



Sexual Violence Prevention and Response Office Annual Report

May 1, 2023 - April 30, 2024

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Territorial Acknowledgment

The University of Waterloo acknowledges that much of our work takes place on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples. Our main campus is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River. Our active work toward reconciliation takes place across our campuses through research, learning, teaching, and community building, and is centralized within the Office of Indigenous Relations. Sexual violence was, and continues to be, a tool of colonialism, the impacts of which continue today as highlighted by the National Inquiry into Missing and Murdered Indigenous Women and Girls.

Introduction

The Sexual Violence Prevention and Response Office (SVPRO) remains committed to addressing and preventing sexual and gender-based violence (SGBV) on campus, through direct service, educational programming, awareness-raising initiatives, and evaluation. This reporting period saw an upward trend of in-person interactions with our office, and strong engagement with campus community members and collaborative partners.

Sexual violence persists as an ongoing public health, social justice, and gendered issue in Canada and beyond. As an extension, sexual violence on campus continues to impact our campus community members – students, staff, and faculty – including having adverse effects on mental, intellectual, emotional, and physical health. We recognize that these impacts are particularly felt by women and gender-diverse people on campus, who disproportionately experience SGBV, and where these disproportionalities are augmented by intersecting marginal identities along lines of race, class, Indigeneity, disability, citizenship status, sexual orientation, and age, among others.

What is encouraging, however, is the work and care of our SVPRO team to address the experience, impacts, and systemic causes of SGBV. We continue to serve the response and learning needs of our campus community, adopting trauma-informed, survivor-centered, and intersectional frameworks.



Our education programming roster has grown alongside the growth of our talented education team, who continue to develop and deliver SGBV and relevant training, workshops, and guest lectures across campus. Awareness-raising events and initiatives aim to shed light on the prevalence of campus sexual violence and encourage conversations that advance literacy about consent, male allyship, harm in the workplace, the needs of neurodiverse people in relationships, and healthy relationships. More people are learning about, and accessing SVPRO for support, education, and collaboration.

Our service delivery and programming has also grown during this reporting period. Notably, we experienced a 28% increase in in-person and virtual direct service requests from student survivors over last year's reporting period. This reporting period saw a similar number of requests from campus community members seeking consultations compared to the last. Cases coming forward during this timeframe continued to be complex in nature, requiring a greater degree of case management and reliance on campus partners to co-create opportunities for care within our system. It is important to highlight that an increase in service delivery by tending to direct service requests often reflects greater access and ease to supports, rather than indicative of an increase in sexual violence. Research that examines the incidence of sexual violence by campus community members', particularly through campus climate surveys, are especially useful to measure changes in the prevalence of sexual violence on campus. This is something we will be exploring in the upcoming reporting period, by collaborating with Institutional Analysis and Planning (IAP) on future institutional surveys measuring sexual violence experience. The SVPRO is thankful for our partnerships with other departments and units on campus, which serve not only to streamline referrals, but provide collaborative opportunities for new and enhanced ways of offering support and education.

The reporting period also brought an increased number of interactions with students and campus community members through educational programming and awareness-raising activities. This included trainings, workshops, guest lectures, interactive boothing, and annual campaign initiatives addressing sexual and gender-based violence, where positive interactions were affirmed through the office's increased in-person visibility and recognizability across campus spaces. An increase in educational programming offerings brought new opportunities for learning about sexual and gender-based violence for campus community members. Expanding our education offerings, especially to engage different campus community audiences, was a highlight of this reporting period, where we I. The SVPRO saw an increase in student, staff and faculty engagement through educational programming, indicating a greater cross-campus reach in sharing knowledge and skills-building around topics including sexual and gender-based violence, building a consent culture, responding to disclosures, active bystander intervention, and addressing harm in workplace settings. Notably, our office engaged in over 10,000 interactions with students and campus community members across all our initiatives during this reporting period. What is more, this number increased to 11,716 interactions when we consider the additional 1424 interactions via our asynchronous online programming, marking a 20% increase in the total number of interactions across all our office's initiatives in comparison to our last reporting period.

About the Sexual Violence Prevention and Response Office

SVPRO supports all members of the University of Waterloo campus community who have experienced or been impacted by sexual and gender-based violence (SGBV).

