

**SEXUAL VIOLENCE
RESPONSE AND PREVENTION
ANNUAL REPORT**

EQUITY, DIVERSITY AND HUMAN RIGHTS OFFICE

**For the period:
May 1, 2022 to April 30, 2023**

Equity	Équité
Diversity	Diversité
Human Rights	Droits de la personne

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 (Policy) as well as sexual violence prevention/awareness initiatives completed during 2022-23 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/unit 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. 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.

*It is important to note that a Consultation can include a disclosure of sexual violence and the survivor has chosen not to engage the complaint process under the Policy, but is disclosing for the purposes of obtaining support and accommodations under the Policy.

- (3) **Enquiry:** a basic clarification, reference or provision of information.

There were 35 total case contacts with the EDHRO in 2022-2023 that were dealt with under the Policy. These case contacts were comprised of 2 complaints, 30 consultations, and 4 enquiries.

FIGURE 1 - CASE CONTACT COMPOSITION

■ Complaints ■ Consultations ■ Enquiries

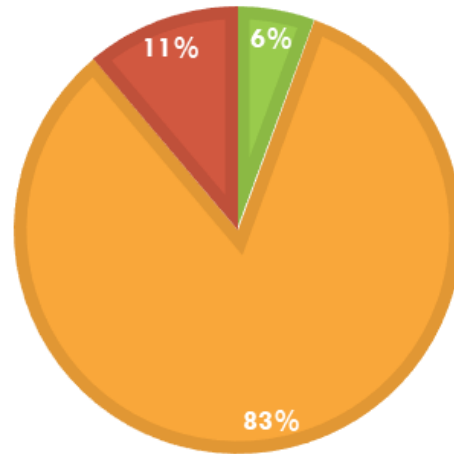


Figure 1 – Case contacts dealt with under the Policy on Response and Prevention of Sexual Violence

FIGURE 1(B) - COMPARATIVE STATISTICS FOR CASE CONTACTS 2019-2023

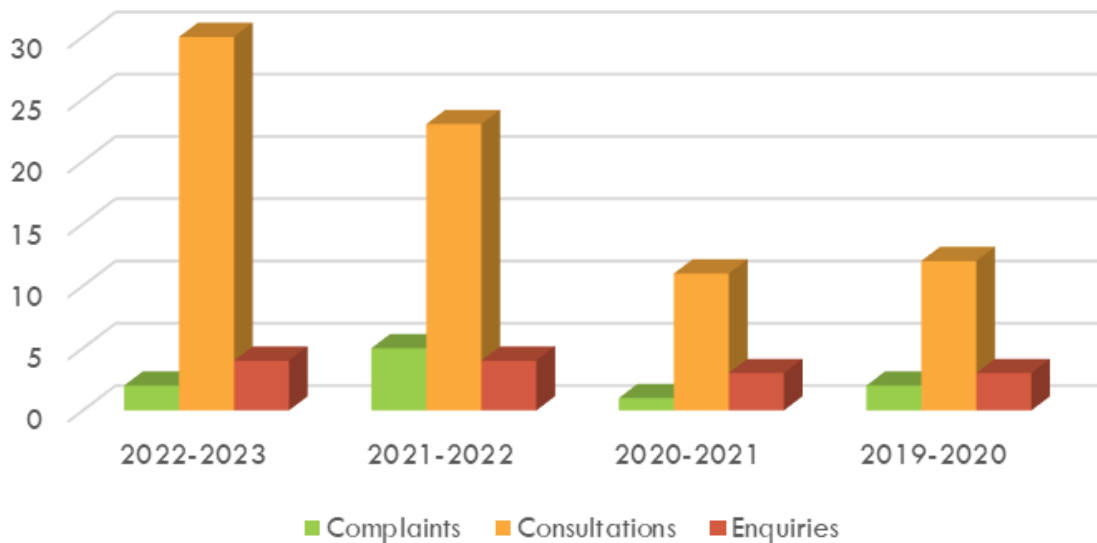


Figure 1(b) - Comparative statistics for case contacts: 2019-2023

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 (LUAPS) 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;
- (6) **Leadership group personnel:** this category includes all leadership personnel including Executive Team members, Associate Vice-Presidents, Deans and Directors. It does not include Directors and 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 from or consulted with the EDHRO under the Policy.

