

**SEXUAL & GENDER-BASED
VIOLENCE (SGBV)
SUPPORT & EDUCATION**

**ANNUAL
REPORT**

APRIL 2023 – MAY 2024



**STUDENT
WELLNESS**
Live well. Achieve well.



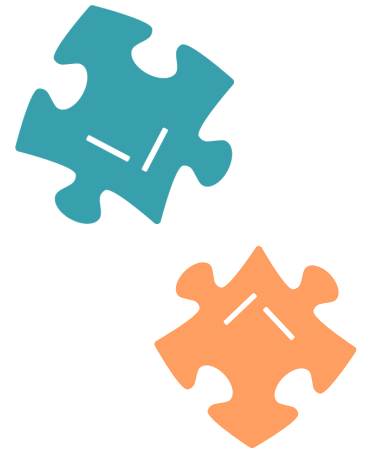
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Guiding Principles

The Sexual and Gender-Based Violence Support and Education services are guided by the principles of anti-oppression and works from anti-racist, survivor-centric, and trauma-informed lenses (see appendix for definitions). This includes our ongoing collaborations with the Indigenous Students' Centre, the Cultural Diversity Office, and Sexual and Gender Diversity Office, at the University of Guelph, and our commitment to continuing to build and invest in these relationships.



The University of Guelph resides on the ancestral lands of the Attawandaron peoples, and the treaty lands and territory of the Mississauga's of the Credit First Nation. We recognize the significance of the Dish with One Spoon covenant to this land and the Wampum Belt agreement; an agreement between allied nations to peaceably share and care for the Great Lakes Region.

We recognize all First Nations, Métis, and Inuit peoples on Turtle Island, who have been the past and present caretakers of this land and its waters. We recognize gender-based violence is rooted in colonialism and land-based violence that perpetuates and sustains the marginalization, dispossession, and removal of autonomy of Indigenous peoples. We also recognize the Missing and Murdered Indigenous Women, Girls, and Two-Spirited people across Turtle Island and the historical and ongoing colonial violence committed by the state, state actors, and institutions. As we strive towards justice, human rights, and safety for all students on our campus, we must centre Indigenous voices, their experiences, and the land as we work to decolonize our spaces, services, and institutions.

We also acknowledge that we cannot separate the history of the University of Guelph from colonization and slavery in Canada. We recognize the people of African descent whose ancestors were forcibly displaced as part of the transatlantic slave trade and made to work on these lands. We also recognize the direct marginalization, disenfranchisement, and heteronomy of African and Black peoples due to colonialism and gender-based violence and acknowledge how it is continuously enforced through the state, its actors, and its institutions.



Content Warning

The content of this report discusses incidents of sexual and gender-based violence. If you feel triggered, distressed, and/or seek support, the following key resources are available:

Sexual and Gender-Based Violence Support and Education

svinfo@uoguelph.ca | <https://wellness.uoguelph.ca/sexual-violence-support>

University of Guelph Counselling Services

Book an appointment at: 519-824-4120 ext. 52131

University of Guelph, Employee and Family Assistance Program

For staff and faculty, access to counselling is available 24 hours per day, seven days per week through [Homewood Employee Health](https://www.uoguelph.ca/hr/node/4141/) toll-free at 1-800-663-1142. <https://www.uoguelph.ca/hr/node/4141/>

Guelph Resource Centre for Gender Empowerment and Diversity

519-824-4120 ext. 58559 | info@grcged.com

Guelph-Wellington Women in Crisis (GWWIC)

www.gwwomenin crisis.org | 24 Hour Crisis Line: 1-800-265-7233

Kids Help Phone

<https://kidshelpphone.ca/need-help-now-text-us/> | 1-800-668-6868 | Text: 686868

Guelph-Wellington Care and Treatment Centre for Sexual Assault and Domestic Violence

24/7 Support | 519-837-6440 ext. 2728 | After Hours: 519-837-6440 ext. 2210

Here 24/7

1-844-437-3247

keep.meSAFE

<https://keepmesafe.org/>

Executive Summary

“There is an unprecedented conversation in North America on Gender-Based violence on post-secondary campuses. Survivors, administrators, student advocates, parents, faculty, and Gender-Based violence organizations are pushing for transformative change.” (Rowe and Bidgood, 2019)

Sexual and Gender-Based Violence (SGBV) continue to be prominent and significant issues that requires ongoing upstream preventative practices and trauma-informed responses to education, response, and support. In 2022, it was reported that approximately 44% of young girls and women (aged 15 and older) in Canada experienced some form of SGBV within their relationships (Government of Canada, 2024). Individuals from equity deserving groups are at disproportionately higher risk of experiencing different forms of SGBV (Government of Canada, 2024) due to systemic inequities that perpetuate and sustain rape culture and intersecting forms of oppression. According to the Department of Justice, rates of sexual assault self-reported by Indigenous women were more than triple that of non-Indigenous women (2017) – a consequence of Canada’s legacy of colonialism, imperialism, misogyny, and patriarchy. The municipality of Wellington County, including the city of Guelph, has recently recognized intimate partner violence (IPV) as an epidemic in our country (Kozolanka, 2024). Furthermore, in their annual report, Guelph Wellington Women in Crisis (GWWIC) shared that abuses experienced by their clients are more severe, frequent, and complex than ever before (Raftis, 2024). The SGBV Support Coordinators at UofG have also noted a similar pattern of complexity and severity in their student support cases.



With the increase of complexity and severity of SGBV on post-secondary campuses, UofG strives to cultivate inclusive, trauma-informed, and anti-oppressive spaces on our campus – particularly in the areas of response, prevention, and policy.

The following are highlights of the progress made throughout the 2023/2024 academic year:

- Formation of the Possibility Seeds Working Group whose goals included a thorough review of the current [Sexual Violence \(SV\) Policy \(1.4\)](#) and a commitment to the implementation of updates and changes of the policy based on best and promising practices in the SGBV field.
- Relaunch of the Enhanced Assess, Acknowledge, Act (EAAA) Sexual Assault Resistance (EAAA) program that provides evidence-based education and training on SGBV and personal empowerment for UofG students (women).
- Expansion of the SGBV Support Team who provided wrap-around support and coordinated care to 157 students.
- Implementation of a respondent support program that provides accountability education, system navigation, and case management for people who have caused harm.
- Launch of the SGBV Education and Prevention Plan that will implement educational and preventative initiatives that will be developed over the next three years.
- Increase in preventative-based training and education provided to staff, faculty, and students across the University, including 63 trainings delivered to 2,122 participants, 16 events attended by 1,617 participants, and 22 outreach events reaching 2,905 students, staff and faculty. A total of 3549 students and 551 staff/faculty completed the online Sexual and Gender-Based Violence Awareness Training Module via courselink.

While the University of Guelph has made significant progress in SGBV prevention, response, and education over the past year, we will continue to work towards our goal of an inclusive, safe, and violence free campus. We look forward to advancing our collaborative efforts and to continuing our focus on effective and tailored approaches that meet the needs of our unique community members.

