

**Report on Sexual Violence for President Digvir Jayas**  
**Reference years: September 2022-August 2023 &**  
**September 2023-August 2024**

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This annual report has been prepared according to the University’s 2022-2024 Sexual and Gender-based Violence Policy and procedures.

The years 2022-24 featured much concerted effort to ending sexual and gender-based violence on our campuses. During this period, the Government of Alberta issued a Call to Action to end gender-based violence on post-secondary campuses. With the Call to Action came a directive to update policies related to sexual violence and include recommendations outlined by the Minister of Advanced Education. The Sexual Violence Policy, now named the Sexual and Gender-Based Violence Prevention Policy, was accordingly updated and was subsequently approved by the Board of Governors effective December 8<sup>th</sup>, 2022. Edits to the policy largely focused on the inclusion of a drug and alcohol immunity clause, delineation of regular policy review cycles, provision of an anonymous complaint option to the university community, and the addition of inclusive survivor centric measures. The 2022-23 academic year was largely focused on promotion of the mandatory sexual violence training for students and tailoring of outreach events to the university community to raise awareness regarding this societal issue. A major theme that emerged from outreach was an appreciation of all the collaborative working happening across campuses to eradicate sexual and gender-based violence and provide support for survivors. The 2023-24 academic year was characterized by a high volume of outreach (supported by a government grant), and a reduction in formal complaints during the 2023/24 academic year.

The following numbers do not represent all the experiences or concerns raised by university community members. For example, there were 68 one-on-one student appointments to seek support and information. Also, 19 accounts and 21 records have been created on the Respect, Empower, Educate Survivors (REES) platform). The follow charts represent only cases where a formal complaint was made.

**Five or fewer\* Formal Complaints were received by Campus Safety, Student Affairs, and/or Human Resources and were investigated (September 1, 2022 to August 31, 2023)**

	Student	Staff	Faculty	Other (e.g. visitor, contractor, unknown)
<b>Respondent role</b>				
<b>Student</b>				
<b>Staff</b>				
<b>Faculty</b>		5 or fewer*		
<b>Other (e.g. visitor, contractor, unknown)</b>				

**Five or fewer\* Formal Complaints were received by Campus Safety, Student Affairs, and/or Human Resources and were investigated (September 1, 2023 to August 31, 2024)**

<b>Complainant role</b>				
	<b>Student</b>	<b>Staff</b>	<b>Faculty</b>	<b>Other (e.g. visitor, contractor, unknown)</b>
<b>Respondent role</b>				
<b>Student</b>				
<b>Staff</b>	Five or fewer*			
<b>Faculty</b>				
<b>Other (e.g. visitor, contractor, unknown)</b>				

\*A range is provided given the small numbers and the sensitivity associated with identifying specific cases

**Training, Awareness-raising, and Community Engagement**

**Training**

- 61 training sessions, departmental presentations, classroom-based sessions, and workshops were held. These events discussed several different topics within the context of sexual and gender-based violence, including (but not limited to): consent, active bystanding, the complexities and nuances of sexual violence, dating violence, building healthy relationships, technology-facilitated violence, human trafficking and the importance of gender-based violence policies on post-secondary campuses. **628** people were trained.

**Mandatory Student Training: “Understanding and Responding to Sexual Violence: Level One”**

- All students are now mandated to complete “Understanding and Responding to Sexual Violence: Level One”. All students were required to complete the training in its first year of implementation. From Fall 2023 onward, only new students are required to complete it. To date, we have a 100% completion rate across our student community. Exemptions are available to help minimize re-traumatization and align with policy and procedures regarding survivor-centric measures. This E-learning module 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 and gender-based violence prevention and begins to explain the complexities and nuances of the topic. From September 2022-August 2024 14,804 students completed the training. The training is accessed through Moodle here: <https://go.uleth.ca/svpe-training%C2%A0>

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

- This interactive 30-minute, E-learning was created by the Sexual and Gender-Based Violence Prevention Coordinator in 2022/23 as a follow up to “Understanding and Responding to Sexual Violence: Level One”. It provides a more interactive experience and dives deeper into the complexities and nuances of the topic. This training is available to anyone who is a part of the university community and 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. The training also features a “build-your-own avatar intersectionality exercise” and numerous interactive scenarios.

Individuals wanting to take this training can access it through Moodle here:  
<https://moodle.uleth.ca/course/view.php?id=12437>

### **Awareness-Raising**

- Two university-wide campaigns were held reaching approximately 2,700 people. “Love Letters to Survivors” was an interactive campaign designed to get the community thinking about what it means to support individuals impacted by sexual and gender-based violence, as well as encouraging active participation in the mandatory training. The university also held its first annual “Week to End Gender-based Violence”, which was hosted in the 3<sup>rd</sup> week of February. The event focused on marginalized communities that experience gender-based violence at disproportionate rates and encouraged students to interact with several activities throughout the week with the hopes of increasing awareness about the topic and the supports available on campus. Events included:
  - Paint by number mural
  - “WWYW (What Were You Wearing)” Art installation
  - Indigenous beading event hosted by likaiskini
  - “Growing a Culture of Consent” event

### **Community Engagement**

- The 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 from September – November 2022.
- Information and engagement giveaways were hosted throughout 2022-23 to help promote the mandatory sexual and gender-based violence prevention training. Weekly information booths were set up across campus to ensure clear, consistent information was available to students regarding the training.
- Numerous information sessions were provided throughout 2022-24. The topics addressed during the information sessions, workshops, and trainings included: bystander Intervention, understanding & responding to sexual violence (specifically for Residence Assistants), supporting disclosures of sexual violence, understanding & responding to disclosure of gender-based violence (for the broader community).

