



MEMORANDUM

To: Laurentian University Board of Governors

From: Dr. Marie-Josée Berger, Provost and Vice-President Academic

Date: June 18, 2021

Subject: Sexual Violence Annual Report to the Board of Governors

Background

Section 17 (7) of the *Ministry of Training, Colleges and Universities Act, R.S.O. 1990, c. M.19* states that:

Every college or university shall provide its board of governors with an annual report setting out, in respect of the preceding year, the information described in the following:

1. The number of times supports, services and accommodation relating to sexual violence are requested and obtained by students enrolled at the college or university, and information about the supports, services and accommodation.
2. Any initiatives and programs established by the college or university to promote awareness of the supports and services available to students.
3. The number of incidents and complaints of sexual violence reported by students, and information about such incidents and complaints.
4. The implementation and effectiveness of the policy. 2016, c. 2, Sched. 3, s. 1.

Beginning in 2020, the Minister will require the University to provide a copy of that report on or before June 1st.

Current

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 2020-2021 fiscal year.

Sexual Violence Response and Prevention Annual Report

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 15 total case contacts with the EDHRO in 2020-21 that were dealt with under the Policy on Response and Prevention of Sexual Violence. These case contacts were comprised of 1 complaint, 11 consultations, and 3 enquiries. Case contacts with the EDHRO under the Policy are broken down into seven (7) constituency groups, which are defined below.

Of the 15 total case contacts, the number of students who have accessed services through the EDHRO as it relates to sexual violence is too small to report without infringing subsection 17(8) of the *Ministry of Training, Colleges and Universities Act*, which provides that the University must take all reasonable steps to ensure that information that it provides in its annual report does not disclose any personal information.

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.

Resolution of Complaints

Of the complaint made in 2020-21 under the Policy on Response and Prevention of Sexual Violence and 2 brought forward from 2019-20, there were a total of 2 complaints resolved in 2020-21 and 1 brought forward to 2021-22. Of the resolved complaints, 1 was resolved by way of investigation and 1 required no follow-up action.

Education and Training

The EDHRO conducted a number of training, education and awareness activities throughout the 2020-2021 academic year. Presentations on sexual violence response and prevention included information covering: the definition of sexual violence, consent, responding to disclosures, on

and off campus resources, and Laurentian University policies. Participants were also provided with copies of the EDHRO's Sexual Violence Response Post Cards, with information regarding both prevention and response resources as well information with respect to responding to disclosures.

Furthermore, all staff, faculty and students were encouraged to complete online education on how to respond to disclosures of sexual violence at respondingtodisclosuresoncampus.com. The Responding to Disclosures On Campus training seeks to ensure that survivors are treated with respect and dignity and that they receive the support that they need to recover.

In light of the ongoing remote working and learning environment necessitated by the COVID-19 pandemic, particular reference was made during presentations and training sessions throughout the academic year to sexual violence prevention in online environments.

The following is a comprehensive list of educational and awareness initiatives regarding sexual violence prevention and response which were taken in the 2020-21 fiscal year:

- August 20, 2020 – Presentation to ACEX 1006
- August 25, 2020 – Upstander training with Residence Advisors. The Upstander program aims to develop a culture of looking out for one another on campus. Training is rooted in bystander training program
- August 27, 2020 – EDHRO Intro of services to ACEX 1006
- August 31, 2020 – Peer to peer training session (FR)
- August 31, 2020 – Know your Rights and Responsibilities international student presentation (EN)
- September 1, 2020 – Peer to peer training session (EN)
- September 1, 2020 - Know your Rights and Responsibilities general orientation student presentation (Bilingual)
- September 1, 2020 – Know your Rights and Responsibilities international student presentation (FR)
- September 3, 2020 – AEF training session - on topics within EDHRO mandate with emphasis on “harcèlement par internet”
- September 4, 2020 – Residence training session
- September 8, 2020 - Orientation session for School of Kinesiology (FR)
- September 8, 2020 - Midwifery orientation session
- September 8, 2020 – Graduate Students orientation
- September 8, 2020 - Orientation session for School of Kinesiology (EN)
- September 8, 2020 – Residence training session
- September 15, 2020 – Presentation for online Student Services Fair (bilingual)
- September 17, 2020 – Presentation to the Faculty of Nursing: Introduction of Services and Role of the EDHRO
- September 17, 2020 – Presentation for online Student Services Fair (bilingual)
- September 17, 2020 - SGA Executive: training session on topics within EDHRO mandate