Key priority areas for the 2024/2025 academic year include:

- Development of a University of Guelph Sexual Violence Policy that is more accessible and survivor-centred, and better aligned with current promising practices.
- Increased coordination between departments that have a role in operationalizing the Policy.
- Implementation of a survivor-support group that encourages community wellness and healing.
- Responding to trends in the community, which indicate that Intimate Partner Violence (IPV) is on the rise, through the development of initiatives aimed at promoting awareness of healthier relationships, communication, pleasure, joy, and consent.
- Increase focus of further education efforts on collaborating with equity deserving groups on-campus, and in the community, as well as engaging with men and masculine identities on SGBV prevention initiatives.



Introduction



Gender-based violence (GBV) is defined as violence/harm directed against a person based on their gender, or violence that affects persons of a particular gender disproportionately (Government of Canada, 2024). It continues to be a prominent issue that requires ongoing preventative action, upstream practices, and trauma-informed responses. In 2022, it was reported that approximately 44% of young girls and women (aged 15 and older) in Canada experienced some kind of abuse within their relationships demonstrating the ongoing concerns and prevalence of GBV in Ontario and across Canada (Government of Canada, 2024). Individuals from equity deserving groups are disproportionately more at risk of experiencing GBV (Government of Canada, 2024). For example, according to the Department of Justice, rates of sexual assault self-reported by Indigenous women were more than triple that of non-Indigenous women (2017). This increased risk is a consequence of GBV being a mechanism of power and a product of various systems of oppression including patriarchy and colonialism. Therefore, individuals with less power and privilege that hold various marginalized identities that intersect (such as being both Indigenous and a woman) experience a higher likelihood of experiencing GBV. Additionally, the municipality of Wellington County, including the city of Guelph, has recently recognized that intimate partner violence (IPV) as an epidemic (Kozolanka, 2024). Guelph Wellington Women in Crisis (GWWIC) highlighted that in Ontario alone 52 women were killed by a partner in 2022 and the number in 2023 rose to 62 women's deaths at the hands of an intimate partner. Additionally, GWWIC discussed that the abuse experienced by the clients they have supported is becoming more severe, more frequent, and more complex than ever seen before (Raftis, 2024). The SGBV Support Coordinators at UofG have also noted a similar pattern in the students on their caseloads, particularly in terms of complexity and severity.



Context

Within the 2023/2024 academic year, the University of Guelph has continued to make strides towards cultivating an inclusive, trauma informed, survivor centric and anti-oppressive approach in responding to harms caused by sexual and gender-based violence on campus and within the larger Guelph community. These efforts have included the expansion of the Sexual and Gender-Based Violence (SGBV) support team, relaunching the EAAA program to provide evidence-based preventative education, engaging faculty and staff in a wide-range of SGBV training through promotional presentations, developing meaningful relationships with more community partners in Guelph, and finally, the formation of the Possibility Seeds Policy Recommendations Working Group whose goals included updates to the Sexual Violence (SV) Policy.

Context

While many important advances were made this academic year, there are still several areas of ongoing focus. Key priority areas for the 2024/2025 academic year include the development of a University of Guelph [Sexual Violence Policy](#) that is more accessible and survivor-centered, and better aligned with current promising practices. Furthermore, there is priority being placed on ensuring that departments that have a role in operationalizing the policy are well coordinated in their efforts to updates and implement the campus policy. One of the other areas of priority for the support/response components of the SGBV services include the implementation of a survivor-support group that encourages community wellness and healing. The implementation of such collective healing for student survivors will now be possible with the addition of a new Support Coordinator that started in February 2024. In terms of educational priority for the next year, one of the most important include responding to the trends in the community indicating IPV is on the rise, and as such, we seek to develop initiatives aimed at promoting awareness of healthier relationships, communication, pleasure, joy, and consent. In addition, further education efforts will be focused on collaborating with equity deserving groups on-campus, and in the community, as well as engaging with men and masculine identities on SGBV prevention initiatives.



Section 1: University of Guelph Sexual Violence Policy Review

During the 2022-2023 academic year, Possibility Seeds, a social change consultancy firm, was commissioned by the University of Guelph to review the current [Sexual Violence Policy](#) and Procedures. The report assessed critical issues, identified gaps, and offered recommendations which were supported by resources and promising practices. It included a detailed examination of the [Policy](#) and Procedures, setting minimum standards based on legal obligations, and the principles of procedural fairness, trauma-informed practice(s), and harm reduction. Each standard was evaluated against specific [Policy](#) provisions, with accompanying recommendations and resources. The report also highlighted areas requiring further consideration and suggested additional resources for common inquiries and issues beyond the scope of the review.

In partnership with the Provost's Steering Committee on Preventing and Addressing Sexual Violence, the 2023-2024 Sexual and Gender-Based Violence Advisory Committee (membership in Appendix), convened in Fall 2023 to determine committee objectives and goals for the F23 and W24 semesters. The Advisory Committee determined that it would be beneficial to create a Working Group to assess, review, and implement the recommendations from Possibility Seeds, as well consider how other promising practices may be incorporated into a revised version of the [Policy](#) and Procedures.

The Working Group met throughout the 2023-2024 academic year and concluded that the current Policy should be retired and a new [Sexual Violence Policy](#) and associated Procedures, should be developed. They recommended consolidating the Procedures for both students and employees into a single set to provide clearer guidance for all individuals involved in the process (currently, there is one [Policy](#) with two separate Procedures for students and staff/faculty). The University has accepted these recommendations and aims to start work on the creation of the new [Policy](#) during the 2024-2025 academic year. The creation of the new [Policy](#) will be led by the Office of the Vice-Provost (Student Affairs).



Section 2: Sexual and Gender-Based Violence Support, Disclosures and Reports

Sexual and Gender-Based Violence Support and Education

The Sexual and Gender-Based Violence (SGBV) Support and Education services, situated in Student Wellness, oversees SGBV training and education campus-wide. The staff with the SGBV program collaborates with student leaders on prevention initiatives and supports SGBV survivors. Operating from a trauma-informed, anti-oppressive, survivor-centered framework grounded in harm reduction, the services had one full-time SGBV Support Coordinator throughout the 2023-2024 academic year, but also saw the additional of a second Support Coordinator in February 2024. In addition, two Masters of Social Work (MSW) placement students joined the SGBV team between January to June 2024. The team also had one full-time SGBV Education Coordinator during the 2023-2024 academic year.

The SGBV Support Coordinators roles include offering emotional and practical support, system navigation, safety planning, and making internal/external referrals. They also arrange academic accommodations to ensure survivors' safety and ongoing academic success, working from a survivor-centric perspective to individualize support needs to the diverse student population. The MSW student interns provide a similar supportive role, while also contributing to the development of various education and support initiatives.

