
Simon Fraser University
Sexual Violence and Misconduct Policy

2019 / 2020
ANNUAL
REPORT

The 2019/2020 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, 2019 to August 31, 2020.

We acknowledge the Skwxwú7mesh Úxwumixw (Squamish), x̣ṃəθḳẉəỵəm (Musqueam), səliłwətaʔl (Tsleil-Waututh), q̣ícəỵ (Katzie), ḳẉiḳẉəłəm (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.

III. Policy Review

British Columbia's *Sexual Violence and Misconduct Policy Act* (2016) requires all post-secondary institutions within the province to review their sexual violence and misconduct policies every 3 years. March 30, 2020 marked the 3-year anniversary of the implementation of SFU's Sexual Violence and Misconduct Policy. SFU's review process began in August 2019 and consisted of two rounds of

community consultations. The revised Policy, approved by the Board of Governors on March 19, 2020, reflected the input from the University Community and included the following substantive changes:

- 1) Strengthening the preamble of the document by explicitly recognizing intersectionality as well as the systemic nature of sexual violence and misconduct (1.1.a) and by acknowledging the impacts of rape culture (1.1.b).
- 2) Articulating under which circumstances the University may move forward with a formal reporting process without the consent of a Survivor (8.7).
- 3) Providing clarity within 8.5 regarding the options available for initiating a report within the University's internal processes.

The intention of the review was to look for opportunities to strengthen language based on proposals from the University Community and on research that explored promising practices in sexual violence and misconduct policies and practice from across the country. The policy review was designed to strengthen the Policy's approach to addressing and preventing sexual violence and misconduct in our communities.

IV. 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.

From September 1, 2019 until August 31, 2020 the Office has provided the following community outreach opportunities which engaged 2,427 members of the University Community. The following breakdown highlights the educational programming that the Office has supported during this 12-month timeframe:

- Workshops and presentations:
 - For staff and faculty: 13
 - For students (graduate & undergraduate): 27
 - Total workshop participants: 1,124
- Number of outreach events: 27
 - Contact with 1,303 individuals
- Events: This past year's events included Sexual Assault Awareness Month (SAAM) with Vivek Shraya and related Sexual Assault Awareness Month workshops, the National Day of Remembrance and Action on Violence Against Women (December 6th) Memorial, ARThrive and a number of events hosted by the Office's student leadership group, the Active Bystander Network.

Table 1 Workshops: September 1, 2019 to August 31, 2020

Workshop topics	Number of sessions
SVSPO and GP 44 Overview	2
Responding to Disclosures	10
Active Bystander Intervention	15
Consent, Relationships and Boundaries	6
Specialized Sessions	7

In addition to the above, the Office has been involved in:

- a) Developing online educational material for SFU 101, Residence & Housing, Campus Public Safety, Athletics and SFSS staff and volunteers;
- b) Developing, supporting and executing three annual campaigns, #consentmatterssfu (once in the fall and once in the spring terms) and Sexual Assault Awareness Month;
- c) Supporting the work of other units who undertake sexual violence and misconduct prevention education;
- d) Providing consultative services and expertise on a number of faculty and staff unit-specific educational initiatives;
- e) Growing the involvement of students in the Office's volunteer-based student leadership Active Bystander Network program; and,
- f) Establishing ongoing partnerships and training with a variety of University stakeholders including, but not limited to, SFU Health Peers, Global Student Centre, FIC ACT Peer Education volunteer group, FIC, the Refugee and newcomers SFU program, the SFSS Women's Center.

Over the coming academic year, the Office will focus on three key deliverables: a) the development of an evaluation and assessment tool to gauge the efficacy of the Office's educational programming; b) the assessment of the unique needs of International Pathways students and the development of educational and support resources for this student group; and c) the cultivation of strong partnerships with staff and faculty units to facilitate their engagement with the SVSPO's educational programming and, in particular, their ability to respond to disclosures of sexual violence appropriately.

V. Annual Statistics

For the purposes of this reporting period, the statistics below reflect the 12-month period of September 1, 2019 to August 31, 2020.

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 campus, 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 established, 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 2 Intake Type: September 1, 2019 to August 31, 2020

Intake type	Count
Disclosures	127
Consultations with community member*	66
Internal University Report	5
Total**	198

*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 3 Types of Assistance: September 1, 2019 to August 31, 2020*

Type of assistance	Count
Academic accommodations	105
Counselling, referral/streamlining	110
Medical Referral	67
Police/Victim Services	73
Safety Planning	66
Other**	224
Total	645

* 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.

** This category includes the delivery of care packages, referrals to various university partners (including the Human Rights Office, International Student Services, the Ombudsperson, Indigenous Student Center, etc), third-party reporting, university reporting, educational outreach, etc.

The statistics provided reflect the support given to individuals who are new clients to the Office between the period of September 1, 2019 and August 31, 2020. These numbers do not reflect the ongoing support being provided to University Community members who first contacted the Office prior to that timeframe.

Table 4 Affiliation Type: September 1, 2019 to August 31, 2020

Affiliation Type	Count
Students	122
Faculty	9
Staff	58
Undisclosed*	16
Total	205

* Undisclosed includes Contractor, Non-SFU and unknown.

c. Reporting by Jurisdiction and Category of Complainant and Respondent

There were 5 Reports made during this time frame. These Reports were made under the jurisdiction of the Policy.

Table 5 Category of Complainant: September 1, 2019 to August 31, 2020

Complainant	Count
Student	5
Staff	0
Faculty	0

Table 6 Category of Respondent: September 1, 2019 to August 31, 2020

Respondent	Count
Student	3
Staff	2
Faculty	0

d. Investigations in Progress, Completed and Outcomes

The Policy contemplates options for both informal resolution and a formal process, which may involve internal or external investigators who would provide their reports back to the University whereupon the University will determine whether or not there were breaches and, if warranted, would impose sanctions.

Table 7 Reports in Progress, Completed and Outcomes: September 1, 2019 to August 31, 2020

Reports	In Progress	Completed	Outcomes of those completed
5	3	2	Informal resolution agreements

VI. 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 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.