

# SEXUAL VIOLENCE PREVENTION AND RESPONSE ANNUAL REPORT: 2022/23

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University  
of Regina

*Go far. Together.*

## Executive Summary

The Sexual Violence Prevention and Response Office (SVPR) has just marked its 5th year at the University of Regina. In the last 5 years the office expanded, evolved, and flourished as it focused on meeting the needs of the University with a trauma-informed and client-centered approach.

The office continues to experience increases in the number of students that utilize supports at the University. In 2018/19 the office supported 28 students whereas last year it saw a 12% increase by 103 students with a wide range of needs from emotional supports, counseling, accommodations, advocating, connecting to services, and attending court. The key intervention concerns were sexual assault (64%), intimate partner violence (19%), sexual harassment (11%), stalking (4%), and sexual violence and other (3%). Intimate partner violence and sexual assaults were the leading reasons for service comprising 83% of all interventions with 91% of those individuals opting to disclose their experiences without reporting. It is important that the University continues to support students that have experienced violence because early interventions can decrease both the short and long term psychological, physical, and financial costs of the gender based violence.

2022/23 saw the launch of the Step In Step Up (SISU) program which included both *Introductory* and *Advanced* training opportunities. SVPR also focused on fostering peer to peer educational opportunities for students with a *Train-the-Trainer* program. This year 561 staff/faculty/ students attended SISU training and the plans are to expand the program in the coming years. The SISU program also offered two other events last year focusing on consent, gender-roles, and self-care.

The office also offered unique programs based on the specific needs of the University, including a group for survivors, conversational sessions for URInternational, and faculty specific lectures.

SVPR office has also created opportunities for students by supervising two Social Work BA practicum students and one Master's in Social Work Candidate. This will continue next year with plans to support both BSW practicums and a MSW candidate student. Having students in the office has enriched both our programming and services offered.

U of R Sexual Violence Awareness Survey was offered to students in Sept/Oct. 2022 with 337 students completed the survey and a report including data and recommendations will be finalized and made available on the webpage by August 2023.

Finally, the Sexual Violence/Misconduct policy was revised and approved by the Board of Directors in December and it included a recognition of power dynamics and prohibited relationships (see policy for more information).

The next 5 years should see further expansion and changes based on the needs of students/faculty/staff and new promising practices.

## Highlights:

- **103 STUDENTS**

100 victim/survivors of violence utilized SVPR services.

- **SISU STUDENTS**

offered *Introductory Training* to 426 students; 12 students took part in *Advanced training*; 2 completed the *Train- the-Trainer* session.

- **U OF R SEXUAL VIOLENCE AWARENESS SURVEY**

was filled out by 337 students in Septemeber/October 2022. The results will be available in August 2023

- **1,001 STAFF/FACULTY/STUDENTS**

attended educational sessions.

- **SISU STAFF/FACULTY**

offered *Introductory Training* to 109 staff/faculty; 12 took part in *Advanced training*.

- **SEXUAL VIOLENCE/MISCONDUCT POLICY**

was revised and approved by the Board of Governors in December 2022.

In 2022-2023, SVPR office continued to utilize Zoom for Healthcare which is a safe and confidential means of connecting with those that have experienced violence as well as offering support groups, webinars, and trainings.

An unexpected positive outcome to the on-line platform is that some individuals appreciated the ease, simplicity, and privacy of participating in either educational or supportive services through zoom. Moving forward we will be continuing to offer individuals supports and educational programming both on-line and in-person.

## Definitions:

(Found in University of Regina Sexual Violence/Misconduct Policy)

**Prohibited relationship:** Sexual or intimate relationships between individuals where there is a supervisory role or where an individual has influence over another's current or future academic activities, working conditions, or career or academic advancement. This includes relationships between: i) faculty, or teaching staff members, or emeriti and students; ii) staff and students; iii) coaching or athletics staff members and student athletes; iv) supervisors and subordinates. Excepted from this prohibition are cases in which the relationships have been previously addressed and permitted pursuant to the Conflict of Interest policy and procedure.

**Sexual violence/misconduct:** is 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 not limited to sexual assault; sexual stealing; sexual harassment: indecent or sexualized exposure; public masturbation; voyeurism; and knowingly publishing, distributing, transmitting, selling, making available or advertising an intimate image of a person without their consent.

**Sexual assault:** is 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 sexual intercourse, or any other unwanted act of a sexual nature.

**Sexual harassment** is conduct, comment, gesture or contact of a sexual nature that is offensive, unsolicited, or unwelcome act of a sexual nature.

## Prevention:

This activity summary depicts the number of awareness programs offered by the office from May 1, 2022 to April 30, 2023. It also includes Step In Step Up: UR Action Against Gender-Based Violence Training (SISU) program that has been introduced in the fall 2022.