Our operations include, but are not limited to:

- Providing direct service for those impacted by SGBV; delivering education, training, and awareness initiatives; and offering consultations and recommendations to campus community members as well as leaders and decision-makers.
- Working with individuals from a trauma-informed framework and seeking to embed principles of trauma-informed care and response in policies and procedures.
- Engaging current legislation, literature, research, and promising practices on sexual violence response and prevention.
- Consulting with, and prioritizing the lived experiences of, those impacted by SGBV.
- Evaluating and measuring institutional interventions addressing campus sexual violence – engaging in data collection and analysis, and utilizing findings to identify trends, gaps, and recommendations for future directions.
- Building strong collaborations with campus partners, Waterloo Region community organizations, and provincial and federal networks of those addressing gender-based violence on campuses.
- Utilizing a public health approach to campus sexual violence prevention.

We support all members of the campus community, particularly:

- Survivors/victims who have experienced sexual and/or gender-based violence.
- Bystanders who are witnesses to an incident of sexual and/or gender-based violence.
- Those who have received a disclosure of sexual and/or gender-based violence
- Those who have been accused of, or self-identify as having caused, sexual violence.

SVPRO can:

- Provide a safe(r) space for people to disclose - in as little or as much detail as they wish
- Discuss on and off campus resources and supports that could provide further assistance
- Provide psychoeducation related to sexual and gender-based violence and trauma
- Explore short term coping strategies

The SVPRO is guided by anti-oppressive, survivor-centered, intersectional, trauma-informed, evidence-based, and collaborative approaches. We apply these approaches to our work across direct service delivery, educational programming, awareness-raising initiatives, and evaluation.

SVPRO Highlights: What's New?

This reporting period marked the Sexual Violence Prevention and Response Office's sixth year serving the University of Waterloo community, bringing new and exciting changes!

New portfolio - Campus Support and Accessibility

The University appointed Jennifer Gillies as the inaugural Associate Provost, Campus Support and Accessibility responsible for advancing the campus experience for students, faculty, and staff through an integrated oversight structure that will provide leadership to the following current administrative units: Occupational Health, the Conflict Management Office, the Sexual Violence Prevention and Response

Office, AccessAbility Services, and Campus Accessibility. This will enable more streamlined service provision, more coordinated responses, and more effective escalation of resolution across the portfolio, thereby enhancing SVPRO services.

New office and client meeting space

We are excited to announce that our office has a permanent home in the Commissary building, co-located with Safety Office, Occupational Health and Safety/Employee Health and Accommodation Office, Campus Accessibility, and the Conflict Management Office. We are looking forward to welcoming campus community members into our new space, including having spatial capacity to accommodate current and new staff, and co-op and placement students supporting our office's work.

New Case manager role

We are thrilled to announce that our office has expanded to better support our campus community. To enhance our efforts in addressing and supporting individuals impacted by sexual violence, we have added a second case manager role to our team which provides a great capacity for direct service and response-related education delivery.

Permanency of educators and evaluation roles

The 'Education Specialists' and 'Evaluation Specialist' roles within SVPRO were made permanent in Fall 2023, demonstrating the University's commitment to strengthening ongoing, comprehensive support to our campus community. The Education Specialists will continue to offer and expand education and resources to our campus community, advancing sexual and gender-based violence awareness and understanding. The Evaluation Specialist will engage in ongoing data collection and research, including measuring and evaluating educational programming. By solidifying these roles, we aim to enhance our ability engage in both response and prevention in ways that best meet the needs of our campus community.

New Case Management System

We are transitioning to a new case management system, *Advocate* in partnership with the Office of Equity, Diversity, Inclusion, and Anti-Racism (EDI-R). *Advocate* is recognized as the new generation of case management, offering comprehensive solutions for handling conduct, wellbeing, complaints, and sexual misconduct within a post-secondary setting. With its comprehensive and innovative features, we aim to improve our support services and streamline our processes to better serve our campus community and enhance our ability to respond effectively and provide the highest level of support to our students.

Infographics

SVPRO developed new infographics to advance knowledge mobilization around key sexual and gender-based violence topics, including active bystander intervention, best practices for responding to a disclosure, understanding the 'red zone', and a primer about SVPRO. We will continue to develop and roll out infographics to share knowledge about relevant and timely SGBV topics in the future. Examples of our infographics can be found in the Appendix, which starts on page 16 and continues to page 19.