The SGBV Education Coordinator engages the University of Guelph community, as well as developing and delivering training and prevention initiatives to address campus' needs and trends. Their responsibilities include leading the SGBV Education and Training Committee, managing the SAFE (Sexual Assault Free Environment) peer team, conducting prevention and awareness training, and responding to specialized training requests. Over the past year, they have also supported respondents by providing system navigation, personalized education, and referrals.

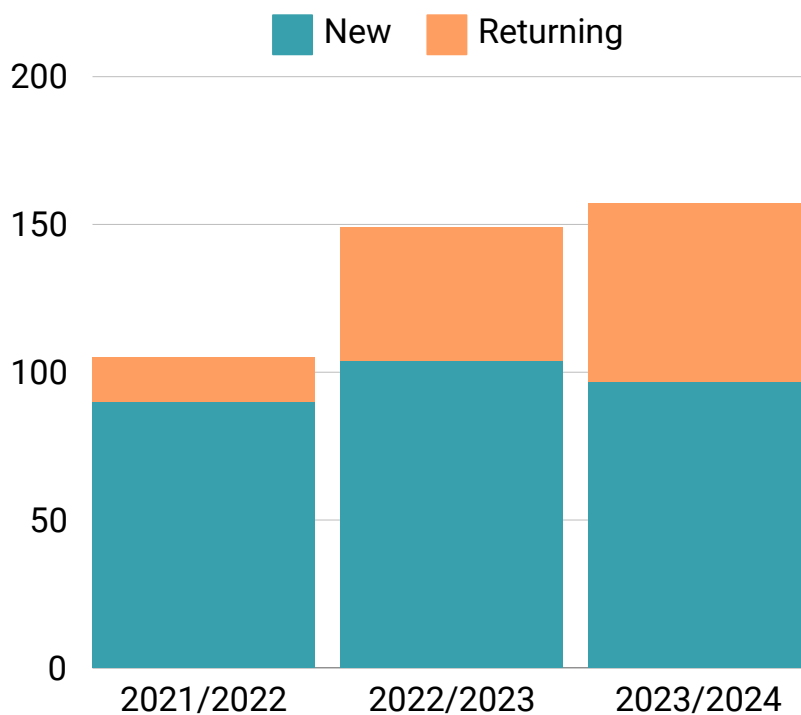
The SGBV Support and Education Coordinators collaborate with various campus partners to offer education, advocacy, coordinated care, and comprehensive support. These partners include Student Housing Services (SHS), Counselling Services, Health Services, Student Accessibility Services, Campus Safety Office (CSO), the Office of Diversity and Human Rights (DHR), Student Judicial Services (SJS), Program Counsellors, Athletics, Student Experience, and Faculty. They also facilitate survivor s access to community services, such as the Sexual Assault and Domestic Violence Care and Treatment Centre at Guelph General Hospital, Guelph-Wellington Women in Crisis, Victim Services, and Guelph Police Services.



SGBV Services Support Statistics

Between May 2023 and April 2024, the SGBV Support services provided wraparound support to [157 students](#). In comparison, the office provided support to 149 (2022/2023) and 105 students (2021/2022) in the two years prior (Figure 1). These figures include both new and returning students utilizing the services during this period. The busiest time for new referrals was in the Fall term with 58 new referrals. The Summer term saw the fewest new referrals with 15 and 24 new referrals were received in the Winter term.

Figure 1: Number of Students Accessing S&GBV Support Coordinator By Academic Year



Several notable trends emerged in disclosures made to the SGBV Support Coordinators, reflecting patterns observed at other post-secondary institutions across the province.

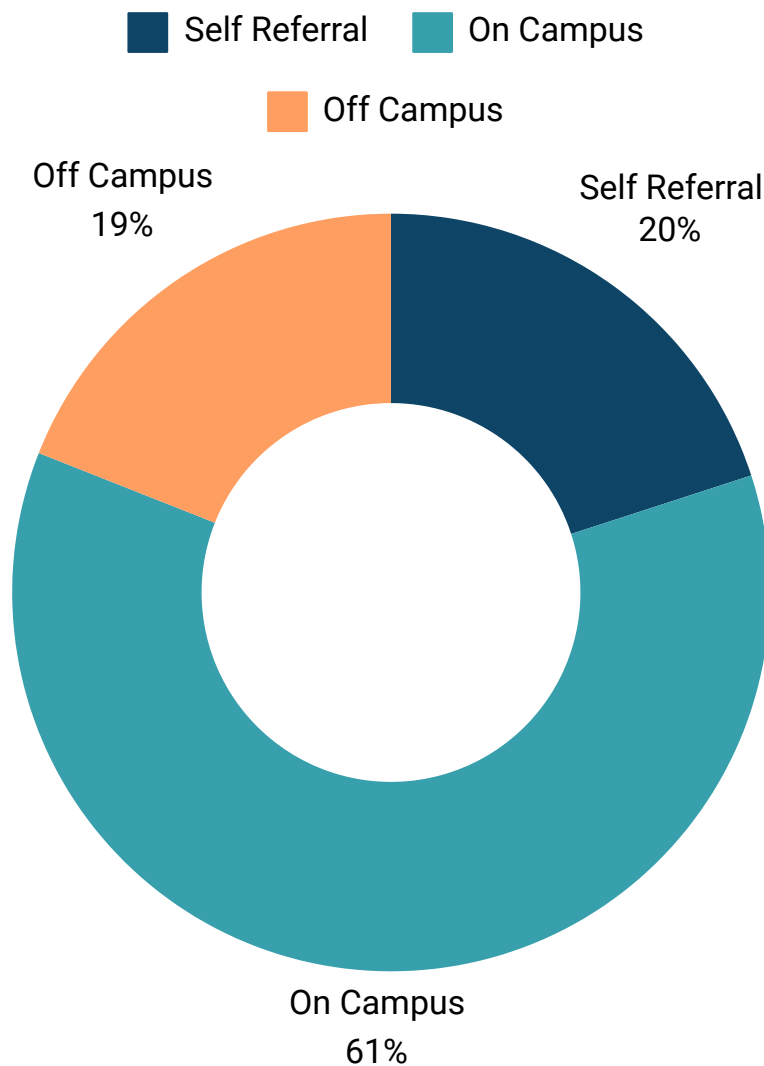
These trends include:

- An increase in students seeking support for Intimate Partner Violence (IPV), Family Violence (FV) and Domestic Violence (DV)
- Greater complexity of cases
- Increased need for coordinated care
- More disclosures of historical and childhood traumas, as well as multiple experiences of SGBV
- An increase in staff and faculty seeking consultations
- Higher demand for safety planning
- Increase in need for judicial and criminal case support
- Increase in student reporting through the [Sexual Violence Policy](#)

Below are further statistics related to students referred to the SGBV Support Coordinators. Note that these statistics may overlap with others in the report (e.g., a student seen in the SGBV services might also be seen by Housing and/or the Campus Safety Office). Additionally, "historical in nature" refers to incidents that occurred prior to this reporting period (possibly in a previous semester, high school, childhood, etc.).