### **Building Awareness and Support (Information, Events and Resources)**

- The following policy info sessions were provided during the 2022-23 academic year:
  - *Understanding the Sexual and Gender-Based Violence Prevention Policy Revisions:* To inform the University community on the policy revisions several consultation sessions were hosted that would allow individuals to have a voice in the process and bring forward their thoughts and/or concerns. Sessions were offered to staff, faculty and students, LBTQ2+ community, Indigenous community, and international students. Multiple sessions were held to ensure that all communities felt seen and heard throughout the revision process.
  - *Sexual and Gender-Based Violence Supports and Resources:* Info sessions were presented to different groups on campus, Faculty, Staff, Students and workshops are offered consistently throughout the term. These sessions, offered to faculty, staff, and students, were offered to help to inform the entire university community about the policy (and related procedures) as well as supports available. Sessions were tailored to specific group needs to ensure the unique challenges of different community groups are addressed.
- One-on-one support sessions for students:
  - A total of 68 in-person/virtual one-on-one support sessions were provided by the Sexual and Gender-Based Violence Prevention Coordinator to students who have been subjected to, or affected by, sexual violence and gender-based violence.
- The website was updated again in 2022/23 to make it easier to navigate information about reporting and support services available to the university community (see: <https://www.uleth.ca/sexual-violence>). The website is continually updated and monitored by the Sexual and Gender-based Violence Prevention Educator to ensure the most up-to-date information and resources are available to our university community. One major addition to the website was the anonymous and third-party

- reporting option available through the REES platform.
- Growing a Culture of Consent Event:
    - This event has grown immensely within the last two years. This initiative began as a small event aimed at fostering engagement on such a challenging, nuanced topic but has become a very popular event. Over 3,600 students have been reached since 2022 through this event. The plants symbolize the growth of consent culture on our campus, while simultaneously educating students on the supports and services available.
  - Work2Learn (W2L) Students:
    - Three students were hired in the past year through the W2L program as Sexual and Gender-based Violence Prevention Ambassadors. They worked avidly on providing weekly outreach. Each month this dedicated group of students focused on a different topic within gender-based violence to educate the university community. W2L students also hosted numerous poster campaigns to help increase visual awareness to the topic across our community.
  - REES Campus:
    - Through our partnership with REES (Respect, Educate, Empower Survivors) a trauma-informed, anonymous, reporting tool centered on the needs of survivors is available to the university community. This platform was introduced in August, 2023 (see story here: <https://www.ulethbridge.ca/unews/article/university-lethbridge-and-lethbridge-college-adopt-online-tool-reporting-sexual-violence>). REES gathers critical data for institutions while bridging anonymous incident reporting with access to information about reporting options, resources, and support. REES is available to all campus community members and can be accessed at: <https://www.ulethbridge.ca/sexual-violence/clone-reporting-sexual-violence>. Since the platform was launched, 19 accounts have been created, 21 records have been created, 7 total anonymous reports have been created, 3 anonymous reports have been submitted, 3 students opted to “Connect to Campus”, and 1 “Report to HR” was made.

## Upcoming

The 2024-25 year will feature several 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 and gender-based violence and consent with a focus on technology-facilitated violence and intimate partner violence.
- Large scale promotion of the new anonymous and third-party reporting option (REES)
- A specialized workshop in collaboration with REES has been designed for Residence Assistants (Understanding & Responding to Sexual Violence: Residence Assistants Training).
- December 6<sup>th</sup> marks the 35<sup>th</sup> anniversary of the Ecole Polytechnique massacre. In collaboration with the Library and EDI team, the Peace Garden will be reinstated. A W2L student on the Sexual and Gender-based Violence Prevention Ambassador team (enrolled in Fine Arts) will be painting a mural in honor of the victims.
- The 2<sup>nd</sup> annual “Week To End Gender-based Violence” will happen on February 24-28<sup>th</sup>.
- First Responder to Sexual Assault and Abuse Training will be offered to our community. This is a certified training that will be offered free of cost to participants.
- “Report to Police” option in REES will continue to be pursued with the Lethbridge Police Service.

## Staffing

Courtney Smith resigned as the Sexual and Gender-based Violence Prevention Coordinator in July, 2024. Leah Webster was hired in September, 2024 to replace Courtney Smith. Three W2L students were hired for the 2024-2025 academic year as Sexual and Gender-based Violence Prevention Ambassadors.