



# Sexual Violence Prevention and Response Annual Report

1 MAY 2019 – 30 APRIL 2020

Prepared by:

Lynn Thera, MSW, RSW

Coordinator, Sexual Violence Prevention and Response

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## Introduction:

The Sexual Violence Prevention and Response Coordinator (SVPR) provides education and prevention programming to the University; including information on sexual and intimate partner violence, healthy relationships, how to respond to disclosures, reducing violence on campus, rape culture, and consent. SVPR is also responsible for ensuring that individuals that have experienced violence are supported, empowered, and offered services in a trauma-informed, client-centered and compassionate manner. This can include but not limited to 24 hr. emergency support for those that have recently experienced violence; assisting survivors in accessing supports and accommodations; safety planning; ensuring survivors are aware of resources, both on and off campus; advocacy; and emotional support in their healing journey. SVPR is guided by the University of Regina Sexual Violence/Misconduct policy and procedures.

SVPR has three key objectives:

- Support and advocacy for survivors/victims.
- Coordination of services and supports.
- Coordination and implementation of a Campus Prevention and Education strategy.

## Statistics:

- 4 out of 5 undergraduate students surveyed at Canadian universities reported dating violence; 29% reported sexual assault (DeKeseredy, 2011)
- Reported sexual assaults of Indigenous people were triple non-Indigenous people (Statistics Canada, 2016)
- Gay, Lesbian, bisexual, transgender and queer people are at significantly higher risk of experiencing both sexual assault and harassment (Statistics Canada, 2018b).
- Women with disabilities are twice as likely as women without disabilities to have been sexually assaulted in the last year (DAWN, 2019)
- Approximately every 6 days a woman in Canada is killed by their intimate partner (Canada Women Foundation, 2015)
- 2 million Canadians aged 15 and older reported being stalked in the preceding five year. 32% experienced physical intimidation and threats, 18% were victims of actual physical violence (Statistics Canada, 2018b)
- There are long-lasting consequences of sexual/intimate violence include depression, lower self-esteem, trouble concentrating, anxiety, nightmares, difficulties with sleep. Gender-based violence can significantly affect academic outcomes for survivors/victims.

## Highlights 2019-2020:

In 2019-2020, SVPR focused on fostering community (both on and off the campus), awareness programming, and community engagement. SVPR also provided emotional and practical supports for individuals that had experienced gender-based violence.

### SVPR Advisory Committee:

The committee was established to join in creating a prevention strategy that reflects diverse perspectives.

78 students/ 66 of them survivors of violence, 12 staff and 3 parents utilized SVPR services.

Consulted on 14 informal investigations: 13 with the Conduct Office and 1 Respect Office investigation. Supporting alternative resolution options when requested.

82 training opportunities offered by SVPR: 1,331 students and 320 staff/faculty participated.

SVPR participated in quarterly file reviews of Regina Police Services sexual assault files.

Formal investigations with adjudicated outcomes: 2 completed and 1 referred for investigation: 2 formal investigations with alternative resolution completed.



Involved in both the **Western  
Canada Community of  
Practice**  
and  
**Saskatchewan Community of  
Practice for PSI's.**

Selected to participate in  
**Courage to Act**, exploration  
into promising practices for  
preventing and responding to  
gender-based violence in  
Canadian PSI's.

It is important to acknowledge the efforts of the University community in a number of initiatives and their support throughout the year; it takes cooperation and teamwork to create a safe and violence free environment.

**Definitions:** as defined in the policy

**Sexual Assault:** The intentional sexual contact or touching of another person with any object or body part without consent, or by force. It can include unwanted kissing, fondling, oral, anal sex, intercourse, or other forms of penetration, or any other unwanted act of a sexual nature.

**Sexual Harassment:** Conduct, comment, gesture or contact of a sexual nature that is offensive, unsolicited, or unwelcome.

**Sexual Violence/Misconduct:** Any sexual act or act targeting a person's sexuality, gender identity or gender expression, whether the act is physical or psychological in nature that is committed, threatened or attempted against a person without the person's consent. It includes but is not limited to sexual assault; sexual stealing; sexual harassment; stalking; indecent or sexualized exposure; overt/covert public masturbation; voyeurism; and knowingly publishing, distributing, transmitting, selling, making available or advertising (collectively, "distribution") an intimate image of a person without their consent.