Figure 2 outlines the origin of referrals to SGBV support that were received this year:

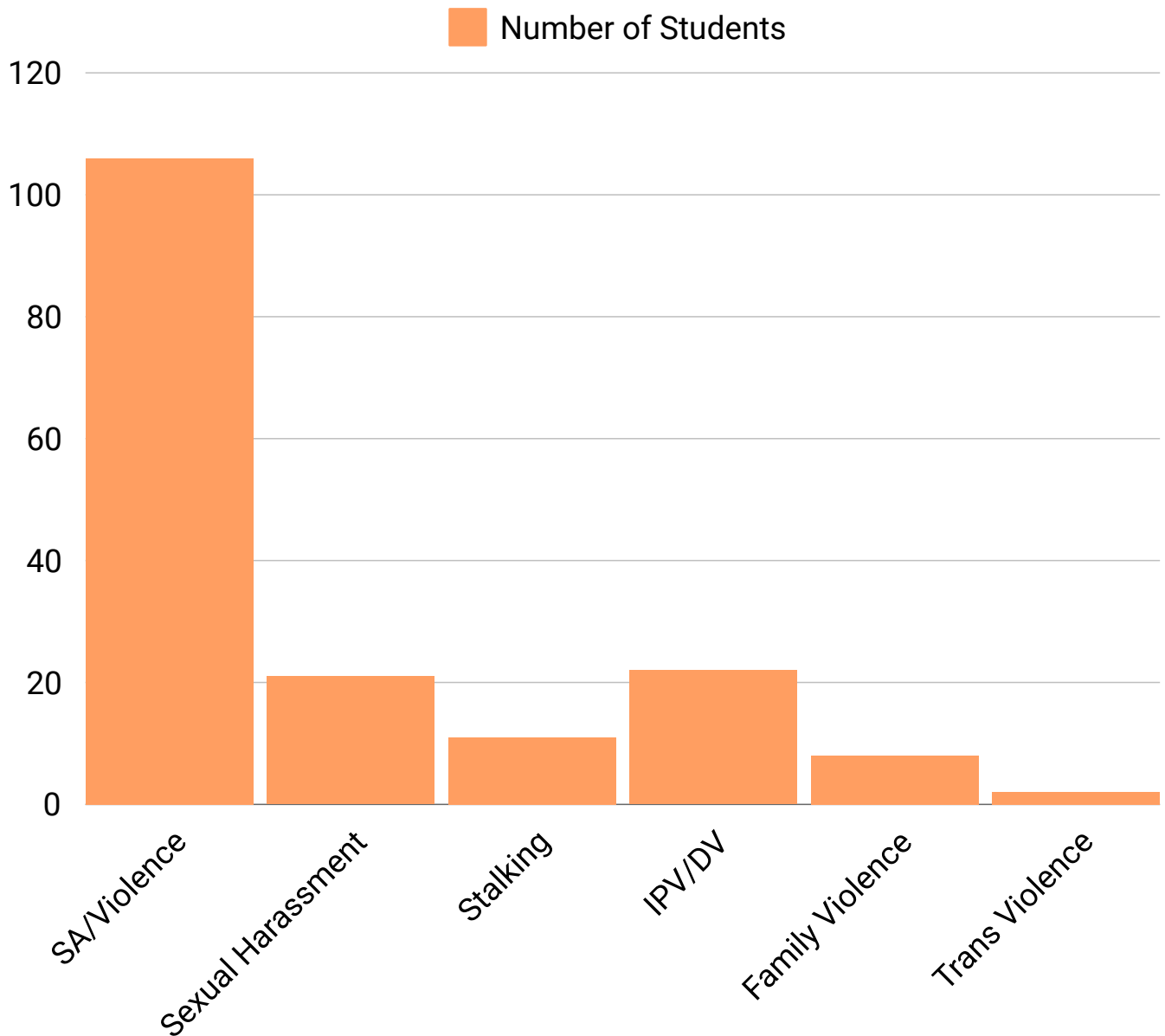
Figure 2: Origin of Referrals to S&GBV Support (May 2023-April 2024)



Referrals to the SGBV Support Coordinators primarily originated from on campus sources (61%), while off campus sources (GPS, GWWIC, etc.) accounted for 19% and self-referrals comprised 20% of students supported" (Figure 2).

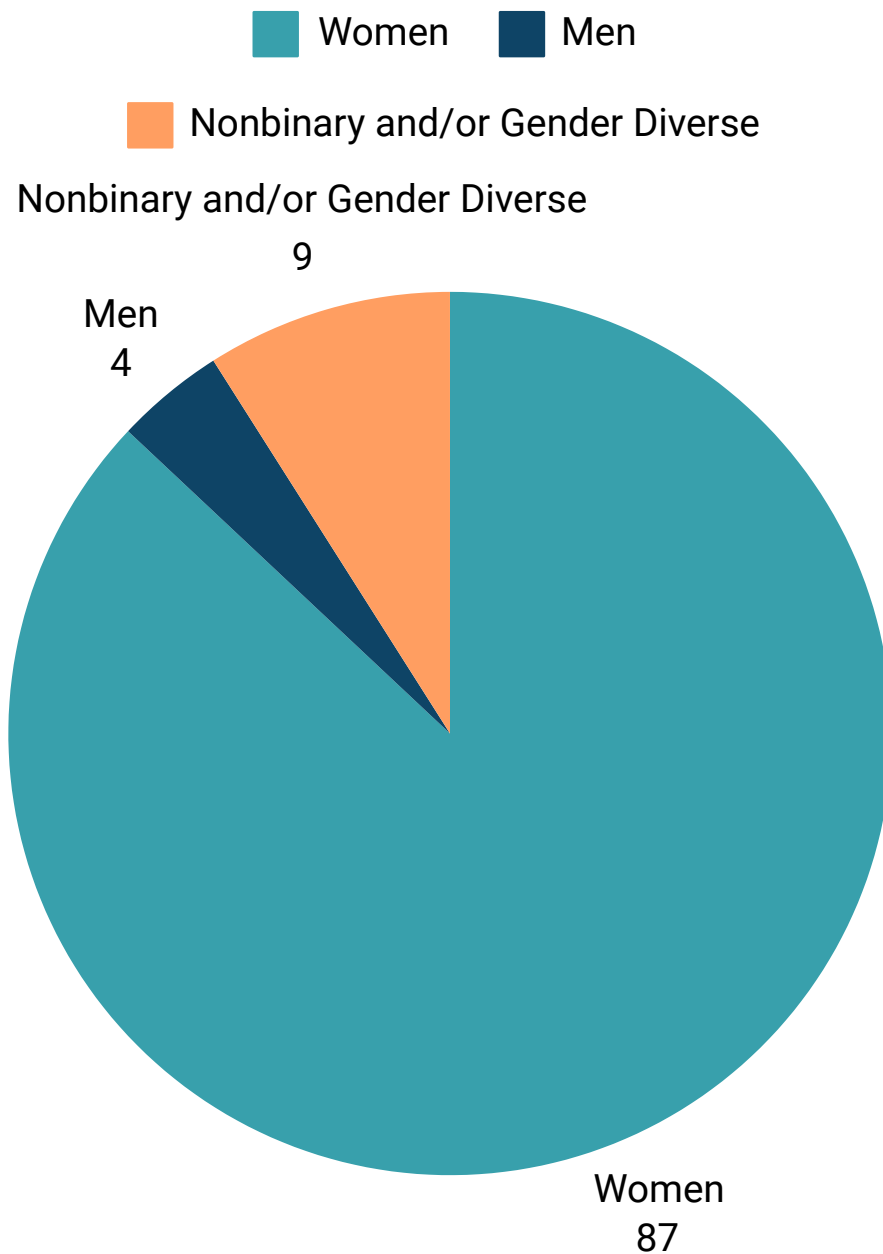
Figure 3 outlines the nature of the harm experienced by students who made disclosures:

