
Simon Fraser University
Sexual Violence and Misconduct Policy

2020/2021
ANNUAL
REPORT

The 2020/2021 Annual Report

Simon Fraser University Sexual Violence and Misconduct Policy

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I. Introduction and Acknowledgement

Sexual violence and misconduct is a reality on post-secondary campuses, and it is one which is never acceptable. SFU is deeply committed to providing members of the University Community with a safe, supportive and respectful environment in which to live, learn and work.

An annual report is required under British Columbia's *Sexual Violence and Misconduct Policy Act*, which mandated all universities in BC to establish and implement a sexual misconduct policy by May 19, 2017. In response to this legislation, the University's Sexual Violence and Misconduct Prevention, Education and Support Policy, GP 44 (the Policy), was approved by the Board of Governors on March 30, 2017.

The following report reflects the work that has been taking place at SFU as it relates to the implementation of the Policy and largely reflects the efforts undertaken by SFU's Sexual Violence Support & Prevention Office. This annual report is the annual report required by the Act and encompasses the time period between September 1, 2020 to August 31, 2021.

We acknowledge the Sk̓w̓x̓wú7mesh Úxwumixw (Squamish), x̓m̓əθk̓əy̓əm (Musqueam), səliłwətaʔl (Tsleil-Waututh), q̓ícəy̓ (Katzie), k̓w̓ik̓w̓əłəm (Kwkwetlem), Semiahmoo, Kwantlen, Qayqayt and Tsawwassen peoples, on whose traditional territories Simon Fraser University's three campuses stand.

II. Sexual Violence Support & Prevention Office

The Sexual Violence Support & Prevention Office (the Office) provides ongoing, confidential and free support for University Community members including students, staff and faculty, who are impacted by sexual violence and misconduct. Anyone impacted by sexual violence and misconduct can receive support regardless of when or where the incident(s) took place. The Office provides coordinated access to other SFU services to minimize the retelling of one's experience and works from a Survivor centered and trauma-informed approach that empowers Survivors to determine their own needs for support.

The Office is committed to fostering a culture of care, consent and respect at SFU, which includes education and prevention services. Sexual violence and misconduct prevention require a holistic approach that takes a Survivor centered and trauma-informed lens. SFU's educational approach is one that looks to develop a comprehensive strategy composed of educational components that equip students, faculty and staff with the awareness, knowledge and skills required to make social change and prevent sexual violence and misconduct.

In February 2020, with the renewal of the educational service agreement between Fraser International College (FIC) and SFU, the Office began providing support, referral and educational service to FIC community members. With this in mind, we have included statistics below that represent support, referral and educational services provided to FIC community members in this annual report. The Office and SFU does not presently support the intake of reports under the Policy when a FIC community member is named as a Complainant and/or Respondent.

III. Community Outreach: Awareness, Education and Training Initiatives

The Office’s approach to education and training is one that strives to be comprehensive, ever evolving and multi-faceted and recognizes that there is no one way to learn and grow. Students, staff and faculty are welcome to participate in learning opportunities which include such topics as active bystander intervention and empowering actions; consent, healthy relationships and boundaries; responding to disclosures of sexual violence and supporting Survivors and those impacted by sexual violence and misconduct; and the roots of sexual violence and misconduct. One of the critical keys to sexual violence prevention is education, which starts with creating an awareness and understanding of the continuum and root causes of sexual violence and misconduct in ways that are accessible for all audiences who are a part of our University Community.

To better address the needs of the SFU and FIC community during COVID 19 restrictions, the 2020-2021 educational programming emphasized asynchronous trainings and other types of digital and print resources in addition to virtual workshops, presentations and events.

Collaboration and building community capacity are two foundational principles of the SVSPO’s educational programming. The Office’s education team has actively worked with the following units and groups on ongoing, comprehensive programming: Residence Life, Faculty of Science, Athletics and Recreation, FIC, Beedie School of Business, SFSS, Health & Counselling Services and the Health Peers, Human Resources, Faculty Relations, Centre for Educational Excellence, and the UBC Sexual Violence Prevention and Response Office.

a. Awareness Campaigns

The Office organizes two annual awareness-raising campaigns: Consent Matters in May and September and Sexual Assault Awareness Month (SAAM) in January. Both of these campaigns shifted to virtual delivery in 2020-2021. For the May Consent Matters, a new initiative, #ConsentIsNotCancelled, was created as a mini-campaign under the Active Bystander Network (ABN) social media, which was then adapted by other Canadian post-secondary institutions. The September Consent Matters focused on cyberconsent primarily through a social media campaign, shared on the Office and SFU social media channels.