## Activity Summary:

### Prevention

This activity summary depicts the number of educational or preventative programs offered since May 1, 2019, as well as topic and number of individuals participating in the presentations. It does not include large groups presentations offered at the beginning of semesters to new student assemblies or tabling.

In 2019-2020, there were 82 training opportunities offered by SVPR (up 30 from last year), with 1,331 students (up 288) and 320 staff /faculty (up 111) participating. The groups offered focused on disclosures, healthy relationships, Bringing in the Bystander, consent and the office, understanding sexual/intimate partner violence as professionals, and "other". The "other" topics

were class specific, violence and people with disabilities, women and violence, and complex trauma and sexual violence. 486 students participated in healthy relationship sessions, whereas 315 learned about consent and the office. SVPR offered a new session to 317 students, understanding sexual/intimate partner violence as professionals. Whereas most staff and faculty were interested in the services offered on campus and what to do if they receive a disclosure. These numbers seem to suggest that people continue to want to expand their understanding of the office, sexual/intimate partner violence and what to do if they receive a disclosure. There are also enough flexibility that staff/students/faculty are also using the SVPR to explore more deeply issues surrounding gender-based violence.

<b>Activity summary:</b>	<b>2018-2019</b>	<b>2019-2020</b>
# of training opportunities	52	82
# of students participating	1,043	1,331
# of staff/faculty participating	209	320
total	1,252	1,651

<b>Topic:</b>	<b># groups offered/students</b>	<b># groups offered/staff</b>
Understanding disclosures	0	7
Healthy relationships	30	0
Bringing in the Bystander	2	1
Sexual/intimate partner Violence as professionals.	14	0
Consent and office	13	6
Other	4	5

The training opportunities offered by SVPR focused on supporting both understanding and insights into sexual violence and intimate partner violence. Some of the topics included:

- What is sexual consent?
- Myths surrounding sexual assault.
- Sexual/intimate partner violence and people with disabilities.
- What is rape culture and how does it affect behaviours and societal understanding of violence.
- Intimate partner violence, the cycle of violence, and connections with sexual violence.
- How to create a safe and healthy university community, such as Bringing in the Bystander.
- What are the supports, both on and off campus, available to staff, students and faculty.
- The roles, responsibilities and supports offered by SVPR.
- What to do if you receive a disclosure.
- What is a trauma response to violence?

- New Sexual Violence/ Misconduct policy and procedures.

