

**SEXUAL VIOLENCE  
RESPONSE AND PREVENTION  
ANNUAL REPORT**

**EQUITY, DIVERSITY AND HUMAN RIGHTS OFFICE**

**For the period:  
May 1, 2019 to April 30, 2020**

<b>Equity</b>	<b>Équité</b>
<b>Diversity</b>	<b>Diversité</b>
<b>Human Rights</b>	<b>Droits de la personne</b>



**Laurentian** University  
Université **Laurentienne**

## Executive Summary

The following information is being presented by the Equity, Diversity and Human Rights Office (EDHRO) to the Board of Governors regarding matters dealt with under the Policy on Response and Prevention of Sexual Violence as well as sexual violence prevention/awareness initiatives completed during 2019-20 fiscal year.

## Case Contacts

A case contact is an individual who brings forward a complaint, consultation or enquiry to the EDHRO. In this context, the case contact does not need to have made a complaint to be named as such. "Case contact" is simply the term used for the individual who initially makes contact with the EDHRO, which includes contact for the purpose of an enquiry, consultation, or complaint.

### *Case Contact Composition*

Each case contact with the EDHRO can be broken down into the following three (3) categories:

- (1) **Complaint:** a written complaint received by the EDHRO by an individual who believes that they have been subjected to behaviour that may breach the Policy on Response and Prevention of Sexual Violence. Note that once the EDHRO receives a written Case Resolution Request Form, the case is categorized as a complaint. Complaints may be addressed both through formal and informal resolution processes;
- (2) **Consultation:** guidance and/or direction provided by the EDHRO on concerns, questions or potential complaints. Consultations may include (but are not limited to) requests for assistance or clarification from members of the Laurentian University community, including academic or administrative leaders (i.e. those with the authority or responsibility to address concerns), requests for information and/or assistance by third parties (i.e. friends, co-workers seeking assistance to support others), or the provision of information with appropriate guidance. Typically, this would entail a longer interaction or more than one meeting to address a possible concern relating to a matter falling under the EDHRO mandate. Some consultation services may also require follow up with other individuals or administrative or academic units. Consultations also include the provision of support and accommodations to survivors under the Policy on Response and Prevention of Sexual Violence as a follow up to a report of sexual violence;
- (3) **Enquiry:** a basic clarification, reference or provision of information.

There were 17 total case contacts with the EDHRO in 2019-20 that were dealt with under the Policy on Response and Prevention of Sexual Violence. These case contacts were comprised of 2 complaints, 12 consultations, and 3 enquiries.