Campus Housing & SVPRO – Year at a Glance Plan

We formalized a yearlong plan with Campus Housing that engages three target audiences within Residence Life through sexual and gender-based violence- specific educational or awareness-raising

programming. Target audiences include Residence Life professional staff, Student Staff and student residents. The units have organized and sequenced various actions related to programming and organizational processes, so that we can sustainably develop, deliver, and assess our work each year.

Our programming goals as it relates to broad, education deliverables include:

1. To mobilize knowledge and practice around sexual violence, consent, effective response to disclosures of sexual violence, active bystander intervention, and/or internal and institutional processes and pathways related to sexual violence concerns or disclosures, among others, within Residence Life, Campus Housing.
2. To build a consent culture within Campus Housing.
3. To contribute to improved student experience(s) within Campus Housing.

NeuroMinds Collective

SVPRO developed and co-facilitated the “NeuroMinds Collective” in collaboration with Campus Wellness. This is a drop-in space for students where neurodiversity is celebrated, understood, and supported. These drop-in sessions provided students who share diverse cognitive profiles, including ADHD, Autism, Dyslexia, and more, an opportunity to build a tight-knit network where they can express their thoughts, concerns, and achievements in a judgment-free zone. While sessions occurred bi-weekly, student uptake and interest has resulted in the sessions being offered weekly for the 2024-2025 academic year. This programming emerges out of the collaborative objective to raise awareness about neurodiversity and foster an inclusive campus community for those with neurodevelopmental differences. Dating as a neurodivergent person can be challenging due to social barriers and dating ‘rules’ that some neurodivergent people may struggle to understand. There are also many stereotypes about dating neurodivergent people which can result in difficulty developing and maintaining romantic relationships.

Sexual Violence Prevention Strategy

Sexual violence prevention efforts can benefit from adopting a public health approach to address its roots causes, namely, understanding sexual and gender-based violence as one of health inequity, where health outcomes are disproportionately adverse for women, especially women with multiple social locations of disadvantage. The social ecological model, as a public health analytic, conceptualizes health as an interplay between individual, interpersonal, community, and social spheres. Under a public health framing, the SVPRO sought to create a prevention strategy group that seeks to operationalize community-level approaches to prevention, through collaboration across various campus spaces and units. January 2023 marked the official launch of SVPRO’s Sexual Violence Prevention Strategy, and we are pleased to share that we have grown to 65 people, up from 35 in the past year. The Sexual Violence Prevention Strategy is a group of campus community members, across various campus spaces, working toward sexual violence awareness and prevention at the University of Waterloo. This group consists of over 65 members, representing campus spaces including: Campus Housing, Athletics and Recreation, Campus Wellness, Finance, School of Architecture, Faculty of Engineering, Faculty of Arts, Faculty of Mathematics, Faculty of Science. More about the Prevention Strategy can be found on our website: <https://uwaterloo.ca/sexual-violence-prevention-response-office/about-us/sexual-violence-prevention-strategy>

On the Horizon

The SVPRO is excited to share upcoming initiatives with key community partners to be rolled out during the next reporting period. We will be actively monitoring these initiatives and will share relevant process evaluation data in next year's report.

Athletics & Recreation Annual Plan

An annual education plan with Athletics and Recreation that engages four target audiences through sexual and gender-based violence specific educational and awareness-raising programming: (1) first year athletes; (2) student-staff; (3) staff; and (4) coaches. Goals include:

- To mobilize knowledge and practice around sexual violence, consent, active bystander intervention, and/or internal and institutional policy processes and pathways related to sexual violence concerns with Athletics & Recreation.
- To address the interplay between sports and gender inequity.
- To build a consent culture within Athletics & Recreation.

Expanding Education Offerings – new developments

As part of ongoing efforts to expand our educational programming, our office is developing new workshops and opportunities that address the learning needs of different campus community groups.

- Menopause Café: provides an informal space to discuss the intersectional issue of menopause, highlighting the experience(s) of women in their menopausal years, alongside the gaps in literacy, support, and care for women by the healthcare system, workplaces, and communities. This 'café' will provide a safe space for women to speak about menopause – a gendered issue that is often not spoken enough about.
- Sexual Violence on Campus – A Primer: explores the campus sexual violence landscape in Canada. We confront the issue by examining the history of the academy and exclusion of women and other marginal groups, the increase of women entering the university in the 60s, the rise of the neoliberal state and its impacts on universities, the legal and policy frameworks that govern the issue in and across Canada, and the lived experiences of sexual violence in university settings.
- Sexual Assault and Legal Options: this workshop seeks to advance literacy around sexual assault and the legal system by delving into available criminal and civil legal pathways for those who have experienced sexual assault. Processes, benefits, and challenges of pathways will be explored.
- Technology-facilitated Sexual Violence Workshop: The development of this workshop is timely given the increasing use, reliance, and innovation of technologies and online spaces. On campus and beyond, we see an increase in technology-facilitated or digital gender and sexual-based violence occurring among young people, including students.

