

SEXUAL VIOLENCE RESPONSE AND PREVENTION ANNUAL REPORT

EQUITY, DIVERSITY AND HUMAN RIGHTS OFFICE

**For the period:
May 1, 2021 to April 30, 2022**

Equity	Équité
Diversity	Diversité
Human Rights	Droits de la personne

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 2021-22 fiscal year.

An increase was noted in case contacts under the Policy on Response and Prevention of Sexual Violence for 2021-2022. This increase is likely attributable to increased awareness and education activities, as well as the return to on-campus activities from virtual delivery due to the ongoing COVID-19 pandemic. The EDHRO has continued to adopt new strategies to engage the campus community in sexual violence prevention, including the creation of the student-led Consent is Simple Action Team (CISAT), collaborations with community partners and other post-secondary institutions, and targeted training, to continue to build and maintain a safe and inclusive environment for all students, faculty and staff, free of sexual violence.

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 37 total case contacts with the EDHRO in 2021-2022 that were dealt with under the Policy on Response and Prevention of Sexual Violence. These case contacts were comprised of 5 complaints, 23 consultations, and 4 enquiries.

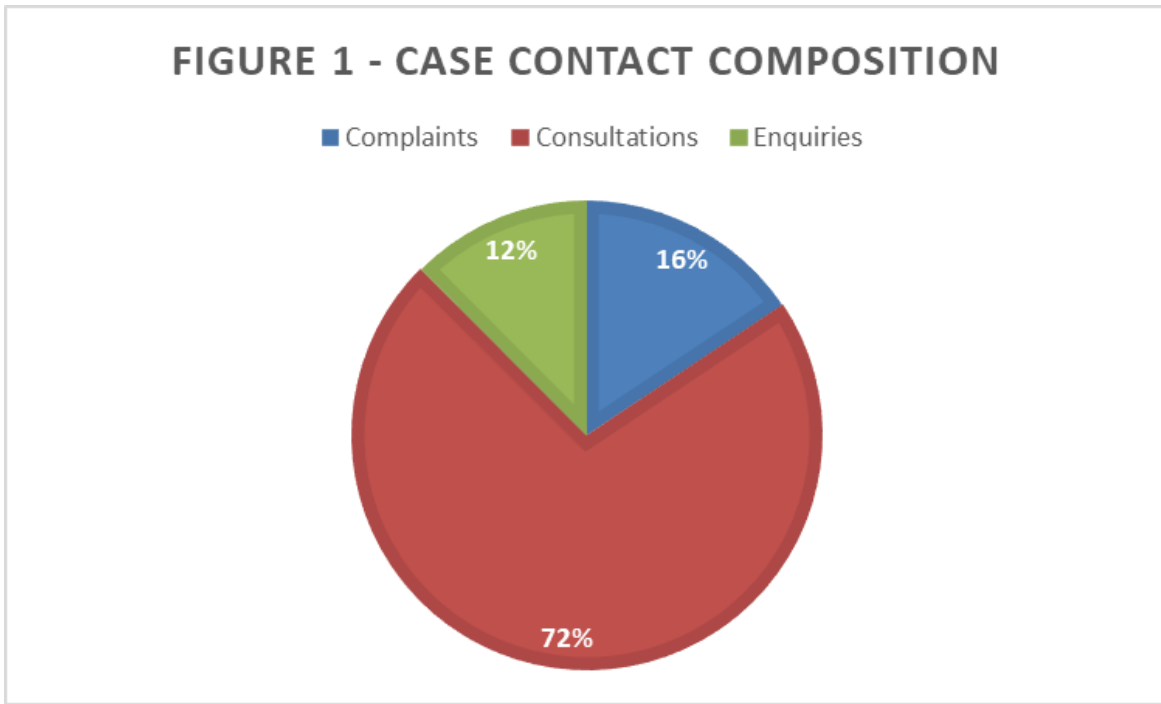


Figure 1 – Case contacts dealt with under the Policy on Response and Prevention of Sexual Violence

As part of these case contacts, the EDHRO also responded to 2 specific training requests relating to sexual violence prevention and response (in addition to the training, education and awareness events outlined below), and participated in two 2 external collaborations and 1 internal collaboration relating to sexual violence prevention and response.