In 2022-2023 there were 68 training opportunities offered by SVPR, with 1,001 student/ staff/ faculty participating in a wide range of educational opportunities. The information sessions/webinars offered focused on disclosures, healthy relationships, consent, SISU, and understanding sexual/intimate partner violence. SVPR also collaborated on projects with URInternational, Residence Life, ESL, ta-tawâw Student Centre, and Nursing.

SISU is a collaboration between SVPR and the Non-Academic Conduct Offices with a curriculum that provides participants with information and skills needed to create a community free from gender-based violence. Informed by current research and promising violence prevention practices, SISU addresses rape culture and myths, consent, intervention styles, how to respond to disclosures, and community resources.

The visuals for SISU include a round logo with purple and teal colors that represent both ipv and sexual violence; while the name represents stepping into conversations around gender based violence and stepping up to action. The program has been marketed to students/staff/faculty on Instagram, television screens, posters, webpages, tabling and events such as Orientation Week.

SISU offered *Introductory* (1 hr) and *Advanced* training (6 hr) and *Train-the-Trainer* to students, staff and faculty with certificates and stickers provided to everyone that participates. The intent is to develop both awareness and a visual symbol of commitment towards creating a safer community in which to work and study. SISU offered *Introductory* training to 462 students and 109 staff/faculty; *Advanced* training to 12 students and 12 staff; *Train-the-Trainer* was completed by two students.

One faculty/staff commented: "This was wonderful and I am grateful this was made available to staff. I feel this is training everyone should have!"

A student indicated that they liked "examples used for what sexual violence looks like, and how each intervention style could be used" another student said about the Advanced training "It was enjoyable and was an open non-judgmental environment".

We also facilitated the second annual SISU Week: Casual Conversations about Gender-based Violence hosted by Residence Life focusing on gender roles and consent. It was well attended and comprised interesting conversations in a fun manner.

SVPR office is hoping to expand SISU programing by offering more sessions, more activities, and more conversations in the coming year.



## Response:

The activity summary table indicates the number of individuals that have directly utilized the services of the SVPR: 103 individuals' utilized services (increase of 12%) from last year, 100 survivors/ victims of violence and three others that were either supporting someone or students involved in alternative resolutions. The key intervention concerns for survivors/ victims were sexual assault (64%), intimate partner violence (19 %), sexual harassment (11%), stalking (4%) and sexual violence and other (3%). lipv /sexual assault were the leading reasons for service comprising 83% of all interventions with 91% of those individuals opting to disclose their experiences without reporting.

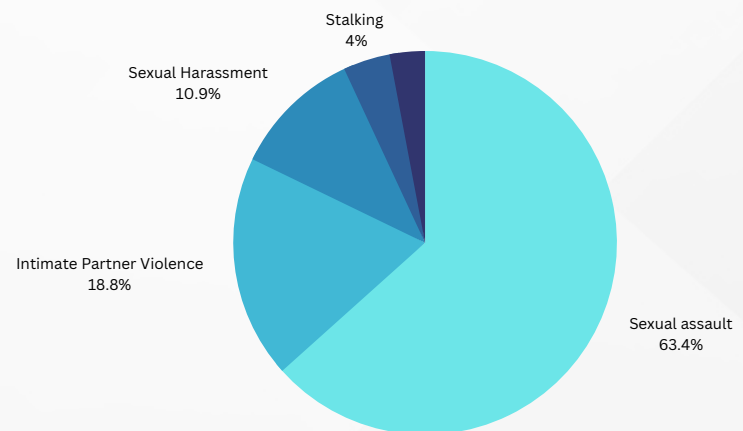
Survivors of ipv/sexual assault disclosed either historic and/or recent violence and were requiring emotional supports, active listening, and resources. Nine survivors/victims needed accommodation letters and three asked for support as they went through legal processes and court. SVPR office saw a growing number of students with complex trauma required significantly more assistance than in past years.

15 students participated in Strength and Self- Care group for survivors of violence. This group offers psycho- educational and skill building components that support individual healing.

SVPR also offered supports to students in residence through the URPriority program.

Intervention Concern	Students
Sexual assault	64
Intimate partner violence	19
Sexual harassment	11
Stalking	4
Sexual violence and other	3

Reasons for service



### Types of Supports and Information Provided 2022-2023: (Including/Not Limited)

- Emotional support.
- Information regarding on and off campus supports.
- Psycho-educational information- especially making sense of trauma and their experiences.
- Assistance during reporting and interviewing either on or off campus processes.
- Academic accommodations.
- Information regarding university and criminal processes and their reporting options.
- Advocacy.
- Concrete aid; helping to complete police statements, taking students to police station, explaining legal papers, attending court with survivor, contacting shelters, finding basic hygiene product, etc.

## Nature of Intervention – Report or Disclosure:

There were four options for individuals utilizing the office of SVPR; disclose only, consultations, informal processes or formal investigations.