Leveraging Support of Co-op students

This reporting period saw the development of co-op student roles to support our office with research, education, and awareness-raising initiatives. We developed the roles of 'Research & Evaluation Associate' and 'Sexual Violence Prevention Coordinator'. These roles begin in 2024 summer and fall terms, respectively, where hiring began in winter 2024. Their support and student insights will enrich the development and impact of our projects.

Student Experience Survey Fall 2024

As part of our efforts to measure campus climate related to sexual violence, SVPRO is pleased to have collaborated with Institutional Analysis and Planning (IAP) to embed questions around: knowledge around institutional supports, services, and reporting pathways; knowledge of an incidence of sexual violence on campus; bystander intervention; and sexual violence-related education administered by our office.

Direct Service Reach

This section provides an overview of the SVPRO’s direct service delivery reach.

Student Supports and Services (2023 Calendar Year)	2023
Total Direct Service Provision (unique individuals) - survivors	133
Carry over*	26
Consultations with others on campus	89
Formal Complaints under Policy 42	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*

Type of service	Spring 2023	Fall 2023	Winter 2024	Total
Direct Service	42	37	39	118
Consultations	22	32	35	89
P42 Formal Complaints	0	1	1	2

Student Experiences of Sexual and Gender-Based Violence*	Spring/Fall 2022, Winter Term 2023
Sexual Assault	44
Sexual Harassment	24
IPV	17
Other forms of Gender-Based Violence (e.g., stalking, voyeurism, indecent exposure, sexual exploitation, childhood sexual abuse, cyber sexual violence, forcible confinement)	15
Unknown	12
TBD	6

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

Accommodations & Support

The most requested accommodation and support needs from the SVPRO continued to be referrals for academic accommodations, counselling and/or treatment supports that are either local to the person who experienced the harm or available through the University, letters of support for petitions, and safety planning. Our office regularly provides supports in session with those seeking support, including coping and managing strategies, grounding techniques, provision of sensory-focused items such as fidget toys and other coping items. Additionally, information is provided regarding formal and informal pathways available both within and outside the University.

SVPRO Education & Engagement

This section provides metrics capturing SVPRO’s campus reach across its initiatives/offerings (education, training, awareness-raising) and online programming administered for this reporting period. This reporting year, the SVPRO administered 175 offerings, consisting of various educational programming, training, and awareness-raising initiatives. This translated into an overall reach of 10,292 interactions. Additionally, we reached 1424 participants through online asynchronous programming administered through Waterloo LEARN. Overall, our office reached a sum of 11716 participant interactions across all our initiatives/offerings, marking an unprecedented education reach for our office, up 18% from last year. We highlight some of our initiatives/offerings in the chart below, though it is not an exhaustive list.

Overall Reach

Indicator	Metric
Number of unique initiatives/offerings offered	175
Total reach across all initiatives/offerings, by number of participants	10292

Initiatives/offerings by Type

Type of education initiative/offering	Number of offerings	Sum of attendees	Percentage
Awareness-raising: Events and initiatives open to campus members. They aim to raise awareness about sexual and gender-based violence, on campus, and at large.	13	1749	17%
Boothing: SVPRO booths or tables across campus (main and satellite) where campus members engage with our team, learn about our services, and gather resources.	43	5734	56%
Training: ‘Active Bystander Intervention’ (prevention-oriented) and ‘Responding to Disclosures of Sexual Violence’ (response-oriented) are designed to promote both learning and skills-building.	34	1038	10%
Workshops: Designed to advance understanding on a host of sexual and gender-based violence issues (e.g., male allyship, building supportive and positive workplaces, consent, healthy relationships, and sexual violence culture, etc.).	75	1049	10%
Guest lectures: SVPRO team is invited into course lectures to speak about a sexual and gender-based related topic (e.g., guest lectures within the Sexuality, Marriage, and Family Studies (SMF), Gender and Social Justice (GSJ), the Department of Psychology, and Health Sciences).	10	722	7%
Total	175	10292	100%