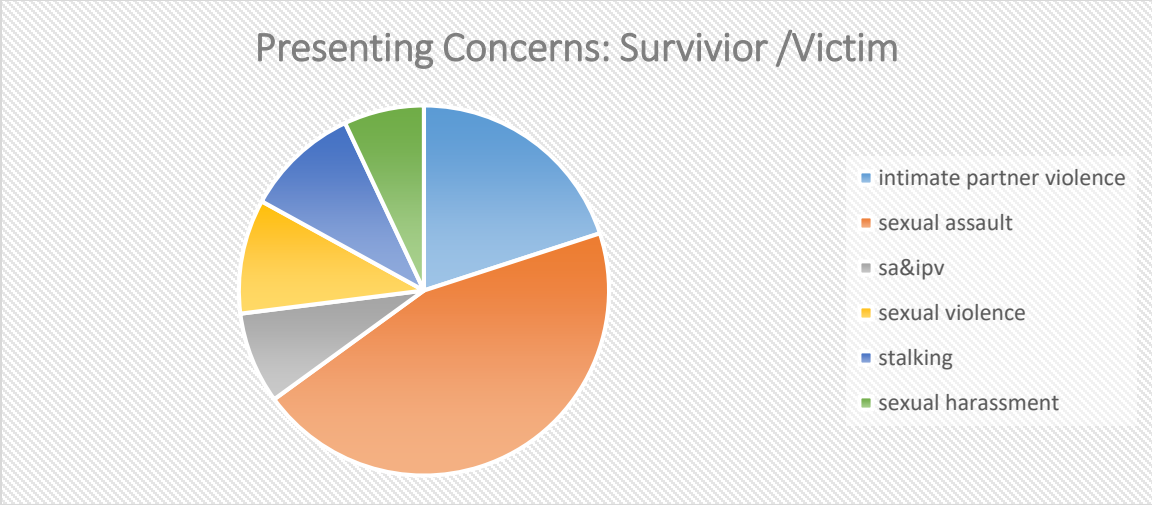
## Response

### Direct Interactions:

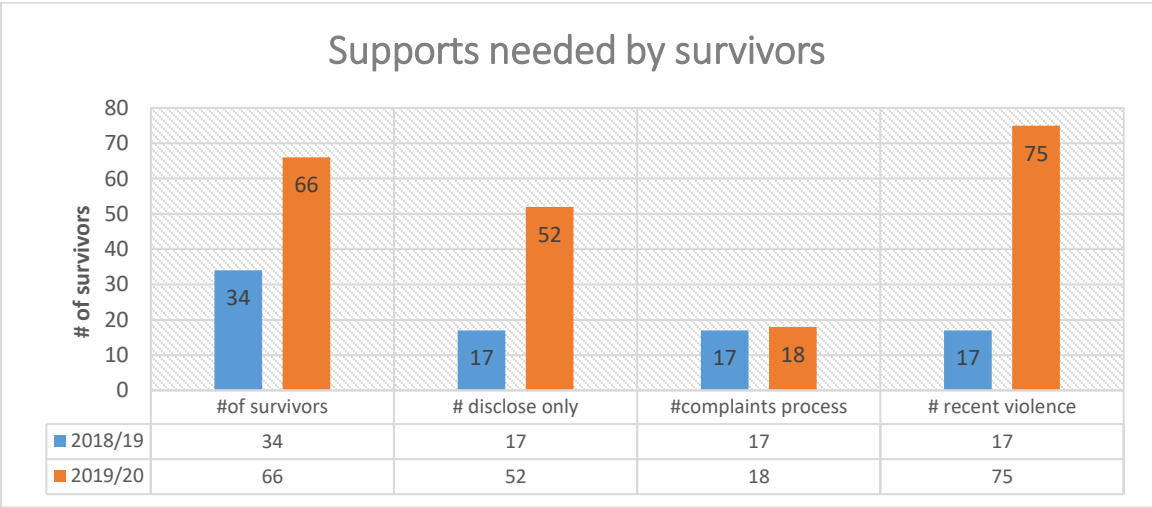
The activity summary table indicates the number of individuals that have directly utilized the services of the SVPR; 78 students/66 survivors (1 student with two separate concerns), 12-staff/faculty, 3 parents of students contacted SVPR for direct services (93 individuals/ 94 incidents total). There was a significant growth the number in individuals utilizing SVPR for support and information. Staff and faculty are also increasingly using the office for information, support and advice. For the first time, students referred their parents to SVPR as a reference on trauma and violence (confidentiality maintained). 3 parents contacted SVPR searching for information on sexual/ intimate partner violence. Services varied depending on the needs of the individual, some wanting only brief interventions whereas others asking for extensive supports.

The key intervention concerns for survivors/victims were sexual assault (45%), intimate partner violence (20%), or both forms of abuse (identified and disclosed) occurring in the relationship (8%). Other interventions included sexual violence (10%), sexual harassment (6%), and stalking (10%). Therefore, the leading reasons for service by survivors/victims were intimate/sexual assault comprising of 73% of all intervention concerns. Survivors that disclose only: sexual assault (66%), intimate partner violence (12%), or both forms of abuse (12%) totaling 90% of all intervention concerns. The primary intervention concern for staff/faculty/parents was information and assistance while they support student (87%).

<b>Intervention concern:</b>	<b># of students</b>	<b># of staff/faculty/parents</b>
Intimate partner violence (IPV)	13	1
Sexual assault (SA)	30	1
SA & IPV	5	0
Stalking	7	0
Sexual harassment	4	0
Sexual violence	7	0
Information/support	0	13



The SVPR office saw a significant shift this year with more survivors/victims disclosing recent violence with the expressed need for support in healing. On average, survivors/victims attended at least 8 counselling appointments, this does not include practical supports such as meetings, accommodations, accompaniment to appointments, advocating for services etc. Statistics suggest that survivors/victims this year accessed supports sooner in the healing process, sometimes within days, with complex needs.



