SEXUAL VIOLENCE SUPPORT, RESPONSE AND EDUCATION (STUDENTS)

ANNUAL REPORT

April 2020*

Submitted by Dr. Carrie Chassels, Vice-Provost (Student Affairs)

*Introduction revised May 2020
Introduction

Providing a safe, supportive, and inclusive environment for all members of our campus community has long been a top priority for the University of Guelph. The University is committed to supporting students who have been affected by sexual violence and to continuous improvement through collaborative processes, services and supports.

The importance of this commitment cannot be over emphasized. Recent events such as the international #Me Too movement and high-profile cases in the entertainment industry, sports, politics, and academia – including at our University – have helped draw attention to the societal impacts of sexual violence and the need for vigilance, action and awareness.

In late 2019, the University of Guelph terminated its longtime track and field coach, Dave Scott-Thomas, after information emerged about his past and recent behaviour. The University does not tolerate unprofessional conduct and/or behaviour that is inconsistent with our core values and beliefs, our University’s Coaches Code of Conduct, and our Sexual Violence Policy. With the goal that circumstances such as those exposed during the Scott-Thomas investigation will not be repeated, the University has initiated two independent reviews: one specifically examining policies and processes in the Department of Athletics, and one as a broad and comprehensive assessment of the University’s current processes, procedures and policies regarding gendered violence.

We remain vigilant in our work to prevent, reduce and address sexual violence and harassment. The University of Guelph has progressively and proactively instituted new policies and supports and made changes that reflect an improved and changing culture.

As a sector, all universities should be open and aware, provide supports, and take responsive and preventive actions, while working to address the societal causes and effects of gender violence and harassment.

In January 2017, the Board of Governors approved the University of Guelph Sexual Violence Policy and Procedure for Students. The Policy mandates a review every three years or earlier as required, maintenance of related records in accordance with provincial legislations, and submission of an annual report to the Board of Governors.

Executive Summary

- In 2019-20, 101 students were referred to, or initiated contact with the Sexual Violence Support Office
- 98 of the students referred for support identify as women
- 13 of the 101 students who disclosed an experience of sexual violence indicated that the incident occurred on campus
- No formal complaints under the Sexual Violence Policy and Procedure for Students were made in 2019-20
In Spring 2019, the Sexual Violence Support Office for Students was integrated and co-located within the Student Wellness Services team in the J.T. Powell Building.

In 2019-20, approximately 100 faculty and staff in the Ontario Agricultural College were trained in Sexual Violence Support and Disclosure, building on the 16 academic units (including Ridgetown) that participated in training in the previous year.

In 2019-20, approximately 535 students were trained in Sexual Violence Support and Response Training:
1. 300 students with the training embedded in their academic course curriculum
2. 150 Residence Life Student Staff
3. 50 Student Support Network peer-to-peer mental wellness supporters
4. 35 Student Wellness Peers

In Spring 2019, a random sample of U of G students were invited to participate in the 2019 National College Health Assessment (NCHA 2019). 1235 students participated (20.5% response rate). U of G participates in the NCHA survey every three years and summary reports from 2013, 2016, and 2019 can be found at https://wellness.uoguelph.ca/about-us/ncha-survey-results

In February 2020, the Ministry of Colleges and Universities (MCU) released the data from the province-wide Student Voices on Sexual Violence Survey (2018) and the Council of Ontario Universities published an Overview of the Survey Results with links to a Demographics Breakdown Report and an Institution All Question Report.

In August 2019, MCU directed all post-secondary institutions to conduct a review of sexual violence policies, processes, and educational programming and to submit to their Board of Governors and MCU a report providing recommendations to ensure a safe environment for all. In response, the Vice-Provost (Student Affairs) and the members of the Sexual Violence Advisory for Students collaborated with members of the University’s leadership team representing the diversity of students, staff and faculty to review the Sexual Violence Policy, related processes, and educational programming and to provide recommendations articulated in the U of G Sexual Violence Task Force Report (2020).

In 2019-20, the Director of Student Wellness Services and members of the Student Sexual Violence Advisory Committee for Students collaborated with the Sexual Violence Support and Education Coordinator and the Sexual Violence Education Sub-Committee to develop an online sexual violence and harassment learning module that will be mandatory for more than 5000 students beginning in Fall 2020.