- September 28, 2020 – Accessibility Services: training session on topics within EDHRO mandate
- Planned and marketed “Safe partying - sexual violence prevention through bystander intervention” online training session for students facilitated by Julie Lalonde: an internationally recognized women’s rights advocate and public educator
 - September 18 (EN)
 - September 29 (FR)
- January 8, 2021 - Orientation session for students - Know your Rights and Responsibilities
- January 12, 2021 - Greater Sudbury Police Service (Julia Kinna, Project Champion/Project Empower Coordinator and Detective-Const. Stephanie Duchene, Sexual Assault Coordinator) training session for staff on online reporting process for sexual assault
- February 3, 2021 – EDHRO training session for class “Communication infirmière”
- February 23, 2021 – EDHRO training session: nursing class
- February 25, 2021 - Presentation to PHED 4547
- February 26, 2021 - Presentation to library staff

Consent Week 2021: <https://laurentian.ca/human-rights/consent-week>

The EDHRO presented a virtual Consent Week event which took place January 25 to 29, 2021.

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 virtual event by using a “Consent is Simple #iask” Zoom and social media account backgrounds and by attending the various sessions on offer including the following:

Introduction to Consent Week and Sexual Violence Response and Prevention at Laurentian University

Facilitated by EDHRO (Jennifer Dowdall and Shannon Goffin, Interim Co-Directors)

- January 25, 2021: two sessions, one in French and one in English

Healing Past Harm- Supporting Survivors of Sexual Violence

Facilitated by Voices for Women: Sudbury Sexual Assault Centre (Roslyn Desinger, Community Outreach and Education Coordinator)

- January 26, 2021

Violences sexuelles à l’Université - déconstruire le cisgenrisme pour une réelle intégration

Dirigé par Groupe d’action trans de l’Université de Montréal (Ash Paré, Coordonnataire)

- January 27, 2021

Sexual Violence Prevention and Male Allyship

Facilitated by White Ribbon: movement of men and boys working to end gender-based violence (David Garzon, Team Lead, Community Engagement)

- January 27, 2021

« Comment (bien) réagir à un dévoilement d'agression sexuelle »

Dirigé par Centre Victoria pour femmes: (Mireille Charlebois, Agente de liaison)

- January 28, 2021

“I will always love you. You have no choice”: The reality of criminal harassment in Canada/

« Je vais toujours t'aimer. Tu n'as aucun choix. » : le harcèlement criminel au Canada

Facilitated by Julie Lalonde: an internationally recognized women's rights advocate and public educator

- January 26, 2021 French session
- January 28, 2021 English session

Gender in the University - A Workshop to Inform and Empower

Facilitated by Dr. Victoria Kannen: professor, writer and researcher on the subjects of identity, privilege, education and popular culture

- January 29, 2021 - Faculty and Staff Workshop
- January 29, 2021 - Student Workshop

Policies and Procedural Guidance

During the upcoming academic year, the EDHRO will lead a review of the implementation and effectiveness of the Policy on the Response and Prevention of Sexual Violence in consultation with the Presidential Task Force on the Prevention of Sexual Violence, in advance of the April 2022 review date, with a particular emphasis on incorporating the proposed changes of the Ontario government, announced January 27, 2021, which are based on recommendations from the Ontario Undergraduate Student Alliance (OUSA). These proposed changes would require postsecondary institutions to amend their sexual violence and harassment policies to protect complainants from irrelevant questioning about their sexual history. Also, complainants would not be subject to disciplinary actions for violations of an institution's drug and alcohol use policies at the time the alleged sexual violence took place. These proposals have been brought forward for consideration by the Task Force in its meeting of March 11, 2021 and the EDHRO expects to work in collaboration with the Task Force with respect to the anticipated policy revisions.

Ongoing and Future Initiatives

The EDHRO continues to work with its community partners in establishing a mandatory online sexual violence education module that will be available for all Laurentian students.

Although the COVID-19 pandemic continues to limit access to campus activities, the EDHRO hopes to be in a position to implement further on campus initiatives once return to campus work and learning resumes, including but not limited to:

- Creation of peer led sexual violence support group
- Sexual Violence response and prevention posters to be displayed in washrooms around campus
- Campaign for gender inclusivity on campus, including the creation of signage to be displayed in campus washrooms