It should be noted that there was an increase in case contacts under the Policy on Response and Prevention of Sexual Violence for 2021-2022 as compared to the 15 case contacts received during the prior fiscal year. This increase is likely attributable to increased awareness and education

activities, as well as the return to on- campus activities from virtual delivery due to the ongoing COVID-19 pandemic.

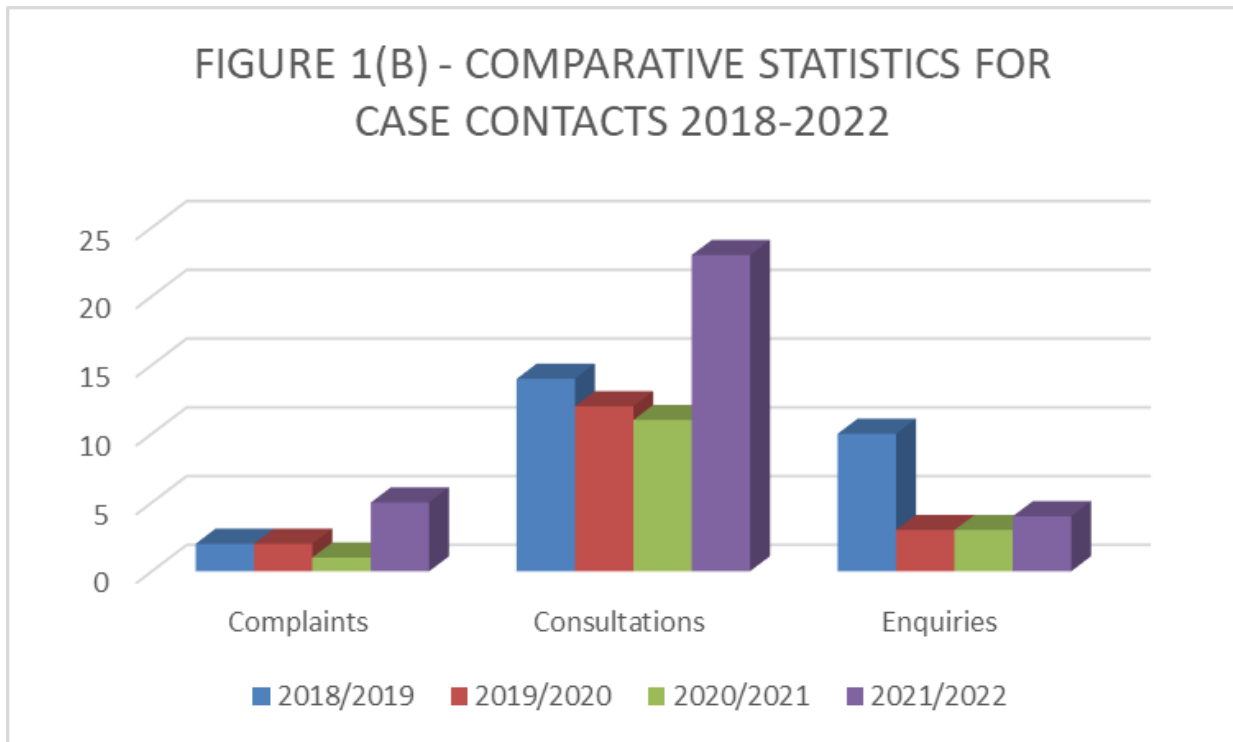


Figure 1(b) - Comparative statistics for case contacts: 2018-2022

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.