## Nature of Intervention

There were three options for individuals utilizing the office of SVPR: Disclosure only, Informal and/or Formal Investigations.

The intent of the SVPR office is to support survivor/victim in a trauma-formed and client-centered approach. This perspective recognizes not only the right but also benefits of individuals to have control over their own healing journey. Consequently, individuals had the choice as to whether to disclose or report sexual violence. See policy for exceptions.

Individuals that wanted to disclose without making report often wanted emotional support, information, understanding, and/or concrete supports.

68% victims/survivors utilizing SVPR wanted to disclose only.

80% disclosed recent violence.

Informal investigations occur when the complainant chose the informal process or they initially made a report and then chose not to continue with the formal investigative processes. The Respect Coordinator, Non-Academic Conduct Coordinator and/or Security complete informal investigations either separately or collaboratively. SVPR's role in investigations is as a support and advocate for the complainant.

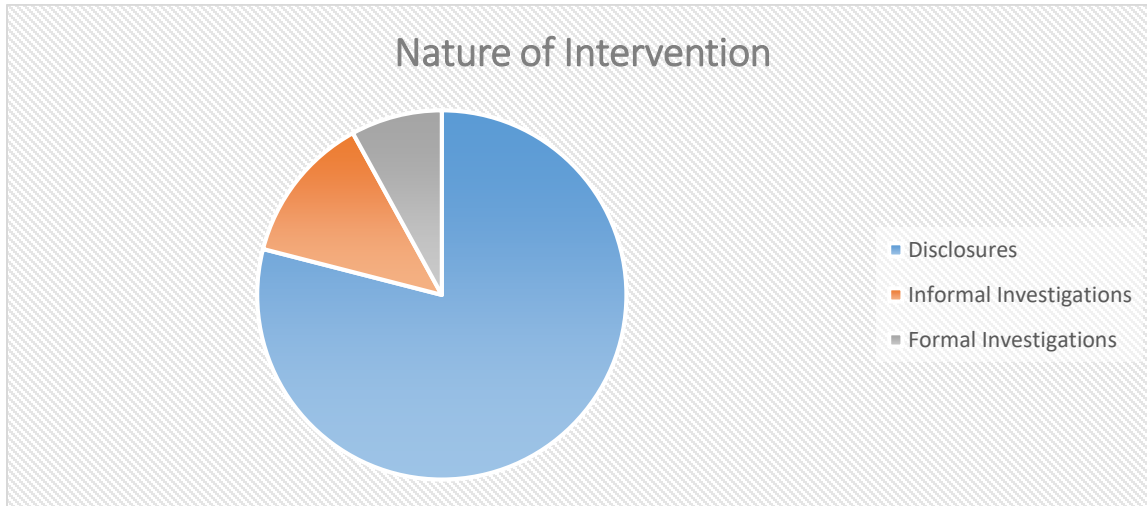
23% of those utilizing SVPR were involved in formal/informal investigations.

72% of informal investigations were either sexual harassment or sexual violence complaints.