Reach by audience type

Audience	Count of programming sessions	Sum of Attendees	Percentage
All	41	6025	59%



Students	86	3197	30%
Staff & Faculty	45	891	9%
Community	1	100	1%
Student Staff	2	79	1%
Total	175	10292	100%

The ‘all’ category, capturing programming reaching all campus community members, represents the largest portion of our audience reach, accounting for 59% of the total attendees, about three-fifths. This was followed by student attendees at 30%, accounting for almost two-thirds, followed by staff and faculty at 9%, and community and student staff both at 1%, respectively.

Attendance by term

Term	Sum of Attendees	Percentage
Fall	4369	42%
Winter	3341	33%
Spring	2582	25%
Total	10292	100%

Across all of our programming, we saw the largest number of attendees during the Fall term with 4369 attendees, followed by Winter with 3341 attendees, and Spring with 2582 attendees. Fall term, then, saw the highest attendance, accounting for two-fifths at 42%, followed by Winter term at 33%, and Spring term at 25%.

Online programming

Type	Number of participants
Sexual Violence Foundations (Waterloo LEARN)	108
Sexual Violence Awareness: Referral and Support (Waterloo LEARN)	1316
Total	1424

SVPRO Awareness Raising Initiatives

Annual SVPRO Events	Event purpose	Term
Sexual Violence Awareness Month (SVAM)	Awareness-raising activities throughout May, designed to promote learning about prevalence of sexual violence, sexual violence culture, and how to move towards a consent culture. This year featured a Speakers Series, with a lineup of tremendous speakers addressing sexual and gender-based violence on campus and within the community. Each week was an opportunity for folks to learn about the presence and work of collaborative community partners, and advance knowledge about (1) the	Spring 2023



	<p>intersection of intimate partner violence and sexual assault, and (2) sexual work, exploitation, and students.</p> <p>Speakers included:</p> <ul style="list-style-type: none"> • Christine Taylor, Sexual Assault and Domestic Violence Treatment Centre of Waterloo Region (SADVTC) • Lillie Proksch, Women’s Crisis Centre of Waterloo Region • Nicky Carswell, Sexual Assault Support Centre of Waterloo Region (SASC) • Taneah Ugwuegbula and Jay Love, Sexual Violence Prevention & Response Office 	
<p>16 Days of Activism Against Gender-Based Violence (16 Days)</p>	<p>Each year, the University of Waterloo joins with organizations, governments, and groups worldwide to participate in 16 Days of Activism Against Gender-based Violence to encourage actions in everyday life to stop gender-based violence. 16 Days begins on November 25, coinciding with the International Day for the Elimination of Violence Against Women, and concludes on December 10, on International Human Rights Day.</p>	<p>Fall 2023</p>
<p>Consent Weeks</p>	<p>Consent Weeks are held twice a year, during the third week of September, and the fourth week of January. They include a week of events, workshops, and trainings to normalize dialogue about consent, explore how to engage in healthy, positive, respectful relationships, and embed consent in everyday life and practices.</p>	<p>Fall 2023 Winter 2024</p>
<p>What Were You Wearing? Exhibit</p>	<p><i>What Were You Wearing?</i> Exhibit is an art installation that draws on student-survivor descriptions of what they were wearing during an experience of sexual violence. The art exhibit features and recreates these outfits, based on these student-survivor descriptions, to create a survivor-centered medium whereby students can reflect on, and challenge, the myths that surround experiences of sexual violence.</p>	<p>Winter 2024</p>
<p>Dogs Against Cat Calling</p>	<p>In collaboration with St. John Ambulance, this event aims to raise awareness about street harassment and provides an opportunity for campus community members to interact with therapy dogs.</p>	<p>Winter 2024</p>

Evaluation Research on Trainings: Key Findings

This reporting year brought ongoing efforts measure the effectiveness of SVPRO offerings and initiatives, including designing evaluation plans, conducting evaluation research, and producing reports of findings based on analysis of collected data. The SVPRO remains committed to building an evidence base of internal evaluation data to support programming decision-making based on identified strengths and gaps.

Below are findings from survey data from key trainings and workshops administered during this reporting period.