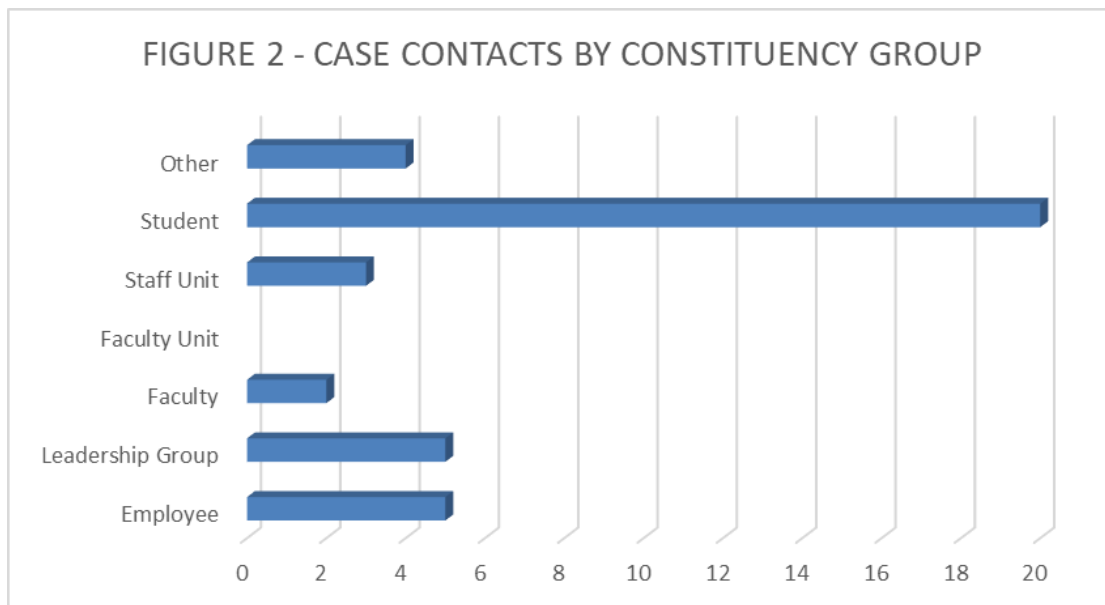


Figure 2 – Case contacts dealt with under the Policy on Response and Prevention of Sexual Violence broken down by constituency group

Resolution of complaints



Of the 5 complaints made in 2021-2022 under the Policy on Response and Prevention of Sexual Violence and 1 brought forward from 2020-21, there were a total of 3 complaints resolved in 2020-21 and 3 brought forward to 2021-22. Of the resolved complaints, 1 was resolved through a facilitated informal resolution process, 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, Pub Downunder staff and Residence students.

The EDHRO also invited external partners and groups to present to Laurentian community members, for example, the Greater Sudbury Police Service on Sexual Assault Online Reporting, Centre Victoria pour femmes on Aggression sexuelle et le consentement, Sudbury and Area Victim Services on Human Trafficking, The White Ribbon on Eliminating Sexual Violence on Campuses and Safer Spaces.

Awareness and Community Engagement

The EDHRO created the Consent is Simple Action Team (CISAT), a student-led group, on a mission to encourage conversations about consent. CISAT's goal is to make Laurentian's campus a place of healthy and respectful relationships consisting of consensual practices.

During orientation 2021, EDHRO hosted a booth in the Atrium where over 100 students were actively engaged through games and discussions. "Consent is Simple" merchandise was handed out and in support, Tim Horton's and Old Rock Coffee on campus added our 'Consent is Simple' cup sleeves on every coffee sold.

The CISAT hosted Consent Culture Awareness Week which was very successful with the student volunteers making approximately 500 connections with students through the various events,

along with the Consent Hearts 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.

In November, 2021, EDHRO participated in the #16 Days of Activism Against Gender-Based Violence and planned various events held daily between November 25, 2021 through to December 6, 2021. The main events included a purple flag raising, highlighting the International Day for the Elimination of Violence against Women in collaboration with community partners in the Atrium, and a purple lit tree in Founder's Square in honour of the National Day of Remembrance and Action on Violence Against Women.