For SAAM, the Office partnered with UBC’s Sexual Violence Prevention & Response Office to co-host several events open to students, faculty and staff of both institutions as well as other community members. The theme of SAAM 2021 was Centering BIPOC Perspectives and featured events with Eternity Martis, Elaine Alec, and Karen BK Chan.

b. Virtual Events

The Office hosted three virtual keynote-type events in 2020-2021:

A Conversation on Cyberconsent	September 30, 2020	Featuring Dr. Wanda Cassidy, Dr. Chris Dietzel, Rebecca Pacheco, and Kristina Kabdullina
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Dec 6 Memorial: National Day of Remembrance and Action on Violence against Women	December 4, 2020	Hosted in collaboration with SFU Women in Engineering, the SFU Human Rights Office, Equity, Diversity and Inclusion SFU, and the SFSS Women’s Centre
Let’s Get Sexucated! Trivia Night with emotional and sexual literacy educator, Karen BK Chan	January 19, 2021	Hosted in partnership with the UBC Sexual Violence Prevention & Response Office and Generocksity

c. Asynchronous Training

The Office collaborated with the SFSS and Athletics to develop asynchronous training for new members of student clubs and associations and student-athletes and Athletics staff, respectively. The SFSS training includes modules on boundaries, consent, and safer partying. The asynchronous SFSS training is supported by synchronous workshops per term on bystander intervention.

In partnership with Athletics and Recreation, the Office developed a multi-year curriculum on sexual violence prevention and response for all SFU student-athletes and Athletics staff. This program exceeds the minimum NCAA requirements for annual sexual violence prevention training by offering scaffolded asynchronous and synchronous learning for all members of the SFU Athletics community.

d. Other Educational Programming and Resources

The Active Bystander Network (ABN) is a group of student volunteers who help raise awareness about sexual violence prevention and create a culture of consent and care at SFU. In 2020-2021, the ABN hosted a virtual event for SAAM, developed two mini social media campaigns, and created a podcast project.

In August 2020, the Office launched its Facebook and Instagram channels. The Office currently has 333 Instagram followers and 42 Facebook followers. Since May 2020, engagement with the SVSPO social channels has increased significantly with an increased focus on informative and shareable content on key issues (eg. sextortion) and days of significance (eg. Pride, National Indigenous People’s Day, and the Women’s Memorial March).

In addition, the Office has developed / is currently developing the following educational resources:

- A webpage specifically for faculty, created in collaboration with the Centre for Educational Excellence
- A communications guide and accompanying workshop for SFU Recreation and Athletics communicators
- A digital / print guide to sexual violence support services for Black, Indigenous and People of Colour (BIPOC), created in collaboration with the Indigenous Student Centre
- A podcast series, Project Consent SFU, developed by members of the Active Bystander Network, the Office’s student volunteer group

Table 1 Workshops for SFU Community Member: September 1, 2020 to August 31, 2021

Workshop / Presentation Topic	Student Sessions		Employee Sessions*	
	# of sessions	Total # of participants	# of sessions	Total # of participants
Responding to Disclosures	2	27	12	149
SVSPO / GP 44 Overview			4	37
Professional Boundaries & Healthy Relationships	12	320	2	18
Digital Boundaries and Cyberconsent	2	375	1	10
Workplace Gender Equity and Inclusivity	1	30		
Bystander Intervention	3	51		
Total	20	773	19	214

* The distinction between students and employees is often indistinct because workshops for student staff often address their roles as students and as employees.

Table 2 Workshops for FIC Community Member: September 1, 2020 to August 31, 2021

Workshop / Presentation Topic	Student Sessions		Employee Sessions*	
	# of sessions	Total # of participants	# of sessions	Total # of participants
Responding to Disclosures			2	20
SVSPO / GP 44				
Cyberbullying and Harassment			1	20
Digital boundaries and Cyber Consent	1	17		
Healthy relationships and Boundaries	1	17		
Total	2	34	3	40

e. Goals for 2021-2022

Over the coming academic year, the Office will focus on the following key deliverables:

- Launch a new public awareness campaign on active bystander intervention
- Evaluate selected components of the Office’s educational programming as part of an externally funded research project with Dr. Jennifer Wong
- Increase awareness of the Office among members of the SFU Surrey and FIC campus communities

- Develop an interactive, student-centered card game on healthy relationships, culture, consent, and boundaries
- Create a sexual violence communications guide for the SFU and FIC community
- Develop additional resources for faculty and teaching support staff, including a workshop on trauma-informed pedagogy and content notes, in collaboration with CEE and the SLC.

IV. Annual Statistics

The Office offers free and confidential support to SFU and FIC community members who have been impacted by sexual violence, such as sexual assault and sexual harassment, regardless of when or where it took place. To better support the needs of the SFU and FIC community during COVID 19 restrictions the Office moved to remote support and offered clients the option to connect with a case manager by phone, email, text and by Zoom drop-ins and virtual support calls.

During the reporting period, September 1, 2020 to August 31, 2021, the Office noted the following:

- A decrease in incoming Reports for matters that could be investigated by SFU under GP 44 as jurisdictional limitations applied.
- Provided more support to clients who were located internationally, and utilized various services and groups to find supports and accurate legal information and options which were local to those clients. (i.e. using International SOS).
- An increase in concerns brought forward regarding domestic violence, both due to students returning to families where abuse occurred in the past as well as students being in "lockdown" with abusive partners. As sexual violence and domestic violence are often intertwined, disclosures or fears surrounding both are at the forefront.
- An increase in cyber based harassment including but not limited to sextortion, online sexual harassment, distribution of sexually explicit photos or videos, and online indecent exposure.