Active Bystander Intervention (BSI) - staff and faculty

Results from survey data indicate an increase in respondents' understandings of the key concepts including: social ecological model, microaggression, active bystander, the intersectionality model, and sexual violence. Findings also demonstrated the following:

- Positive increase in understanding what characterizes an active bystander.
- Positive increase in understanding how to apply the active bystander intervention model to address situations of harm (sexual violence, microaggressions, etcetera).
- Positive increase in recognizing the circumstances and barriers (social location, power dynamics, et cetera) that can make it difficult for someone to intervene in a situation of harm.
- Positive increase in likelihood to intervene in situation of harm if they were to encounter it.
- Most respondents were correctly able to characterize each bystander intervention strategy, between 94-100%, part of the 5D Active Bystander model (direct, delay, delegate, distract, and document), by matching each strategy with its description.

Active Bystander Intervention (BSI) - students

Results from survey data indicate an increase in respondents' understandings of the key concepts including: active bystander, sexual citizenship, sexual violence, sexual violence culture, community, consent, and intersectionality. Findings also demonstrated the following:

- Positive increase in likelihood to intervene if respondents noticed a situation where someone was experiencing harm or potential harm on campus.
- Positive increase in respondents feeling that they have the appropriate skills to intervene in a situation of harm or potential harm on campus.
- Positive increase in respondents' confidence in their ability to intervene in a situation of harm or potential harm on campus.
- Positive increase in how knowledgeable respondents are in seeking support at the University of Waterloo if they or a friend experience harm.
- Most respondents were correctly able to characterize each bystander intervention strategy part of the 5D Active Bystander model (direct, delay, delegate, distract, and document), by matching each strategy with its description.
- Most indicated confidence on positive ends of the Likert scale, in their ability to intervene in a situation of harm.

Responding to Disclosures (R2D)

Survey data demonstrates positive increases in the following areas: (1) understanding of myths related to sexual violence that perpetuate victim blaming; (2) knowing what consent means and looks like; (3) confidence in ability to support someone who has experience sexual violence/harassment; (4) ability to respond supportively and non-judgmentally to a survivor who has disclosed sexual violence; and (5) understanding of sexual violence. In addition, data demonstrated 91% of respondents felt prepared to respond to a disclosure of sexual violence.

CEE Employer Foundations for Supportive and Positive Workplaces



After a successful pilot, the rollout of additional workshops part of the ‘Employer Foundations for Supportive and Positive Workplaces’, to staff within Co-operative and Experiential Education, continued during this reporting period, and saw favourable outcomes. There are three workshops part of this series, including (1) unconscious bias; microaggressions – disrupting – responding; and (3) bystander intervention and communication.

1. **Unconscious Bias:** Most agreed or strongly agreed that they understand what unconscious bias is; recognize the different types of unconscious bias; understand that gender inequities exist in the workplace; understand how unconscious bias operates in the workplace, including in hiring and supervising practices; I understand the importance of gender equity when hiring co-op students; and understand how to appropriately respond to unconscious bias in the workplace.
2. **Microaggressions - Disrupting – Responding:** Most ‘strongly agreed’ that they understand what characterizes a microaggression; recognize the negative impact(s) that microaggressions have on both employees and work climates; recognize that microaggressions can be intentional and unintentional and are based on conscious and unconscious biases associated with different identities/social locations; and understand how to appropriately respond to potential microaggressions or other instances of harm faced by co-op students.
3. **Bystander Intervention and Communication:** Most ‘agreed’ or ‘strongly agreed’ that they understand what characterizes an active bystander; understand how to apply the bystander intervention model to address situations of harm (microaggressions, sexual violence, etcetera) in the workplace; and recognize circumstances and barriers (safety concerns, power dynamics, fear, etcetera) that can make it difficult for someone to intervene in a situation of workplace harm.

Talking to Children About Consent

Initially launched in January 2023, we developed an offering specific to staff and faculty focusing on building consent literacy and teaching adults how to approach talking to children (their own, or others they interact with in their lives) about consent. It emerges out of the importance of practicing and modeling consent in everyday life, especially for children, who could benefit from understanding and applying consent early on – this often supports building future protective environments that minimize the risk of sexual and gender-based violence – in communities and across society at large. This workshop saw favourable and effective outcomes in meeting learning objectives, alongside increased knowledge and understanding of the programming’s key exploratory and learning/skills-building areas, including: sexual violence, consent, and how to practice consent. Overall, 100% of respondents would recommend workshop to a peer. *Talking to Children About Consent* will be an ongoing, termly offering, due to popular demand.

