

## Confidential

### Report on Sexual Violence for President Mike Mahon Reference year: September 2018 to August 2019

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This annual report has been prepared according to the University's 2016 Sexual Violence Policy and procedures.

2018-19 was a year of transition, education program experimentation, comprehensive consultation, and policy development. The year featured the appointment of a new Sexual Violence Prevention Education Coordinator Educator, Courtney Smith, and the new Associate Vice President (Human Resources), Ariane Tennant, whose positions are key in terms of sexual violence support, education, and case management according to the Policy. The University continued to consult with the University Community and experts regarding the development of a revised Sexual Violence policy and procedures. Throughout, many education and awareness training sessions were held to enhance the Community's awareness of consent, support services available, and procedures for making a complaint. One of the featured additions to the education programming in 2018-19 was the *Bystander Intervention* training, a gift from the University to the outgoing Chancellor, Janice Vazari, whose commitment to student support and wellbeing is well-documented. The revised policy was approved by the Board of Governors and became effective on June 13, 2019. The coming year will feature orientation sessions regarding the new policy, increased consent training for all athletes and residence assistants, and more data will be systematically collected and reported on a wider range of meaningful data points.

We recommend the public release of all future annual Reports on Sexual Violence.

#### 5 Formal Complaints were received by Campus Safety and/or Human Resources and were investigated (September 1, 2018 to August 8, 2019)

| Complainant role                          |                                                                          |
|-------------------------------------------|--------------------------------------------------------------------------|
| Respondent role                           | Other (e.g. visitor, contractor, unknown)                                |
| Student                                   | 2 (two internal investigations concluded)                                |
| Staff                                     | 1 (pending investigation)                                                |
| Faculty                                   | 2 (ULFA process: one investigation concluded; one investigation ongoing) |
| Other (e.g. visitor, contractor, unknown) |                                                                          |

Note: Two additional people (1 student and 1 visitor) reported experiencing sexual assaults to Campus Safety, but did not make formal complaints and did not know or did not choose to disclose the identity of the assailants. Referred to support services and/or police for investigation.

## Training, Awareness-raising, and Community Engagement

### Training

- 36 training sessions, departmental presentations, classroom-based sessions, and workshops were held and attended by **840** people

### Awareness-raising

- 3 University-wide campaigns (#ibelieveyou; consent) and a film screening, reaching an estimated **5340** people

### Community engagement

- 8 public University Community consultations (new policy and procedures) attended by approximately **150** attendees

The topics addressed during the information sessions, workshops, and multi-day trainings included First Responder, 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.

## Building Awareness and Support (campaigns and resources)

1. The three awareness-building campaigns held throughout the academic year, included:
  - *#ibelieveyou* is a provincial campaign designed to educate people regarding how to respond supportively to a disclosure of sexual violence. The Association of Alberta Sexual Assault Services reports a 53% increase between 2015 and 2016 in the number of Albertans who would give a positive, compassionate response to a disclosure. (Ref: <https://www.ibelieveyou.info/campaign>)
  - “*Consent is...*”, including resource postcards, buttons, and “*Peace, Love, Consent*” T-Shirts available through the Bookstore; and the
  - free *Tea and Consent Cart*, offering free coffee and tea in partnership with Coffee Company and creating everyday awareness of the parameters of consent with examples of ways to talk about and have consent-full conversations/interactions/relationships.
2. The website was updated in 2018-19 to make it easier to navigate information about reporting and support services: <https://www.uleth.ca/sexual-violence>
3. Two committees met regularly and included students, staff, and faculty. The committees, which will continue to meet in 2019-20, are: Preventing Sexual Violence Action Committee (PSVAC) and the Re-Imagine Advisory Panel. The Sexual Violence Prevention Educator also represents the University on the broader Lethbridge community Sexual Violence Action Committee (SVAC).
4. Using a ‘train-the-trainer’ model, a Preventing Sexual Violence Volunteer Team was created in 2018 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.
5. 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.

### Upcoming

- The 2019-20 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:
  - Presentations to student classes, departments, and employee groups on the topics of *sexual violence and consent*
  - All varsity athletes will receive *consent* training.
  - A specialized workshop has been designed for the residence assistants (*Understanding & Responding to Sexual Violence*).
  - *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 be enhanced and aligned with relevant best practices.
- A U of L sexual violence campus climate survey is being developed in consultation with other PSIs in Alberta, to be launched (if approved) in the 2019-2020 academic year.
- 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.