Next steps to advance the University’s commitment to reduce sexual violence and support survivors include:
1. Launch of the mandatory online sexual violence and harassment learning module in August 2020
2. Behaviour-based violence risk and threat assessment training for approximately 20 U of G employees in spring/summer 2020
## Sexual Violence Advisory Committee for Students

**Mandate**
The Sexual Violence Advisory Committee for Students chaired by the Vice-Provost (Student Affairs) meets regularly throughout the year. The Advisory Committee includes students, staff and faculty, and representatives from the University’s key community partners including Guelph-Wellington Women in Crisis, Guelph Police Service, and the Sexual Assault/Domestic Violence Care and Treatment Centre at Guelph General Hospital.

The overall purpose of this committee is to provide advice that informs U of G initiatives to increase awareness and prevention of sexual violence and to ensure appropriate response programs are available to support those who experience sexual violence and to hold perpetrators accountable.

In 2019-20, the Committee supported the review of the University’s Sexual Violence Policy, processes and educational programming, and informed the development of curriculum for the online sexual violence and harassment learning module that will be mandatory for more than 5000 first-year students (including all students living in residence, all student peer mentors, all student affairs student employees, and all varsity athletes).
Membership

Staff and Faculty Representatives:
1. Vice-Provost, Student Affairs (Chair)
2. Executive Assistant to the Vice-Provost (Secretary)
3. Sexual Violence Support Centre for Students
4. Student Wellness Services
5. Campus Community Police
6. Student Housing Services
7. Gryphons Athletics
8. Diversity and Human Rights
9. Student Experience (including, but not limited to, the Sexual and Gender Diversity Advisor)
10. Faculty with expertise in the area

Student Representatives:
11. Central Student Association
12. Graduate Students’ Association
13. Student Support Network
14. Interhall Council
15. Guelph Resource Centre for Gender Empowerment and Diversity (GRCGED)

Committee Representatives:
16. Guelph-Wellington Women in Crisis
17. Guelph General Hospital (Sexual Assault and Domestic Violence Care and Treatment Centre)
18. Guelph Police Services

Sexual Violence Support for Students: Statistics 2019-20

The role of the Student Sexual Violence Support and Education Coordinator is to provide support and information to students who have been impacted by sexual violence. The Coordinator facilitates accommodations to ensure the safety of survivors and to promote their continued academic success. Academic and service units across the University collaborate to provide support to survivors as appropriate: Student Housing Services, Student Counselling Services, Student Health Services, Student Accessibility Services, Campus Community Police, the Student at Risk Team (SART), the Office of Diversity and Human Rights, academic program counsellors, and faculty.

The Coordinator also facilitates a survivor’s access to community support services provided by the Sexual Assault and Domestic Violence Care and Treatment Centre at the Guelph General Hospital, Guelph-Wellington Women in Crisis, and Guelph Police Services. In partnership with Guelph-Wellington Women-In-Crisis, the university provides community-based trauma counselling with a sexual assault counsellor twice a week on campus throughout the academic year.
During the Summer 2019 to March 2020 reporting period, a total of 101 students were referred to, or initiated contact with the Sexual Violence Support Office for Students. Of the 101 students referred for support, 97 used support including eleven students who initially received support in a previous year and requested ongoing support in the continuation of their studies.

A Formal Complaint is made when an individual submits a written complaint under the Sexual Violence Policy with the intent of initiating a university process, including investigation and adjudication. There is also a provision under the Policy for an Alternate Resolution to a Formal Complaint when appropriate and agreed upon by both parties. A Formal Complaint can be made to the Office of Diversity and Human Rights, Campus Community Police or Student Housing. No Formal Complaints were made under the Policy in 2019-20.

In keeping with the Sexual Violence Policy and Procedure for Students, a Disclosure is made by a student with the intent to access support, accommodations and/or information about their options. When making a Disclosure, it is the right of the survivor to choose what, if any information about the incident(s) they want to share. Practices regarding collecting specific details related to Disclosures were changed in October 2019 to ensure support is accessible and trauma-informed. Specifically, survivors are no longer asked about any details regarding their experience, including the location of the incident, unless the information is relevant to referring to resources, safety planning, or reporting. It should be noted that students may seek support from the Sexual Violence Support Office for recent or historical incidents of sexual violence and the disclosed incident for which a student is seeking support may have occurred while attending the University of Guelph and/or prior to coming to the University.