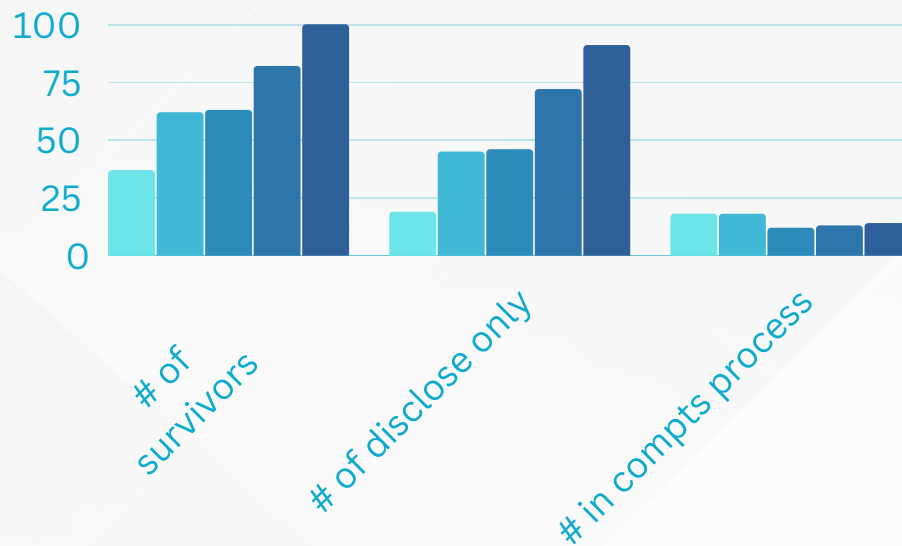
Survivors/victims have the choice as to whether to disclose or report gender-based violence. No matter which option the survivor chooses the role of SVPR office is to support and advocate for them in a trauma-informed and client-centered approach (See policy for exceptions).

Many individuals who experience gender-based violence choose not to participate in the reporting processes. This is largely due to the nature of gender-based violence, societal pressures to stay silent, distrust of systems or processes, and desire to “move past” their violence. Changing attitudes and beliefs around gender-based violence and increased awareness of reporting options may translate into an increase in reporting. Therefore, one of the plans moving forward is to clearly communicate reporting options and the services available to students.

Non-Academic Conduct Coordinator and an Investigative team complete formal investigations involving students with outcomes commonly determined by the Associate Vice President of Student Affairs and depending on the incident possibly an Adjudication Panel. Non-Academic Conduct Coordinator can also complete informal processes with alternative resolution outcomes in cases where the complainant and respondent agree upon a solution, this typically does not occur in cases of sexual assault. Informal processes may also occur when the complainant initially makes a report and then decides not to continue with the formal investigative processes.

This year the Non-Academic Conduct Office received 14 sexual violence reports; all were sexual harassment complaints. Two formal investigations were completed: one was unsubstantiated and the other was referred to alternative resolution. There were 12 informal processes: alternative resolution outcomes and three informal consults with students.

# Nature of Intervention



## Issues:

The focus of SVPR in 2022/2023 has been on supporting students/staff/ faculty as they return back to campus and by building, promoting, and implementing SISU programing. There are a number of issues that will need to be considered moving forward.

There is an increase in students that are accessing the office with complex trauma and experiences with gender-based violence. SVPR served 28 students in 2018/19; whereas this year the office supported 103 students. Shifting priorities and services or expanding the office might be necessary if the number of students utilizing services continue to rise.

Communicating and promoting SISU and activities continues to be a struggle due to both the size of the University and time constrictions. We will continue to explore different ways of communicating with students in regards to both se3rvices and prevention messaging.

SVPR has struggled to maintain some collaborations due to increase demand for supports. It will be important to continue the practice of community building in order to meet the needs of staff/faculty/ students.

## Future:

The SVPR office is now five years old and in that time has witnessed significant growth and change. It is important to continue building programing and services that best meet the needs of the university and reflecting promising practices.



- SVPR in collaboration with the Non-Academic Conduct office launched the University of Regina Sexual Violence Awareness Survey in Sept/Oct of 2022. 337 students completed a survey focusing on students' understanding of sexual violence and consent, University services, and cultural norms. The data is currently being reviewed and a report will be made available by August, 2023. The recommendations should be executed taking into account practical considerations such as time restraints and budget.
- This year saw an increase in student's involvement in both the creation and facilitation of SISU programming. The strength of the peer to peer training model is that it offers learning opportunities for students and reflects the voice of the intended audience. Peer to peer training models can also be used in the future to build new projects or events.
- SVPR will continue to build and maintain collaborative relationships with faculties, departments, and offices. 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 and will continue to deepen close and collaborative working relationships with a number of areas within the University and in the community.

