

**Report on Sexual Violence for President Mike Mahon
Reference year: September 2020 to August 2021**

This annual report has been prepared according to the University’s 2019 Sexual Violence Policy and procedures. Questions about the report may be directed to Courtney Smith, Sexual Violence Prevention Educator or Kathleen Massey, Associate Vice President (Students).

Note: 2020-2021 was a pandemic year. As a result of COVID19-related restrictions, most of the support and training took place off campus (with the exception of a few in-person activities when restrictions allowed), through virtual support and virtual presentations. Service, education and support were adjusted accordingly.

This was a year of transition and change due to the ongoing COVID-19 pandemic situation. Many of our in-person events were held virtually. This meant continually adapting and changing our training and support to fit the evolving community needs. Most classes were held online and most students were not on campus for the majority of the year. Moving services to an online delivery mode impacted the number of community members we were able to reach for training purposes. The Sexual Violence Prevention Educator continually worked to ensure information was available and support services were accessible. Sexual Violence Policy awareness was a major education theme. The Sexual Violence Prevention Educator, provided training and information to a number of different faculties and community groups, primarily virtually. Human Resources and specifically Wellness & Recognition at the UofL continues to be a key resource in terms of sexual violence support, education, and case management, according to the Policy. The training topics focused on this year included: *The Trauma of Sexual Violence, Responding to Disclosures, Understanding Consent, Recognizing Power and Privilege, and Understanding our Role as Community Members within the Sexual Violence Policy.* Consent training was provided to all athletes and residence assistants.

We recommend the public release of this Annual Report on Sexual Violence.

Formal complaints received by Campus Safety, Student Affairs, and/or Human Resources and investigated (September 1, 2020 to August 31, 2021). In future, our goal is to collect and report more data systematically, on a wider range of data points.

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

Training, Awareness-raising, and Community Engagement

Training Overview

- 25 training sessions were delivered, primarily virtually. These included: departmental presentations, classroom-based sessions, workshops and outreach events that were held and attended by approximately 550 people. These events discussed a number of different topics within the context of sexual violence, these include but are not limited to *Understanding Trauma and Sexual Violence*, *Responding to Disclosures*, *Understanding Consent*, *Exploring Power and Privilege*, and *Understanding the Sexual Violence Policy*. Consent training was provided to all athletes and residence assistants.

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

- This unique 45-minute, E-learning was created by the Sexual Violence Prevention Educator in 2019. 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 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>. Since the launch of this training in 2019 we have seen a tremendous uptake in the number of students, faculty and staff participating in this training. To date, 1007 community members have completed the training, the groups that contribute to these numbers are **958** students, **11** faculty and **38** staff members.

Awareness-raising

- A University-wide campaign (“Growing a Culture of Consent”) was held on campus during in-person delivery, before the return to online learning. Three of these events were held reaching approximately 400 people. Our consent campaign was interactive in hopes to get the community thinking about what growing a culture of consent on ULeithbridge campus means to them, as well as encouraging active participation in the topic.
- Through the work-to-learn grant we were able to hire five Sexual Violence Prevention Student Ambassadors, this role offers 25 hours of dedicated work on the topic of sexual violence prevention. The Sexual Violence Student Ambassadors held 17 different pop-up events throughout campus reaching an approximate total of 715 students.

Community engagement

- The entire University Community is continually encouraged to review the current Sexual Violence Policy and provide their feedback for upcoming revision periods to the Sexual Violence Policy Working group.

Additional Specific Sessions and Support

1. The following info sessions were provided this academic year:
 - *Sexual Violence and Supports*: Info session to provide awareness as well as provide support available. Presented to different groups on campus, Faculty, Staff, Students and classes.
 - *Understanding Trauma and Sexual Violence*: This workshop dived deep into the trauma response of sexual violence and explored the potential long-term impacts.
 - *Understanding the Sexual Violence Policy*: This session discussed key concepts, reporting options, special arrangements and resources available to members of the university community.
 - *Understanding Consent*: The issue of consent remains a fundamental concept to the issue of sexual violence and is session was used as a starting point for enhancing community understanding.
 - *Exploring Power and Privilege*: Sexual Violence is a complex issue which stems from a culture in which oppression and privilege exist, and in which we are all complicit. This session explored concepts of intersectionality, oppression, privilege and power.

2. One-on-one support sessions for students:
 - A total of 40 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.
3. The website was updated again in 2020/2021 to make it easier to navigate information about reporting and support services available to the University Community: <https://www.uleth.ca/sexual-violence>. A Direct link was added to the online Moodle training *Understanding and Responding to Sexual Violence: Level one*: <https://moodle.uleth.ca/202003/course/view.php?id=2064> to ensure easier navigation when students are enrolling in the training. Website revisions are frequent and ongoing to reflect the changes we see throughout the year on the topic of gender-based violence, 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.
4. The Preventing Sexual Violence Action Committee (PSAC) meets regularly and its membership includes students, staff, and faculty. This committee will continue to meet through the 2021/2022 academic year and focus on the upcoming policy revision, along with awareness-raising initiatives. The committee is hoping to have more in-person events as restrictions against COVID-19 begin to ease.
5. Using a 'train-the-trainer' model, a Preventing Sexual Ambassador Team was created through the work-to-learn grant. These individuals were trained by the Sexual Violence Prevention Educator. This team helps to support the co-facilitation of workshops and outreach events at the University.

End of report

