

# The 2018/2019 Annual Report

## Simon Fraser University Sexual Violence and Misconduct Policy

### I. Introduction and Acknowledgement

Sexual violence and misconduct is a reality on post-secondary campuses, and it is one which is never acceptable. SFU is deeply committed to providing members of the University Community with a safe, supportive and respectful environment in which to live, learn and work.

An annual report is required under British Columbia's Sexual Violence and Misconduct Policy Act, which required all universities in BC to establish and implement a sexual misconduct policy by May 19, 2017. In response to this legislation, the University's Sexual Violence and Misconduct Prevention, Education and Support Policy, GP 44, (The Policy) was approved by the Board of Governors on March 30, 2017.

The following report reflects the work that has been taking place at SFU as it relates to the implementation of the Policy and largely reflects the efforts undertaken by SFU's Sexual Violence Support & Prevention Office. This annual report reflects the last 17 months instead of 12 months as we move from a reporting period of April 1 to March 31 to one that will encompass September 1 to August 31 in years to come. This change was prompted by a number of factors, including to better reflect the University Community's experiences of sexual violence intervention, prevention and support based on an academic year, as well as to align with the reporting timeframe of other Research Universities' Council of British Columbia (RUCBC) institutions.

We acknowledge the Skwxwú7mesh Úxwumixw (Squamish), xʷməθkʷəy̓əm (Musqueam), səliłwətaʔl (Tsleil-Waututh), q̓ícəy̓ (Katzie) and kʷikʷəłəm (Kwikwetlem) peoples, on whose traditional territories Simon Fraser University's three campuses stand.

### II. Sexual Violence Support & Prevention Office

The Sexual Violence Support & Prevention Office (The Office) provides ongoing, confidential and free support for University Community members including students, staff and faculty, who are impacted by sexual violence and misconduct. Anyone impacted by sexual violence and misconduct can receive support regardless of when or where the incident(s) took place. The Office provides coordinated access to other SFU services to minimize the retelling of one's experience and works from a Survivor centered and trauma-informed approach that empowers Survivors to choose what their support needs are.

The Office is committed to fostering a culture of care, consent and respect at SFU, which includes education and prevention services. Sexual violence and misconduct prevention requires a holistic approach that takes a Survivor centered and trauma-informed lens. SFU's educational approach is one that looks to develop a comprehensive strategy composed of educational components that equip students, faculty and staff with the awareness, knowledge and skills required to make social change and prevent sexual violence and misconduct.

### III. Community Outreach: Awareness, Education and Training Initiatives

The Office's approach to education and training is one that strives to be comprehensive, ever evolving and multi-faceted and recognizes that there is no one way to learn and grow. Students, staff and faculty are welcome to participate in learning opportunities which include such topics as active bystander intervention

and empowering actions; consent, healthy relationships and boundaries; responding to disclosures of sexual violence and supporting Survivors and those impacted by sexual violence and misconduct; and the roots of sexual violence and misconduct. One of the critical keys to sexual violence prevention is education, which starts with creating an awareness and understanding of the continuum and roots of sexual violence and misconduct in way that are accessible for all audiences who are a part of our University Community.

From April 1, 2018 until August 31, 2019 the Office has provided the following community outreach opportunities which engaged 3,854 members of the University Community. The following breakdown highlights the educational programming that the Office has supported during this 17-month timeframe:

- Workshops and presentations: 68
  - For staff and faculty: 20
  - For students (graduate & undergraduate): 48
  - Total workshop participants: 2,850
- Number of outreach events: 30
  - Contact with 1,004 individuals
- Events: 6 including a poetry night, Let’s Talk About Sex, Sexual Assault Awareness Month (SAAM) Keynote with JR LaRose, Sexual Violence Support & Prevention Office’s Open House, SAAM Philosophers Café and ARThrive.

**Table 1 Workshops: April 1, 2018 to August 31, 2019**

Workshop topics	Number of sessions
SVSPO and GP 44 Overview	12
Responding to Disclosures	28
Active Bystander Intervention	17
Consent, Relationships and Boundaries	8
Specialized Sessions	3

In addition to the above, the Office has been involved in: a) developing online educational material for SFU 101, Residence & Housing, Campus Public Safety, Athletics and the SFSS Kickoff event volunteers; b) developing, supporting and executing two annual campaigns, #consentmatters and Sexual Assault Awareness Month; c) supporting the work of other units who undertake sexual violence and misconduct prevention education; d) providing consultative services and expertise on a number of faculty and staff unit-specific educational initiatives, and; e) growing the involvement of students in the Office’s volunteer-based Active Bystander Network program.

The Office has developed a one-year plan for education and prevention for 2019/2020, which includes the continuation and updating of some of the historic programming while looking to identify gaps in existing programming based on research and best practices. The approach to implementing this plan is one that is collaborative and includes key university stakeholders.

#### IV. Annual Statistics

For the purposes of this reporting period, the statistics below reflect the 17-month period of April 1, 2018 to August 31, 2019.