Figure 1 - Sexual Violence Case Contact Composition

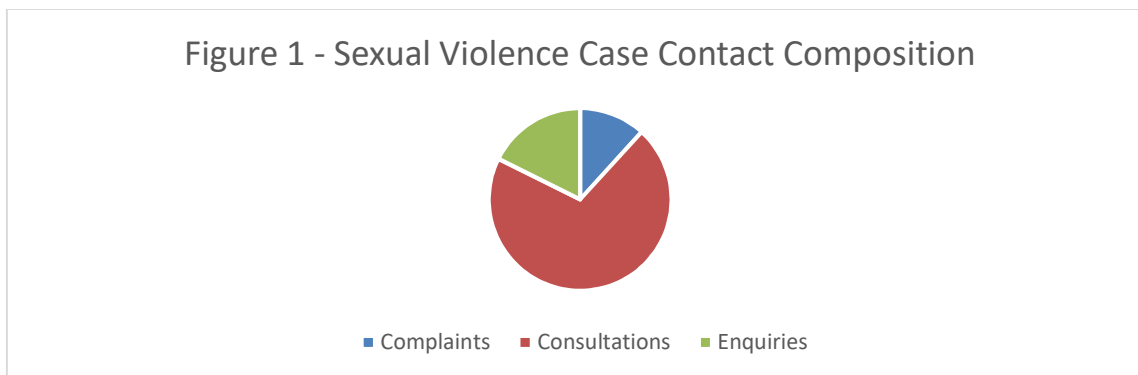


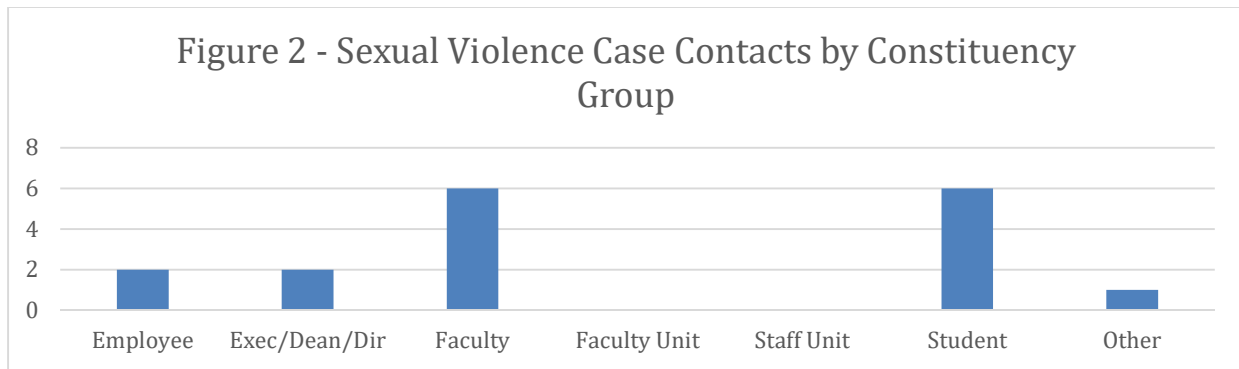
Figure 1 – Case contacts dealt with under the Policy on Response and Prevention of Sexual Violence

### *Constituency Groups*

The case contacts and respondents in each file are broken down into seven (7) constituency groups as follows:

- (1) **Faculty:** this group includes all members of the Laurentian University Faculty Association (LUFA) as well as department Chairs/Directors (who are members of LUFA);
- (2) **Faculty Unit/Department:** this group includes cases brought forward on behalf of or against a faculty unit or department as a whole and not by any one individual.
- (3) **Employees:** this includes all employees other than Faculty. Included are members of the Laurentian University Staff Union (LUSU), graduated teaching assistants represented by the Canadian Union of Public Employees (CUPE), and members of the Laurentian University Administrative and Professional Staff Association (LUAPSA) who do not fall into the leadership group personnel category listed below as well as all other employees who do not belong to a union or association;
- (4) **Staff Unit:** this group includes cases brought forward on behalf of or against a staff unit or department as a whole and not by any one individual.
- (5) **Students:** this group includes all students at Laurentian University including the federated Universities and the Northern Ontario School of Medicine;
- (6) **Leadership group personnel:** this category includes all leadership personnel including Executive Team members, Associate Vice-Presidents, Deans and Directors. It does not include Chairs of departments as they are included as members of Faculty, as noted above, and;
- (7) **“Other”:** Included in this category are either case contacts or respondents who are not a member of the Laurentian University community or where the case contact did not wish to reveal the name of the respondent. This group may also include Laurentian University investigating or responding to a complaint as an institution.

The following is a breakdown by constituency group of case contacts who sought services through the EDHRO under the Policy on Response and Prevention of Sexual Violence.



**Figure 2 – Case contacts dealt with under the Policy on Response and Prevention of Sexual Violence broken down by constituency group**

### Resolution of complaints

Of the 2 complaints made in 2019-20 under the Policy on Response and Prevention of Sexual Violence and 3 brought forward from 2018-19, there were a total of 3 complaints resolved in 2019-20 and 2 brought forward to 2020-21. Of the resolved complaints, 2 were resolved by way of investigation and 1 was resolved through a mediated/conciliated resolution process.

### Administrative/Other

The EDHRO hired an Intake, Support and Community Outreach Coordinator for the academic year to provide additional support services and to lead sexual violence prevention/awareness initiatives.