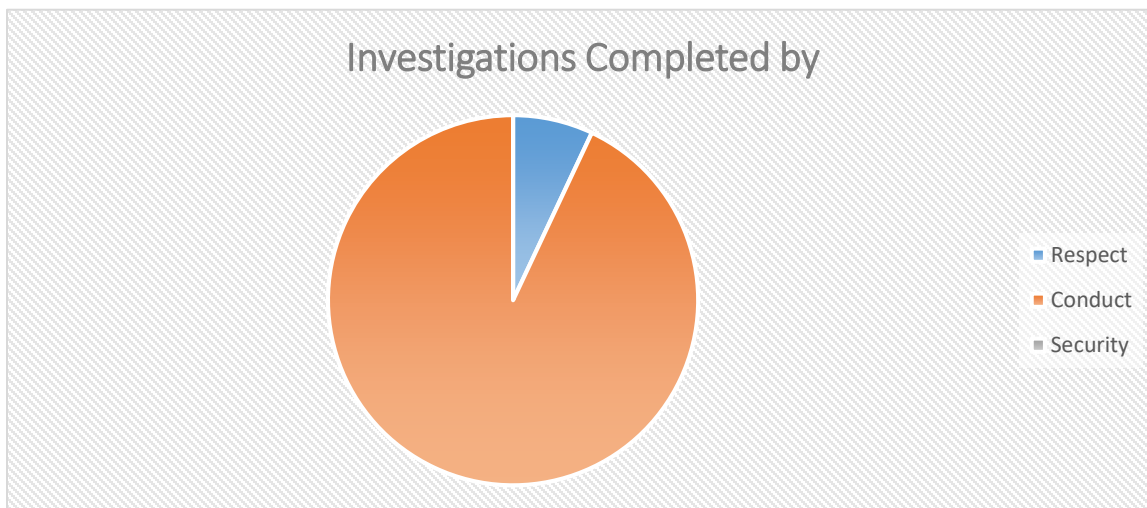
Non-Academic Conduct Coordinator and an Investigative Team complete *Formal Investigations with Adjudicated Outcome* involving students with outcomes determined by the Associate Vice President of Student Affairs and the Adjudication Panel. *Formal Investigations with Alternative Resolution Outcome* can take place when a complainant and respondent agree upon a solution, this does not occur in cases of sexual assault.



Formal Investigations completed at the University this year, 3 *Formal Investigations: Adjudicated Outcome*, 2 completed investigations and 1 referred for investigation: 1 investigation was intimate partner violence while the other 2 were sexual assaults. None of the investigated sexual assaults occurred on- campus. There was also 2 *Formal Investigation: Alternative Resolution Outcome* both sexual harassment/ sexual violence.



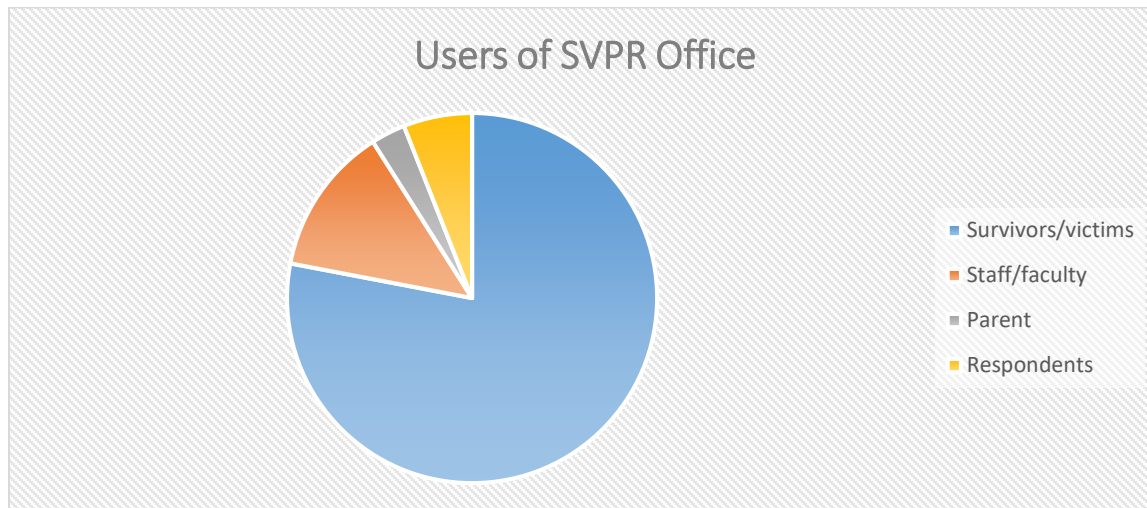
Informal/Formal Investigations completed; 1 conducted by Respect Coordinator and 17 by the Conduct Coordinator.



In cases violence may have occurred off- campus the results of violence appear on-campus such as abusers contacting survivor/victim on- campus, the need for academic accommodations, safety planning, investigations, emotional support etc.

The situations that are occurring most often on- campus are sexual harassment, sexual violence, and stalking (see definitions above).