**Figure 3: Nature of Harm of Disclosures
Made by Students**



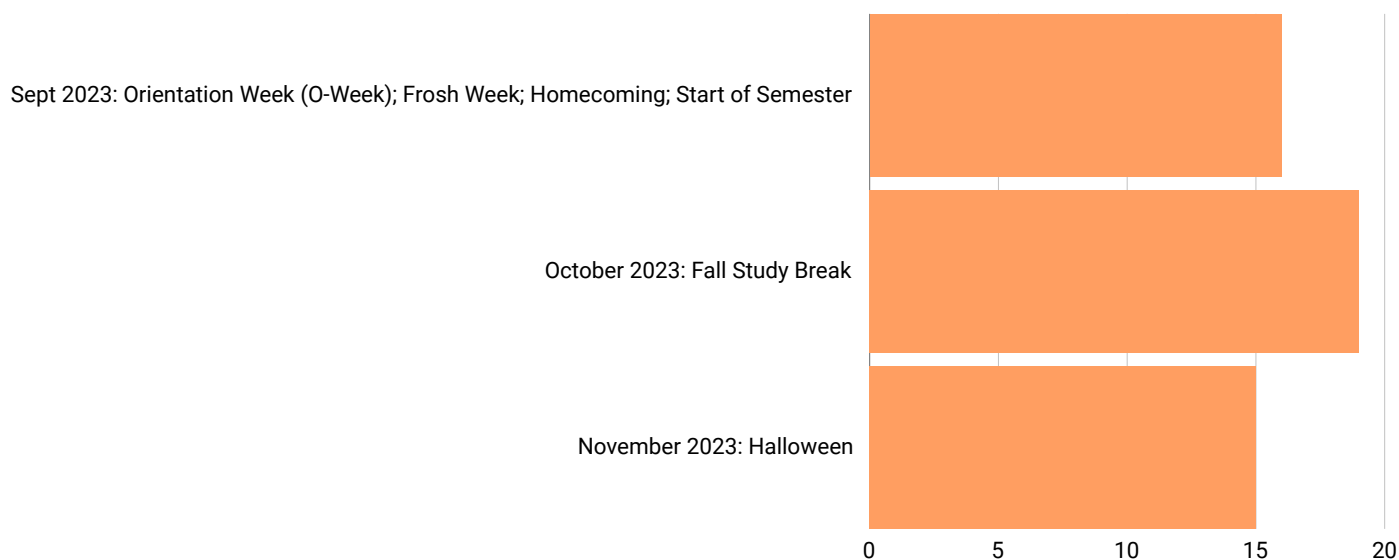
The proportion of SGBV disclosures to the SGBV Support Coordinators by gender (Figure 4) has remained consistent with data from the previous year, with a small decrease in the number of men seeking support. It is important to note that these numbers only include students who have self-disclosed their gender identity.

Figure 4: Disclosures of Harm to the Sexual and Gender Based Violence Support Centre by Gender



There are several high-risk periods for SGBV throughout the year, commonly known as the "red zones," which are consistent across post-secondary institutions. High-risk times include Orientation Week, Homecoming and Halloween. During these periods, the SGBV Support and Education team coordinated outreach and education initiatives with targeted messaging on consent, safer substance use, and bystander intervention. This year, the SGBV services saw an increase in students reaching out for support in October. Unlike previous years, the SGBV services did not experience a high number of referrals during Valentine's Day/Reading Week and St. Patrick's Day. These statistics are detailed in Figure 5.

Figure 5: Highest Referral Periods (May 2023-April 2024)



Safety Planning:

Between May 2023 and April 2024, 48 safety plans were facilitated for students receiving support through the SGBV services, an increase over the 35 safety plans developed and enacted the previous year. Safety plans developed with the SGBV support staff are tailored to the needs of the individual receiving support. Examples of components of safety plans include meetings with Campus Safety Office or Guelph Police Services, classroom relocations, on-campus and off-campus safety strategies and practices, risk assessments, and purchasing of safety tools (e.g., ring cameras), consultations and planning with community partners (e.g., Victim Services). The year over year increase in safety plans is related to the higher safety needs of students associated with the increase in complexity of the cases being supported by the SGBV services.

Legal System Navigation:

The SGBV Support Coordinators assist students with navigating the legal system in different manners including: 1) providing court, police, and legal accompaniment and support; 2) participating in collaborative meetings with criminal and legal system parties; and 3) making referrals to services such as Police Services, Victim Services, and the Victim Witness Assistance Program. During the reporting period from May 2023 to April 2024, the Support Coordinators assisted 27 students with criminal, police, and legal proceedings and/or accompaniments. This number has increased from 13 students in the previous year.

Thirty-six (36) of the 157 students who accessed support from the SGBV services pursued criminal system processes, such as criminal cases, cautions, or peace bonds. This represents an increase from the previous year where 32 students pursued criminal processes.

Respondent Support:

Evidence-based practices have shown that trauma-informed approaches to SGBV response and education relies on ensuring all parties have access to individualized and fulsome support, including respondents and those who cause harm. As such, the SGBV team began providing support to respondents in 2022. During the reporting period, five student respondents accessed support (increase from two in 2022-2023). Respondent support included individualized education, guidance on navigating the [Sexual Violence Policy](#) processes and Criminal Justice System, and connections to resources/supports (e.g., counselling). One of the SGBV services key goals is to increase respondent support and education to continue to work towards a safer campus for all members.

Evaluation:

Over the past year, Student Wellness Services launched an evaluation of the services offered to students. This evaluation included the SGBV services. Voluntary feedback collected from students about the quality of support provided by the SGBV Support Coordinators found that 96% of students who participated in the evaluation felt that SGBV's support services provided them with options, resources, and plans they felt like they could use moving forward. Additionally, 89% of survey respondents felt like the support provided by the SGBV Support Coordinators made them feel heard, valued, and understood.