### Response and Prevention Initiatives

#### **Fall 2019**

The EDHRO attended a number of Orientation sessions to present to members of the Laurentian community (staff, students and faculty) on sexual violence response and prevention including:

- Definition of sexual violence
- Consent
- Responding to disclosures
- Resources on/off campus
- Laurentian's policies

#### *Upstander Program*

The Upstander program aims to develop a culture of looking out for one another on campus. Training is rooted in bystander training programs, which teach people how to proactively help others in need. This program aspires to create safer and more supportive communities. This

program covers multiples topics, such as: what constitutes sexual violence and consent, identifying sexual violence, how marginalization impacts one's risk of being subject to sexual violence, sexual violence as a societal issue, links between sexually violent behaviour and "rape culture", how to empathize with survivors and how to safely apply Upstander intervention skills.

Completed with:

- two sessions offered with Residence Resident Advisors and Peer Mentors (August 27<sup>th</sup> and 28<sup>th</sup>)
- men and women varsity soccer teams (August 27<sup>th</sup>)
- open session offered to undergraduate students (September 18<sup>th</sup>)
- community Health Class (September 25<sup>th</sup>)
- open session offered to graduate students (October 2<sup>nd</sup>)

#### *White Ribbon: Draw The Line Education*

White Ribbon is considered to be the largest movement of men and boys working to end gender-based violence. Draw The Line workshops are part of a campaign to eradicate sexual violence across the post-secondary sector by fostering Male Allyship and Bystander Intervention skills.

Completed with:

- Men's Varsity Hockey team (October 16<sup>th</sup>)
- Men's Varsity Swimming team (October 16<sup>th</sup>)
- Men's Varsity Soccer team (October 16<sup>th</sup>)

#### *Upstander Express*

Completed with:

- All Student Athletes (September 3<sup>rd</sup>)
- Students at organized orientation event with first year students (September 2<sup>nd</sup>)
- First year architecture students (September 9<sup>th</sup>)
- First year Labour Studies students (through Introduction to Labour Studies Class – September 16<sup>th</sup>)

#### *Open Sessions provided by Dr. Victoria Kannen*

- Understanding and Preventing Sexual Violence/s in the Workplace for staff (August 21<sup>st</sup>)
- Understanding and Preventing Sexual Violence/s in the Classroom for faculty (September 18<sup>th</sup>)

#### *Comment Bien Réagir au dévoilements avec le Centre Victoria pour femmes (September 20<sup>th</sup>)*

- Open session offered to all staff and faculty

#### *911 Sexual Violence Response Post Cards*

- Includes information regarding both prevention and response resources as well information with respect to responding to disclosures

- Available in the EDHRO
- Distributed to many offices, groups and individuals on campus
- Formed part of student associations' orientation packages for students
- Recently reviewed and updated to ensure current information and best practices

*Safe Talk Presentation by Dr. Stephen De Witt, Sexologist (September 3<sup>rd</sup>)*

Collaborated with the Students General Association to support a Safe Talk session with Dr. Stephen De Witt, registered sexologist, to discuss healthy relationships and understanding consent. EDHRO introduced the speaker and presented on the prevention and response of sexual violence.

*Sexual Violence Prevention and Response Tabling*

The EDHRO set up tables in high traffic locations on campus on the following dates, displaying resources and information and including a staff member present to engage students and respond to any questions:

- October 28
- October 29
- November 25
- November 29
- December 6

## Winter 2020

*Upstander Express:*

- Orientation Week Presentation (January 7<sup>th</sup>)
- Classes (February 3<sup>rd</sup>):
  - ECON 53
  - LBST 1006

*Consent in 360 presented by the YWCA:*

- January 8<sup>th</sup> in Residence and January 9<sup>th</sup> in the Atrium
- A virtual reality experience of consent and sexual violence

*Self-Defense Class: (January 16<sup>th</sup>)*

- A free self-defense class was offered to staff, students and faculty. All self-identified women were welcome to attend.

*How do you get consent? (January 27<sup>th</sup> & 28<sup>th</sup>)*

- Students were engaged both in person at a table set up in a high traffic location on campus, as well as online through social media, regarding how they obtain sexual consent. An EDHRO staff member engaged with students to discuss the foundations of consent (it must be enthusiastic, active, direct, voluntary, coherent and ongoing).

Students had the opportunity to post responses, and the responses were compiled and posted anonymously on our social media.