Appendix: Infographics

About the Sexual Violence Prevention and Response Office



Sexual Violence Prevention and Response Office

We're here for you.

The Sexual Violence Prevention and Response Office (SVPRO) supports all members of the University of Waterloo campus community who have experienced or been impacted by sexual violence.

We support students, staff, faculty, and visitors on the main campus, satellite campuses, and affiliated and federated Institutes and Colleges.

What our office does:

- Provide support for those impacted by sexual violence.
- Provide consultations to campus members who have received a disclosure of sexual violence, or have questions about available supports or institutional response pathways.
- Work with individuals from a trauma-informed framework.
- Deliver education, training, and events to advance a culture of consent.
- Utilize a public health approach to address campus sexual violence prevention.

We are here for you. Connect with us if:

- You have experienced sexual violence.
- You have received a disclosure of sexual violence.
- You are supporting someone who has experienced sexual violence.
- You have been accused of perpetrating or have caused sexual violence.
- You have witnessed sexual violence or have questions about active bystander intervention strategies.
- You have questions, or would like to learn more about sexual violence, consent, healthy relationships, maintaining healthy boundaries, or anything related.

Contact us at: svpro@uwaterloo.ca



How to Be an Active Bystander

BE AN ACTIVE BYSTANDER

take action to prevent sexual violence on campus



WHAT IS AN ACTIVE BYSTANDER?

A person who notices a problematic, inappropriate, or harmful situation and intervenes, either directly or indirectly, to disrupt or stop it.

BUILDING A COMMUNITY OF CARE

Preventing sexual violence requires all of us to work together, as a community, to uplift and support one another to create a safe(r) and more equitable campus. Use the '5Ds' as intervention strategies to interrupt or prevent harm.



DISTRACT

derail the harmful situation by interrupting it
Interrupt by causing a commotion.



DIRECT

directly respond to the harm by naming it, or confront the person causing harm
"That's racist." "Leave them alone!"



DELEGATE

ask for assistance from a third party
Work together, ask those around you to help.



DOCUMENT

make a record of the incident of harm
Take a video, photo, or make notes.



DELAY

check in with the person who has experienced harm after the incident
I'm sorry you experienced that, is there anything I can do to help?



WE ARE HERE FOR YOU.

connect with us at:
svpro@uwaterloo.ca





Best Practices for Responding to a Disclosure of Sexual Violence

HOW TO RESPOND TO A DISCLOSURE OF SEXUAL VIOLENCE



Given the prevalence of sexual and gender-based violence, it is likely that you may encounter a friend or peer who chooses to confide in you about a personal experience.

A supportive response validates their experience and can positively impact healing and willingness to seek further help.

How to respond:

- Tell them you believe them
- Actively listen, without interruption, by giving them time to share their experience
- Assure them it was not their fault
- Empathize
- Offer validation - affirm their feelings
- Remain non-judgemental
- With consent, share information about available supports (SVPRO)

What to avoid:

- Minimizing their experience
- Dismissing their feelings
- Probing for more details, beyond what they're willing to share
- Passing judgements or making criticisms
- Making comments that imply there's something they could have done to 'protect' themselves or avoided 'risk'
- Try to 'fix' the problem for them
- Tell them what they should do



We are here for you.

connect with us at: svpro@uwaterloo.ca



Understanding the Red Zone

Understanding the Red Zone

What is the red zone?

The 'red zone' refers to the time between orientation week and Halloween, when students, especially first-year students, are more likely to experience sexual violence on campus.



Why does the red zone occur?

The beginning of the university school year marks many young people's first time away home.

This often brings about:

- Unfamiliarity with on- and off-campus environments
- Increased frequency of social gatherings with new people (orientation events, socials)
- Access to alcohol
- Limited peer supports
- Limited knowledge of supports and resources

How to minimize the red zone:

- Be an active bystander - intervene in situations of harm if you can safely do so
- Disrupt and challenge social norms and language that promote a rape culture
- Learn about available supports and resources for those impacted by sexual violence (SVPRO, SASC)
- Understand and share with others that we all have a role to prevent sexual violence

We are here for you.
connect with us at: svpro@uwaterloo.ca