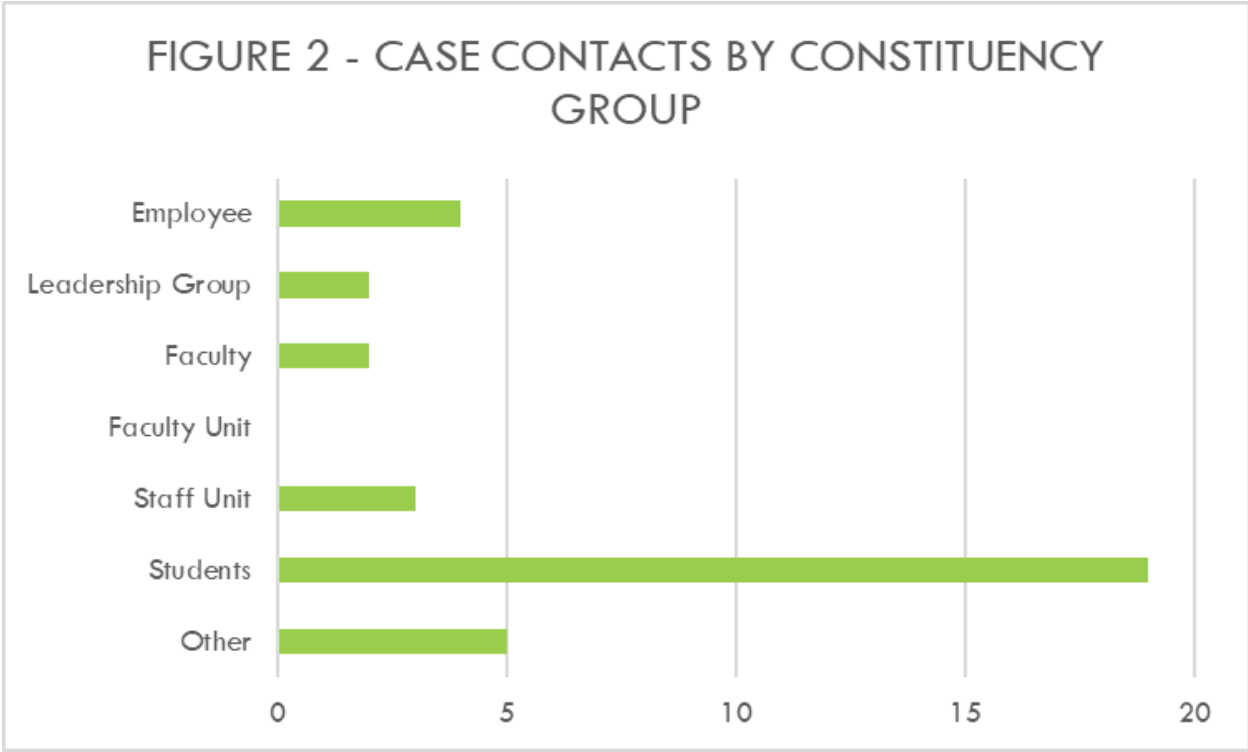


Figure 2 – Case contacts dealt with under the Policy broken down by constituency group

Resolution of complaints

Of the 2 complaints made in 2022-2023 under the Policy and 3 brought forward from 2021-22, there were a total of 5 complaints resolved in 2022-23. Of the resolved complaints, 3 were resolved by way of investigation, and 2 were abandoned or withdrawn.

Initiatives

Education and Training

Throughout the year, the EDHRO presented to various members (groups) of the Laurentian community (staff, students and faculty) on the role and mandate of the EDHRO which also included discussions regarding sexual violence response and prevention including:

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

EDHRO provided targeted training, including Upstander, to groups such as Residence Life staff, student athletes, student leaders, Peer Wellness student mentors, Pub Downunder staff and Residence students.

The EDHRO participated in new employee training on a monthly basis in which the above information was provided to new staff and faculty members.

The EDHRO also regularly promoted and strongly recommended that community members complete the Responding to Disclosures on Campus online training module.

EDHRO co-hosted with Pride Laurentian, Safe Space (together, making safe and inclusive spaces for people) training sessions for students, staff and faculty members.

Awareness and Community Engagement

The EDHRO continued to bring awareness of a consent culture to the university community throughout the year with its "Consent is Simple #iasK" messaging and branding, including t-shirts, coffee cups, lanyards, magnets, stickers and various other "swag items" for students.

The EDHRO has resource materials disseminated regularly by pamphlets as well as through online means focused on consent and sexual violence prevention and response.

During Orientation 2022, the EDHRO hosted a Consent Awareness Day in the Atrium and along with community partners, Greater Sudbury Police Services, Sudbury and Area Victim Services, Voices for Women, Centre Victoria pour femmes and the Laurentian Women's Centre, shared information and engaged the community in conversations focused on consent, healthy relationships and sexual violence response and prevention. The EDHRO also partnered with the

SGA to host sexologist, Dr. Stephen De Wit, who facilitated a session entitled: Tongue Tied: Untangling Communication around Sex, Consent and Healthy Relationships.

The EDHRO created new pamphlets on responding to disclosures and consent. These pamphlets were distributed in all kit bags provided to first year students. This also included the EDHRO partnering with the SGA to provide “Cup Cover scrunchies” (an item for prevention of drink spiking/drugging) in each of their students’ kits.

In September, 2022, EDHRO hosted the launch of the joint community video on consent that was created as a collaboration with the Greater Sudbury Police Service, Sudbury and Area Victim Services, Cambrian College and Collège Boréal which featured students from all three campuses (available here: <https://www.youtube.com/watch?v=XAKagytxX4Q>).

Also in September, 2022, the EDHRO shared information with students regarding drink spiking/drugging, including signs and symptoms to be aware of and safety and support measures both on and off-campus.