The EDHRO held its annual Consent Week at the end of January, 2022. This year, on account of campus closures related to the COVID-19 pandemic, EDHRO partnered with many community partners, including Collège Boréal, Cambrian College, Greater Sudbury Police Services, Sudbury and Area Victim Services, Voices for Women, Centre Victoria pour femmes and the Laurentian Women's Centre to collectively raise awareness and engage in consistent messaging around consent, across all of our local post-secondary campuses. Many amazing speakers spoke as part of the virtual workshop series, including the Keynote speaker, Leona Skye, who shared her song on her experience with sexual violence and human trafficking. Other presentations included: Human Trafficking in Sudbury, Healthy Relationships and Safe Dating, Non-Consensual Photo Sharing Online, Sexual Violence and Consent Panel Discussion, A Book Club hosted by the Alumni Association, Sexual Harassment in the Workplace and What Men Can Do to Prevent Sexual Assault?

EDHRO collaborated with Collège Boréal and Cambrian College to create a video on Survivors' Stories and perspectives (available here: <https://www.youtube.com/watch?v=cqJSuvoS9YI>).

EDHRO also collaborated with the Greater Sudbury Police Service, Sudbury and Area Victim Services, Cambrian College and Collège Boréal to create a video on consent with students participating from all three campuses (available here: <https://www.youtube.com/watch?v=XAKaqytxX4Q>).

Policy Review

On September 16, 2021, the Ontario government announced regulatory amendments to require post-secondary institutions to update their sexual violence and harassment policies by March 1, 2022, to provide that:

- (1) A complainant acting in good faith, who discloses or reports sexual violence, will not be subject to actions for violations of the institution's policies related to drug and alcohol use at the time the sexual violence took place;

- (2) During the institution's investigative process, students who share their experience of sexual violence through disclosing, accessing support, and/or reporting to the university or college, will not be asked irrelevant questions from institution's staff or investigators, such as those relating to past sexual history or sexual expression.

These new regulations were based on recommendations brought forward by the Ontario Undergraduate Student Alliance (OUSA) to ensure that post-secondary sexual violence policies are trauma-informed and survivor-centric to protect and support students who have experienced sexual violence.

The EDHRO's existing practices in administering the Policy on Response and Prevention of Sexual Violence were already aligned with the recommendations, and the Policy was accordingly brought forward for review and revision to the Board of Governors on February 11, 2022, to add the new provisions, as per the Ministry announcement, confirming the University's values and commitments to survivors of sexual violence.

The Policy was also slightly revised to provide that the Complainant and Respondent both have the option of independently providing written submissions directly to the decision maker as opposed to being required to exchange these submissions with the other. This change was brought forward based on best practices as well as experiences in administering the Policy which will provide the survivor with the opportunity to share the impact of the sexual violence in a safe and supportive manner which is consistent with the survivor-centric focus of the Policy. Finally, the Policy was updated to reflect changes in titles and roles at the University.

Administrative/Other

The two existing Interim Co-Directors, Jennifer N. Dowdall and Shannon E. Goffin, continue to lead the EDHRO in 2021-22. The EDHRO was also pleased to welcome two new members to its team during 2021-2022: Stephanie Harris, the Intake, Support and Community Outreach Coordinator, joined the team in 2021 and Stéphanie Albert commenced her role as Executive Administrative Assistant in March, 2022.

The Presidential Task Force on the Prevention of Sexual Violence also met during the 2021-2022 fiscal year, and assisted with the review of the Policy on Response and Prevention of Sexual Violence.

Concluding Comments

Although faced with challenges during the 2021-22 fiscal year, including the impact of the ongoing COVID-19 pandemic as well as the CCAA process entered into by Laurentian University, the EDHRO remained committed to the prevention of and response to sexual violence, as exemplified by the new education and outreach initiatives which were highlighted, above, with the EDHRO adopting new strategies and pivoting as required both to engage the campus community, and to ensure the timely, compassionate and trauma-informed response to sexual violence and support of survivors.

The response and engagement of the Laurentian University community, and in particular our students, has been integral in building a culture of consent on our campus and the ongoing dedication of our students and campus and community partners serves to further Laurentian's commitment to maintaining a safe and inclusive campus environment for all students, faculty and staff, free of sexual violence.