

**Report on Sexual Violence for President Mike Mahon
Reference year: September 2019 to August 2020**

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This annual report has been prepared according to the University’s 2019 Sexual Violence Policy and procedures.

2019-20 was again a year of transition following the revision of the Sexual Violence Policy – approved by the Board of Governors and effective June 13, 2019. Sexual Violence Policy awareness was a major theme along with education about changes to the policy. The Sexual Violence Prevention Educator, Courtney Smith, provided training and information to Human Resources (HR) and the Wellness & Recognition team (HR) specifically as this role was a new addition to the process. HR and specifically Wellness & Recognition at the UofL continues to be a key area of support for faculty and staff in terms sexual violence support, education, and case management according to the Policy. This year was focused on orientation sessions regarding the new policy, increased consent training for all athletes, Greek organizations, and residence assistants. More data will be systematically collected and reported on a wider range of meaningful datapoints in the coming years.

We recommend the public release of this Report on Sexual Violence. The 2018-19 report was posted online in line with the decision of President’s Executive in 2019.

7 Formal Complaints were received by Campus Safety, Student Affairs, and/or Human Resources and were investigated (September 1, 2019 to August 31, 2020)

It should be noted that many other students identified experiences of sexual violence but have chosen not to submit a formal complaint for a variety of reasons. This report does not intend to represent the full extent of sexual violence within our community.

		Complainant role			
		Student	Staff	Faculty	Other (e.g. visitor, contractor, unknown)
Respondent role					
Student		3			
Staff			2 (concluded)		
Faculty				2 (ULFA process: 1 formal complaint withdrawn; 1 concluded)	
Other (e.g. visitor, contractor, unknown)					

Training, Awareness-raising, and Community Engagement

Training

- 41 in-person training sessions, departmental presentations, classroom-based sessions, workshops and outreach events were held and attended by 1,573 people. These events discussed a number of different topics within the context of sexual violence, these included but were not limited to consent, active by-standing, the complexities and nuances of sexual violence, supports available to University Community members, and how to support disclosures of sexual violence.

E-Learning Workshop: “Understanding and Responding to Sexual Violence: Level One”

- This unique 45-minute, e-learning workshop was created by the Sexual Violence Prevention Educator. This training was created to allow for a more accessible online experience, for individuals who want to learn about the complexities and nuances of sexual violence. This training is available to anyone who is a part of the university community. This e-learning workshop provides an overview of the different forms of sexual violence, defines consent, explains how to support individuals who have been affected by sexual violence, and gives practical information on sexual violence prevention. Individuals wanting to take this training can access it through Moodle: <https://moodle.uleth.ca/202003/course/view.php?id=2064>.

Building Awareness and Support (campaigns and resources)

- 2 University-wide campaigns (#ibelieveyou; “consent is _____”) were held on campus reaching an approximate 3,000 people. Our consent campaign was interactive in hopes to get the community thinking about what consent means to them as well as encouraging active participation in the topic.
- A video series was created to help show individuals how to accurately support a disclosure of sexual violence, how to be an active by-stander and give a glimpse at some of the challenges individuals face who are impacted by sexual violence. The video series was created by Fine Arts students while also using student actors from the University of Lethbridge.
- The following policy info sessions were provided:
 - *Addressing Sexual Violence at the UofL: From Policy to Supports Developed* and intended to support education of the implementation of the new Sexual Violence policy on our campus. This workshop was offered to staff, faculty and student to support prevention of and response to sexual violence in our campus community.
 - *Sexual Violence and Supports*: Info session to provide awareness as well as provide supports available. Presented to different groups on campus, Faculty, Staff, Student and classes.
- One on one support sessions for students:
 - A total of 55 in person/distance model one-on-one support sessions were provided by the Sexual Violence Prevention Educator to students who have been subjected to or affected by sexual violence.
- The website was updated again in 2019/20 to make it easier to navigate information about reporting and support services available to the University Community: <https://www.uleth.ca/sexual-violence>. Website revisions are frequent and ongoing to reflect the changes we see throughout the year, the website is continually monitored by the Sexual Violence Prevention Educator to ensure the most up to date information and resources are available to our university community.
- The Preventing Sexual Violence Action Committee (PSVAC) meets regularly and membership includes students, staff, and faculty. This committee will continue to meet through the 2020-2021 academic year and focus on the upcoming policy revision, along with awareness raising initiatives that will keep the committee active from a distanced model due to COVID-19.
- Using a ‘train-the-trainer’ model, a Preventing Sexual Violence Volunteer Team was created and trained by the Sexual Violence Prevention Educator. This team helps to support co-facilitation of

workshops and outreach events at the U of L.

- The Employee and Family Assistant Program provider was informed of the interest to have specific sexual violence, trauma-informed counselling resources available to employees who contact the program for assistance.

Community engagement

- The entire University Community was invited to review the proposed revisions to the Sexual Violence Policy and provide their feedback to the Sexual Violence Policy Working group.

The topics addressed during the many different information sessions, workshops, and trainings offered throughout the year included, Bystander Intervention, Understanding & Responding to Sexual Violence (specifically for Residence Assistants), Supporting Disclosures of Sexual Violence, Understanding & Responding to Sexual Violence (for the broader community), and Trauma-sensitive Yoga, offered specifically for individuals who have experienced or been affected by complex interpersonal or sexualized trauma.

Upcoming

- The 2020-2021 year will feature a number of new training and orientation sessions to acquaint the whole community with the new Sexual Violence Policy and procedures. Additionally, the following will be offered:
 - The new e-learning workshop (housed in Moodle) will be released widely to students, faculty and staff to broaden sexual violence education.
 - Presentations will continue to student classes, departments, and employee groups on the topics of *sexual violence and consent*
 - All varsity athletes will receive consent training.
 - All Fine Arts students will be enrolled into the e-Learning workshop housed in Moodle.
 - A specialized workshop has been designed for the residence assistants (Understanding & Responding to Sexual Violence: Residence Assistants Training).
 - *SV 101* sessions will be offered to Human Resources managers, for all managers, for all employees, for academic staff, and for security representatives
- Data collection practices will continue to be enhanced and aligned with relevant best practices.
- An annual review of the University's practices related to Sexual Violence will be conducted by the co-chairs of the Complaint Review Team, with input from the leadership of employee and student groups and in consultation with University community members who are experts in gender-based violence. The Complaint Review Team has set up monthly review meetings to discuss process and handoffs between members when necessary, and to ensure proper support is given.
- A review of investigation resources and practices will be undertaken in 2020-2021.