To increase visibility with students, posters were placed in the Great Hall to spread awareness about consent and responding to disclosures.

The EDHRO continued to support and collaborate with the Consent is Simple Action Team (CISAT), a student-led group formed to engage with their peers to create a consent culture on campus.

A new initiative that was launched in 2022-2023 in collaboration with CISAT and community partners was “Coffee Chats” hosted in the Atrium, including the following community partners and topics:

- Réseau Access Network - healthy sexuality
- Sudbury Women’s Centre and Centre Victoria pour femmes - healthy relationships
- Sudbury Women’s Centre - self-compassion

The CISAT hosted Consent Culture Awareness Week November 21 - 25, 2022 which included a Consent Heart Booth and Instagram activity and a "Conversation" couch, highlighting the Draw the Line campaign (<http://www.draw-the-line.ca/>), which were designed to engage students in conversations about consent and what it means to them. A coffee chat was co-hosted by community partners, Centre Victoria pour femmes and Voices for Women, and a Q & A game on healthy relationships and boundaries was hosted by the Sudbury Women’s Centre.

EDHRO and CISAT participated in the #16 Days of Activism Against Gender-Based Violence and planned various events held daily between November 25, 2022 through to December 6, 2022 including:

- “Wrapped in Courage” Purple Flag raising, highlighting the International Day for the Elimination of Violence Against Women in collaboration with community partners in the Atrium
- Purple tree lighting ceremony in Founder's Square in recognition of the National Day of Remembrance and Action on Violence Against Women
- A display in the Atrium, led by a group of students in the Social work program- “Why Don’t You Just Leave” - a display describing the seven reasons why women remain in abusive relationships
- The Women’s Basketball team and the Cheer team at a home game wore purple to raise awareness on gender based violence

Information was also shared throughout the #16 Days of Activism via social media promoting consent culture.

The EDHRO held its annual Consent Week from January 23 to 27, 2023. Consent Week provided an opportunity for Laurentian community members to engage in conversations focused on consent, healthy relationships and sexual violence response and prevention. Community members were encouraged to support and participate in the hybrid event by wearing Consent is Simple t-shirts, using a “Consent is Simple #iask” Zoom and social media account backgrounds and by attending the various sessions on offer including the following:

- Upstander training facilitated by the EDHRO: Bystander training for efficient responses and interventions for the prevention of sexual violence on campus.
- Draw-the-Line Panel Discussion with community partners: A panel discussion on various topics related to sexual violence prevention and how to draw-the-line
- Keynote address, “Reclaim Your Voice” by keynote speaker, Jungle Flower, boldly shared the major lessons she learned on her journey and healing from psychological abuse, physical abuse and sexual violence through a spellbinding combination of storytelling, spoken word and poetry.
- Survivor-Centered Art Workshop facilitated by keynote speaker and Reclaim Your Voice Founder, Jungle Flower: a workshop to empower participants to work through their trauma with creative exercises.
- Wellness Workshop facilitated by keynote speaker and Reclaim Your Voice Founder, Jungle Flower: included mindfulness practices, grounding techniques as well as self-expression exercises for mental and emotional wellbeing.
- Let’s Talk about Gay Sex, Sexuality and Gender! - with your new queer friend Aspen - a workshop facilitated by Aspen Groom from Réseau ACCESS Network: provided for an open and frank discussion about queer sex, sexuality and gender.
- Consent Beyond Sex: a workshop which provided information about building confidence in setting boundaries and the importance of consent when interacting with others

Policy Review

The Ontario government passed the *Strengthening Post-secondary Institutions and Students Act, 2022, S.O. 2022, c. 22 - Bill 26* on December 8, 2022 to further protect students by providing measures for postsecondary institutions to address faculty and staff sexual misconduct toward students on campus.

In particular, the amendments:

- Strengthen the tools available to institutions to address instances of faculty or staff sexual misconduct against students (i.e., deeming sexual abuse of a student to be just cause for dismissal and preventing the rehiring of employees found to have committed sexual abuse of a student)
- Prevent the use of non-disclosure agreements to address instances where an employee leaves an institution to be employed at another institution and their prior wrongdoing remains a secret; and,
- Require institutions to have employee sexual misconduct policies in place that provide rules for behaviour between faculty, staff and students as well as disciplinary measures for faculty and staff who break these rules.

EDHRO commenced an extensive consultation process with community stakeholders and review of the Policy, with a particular emphasis on incorporating the proposed changes of the Ontario government, in preparation of the Policy being brought forward to the Board of Governors in June, 2023.

Concluding Comments

The 2022-2023 reporting year represented a return to fully in-person activities on campus, which permitted the EDHRO to further its community engagement and in particular build upon relationships with community partners to continue to build a consent culture and awareness of sexual violence prevention and response on campus. The EDHRO continues to appreciate the support and dedication of these community partners, along with Laurentian's staff, faculty and students - their engagement and collaboration helps to ensure that Laurentian remains an inclusive, welcoming, and safe environment for all members of the campus community.