

INITIATIVE	AUDIENCE AND ENGAGEMENT
<p>Responding to Disclosures Training</p>	<p>110 attendees</p> <ul style="list-style-type: none"> • French Studies • Centre for Career Action • IST Management • Arts Computing Office • New Managers Extended Learning Program • Athletics and Recreation staff • Science Advisors • Graduate Student Association
<p>Creating a Consent Culture with Student Leaders</p> <p><i>Provided trainings on Unpacking Rape Culture on Campus, Responding to Disclosures and Creating a Consent Culture</i></p>	<p>48 student leaders</p> <ul style="list-style-type: none"> • Peer Health Educators Volunteers • Women’s Centre Volunteers • Affiliated Colleges Residence Dons
<p>Guest Lectures</p>	<p>11 attendees</p> <ul style="list-style-type: none"> • Athletics Weight Room Staff – Bystander Intervention Training
<p>Consent Week 2020</p>	<p>11 events</p> <ul style="list-style-type: none"> • Campus-wide initiatives to increase awareness and knowledge around consent
<p>External Facilitator</p> <p><i>Dr. Lori Haskell, PhD</i></p> <p><i>“Neurobiology of Trauma and Sexual Violence”</i></p>	<p>69 attendees</p> <ul style="list-style-type: none"> • Campus stakeholders in forward-facing roles with students were invited to attend a full day workshop in February on the impacts of trauma on the brain, the body’s defense circuitry, and impact on memory for survivors to better understand potential responses and reactions of those proceeding through complaint processes.

INITIATIVE	AUDIENCE AND ENGAGEMENT
<p>External Facilitator</p> <p><i>Julie Lalonde</i></p> <p><i>Internationally recognized women’s rights advocate and public educator</i></p>	<p>58 attendees</p> <p>Julie was invited to facilitate two workshops during Consent Week – safety planning considerations with regard to incidents of stalking and dating violence for those in safety and support roles on campus, and a public session for stakeholders regarding the causes and perpetuating factors of stalking and dating violence, and tools to challenge unhealthy relationship dynamics</p>

Responses to COVID-19

As a result of physical distancing measures, SVPRO has endeavored to be as responsive as possible to the shifted landscape of service and education provision on campus. While we have been able to shift most of our interactions with campus community members to a virtual space, we know that it is not ideal to solely provide direct support and learning opportunities regarding sexual violence in this way. SVPRO will continue to collaborate with on and off campus partners to ensure our campus community members continue to have access to comprehensive support and education opportunities during this time, and beyond. Some of the ways that SVPRO has pivoted to meet these needs include:

- Sought out and identified a new virtual care platform for HREI, Medeo Virtual Care, which is PHIPA compliant and offers a greater degree of security when engaging in confidential meetings with those seeking support.
- Increasing our social media engagement with #ConsentConversations, a weekly #uwaterloo series on consent to collectively learn and share.
- Participating in the Ask Us Anything series with Human Rights, Equity and Inclusion
- Participating in the Community Connects series with Organizational and Human Development with a week of activities bringing attention to Sexual Assault Prevention Month (May)
- Providing several learning opportunities in collaboration with SASC and Community Justice Initiatives through online workshops. Topics include: maintaining healthy relationships during physical distancing, online harassment, workplace harassment, surviving social media as a survivor, and restorative justice practices.
- Revamping the responding to disclosure training to an online format, taking into consideration potential impacts on participants as well as facilitators, and maintaining safety in the learning environment.