Testimonials:

The following testimonials highlight the positive experiences of students who have received support through the SGBV services:

- *"I cannot go into a full description of how well (SGBV Support Coordinator) does her job, but I can tell you she does an exceptional job. I feel understood, heard, and seen when I have sessions with her, and almost 100% safe to say anything"*
- *"She [SGBV Support Coordinator] makes me feel like a person instead of a student with a number to identify myself"*
- *"[SGBV Support Coordinator] makes sure to reassure me that there is no judgement and that it is completely okay if I ask for help"*

Guelph-Wellington Women in Crisis (GWWIC)

Guelph-Wellington Women in Crisis (GWWIC) is a community-based organization offering support and services to women, two-spirited people, and children who have experienced sexual and gender-based violence. GWWIC is committed to providing inclusive and equitable services, addressing issues of race, gender, religion, age, sexual orientation, socio-economic status, and abilities. In partnership with the University of Guelph, GWWIC provides a therapist specializing in GBV and trauma care to work on-campus in Student Wellness Services two days per week. Between September 2023 and April 2024, seventeen students were referred to, or initiated contact with, the GWWIC counsellor.

Experiences disclosed to the Guelph-Wellington Women in Crisis counsellor included:

- Sexual assault or harassment while attending UofG
- Intimate partner violence while attending UofG
- Stalking while attending UofG
- Sexual assault or IPV in high school
- Childhood sexual abuse
- Family violence

Office of Diversity and Human Rights (DHR)

The Office of Diversity and Human Rights (DHR) at the University of Guelph is dedicated to promoting human rights, an inclusive community, accessibility, and employment equity. DHR provides guidance and manages dispute resolution processes under the [Human Rights Policy](#) and the formal complaint process outlined in the University's [Sexual Violence Policy](#) and Procedures for Students. These policies and procedures adhere to the requirements of the [Ontario Human Rights Code](#) and the [Sexual Violence and Harassment Action Plan Act](#).

During this reporting period, [eight formal complaints](#) were filed and processed through the Office of Diversity and Human Rights. Of these complaints, one was resolved through alternate dispute resolution (ADR), three proceeded through a formal investigation, and four are still in progress.

Student Judicial Services (SJS)

Student Judicial Services (SJS) handles appeal cases based on decisions made by the Vice-Provost (Student Affairs). Appeals regarding SGBV matters are heard de novo at first instance. During the 2023-2024 academic year, SJS did not hear any appeals.

Student Housing Services (SHS)

Many departments outside the SGBV services receive disclosures from survivors. Student Housing Services (SHS) received [a total of 13 disclosures](#) of SGBV in Residence during the reporting period. When students disclose, or when SHS learns of any disclosure, they are offered resources which typically include the option to connect with the SGBV Support Coordinators. Of the 13 disclosures, six students accepted a referral to a SGBV Support Coordinator, while the remaining seven did not wish for any follow-up or did not respond to outreach.

None of the 13 incidents disclosed this year were historical in nature. Nine of the incidents were reported as current, while the nature of four incidents were unknown. Nine of the 13 incidents occurred in residence while the locations of the remaining four were not disclosed. One situation required intensive safety planning, including a room transfer for either the survivor or the respondent. No formal complaints were received through SHS. Of the 13 cases, nine were closed, while the status of the remaining four remains unknown.

Campus Safety Office (CSO)

The Campus Safety Office (CSO) is home to the Campus Community Police Service. In addition to enforcing federal, provincial, and municipal laws, Campus Safety Officers are authorized to lay charges under the University of Guelph [Policy on Non-Academic Misconduct](#). This provides an internal disciplinary mechanism for students who violate the University's code of conduct.

The CSO received six reports of harm related to sexual and gender-based violence. Out of these six reports, one necessitated safety planning with the Campus Safety Office. Among these reports, two were historical, three were recent, and the timing of one was unknown. Regarding the location of the incidents, three occurred off-campus, and three occurred on-campus.

Most students referred to the CSO were already connected with the SGBV Support Coordinators. Other referrals were directed to the Guelph Police Service. If a student was not already in touch with a SGBV Support Coordinator, a referral was made by CSO.



Athletics Department

Athletics operates within a culture of service excellence, inclusion, and health and safety, responding to all feedback and complaints. Between May 2023 and April 2024, two students made disclosures of sexual violence to Athletics and were referred to the SGBV Support Coordinators. There were no non-intercollegiate reports, disclosures, or investigations made this year.

For the 2023-24 year, the IEDI and Anti-Racism Advisor shared all Sexual and Gender-Based Violence (SGBV) event information on the IEDI section of the Gryphon's website and via email to key student leaders in Athletics. All new staff in the Fitness, Recreation, and Client Services Unit were required to complete a Sexual and Gender-Based Violence Awareness Training Module and additional consent training sessions were conducted by the SGBV Education Coordinator for summer camp staff and leads. During the Annual Student-Athlete Orientation, attended by 1000 student-athletes, relevant policies and procedures were reviewed, including 'Relationships with Student-Athletes and Coaches,' Safe Sport principles, and the University of Guelph Human Rights Policy. Additionally, there was a presentation on the support and resources available through the SGBV Support and Education services. Finally, all first-year student-athletes were required to complete the Courselink 'Sexual Violence Support Module'.



Section 3: Sexual and Gender Based Violence Education and Prevention Initiatives

Sexual and Gender Based Violence Support and Education Centre Prevention and Educational Plan

The Education and Prevention Plan was developed by the SGBV team and will be implemented in stages between Fall 2023 and Summer 2026. The Plan highlights prevention and educational initiatives that will be implemented across the University of Guelph campus. The plan also reinforces the commitment to providing trauma-informed prevention and response resources for student survivors of sexual violence, as well as education and training initiatives, and peer led programming for the larger campus community. The purpose of the Plan is to outline the SGBV education strategy for the next 3 years to identify priority areas of focus. The Prevention Plan was developed in consultation with students, staff, faculty, and community members who identified areas for strengthening, improving and expanding the SGBV prevention efforts.

To gather well-rounded feedback regarding the Plan, the Education Coordinator held 14 meetings with on and off campus partners, including:

- ARCH HIV/AIDS Resources and Community Health
- International Student Programs
- Guelph General Hospital Sexual Assault and Domestic Violence Care and Treatment Centre
- The Sexual and Gender Diversity Advisor
- Cultural Diversity Programs Staff and Advisor
- The Central Students' Association
- The Graduate Students' Association
- SAFE (Sexual Assault Free Environment) Senior Peer Educators
- Guelph-Wellington Women in Crisis Public Educator
- Indigenous Students' Centre Manager and Advisor
- Dr. Paula Barata (Faculty)
- Sarah Bradley (Academic Program Counsellor)
- Wellness Education and Promotion Centre Education Coordinators
- Multifaith Resource Team
- The Muslim Students Association



The Education and Prevention Plan is grounded in a series of guiding principles that include harm reduction, anti-oppression, trauma-informed, survivor centric, student-lead, and is adaptive to best practices and emerging trends. Additionally, four overarching goals for sexual and gender-based prevention education were established.