Please note that reporting by categories will only occur when the number of incidences is greater than 5 to prevent inadvertently identifying individuals.

a. Intakes

We know that sexualized violence and misconduct is underreported due to the multiple barriers people experience in sharing their experience. We believe that there are many more disclosures made across the university, i.e. to areas other than the Office, that ultimately are not captured in our annual reports. Every effort will be made to encourage Survivors and those impacted by sexual violence and misconduct to connect with the Office to access coordinated supports and resources and explore reporting options available through both the Policy and elsewhere. We anticipate that as the Office becomes more well known, and as more training programs and prevention initiatives are initiated, the number of disclosures made will continue to increase. The Office is committed to building relationships to reduce barriers and support the increase of University Community members accessing supports and services and is actively exploring ways to engage with this work.

Table 3 Intake Type: September 1, 2020 to August 31, 2021

Intake type	Count
Disclosures	96
Consultations with community member*	56
Internal University Report	0
Total**	152

*Some consultations with Community Members may also involve the same incidents shared by Survivors during a disclosure, therefore, each number counted is not necessarily a unique instance of sexual violence and misconduct.

** Some intakes involve more than one person.

b. Accommodations

Table 4 Types of Assistance: September 1, 2020 to August 31, 2021*

Type of assistance	Count
Academic accommodations	109
Counselling, referral/streamlining	94
Medical Referral	17
Police/Victim Services	81
Safety Planning	33
Total**	334

* These numbers reflect when actual "actions" are taken by the Office within the categories. A vast majority of clients will have discussions with Case Managers about the categories and have opportunities to ask questions; however, only direct actions taken on behalf of clients by Case Managers are reflected in the numbers above.

**In previous years we have included a category titled “other” to capture types of assistance made that falls outside the above categories. We have decided to remove this category in the 2020-2021 Annual Report as this field was not used consistently. We thought it important to highlight the core areas of assistance used to support clients.

The statistics provided reflect the support given to individuals who are new clients to the Office between the period of September 1, 2020 and August 31, 2021. These numbers do not reflect the ongoing support being provided to University Community members who first contacted the Office prior to that timeframe.

Table 5 Affiliation Type: September 1, 2020 to August 31, 2021

Affiliation Type	Count
SFU Students*	85
SFU Faculty	7
SFU Staff	32
FIC Community Member	5

Undisclosed**	23
Total	152

* Includes both SFU undergraduate and graduate students.

** Undisclosed includes Contractor, Non-SFU, Alumni, and unknown.

c. Reporting by Jurisdiction and Category of Complainant and Respondent

No reports were made to the University under GP 44 in this reporting period.

V. Conclusion

Ending sexual violence and misconduct and supporting those impacted by sexual violence and misconduct is a responsibility shared by all within the University Community. The Sexual Violence Support & Prevention Office would like to acknowledge the ongoing efforts put forward by the many departments, groups and individuals at Simon Fraser University and Fraser International College who have shown dedication and solidarity towards this goal. The Office is committed to strengthening our existing partnerships, establishing new relationships and working to reduce barriers for everyone in the University Community to access supports, services and education surrounding sexual violence and misconduct.

Appendix A

Definitions

The following definitions were drawn from SFU *Sexual Violence and Misconduct Prevention, Education and Support Policy* (GP 44) and amended, when appropriate, for reporting purposes. For a more detailed list of definitions visit <https://www.sfu.ca/policies/gazette/general/gp44.html>.

Sexual violence and misconduct is an umbrella term that encompasses a broad range of behaviour. It means a sexual act or an act targeting a person's sexuality, gender identity or gender expression that is committed, threatened or attempted against a person without the person's Consent. Such behaviour may or may not involve physical contact. It includes but is not limited to: sexual assault, sexual exploitation, sexual harassment, stalking, indecent exposure, voyeurism, stealthing and the distribution of sexually explicit photographs or videos of a person without their Consent.

Disclosure occurs when a Survivor tells a member of the Sexual Violence Support & Prevention Office that they have experienced Sexual Violence and Misconduct.

Survivor means a member of the University Community who identifies as someone who has experienced Sexual Violence and Misconduct. The University recognizes that an individual may not wish to use the term Survivor and will therefore respect an individual's preferred term, such as Complainant, Victim, or Discloser, in its interactions with that person. A Survivor can access confidential assistance and support, referrals and information from the Sexual Violence Support and Prevention Office, and can request accommodation as defined in this policy, regardless of where or when the Sexual Violence and Misconduct occurred or the parties involved.

Report means a Survivor telling the Sexual Violence Support and Prevention Office about an incident of Sexual Violence and Misconduct with the intention of initiating a process.

Respondent means a member or members of the University Community against whom a Report has been made pursuant to this policy.

University Community means all students and employees of the University and all people who have a status at the University mandated by legislation or other University policies, including research assistants, post-doctoral fellows, members of Senate and the Board of Governors, volunteers, visiting and emeritus faculty, and visiting researchers.

Consultation by University Community Members refers to the instances where we have supported a member of the University Community who is indirectly impacted by sexual violence and misconduct and includes students, staff and faculty members supporting someone who disclosed to them.