The majority of individuals accessing services were survivors/victims (78%), staff (11%), parents (3%), respondents (6%),



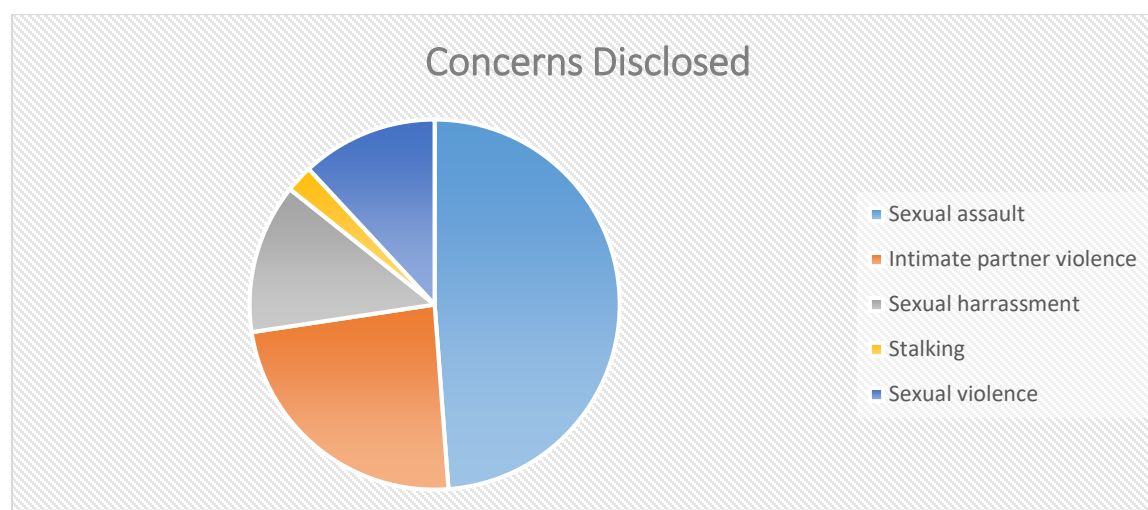
The types of supports and information given in 2019-2020 (including but not limited to):

- Emotional support.
- Information regarding on and off campus supports.
- Psychoeducational information- especially making sense of trauma and their experiences.
- Concrete aid; helping to complete police statements, taking students to police station, explaining legal papers, contacting shelters, finding basic hygiene products...
- Emotional support during university Non- Academic Conduct reporting and interviewing processes.
- Academic accommodations.
- Advocacy.
- Information regarding university and criminal processes and their reporting options.

## Secondary disclosures

SVPR and the new Sexual Violence Policy encourage staff, faculty, and students to contact the office when they have received a disclosure. The purpose of this contact is threefold; support and advice can be given to the individual that has received the disclosure; assures that resources are offered to the victim-survivor; finally, it provides the University with a limited but important portrayal of sexual violence issues and concerns affecting the campus community. The activity

summary table indicates the number of secondary disclosures received, the issue discussed, and what University units contacted SVPR. SVPR had 44 secondary disclosures (up 10); 41% were sexual assault (either past or present), 20% were intimate partner violence, 11% sexual harassment, 2% stalking, and 10% sexual violence. The 44 secondary disclosures came from; Counselling Services, Student Conduct Office, Security, Respect Office, Student Success Centre, staff/ faculty, Student Advocate Office, Residence and ta-tawaw Student Services.



The types of supports and information given in 2019-2020 (including but not limited to):

- Information regarding on and off campus supports.
- Information regarding university and criminal processes including reporting options.
- Information regarding sexual assault and intimate partner violence, connections to shelters, legal information, technology safety/ spyware etc.
- Advice on how to respond to a disclosure.

## Community Building

The SVPR works within a partnership model, seeking out and nurturing collaborative relationships with internal and external community agencies and groups. Through these partnerships promising practices can be explored with the intention of creating a safe environment for individuals to live, learn and work.

SVPR Advisory Committee was created with the primary objective of creating an educational plan that meets the needs of a diverse group within the University community. The committee's primary purpose is to meet the unique needs of all of students/faculty/staff. Members of the Advisory Committee include representatives from Student Success, (ta-waw Student Services,

Residence, Student Success, Accessibility, Respect), URSU (Women's Centre, URPride, RPIRG), and students.