These goals include:

- Goal 1: Develop and deliver collaboration-driven educational programming that reflects and resonates with staff, faculty, and students on campus.
- Goal 2: Strengthen consent culture through the practice and promotion of consent and by challenging rape culture.
- Goal 3: Enhance the ability of members of the U of G community to form healthier relationships built upon mutual respect, safety and a desire for collective well-being.
- Goal 4: Foster and grow a responsive and supportive community at The University of Guelph, centered on community accountability and trauma informed care for survivors.

Within the Plan, multiple annual programming commitments are highlighted for each academic year. Phase 1 of the prevention plan began in the Fall of 2023 and extended into the Summer of 2024. Within this phase, the aforementioned goals were achieved.

The activities that took place to support in achieving these goals within this phase included:

- Increased student representation on the SGBV Education and Training Committee from 2 to 12 students to ensure education is student-led and student-centered.
- Implemented working groups of the SGBV Education and Training Committee to focus on planning events and developing educational materials.
- Developed updated campus-wide consent education campaign materials to distribute which included the development of key messaging and graphics for marketing.
- Launched the Flip the Script with EAAA™ program, including providing comprehensive training to facilitators and offering 2 cycles of the program to students.
- Consulted with members of the SGBV Education and Training Committee to develop educational materials related to healthier relationships such as dating 101, consent and initiating intimacy, boundaries and communication.
- Presented at academic department meetings to promote completion of the online SGBV module, provide skills for responding to disclosures and increase knowledge about the responsibilities of staff and faculty under the University of Guelph [Sexual Violence Policy](#).



Training, Workshops, Events, and Student-led Initiatives

The SGBV Support and Education services provides a robust series of training programs throughout the academic year in alignment with the SGBV Support and Education services Education and Prevention Plan. Events, workshops, and training provide learning opportunities aimed at equipping students, staff, and faculty with the tools to be able to recognize SGBV and the skills needed to support the creation of a safer campus for all. During the reporting period, events included outreach programming during strategic periods (e.g., Homecoming) intended to raise awareness about SGBV, develop skills related to preventing SGBV, and sharing information about support options. During Orientation Week, Sex Ed Disco with Samantha bitty was one of the educational initiatives offered through the SGBV services. The goal of this keynote address was to educate and engage first-year students in meaningful discussions about consent and tools for healthier relationships. In addition to hosting many general trainings open to all students, staff and faculty, the SGBV team also created and provided many specialized trainings that were tailored to specific audiences and departments, as well as facilitating guest lectures in certain courses. In total, the staff team at SGBV offered 63 trainings to 2,122 participants, 16 events to 1,617 participants, and 22 outreach events reaching 2,905 individuals. These numbers are slightly lower than last year as additional time was dedicated to promoting the Support Module for staff and faculty, implementing the Flip the Script with EAAA™ program, and developing the Education and Prevention Plan.

The SAFE (Sexual Assault Free Environment) Team is a group of student educators who work within the SGBV services, partnering closely with the SGBV Education Coordinator. These students create, promote, and coordinate prevention initiatives. In the 2023/2024 academic year, the SAFE team increased by three students (nine in total) allowing for greater outreach and educational potential. The initiatives led by the SAFE team include outreach events to educate students about SAFE initiatives (2,375 students engaged), educational events discussing SGBV (555 students engaged) and social media campaigns (60,684 individuals reached).

Please see Appendix D for a summary of the number of prevention programs facilitated by SAFE and the SGBV Support and Education services, list of audiences who received specialized SGBV trainings, courses which integrated guest lectures from the SGBV staff team, and further details of each event.



Flip the Script with EAAA™ Program

A priority area within the SGBV Prevention Plan was to launch the Flip the Script with EAAA™ Program. Flip the Script is a 12-hour evidence-based sexual violence resistance program that has proven to be an effective educational strategy for reducing young women's risk of experiencing sexual violence. The program includes interactive activities, discussions and lessons in physical self-defense that aim to empower participants to recognize and advocate for consenting and fulfilling relationships, identify risks of sexual assault and cues of coercive behaviour, and build confidence in defending themselves verbally and physically in situations of sexual violence.

Over the past academic year 3 facilitators were trained to run the workshop. These facilitators then offered two workshops in the winter of 2024. These workshops were offered from:

- February 9th and 10th 2024: 6 participants attended.
- March 22nd and 23rd 2024: 15 participants attended.

Following the workshops, 100% of participants who attended agreed they would recommend the program to other women.

Participants also provided positive feedback including the following testimonials:

- “This was a valuable program that touches on all aspects regarding sexual resistance including physical and verbal strategies and common scenarios/cues that otherwise would not have been considered without the program. I found it really helpful! I’m leaving this more confident and better equipped in forming my tools for self-defense as well as to self-reflect and know and communicate my boundaries”
- “My favourite thing about the sessions were the hands-on and physical self defense training. Those skills were so valuable, and it was done in such a safe space.”
- “If you’re considering signing up for the program you should definitely do it! It’s great! I connected with a lot of other women and am so glad I did. I learned so much!”



SGBV CourseLink Modules

The updated SGBV Support Module for Faculty and Staff that was launched last year (found on CourseLink), covers critical topics related to SGBV including: the root causes of gender-based violence, responding to disclosures, staff/faculty responsibilities under the [SV Policy](#), and available supports for survivors. To increase staff/faculty completion rates, staff of the SGBV services attended 23 department meetings and 3 campus labour unions to promote module completion and to review staff/faculty obligations under the [Policy](#). Due to these outreach efforts, completion rates for the staff/faculty module nearly doubled this year (see Table 1).

For students, the Sexual and Gender-Based Violence Awareness Training Module is mandatory for the following groups to complete before classes commence in Fall 2024:

- All Residence Life staff
- All varsity student-athletes
- All students employed in Student Affairs areas (Athletics, Student Housing Services, Experiential Learning and Career Development, Student Experience, Student Wellness Services, and the Child Care and Learning Centre)
- All students engaged in volunteer and peer leader programs (e.g., Student Support Network, Orientation Volunteers, Peer Helpers)
- All students living in residence will be strongly encouraged to complete the module

While only mandatory for the student groups listed above, the Sexual and Gender-Based Violence Awareness Training Module is available on the [Sexual Violence Support & Information](#) landing page for all students, staff, and faculty wishing to learn more.

| Table 1: SGBV CourseLink Module Completion | | |
|---|-----------------------------|-----------------------------|
| Module Type | Completion 2022/2023 | Completion 2023/2024 |
| Module for Students | 4965 | 3549* |
| Module for Staff and Faculty | 268 | 551 |

**It should be noted that the decrease in student completion rates is related to the decrease in first year students in the Fall of 2023 compared to the Fall of 2022.*

Evaluation

As part of the SWS Evaluation Strategy, the SGBV Support and Education services collect feedback from post-event surveys to assess the strengths and effectiveness of trainings and workshops, as well as to identify areas of improvement.

