

SIMON FRASER UNIVERSITY
For the information of the Board of Governors

**SEXUAL VIOLENCE AND MISCONDUCT POLICY,
2018 INTERIM ANNUAL REPORT**

May 2, 2019

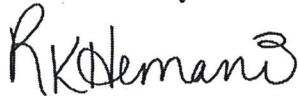
As required by Province of British Columbia's Sexual Violence and Misconduct Policy Act, the attached interim report provides an annual update on the implementation of SFU's *Sexual Violence and Misconduct Prevention, Education and Support Policy* (GP 44) and the work conducted at the University to address sexual violence and misconduct. This interim report outlines the current educational initiatives and the number of disclosures and reports of sexual violence and misconduct recorded by the Sexual Violence Support & Prevention Office. Additionally, we are shifting the annual reporting cycle to align with the academic calendar year (September to August).

Submitted by:

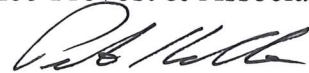


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The 2018 Interim Annual Report

Simon Fraser University Sexual Violence and Misconduct Policy

I. Introduction

Sexual violence and misconduct is a reality on post-secondary campuses, however it is one which is never acceptable. SFU is deeply committed to providing members of the University Community with a safer, 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 19th, 2017. In response to this legislation, the University's Sexual Violence and Misconduct Prevention, Education and Support Policy (GP 44) was approved by the Board of Governors on March 30th, 2017.

The following interim report has been written and submitted to the Audit, Risk and Compliance Committee for consideration as the University transitions to an alternative annual reporting period. We are moving the reporting period from April 1st to March 31st, the fiscal year, to September 1st to August 31st, to reflect an academic year. 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.

The final annual report for 2018 to 2019 will encompass the time period of April 2018 to August 2019. The annual report will then be submitted to the Audit, Risk and Compliance Committee in the fall of 2019.

We acknowledge the Sk̓wx̓wú7mesh Úxwumixw (Squamish), x̓m̓əθk̓əy̓əm (Musqueam), səliłwətaʔ (Tsleil-Waututh), q̓ícəy̓ (Katzie) and kwik̓wəłəm (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. Anyone impacted by sexual violence 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 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 end sexual violence and misconduct.

III. Community Outreach: Awareness, Education and Training Initiatives

The Office's educational approach seeks to develop a comprehensive strategy that equips students, faculty and staff with the awareness, knowledge and skills required to make social change. Students, staff and faculty are welcome to participate in learning opportunities which include such topics as active bystander intervention & empowering actions; consent, healthy relationships & boundaries; responding to disclosures of sexual violence & supporting Survivors; and the roots of sexual violence. 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 in a way that is accessible for all audiences that are a part of our University Community.

From April 1st 2018 until March 31st 2019 the Office has provided the following community outreach opportunities with direct contact with 2,851 members of the Campus Community.

- Workshops and presentations: 52
 - For staff and faculty: 18
 - For students (grad & undergrad): 34
 - Total workshop participants: 1,897
- Number of outreach boothing events: 29
 - Contact with 954 individuals
- Events: 5 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 and SAAM Philosophers Café.

Table 1: Workshops: April 2018 to March 2019

Workshop topics	Number of sessions
SVSPO and GP 44 Overview	11
Responding to Disclosures	23
Active Bystander Intervention	14
Consent, Relationships and Boundaries	4

In addition to the above, the Office has been involved in: a) developing online educational material for SFU 101, Residence & Housing, Campus Public Safety and Athletics; b) developing, supporting and executing two yearly campaigns #consentmatters and Sexual Assault Awareness Month; c) supporting the work of other units who undertake sexual violence prevention education; d) providing consultative services and expertise on a number of faculty and staff unit specific educational initiatives, and; e) the continued growth and 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 will be collaborative, working with key campus stakeholders for consultation and development.

IV. Annual Statistics

For the purposes of this reporting period, the statistics outlined below reflect the 12-month period of April 2018 to March 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, access to 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. Table 2 below shows an overall increase of 167% in disclosures, consultations and reports from the 2017/18¹ to 2018/19 reporting periods. The Office is committed to building relationships to reduce barriers and support the increase of University Community members accessing supports and services.

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

Intake type	Count
Disclosures	105
Consultations with community member*	50
Report	0
Total**	155

*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.

**The total intakes for April 2017 to March 2018 included 43 disclosures, 13 consultations with community members and 2 reports. The Office’s total demonstrates an overall increase of 167% over the last year.

b. Accommodations

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

Type of assistance	Count
Academic accommodations	82
Counselling, referral/streamlining	71
Medical Referral	14
Police/Victim Services	21
Safety Planning	22
Other**	46
Total***	256

¹ April 2017 to March 2018 marked the first year of operations under GP 44. Between April 2017 to January 2018 the University was operating under transitional procedures. Between February 2018 to March 2018 the University was operating fully under GP 44. This growth may signify the strength of a single point of entry (the Office) for access to support services.

* 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 unless direct action was taken on their behalf by a Case Manager we did not reflect the number 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.

***The total types of assistance provided during the April 2017 to March 2018 period was a total of 51. The total number above demonstrates an overall increase of 401% over the last year.

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

Affiliation Type	Count
Students	115
Faculty	8
Staff	26
Undisclosed	6
Total*	155

*Please note, the statistics provided in the tables above 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. This 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 Sexual Violence Support & Prevention 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.