SVPR has also been able to support a number of initiatives within the city of Regina. The Regina City Police in conjunction with Saskatchewan Association of Sexual Assault (SASS), Regina Sexual Assault Centre, and SVPR are completing quarterly file reviews of all sexual assault files where no charges are laid. Regina is the first city in Saskatchewan and a leader in the country in the implementation of this program. The intention is to support police in creating promising practices in regards to sexual violence files. SVPR also supports a domestic violence group for women at the YWCA, offering information, support and a safe place to discuss their experiences. Finally, SVPR supports RCMP Training Depot and Provincial Association of Transition Houses (PATHS) by facilitating training for cadets on intimate partner violence.

SVPR is also involved in a number of provincial and national initiatives that have the potential to deepen the work done by the University. SVPR participates in both a Saskatchewan Community of Practice, with the intent of offering information and support to provincial PSI's. The office is also a member of the Western Provinces Community of Practice with a focus on offering support and education on promising practices, including Universities throughout BC, Alberta and Manitoba. Finally, the SVPR has been participating in **Seeds of Possibilities: Courage to Act**. This is a nationwide organization that is bringing together experts in the field to both create and inform promising practices.

## Trends

- Female or female identifying individuals represent the vast majority of survivors/victims of sexual violence at 88.35%. Of all the sexual assault experiences, more than half (53.9%) occurred when the survivor was between the ages of 13-24 years of age (SASS, 2018).
- Canadian universities are continuing to develop initiatives and programs that address sexual assault on campus. The statistics from Canadian universities illustrate the complexity of sexual assault at universities. 21% of women attending post-secondary institutions report that they have experienced sexual violence. 30% of students know someone affected by sexual assault and it influences their understanding of safety of campus. Between 80-85% of all sexual assault are committed by someone known to survivor/victim, such as on a date, classmate, friend, partner etc. Therefore in many cases the survivor/victim will be in a class, study groups, hallways, friendship groups, and residence with the person who assaulted them. Therefore, one of their primary concerns is finding a safe environment to complete their education.
- The long-term consequence, both psychological and financial, to survivors of sexual assault is significant. Survivors/ victims often experience depression, anxiety, trouble sleeping, and an inability to concentrate. Consequently, survivors/victims struggle with completing course work, continuing as active and engaged participants in classes, maintaining grades and/or remaining in challenging programs or university. Universities

should continue to strive to create policies and processes that mitigate harm done by sexual assault, such as accessible academic accommodations, interim measures, etc.

- Indigenous women are 3 times more likely to be victims of violence than non-Indigenous women; 83% of women with disabilities will experience some form of violence in their lifetime; and individuals within the LGBTQS2 community are 3 times more likely to experience sexual violence. Canadian universities are continuing to explore social location and how it affects safety on campus.
- 2018 Student Survey on Sexual Assault: council of Ontario Universities examined attitudes and experiences of students across the province in regards to sexual violence. In the study, students demonstrated that they had consistent and strong understanding of consent. They also know that as a bystander they can prevent negative consequences if they act. However, in both situations having the knowledge does not seem to affect behaviours as the number of sexual/intimate partner violence remains the same.

## Issues

The focus of SVPR has been on deepening the foundation of the office. There were a number of issues that arose as a result of SVPR larger societal views on sexual violence.

- SVPR office continues to struggle with how to communicate both the issues surrounding gender-based violence and the supports offered.
- Many survivors/victims hesitate to seek help from formal supports or services and even fewer want to report the incident and/or go through official processes. The under reporting of incidents means violent occurrences remain hidden and individuals struggle without supports. Therefore, SVPR will continue to focus on creating a comfortable and safe environment for those that wish to utilize support services.
- There is a co-occurrence between intimate partner violence and sexual violence, especially sexual assault and stalking. Therefore, SVPR and the University will want to both recognize and support individuals that are experiencing the complex trauma connected with domestic violence. During the next policy review an inclusion of intimate partner violence should be considered.
- How and what data should be gathered is also an issue for SVPR. It is important to balance the requirement for information with the need for confidentiality and empowerment for survivors/victims. Therefore, it is a priority to create a process that will be respectful to individuals while gathering accurate and necessary data.
- It is important to support all individuals that experience violence while recognizing social location. It is the interconnected nature of multiple forms of discrimination, such as gender race, class, that creates overlapping and often-additional systems of disadvantage and violence. It is important to recognize and speak to the intersectionality of violence experienced and a need to create safe healing environments for all students.
- Covid-19 will change the environment of the University and the way services are offered in the coming year. Finding unique ways to connect with staff/students/faculty will be a

challenge but may open up opportunities to reach students not presently utilizing the office.