*'Consent is simple; #iask' Sexual Violence Consent Campaign Launch: (January 31<sup>st</sup>)*

- EDHRO presented at Large Leadership Group to kick off the campaign
- Old Rock in the SGA Student Centre, Starbucks and Tim Horton's on campus gave out 'Consent is simple. #iask' coffee sleeves. 'Consent is simple. #iask.' t-shirts, lanyards, sexual health products and key chain lights/panic alarms were also distributed. Student leaders, front facing staff and faculty on campus wore the t-shirts, and posted their photos of them doing so to social media, tagging the campaign hashtag, #iask. Student volunteers visited various locations on campus, advertising the campaign and passing out lanyards and t-shirts. Community partners and service providers were present to participate in the event and to deliver information and resources to the Laurentian University community

*Trivia Between the Sheets (February 12<sup>th</sup>)*

- Lyne Rivet, Manager, Health and Wellness Services led a Trivia Between the Sheets evening event at the Campus Pub. Questions focused on sexual health, healthy relationships, and consent.

*Audrie and Daisy Film Screening (February 26<sup>th</sup>)*

- Hosted a film screening of Audrie and Daisy on the evening of February 26<sup>th</sup> and provided free pizza. Following the viewing of the movie, discussed key topics covered throughout the documentary/film including questions about consent, stigma associated with being a survivor of sexual violence, and online bullying.

*International Women's Day event to feature: (scheduled for March 12<sup>th</sup>)*

- A keynote address by Leona Skye, a survivor of sex trafficking
- Presentation by a representative of Centre Victoria to speak about gendered violence
- Panel discussion about gendered violence and sex trafficking with both presenters and other community partners/representatives
- Community partners and service providers present to participate in the event and to deliver information and resources to attendees

Note: this event was unfortunately cancelled due to Covid-19

*Support to campus partners*

- Provided support to Indigenous Student Affairs' Red Dress Campaign on February 14<sup>th</sup>
- Provided funding for t-shirts for the Moose Hide Campaign - February 2020

## Ongoing

*Creation of Peer Led Support Group*

- EDHRO is supporting the establishment of a peer-led sexual violence support group. EDHRO will be assisting with support for the group's operations as well as training for peer support volunteers.

#### *Sexual Violence Website Improvements*

- The website content is currently being reviewed to provide additional information, to adhere to best practices and to be more user-friendly including providing clear information regarding the disclosure process and how to receive accommodations and support.

#### *Mandatory Sexual Violence Education Module*

- The module will define sexual violence and consent, and will introduce students to sexual violence scenarios and provide examples for how to respond. The prevalence, and impacts of sexual violence will also be discussed. A summary of the Upstander education will also be included; such as types of interventions available. Students will be informed what to do if they experience sexual violence. The University's Policy on Response and Prevention of Sexual Violence will be summarized in a clear manner. On and off campus resources will be referenced.
- This module will be mandatory for all students

#### *Sexual Violence Response and Prevention Posters to be displayed in washrooms around campus*

- Posters are being created which outline support services available for individuals who may have experienced sexual violence. The poster outlines on campus prevention initiatives and support services as well as off campus support services.

#### *Campaign to promote inclusivity in campus washrooms*

- Signage is currently being created to be displayed in washrooms on campus

#### *Creating a line of posters with engaging slogans to include Laurentian University's new campaign:*

- Consent is simple. #iask

The EDHRO encourages staff, faculty and students to complete online education on how to respond to disclosures at [respondingtodisclosuresoncampus.ca](http://respondingtodisclosuresoncampus.ca). The Responding to Disclosures On Campus training seeks to ensure that survivors are treated with respect and dignity and that they receive the supports that they need to recover.

#### *Policies and Procedural Guidance*

This year the EDHRO assisted with the creation of the Terms of Reference for the Presidential Task Force on the Prevention of Sexual Violence. The Presidential Task Force had its first meeting in 2019-20, chaired by the Vice-President, Academic & Provost, and was attended by members



of the EDHRO who continue to support this ongoing initiative. This ensures that the University's approach to sexual violence response and prevention is consistent for all members of the community, and in accordance with Laurentian University's commitment to foster and promote a safe working and learning environment free of sexual violence, as well as its commitment to provide support to all members of the University community directly affected by sexual violence.