The Disclosure statistics presented in this report only represent the students who accessed the Sexual Violence Support Office for Students. Students can also make disclosures to other resources on campus and training has been provided to key resource people to whom a survivor might make a disclosure (e.g. Student Housing Services staff and student residence advisors, varsity student-athletes and Athletics staff, peer-to-peer support providers) to ensure that the response to the disclosure is supportive, trauma-informed, and appropriate.

While no Formal Complaints under the Sexual Violence Policy were made by students during this reporting period, several students chose to speak to the Guelph Police Service to obtain more information about reporting options through the criminal justice system. If requested by the survivor, the Sexual Violence Support and Education Coordinator facilitates the referral to the Guelph Police Service and if requested, accompanies the student to the meeting(s).

**Sexual Violence Education Initiatives**

**Training**
The Sexual Violence Support and Education Coordinator provides training related to the University’s Sexual Violence Policy and Procedure for Students, supportive approaches to
responding to a student who discloses a sexual violence experience, and the role of the Sexual Violence Support Office for Students. This year a new University of Guelph Sexual Violence Training Sub-Committee (Appendix A) was established to review and enhance all sexual violence training across the University. The committee will create a new training framework for implementation in Fall 2020.

**Sexual Violence Education**

The University of Guelph provides a robust schedule of sexual violence education programs throughout the academic year. Throughout 2019-20, the Sexual Violence Support and Education Coordinator worked with the U of G Sexual Violence Education Subcommittee (Appendix B) to develop a mandatory online sexual violence and harassment learning module that will be mandatory for more than 5000 students beginning August 2020. The following groups of students will be required to complete the online learning module before classes commence in Fall 2020:

- All students living in Student Housing
- All Residence Life staff
- All varsity student-athletes
- All students employed in Student Affairs areas (Athletics, Student Housing Services, Experiential Learning and Career Development, Student Experience, Student Wellness Services, and the Child Care and Learning Centre)
- All students engaged in peer-to-peer support programs (e.g. Student Support Network, Peer Helpers)

While mandatory for the groups of students listed above, the sexual violence and harassment online learning module will be freely available on the Sexual Violence Support & Information landing page for any individuals and groups wishing to take advantage of the resource.

As part of the Sexual Violence Education strategy, the Sexual Violence Education Sub-Committee worked collaboratively with units and students across the University to provide the following sexual violence education opportunities in 2019-20:

a) **Can I Kiss You (September/Orientation Week):** This is one of orientation week’s biggest events and is attended by almost 4000 first year students. Hosted by the Wellness Education Centre and Residence Life, "Can I Kiss You?" is performed by Mike Domitrz, a leading authority on consent, healthy dating and sexual assault awareness. “Can I Kiss You” turns what is often labeled as a "silent" issue into an engaging and thought-provoking event. While most people simply "make their move" on a date, Mike shows why "asking first" makes all the difference and is way sexier! Students learn skills they can instantly use in their relationships and in their efforts to appropriately respond or intervene in dangerous situations.

b) **Coasters and Posters (September and March):** This is an event that occurs every term during the academic year. Coasters with phrases such as ‘No Means No’ and ‘Consent is Mandatory’ get distributed to bars in downtown Guelph. The event occurs at the beginning of September when there is a new intake of students and close to St. Patrick’s Day in March.
c) **Aggie Pub T-shirt Giveaway (September):** Aggie pub is a weekly pub night held by Student Federation by Ontario Agricultural College. T-shirts with the words ‘Knockin’ boots? Ask first.’ are distributed amongst students for the first Aggie pub event of the academic year. The event is received with lots of enthusiasm from students and is a great way to open conversation about the importance of consent.

d) **Consent is like Tea (September):** The event involves showcasing Consent is like Tea video alongside with button making and serving free tea to students. This gives an opportunity to engage in a conversation about the topic of consent and its importance. There are resources available for students that focus on sexual violence and where students can refer to for more information.

e) **Will’s Worst Week (October):** This event’s main theme is victim blaming, how it is associated to sexual violence and the negative impacts on survivors. The video Will’s Worst Week uses its analogy to show the associated consequences that comes with victim blaming. Lollipops are handed out to students with cards attached that show what the appropriate

f) **Healthy Relationship Flower Giveaway (October and February):** In this event Wellness attaches cards to white carnations. The cards have quotes on positive affirmations about healthy relationships and what they look like. An example is “Every person deserves to feel safe in their relationship. But we recognize that this is not everyone's reality. Learn more about healthy relationships and sexual violence.” The Wellness Education Centre is listed as a resource if an individual wants to seek more information about the event. The event is done twice in a year, one of the events happening on Valentine’s Day, and 700 flowers were distributed.