## Future

Across the country, SVPR positions are both new and rapidly changing based on need and the development of promising practices. In the last two years the SVPR office has seen a dramatic shift in who and how supports are being accessed. Therefore the assumption is that as office develops adaptations will be needed to meet the ever-changing needs of staff/students/faculty.

- Individuals that have experienced trauma often benefit from group work during their healing process. It is helpful to build capacity, explore resources, and breakdown normal tendencies to isolate after violence. SVPR in collaboration with Counselling Services will create, implement, and evaluate on-line groups that focus on building capacity for survivors/victims in the first phase of healing. It is a unique way to connect with all students, including those that are in Regina as well as distance student who are studying in one of the University campus across Saskatchewan.
- SVPR will be working to make the new data collection system, Resolver, compatible with the needs of the office. It will be important to find ways to utilize the system to better cope with case management and data collection. The focus next year finding ways to user Resolver while protecting confidentiality.
- Continuing to develop a robust educational strategy that will support safety and understanding regarding sexual/intimate partner violence, creating a community of caring. Members of the SVPR Advisory Committee will meet quarterly in order to insure promising practices in prevention programing.
- Faculty and staff will be offered the opportunity to participate in extensive training. The intention of this training is to support staff whose roles or interests denote a more comprehensive awareness sexual and intimate partner violence.
- Expand peer-to-peer support training and volunteer opportunities. At present, there are a number of students that have been trained to facilitate Bringing in the Bystander Training. Increasing student participation in prevention and educational opportunities is important to the overall educational strategy and considered best practice. Connecting with faculties and departments to create a group of students willing to become involved in campus sexual violence initiatives.
- Western and/or Canadian connections– both the SVPR Western Canadian Community of Practice and Courage to Act have been created to support professionals working in the field of Sexual Violence Prevention by offering opportunities to meet and discuss promising practice, future projects, and concerns. It is important to continue to work with others within Western Canada and nationally in order to ensure promising practices in a constantly changing field of practice.
- The campus community has been generous in its acceptance of office, with a number of meaningful partnerships already established, such as UR International, Residence, ta-

tawaw Student Centre, ESL etc. The intention of the next year will be to extend and expand relationships within the campus community.

- In order to demonstrate whether promising practices are successful, an environmental scan should be completed over the next few years. Initial stage will include exploring processes and connecting to those that have expertise in the research field.
- Create, implement and evaluate different means of communicating with students/staff/faculty such as webinars, zoom meetings, etc. Exploring a variety of ways to connect and support the University community- especially in the times of Covid-19.
- Accessing sexual violence supports and processes, such as investigations, accommodations, should be easy for the survivor/victim, accessible and understandable. Collaborations and consultations are an important means of creating and maintaining trauma-informed processes that are easy to access and open to all. SVPR has created close and collaborative working relationships with a number of areas within the University, including the Conduct and Respect Offices, but the collaborative approach has not been fully documented. In the future, data on the number and types of collaborations and consultations will be documented in order to have a clear sense of the work being done in this area.

## Year in Summary

The first year of the Sexual Violence Prevention and Response Office focused on building the foundations of education and prevention programming, communicating the existence of the supports and responding to needs of survivors/victims. The second year focused on deepening collaborations, building partnerships and offering more educational opportunities. As a result, the office observed a significant increase in staff/faculty/students utilizing the SVPR over the last year for support, prevention and collaborations. SVPR worked to create partnerships within the University, the city, the province, and others undertaking this kind of work across Canada. Moving forward, SVPR will build more opportunities to communicate with the campus community and deepen the prevention programming. Furthermore, it will continue to offer trauma-informed supports to those that have experienced sexual/intimate violence. The intention of the office is to create a campus community that is aware of sexual violence, is committed to its prevention, and will support those that have experienced it.