Please note that reporting by categories will only occur when the number of incidences is greater than 5 to prevent inadvertently identifying individuals.

*a. Intakes*

We know that sexualized violence and misconduct is underreported due to the multiple barriers people experience in sharing their experience. We believe that there are many more disclosures made across campus, i.e. to areas other than the Office, that ultimately are not captured in our annual reports. Every effort will be made to encourage Survivors and those impacted by sexual violence and misconduct to connect with the Office to access coordinated supports and resources and explore reporting options available through both the policy and elsewhere. We anticipate that as the Office becomes more established, and as more training programs and prevention initiatives are initiated, the number of disclosures made will increase. The Office is committed to building relationships to reduce barriers and support the increase of University Community members accessing supports and services and is actively exploring ways to engage with this work.

**Table 2 Intake Type: April 1, 2018 to August 31, 2019**

<b>Intake type</b>	<b>Count</b>
Disclosures	146
Consultations with community member*	63
Report	0
<b>Total</b>	<b>209</b>

\*Some consultations with Community Members may also involve the same incidents shared by Survivors during a disclosure, therefore, each number counted is not necessarily a unique instance of sexual violence and misconduct.

*b. Accommodations*

**Table 3 Types of Assistance: April 1, 2018 to August 31, 2019\***

<b>Type of assistance</b>	<b>Count</b>
Academic accommodations	107
Counselling, referral/streamlining	106
Medical Referral	31
Police/Victim Services	35
Safety Planning	64
Other**	158
<b>Total</b>	<b>501</b>

\* These numbers reflect when actual "actions" are taken by the Office within the categories. A vast majority of clients will have discussions with Case Managers about the categories and have opportunities to ask questions; however, only direct actions taken on behalf of clients by Case Managers are reflected in the numbers above.

\*\*This category includes referrals to Faculty Relations, delivery of care packages, referrals to Human Rights Office, educational outreach, referrals to Campus Public Safety, referrals to Financial Aid, third party reporting, exploration of legal options, review of reporting options, etc.

**Table 4 Affiliation Type: April 1, 2018 to August 31, 2019**

<b>Affiliation Type</b>	<b>Count</b>
Students	156
Faculty	13
Staff	31
Undisclosed	12
<b>Total*</b>	<b>212</b>

\* The statistics provided reflect the support given to individuals who are new clients to the Office between the period of April 1, 2018 and March 31, 2019. These numbers do not reflect the ongoing support being provided to University Community members who first contacted the Office prior to that timeframe.

*c. Reporting by Jurisdiction and Category of Complainant and Respondent*

No reports were made to the University under GP 44 in this reporting period.

**V. Conclusion**

Ending sexual violence and misconduct and supporting those impacted by sexual violence and misconduct is a responsibility shared by all within the University Community. The Sexual Violence Support & Prevention Office would like to acknowledge the ongoing efforts put forward by the many departments, groups and individuals at Simon Fraser University who have shown dedication and solidarity towards this goal. The Office is committed to strengthening our existing partnerships, establishing new relationships and working to reduce barriers for everyone in the University Community to access supports, services and education surrounding sexual violence and misconduct.

## Appendix A

### *Definitions*

The following definitions were drawn from SFU *Sexual Violence and Misconduct Prevention, Education and Support Policy* (GP 44). For a more detailed list of definitions visit <https://www.sfu.ca/policies/gazette/general/gp44.html>.

**Sexual violence and misconduct** is an umbrella term that encompasses a broad range of behaviour. It means a sexual act or an act targeting a person's sexuality, gender identity or gender expression that is committed, threatened or attempted against a person without the person's Consent. Such behaviour may or may not involve physical contact. It includes but is not limited to: sexual assault, sexual exploitation, sexual harassment, stalking, indecent exposure, voyeurism, and the distribution of sexually explicit photographs or videos of a person without their Consent.

**Disclosure** occurs when a Survivor tells a member of the University Community that they have experienced Sexual Violence and Misconduct.

**Survivor** means a member of the University Community who identifies as someone who has experienced Sexual Violence and Misconduct. The University recognizes that an individual may not wish to use the term Survivor and will therefore respect an individual's preferred term, such as Complainant, Victim, or Discloser, in its interactions with that person. A Survivor can access confidential assistance and support, referrals and information from the Sexual Violence Support and Prevention Office, and can request accommodation as defined in this policy, regardless of where or when the Sexual Violence and Misconduct occurred or the parties involved.

**Report** means a Survivor telling the Sexual Violence Support and Prevention Office about an incident of Sexual Violence and Misconduct with the intention of initiating a process.

**Respondent** means a member or members of the University Community against whom a Report has been made pursuant to this policy.

**University Community** means all students and employees of the University and all people who have a status at the University mandated by legislation or other University policies, including research assistants, post-doctoral fellows, members of Senate and the Board of Governors, volunteers, visiting and emeritus faculty, and visiting researchers.

**Consultation by University Community Members** refers to the instances where we have supported a member of the University Community who is indirectly impacted by sexual violence and misconduct and includes students, staff and faculty members supporting someone who disclosed to them.