g) **Men’s Sexual Assault Social Media Campaign (November):** This is a social media event run by the Wellness Education Centre to share the statistic 1 in 6 men have been victims of sexual violence. We also share messages such as “No matter a man’s sexual orientation. It was not the cause or the result of sexual assault. Anyone can be affected.” and provide resources where individuals can learn more on the topic. Campus partners are invited to share the posts on their social media to spread the message further.

h) **Creating Spaces: A Conversation on Violence Against Women (November 19th):** This was an event organized by Oxfam that opened discussion on sexual violence with a panel of speakers. The speakers included Nicole Jeffrey, PhD Candidate, Applied Social Psychology, University of Guelph; Jessica St. Peter, Guelph-Wellington Women in Crisis Public Educator on topics including woman abuse and sexual violence; and Bridget Perrier, Co-Founder of Sextrade101 and First Nations Educator. The event was free and had active listeners present for audience members who may have found certain topics to be triggering.

i) **International Day to End Violence Against Women (November 23rd):** For this event the Wellness team along with other partners on campus including the Graduate Student Association and Oxfam made white ribbons. This is a symbol for taking a stance against gendered violence. The ribbons were attached to cards informing what the event was
about. They were distributed amongst students so that they could pin them and show support for the cause.

j) **SAFE in Courtyard (November):** This is an event where SAFE (Sexual Assault Free Environment) Peers invites on and off campus partners to share resources relating to sexual violence. Two boards are set up with notes written by students. These are messages of support for survivors of sexual violence. The event provides a safe space for people to discuss these topics. With 9 partners present, 30 people stopped to write positive messages to survivors.

k) **Montreal Massacre Vigil (December):** This event was held by Women in Science and Engineering to honor the victims of the tragedy. Wellness provided white ribbons for attendees to wear at the event to show solidarity with the victims and their families.

l) **#kNOwmore Campaign (January):** This campaign focuses on bringing light to sexual violence on campus. Participants can take a stance or learn more about the topic here. The [video](#) is live on social media and can be shared by individuals. Different organizations can recreate the message of the campaign and reach out to their targeted audience.

m) **Healthy Relationship Flower Giveaway (October and February):** In this event Wellness attaches cards to white carnations. The cards have quotes on positive affirmations about healthy relationships and what they look like. An example is “Every person deserves to feel safe in their relationship. But we recognize that this is not everyone’s reality. Learn more about healthy relationships and sexual violence.” The Wellness Education Centre is listed as a resource if an individual wants to seek more information about the event. The event is done twice in a year, one of the events happening on Valentine’s Day.

n) **Women’s Day 5K (March):** This is an event arranged by SAFE on International Women’s Day where participants sign up to run or walk 5 km across campus. The participants can wear bibs that say, “I am here because ___” and they fill in their reason for participating. The event focuses on solidarity with survivors of sexual violence and coming together as a community for a common cause while physically taking space around campus.

o) **The Moose Hide Campaign:** This event is ongoing and is promoted by various groups across the University including the Aboriginal Resource Centre, Student Wellness Services, the Central Student Association, and Oxfam. The campaign encourages indigenous and non-indigenous individuals to take a stance against violence towards women and children. The moose hide signifies commitment to respect and honor women and children.

p) **The Pinwheel Campaign (March):** For this event Wellness team members set up hundreds of pinwheels near the cannon on campus so that they can be seen by many students. The pinwheels represent the number of students that will experience sexual violence on campus. This information is represented by a sign near the pinwheels so that people can understand the goal of the event.

q) **St. Patrick’s T-Shirt Giveaway (March – cancelled due to covid-19):** Green t-shirts with a four-leaf clover logo and statement “Wanna get lucky? Ask first!” are distributed free of
charge amongst students before St. Patrick’s Day. The t-shirts are popular amongst students and spread the message of the importance in asking for consent.

r) SAFE in Courtyard (March – cancelled due to covid-19): This is an event where SAFE (Sexual Assault Free Environment) Peers invites on and off campus partners to share resources relating to sexual violence. Two boards are set up with notes written by students. These are messages of support for survivors of sexual violence. The event provides a safe space for people to discuss these topics.

s) iChats (September and February): iChats are events organized by International Student Connections to discuss certain topics amongst international students. SAFE has done talks for Consent is like Tea and Healthy Relationships and promoted resources available for student.

t) Enhance, Acknowledge, Assess and Act (EAAA) (Sept 21 & 22, Oct 19 & 20, Nov 16 & 17, Jan 11 & 12, Jan 25 & 26, Feb 29 & Mar 1, Apr 18 & 19): EAAA/Flip the Script Sexual Assault Resistance Program is a 12-hour sexual assault resistance education program for young women. The training is based on research by Dr. Charlene Senn at the University of Windsor and is facilitated at U of G by Student Wellness Educator Jean Thompson with an aim to build understanding of ways to resist sexual violence and empower women-identifying individuals.

Next Steps

The findings of the Student Voices on Sexual Violence Survey (2018) give cause for encouragement that the University’s education and response initiatives are well-received by students, but the findings also indicate a need for all universities to have an even greater impact in order to reduce sexual violence. The University of Guelph fully supports the 10-Point Plan to Reduce Sexual Violence and Support Survivors developed as a collaborative effort of all Ontario universities and will undertake the following initiatives in 2020-21 to move this important work forward:

- Utilize MCU’s Women’s Campus Safety Grant to provide additional sexual violence training and education for students, faculty and staff, and to provide behaviour-based violence risk and threat assessment training for key employees in Student Affairs, Human Resources, Faculty and Academic Staff Relations, and Campus Community Police.
- In Spring 2020, integrate all online sexual violence resources for students to mirror the new integrated service model. Sexual Violence resources are currently found at https://www.uoguelph.ca/sexualviolence/ and https://wellness.uoguelph.ca/
- Launch the pre-arrival Sexual Violence and Harassment Online Learning Module that will be available for all students and employees and will be mandatory for more than 5000 students including:
  a) All students living in Student Housing (including Residence Advisors)
  b) All Gryphons student-athletes
c) All students engaged in peer-to-peer support programs (e.g. peer helpers, student support network)

d) All students employed with Student Affairs

- Establish working groups as necessary to develop strategic plans and to take affirmative action to address the recommendations made in the U of G Sexual Violence Task Force Report (2020)

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**APPENDIX A**

**University of Guelph Sexual Violence Training Committee**

**Terms of Reference**

**Mandate**

To establish and coordinate training initiatives at the University of Guelph campus related to sexual violence support and response. The goal of this committee is to establish a training framework that will provide appropriate levels of knowledge and skills to respond to sexual violence disclosures, support survivors, challenge problematic attitudes and behaviour, understand their role in University policies and procedures, and work towards building a safer campus community.

**Committee Responsibilities**

Determine and support sexual violence training needed on-campus.

Review current sexual violence training framework for student leaders, staff, and faculty.

Advise on an implementation strategy for the sexual violence training framework.

**Membership**

Sexual Violence Support and Education Coordinator

Student Wellness

Student Housing Services

Student Experience Office; Sexual and Gender Diversity Advisor

Student Representatives; 4 students

Diversity and Human Rights

Athletics

Human Resources

FASR

Faculty. 2 faculty members

Campus Community Police

**Membership Responsibilities**

Committee members are to liaise with their departments

When unable to attend, members can send a delegate as a departmental representative
APPENDIX B

University of Guelph Sexual Violence Education Committee

Terms of Reference

**Mandate**
To coordinate the educational efforts between campus stakeholders to provide members of the University of Guelph student community with an empowering and comprehensive understanding of sexual violence. The committee advises on the development and implementation of educational awareness campaigns and programs pertaining to sexual violence. The committee strives to improve University of Guelph students’ knowledge and awareness of sexual violence and consent.

**Committee Responsibilities**
- Promote sexual violence prevention initiatives to various campus communities
- Discuss best practices related to sexual violence education
- Review current programming and identify gaps in sexual violence and consent education on campus
- Coordinate collaborative campus wide sexual violence education initiatives

**Membership**
- Student Wellness
- SAFE representative
- Student Support Network representative
- Sexual Violence Support and Education Coordinator
- Student Housing Services
- Student Experience Office
- Central Student Association
- Graduate Student Association
- Interhall Council
- Oxfam
- Diversity and Human Rights
- Athletics
- Student Reps

**Membership Responsibilities**
- Committee members are to liaise with their departments
- When unable to attend, members can send a delegate as a departmental/constituent representative
- Members should come to meetings prepared to discuss the sexual violence education initiatives in their departments/areas