Evaluation Highlights:

- 88% of faculty and 85% of students highlighted that the training made them more aware of support services available to survivors.
- 83% of faculty and 80% of students stated that the training made them more aware of what they can do to support survivors.
- 87% of faculty stated that the module improved their understanding of the sexual violence policy and staff/faculty obligations within that policy.

Testimonials:

In addition to statistical highlights, many participants left powerful testimonials demonstrating the personal impacts of the trainings including:

- *“Thank you for making this available. I wish I had access to this years ago in high school, when I had my first experience with coercion and assault.”*
- *“I feel it is important for everyone, specifically men, to become more aware of gender and sexuality-based violence and how to support survivors. I definitely feel safer going into my first year of university knowing that hopefully everyone has taken this training.”*
- *“Although this is a very important topic you made it more fun as well as being serious which kept me hooked.”*



Section 4: Conclusion

The University of Guelph has made significant progress in the areas of SGBV prevention, response, and evaluation over the past year. The SGBV Support service received an increase in resources to include a second Support Coordinator. This created capacity for the team to continue to respond to an increase in demand for support and as a result, 157 students received comprehensive, coordinated, survivor centric and trauma informed care. Despite these gains, there remain several areas that need attention to continue to be able to respond to the concerning trends we are seeing in our community, and on campus, related to SGBV.

Therefore, the University of Guelph will focus on the following priority action areas in 2024-25 to work towards our collective vision of a campus that is safe(r) for everyone:

1. The Sexual Violence Policy Review Working Group will work towards developing a [Sexual Violence Policy](#) and Procedures that are accessible and rooted in foundational commitments to being trauma-informed, procedurally fair, and based on harm reduction principles.
2. The University will continue to offer education to all staff/faculty on campus to ensure awareness of shared responsibilities under the [SV policy](#). In addition, the SGBV staff team will work with departments to enhance coordination of operationalization of the policy.
3. The SGBV Support and Education services will continue focus on offering evidenced based, collaborative, and innovative educational opportunities for the campus community, with increased attention to engaging men and masculine identities, collaborating with equity deserving groups, and responding to community trends (e.g., increase in IPV).
4. The SGBV Support and Education services will further explore innovative strategies that integrate SGBV training into the classroom, with the goal of ensuring all University of Guelph students gain access to this key learning.
5. The SGBV Support and Education services will launch a group for survivors of SGBV. The group will provide a space for collective healing and celebration of growth and connection

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Appendix A: Definitions of Key Terms

Anti-Oppression:

An anti-oppressive framework involves understanding the ways in which systems of oppression, including colonialism, racism, sexism, homophobia, transphobia, classism, and ableism, contribute to both individual acts of discrimination and broader structural or systemic inequalities affecting specific groups in society. (Elementary Teacher’s Federation of Ontario, 2023).

Anti-Racist:

The practice of actively identifying and opposing racism through examining and working to change policies, beliefs, and behaviours that may perpetuate racist actions and ideas (Boston University, 2022).

Survivor-Centric:

A survivor-centered approach aims to empower survivors by focusing on their rights, safety, well-being, needs, and desires. After an incident, such as a traumatic experience like sexual assault, a survivor-centered approach ensures that the survivor retains control over the decision-making process. This allows the survivor the necessary time and space to articulate their needs (Cooperation Canada, n.d.).

Trauma-Informed:

A Trauma-Informed Approach recognizes that survivors are the experts of their own lives and experiences and emphasizes giving them agency and choice in their healing pathways. It also acknowledges that there is no right or wrong way to experience, cope with, or heal from trauma. Additionally, it emphasizes the importance of recognizing that individuals may have intersecting traumas that inform the ways in which they cope and seek out support.



Appendix B: Sexual Violence Advisory Committee for Students

The Sexual Violence Advisory Committee for Students is chaired by the Vice-Provost (Student Affairs), and comprises faculty, staff, students, and members of the community who meet regularly to discuss issues and initiatives related to sexual violence connected to students. The Advisory Committee includes students, staff and faculty, and representatives from the University's key community partners including Guelph-Wellington Women in Crisis, Guelph Police Service, and the Sexual Assault/Domestic Violence Care and Treatment Centre at Guelph General Hospital.

The overall purpose of this committee is to increase awareness and prevention of sexual and gender-based violence and to work to ensure appropriate response programs are available to support students who experience SGBV. This Committee reviews policies and education programs and makes recommendations for policy changes to the Steering Committee on Preventing and Addressing Sexual Violence (PASV), which is chaired by the Provost and Vice-President (Academic).

In addition, this committee assists with the administration of the Campus Safety Grant. The Campus Safety Grant is a financial resource provided by the Ministry of Colleges and Universities (MCU) to address safety and security needs on campus, particularly those related to sexual and gender-based violence and harassment.



Membership

Staff and Faculty Representatives:

| Member | Department |
|---------------------|--|
| Irene Thompson | Office of the Vice President (Student Affairs) |
| Jessica Westlake | Office of the Vice President (Student Affairs) |
| Jan Klotz | Student Wellness Services |
| Melissa Conte | Student Wellness Services |
| Jensen Williams | Student Wellness Services |
| Anny Strojin | Office of Diversity & Human Rights |
| Kristin Lennan | Student Housing Services |
| Pat Kelly | Student Housing Services |
| David Lee | Campus Safety Office |
| David Pringle | Campus Safety Office |
| Melanie-Anne Atkins | Student Experience |
| Caleb Hardwood | Diversity Advisor |
| Ayesha Ali | Faculty Member |
| Scott McRoberts | Athletics |
| Natasha Spalding | Athletics |

Student Representatives:

| | |
|-------------------|------------------------------------|
| Samar Tariq | Central Student Association (CSA) |
| Anmol Samra | Graduate Student Association (GSA) |
| Romy Levy | The Wellness Education Centre |
| Samantha Abellera | Interhall Council |
| Lidia Fourcans | Empowerment & Diversity |
| Lori Guest | GRCGED |
| Abigail Mitchell | Student |

Community Representatives:

| | |
|--------------|-------------------------|
| Sly Castaldi | Women in Crisis (WIC) |
| Betty Slack | Guelph General Hospital |
| Jeff Taylor | Guelph Police Service |

Appendix C: Possibility Seeds Recommendations Working Group

In collaboration with the Provost’s Steering Committee on Preventing and Addressing Sexual Violence, the 2023-2024 Sexual and Gender Based Violence Advisory committee (membership attached) met in the Fall (2023) to set the direction for the year. The Advisory Committee prioritized establishing a Working Group to review and mobilize the recommendations from the Possibility Seeds report in relation to the University’s current Sexual Violence Policy and Procedures.

A Working Group (membership attached) met throughout 2023-2024 to consider the future direction of the [Sexual Violence Policy](#) and Procedures. After careful review of the Possibility Seeds report and the existing [Policy](#), the Working Group determined that it is necessary to retire the existing Policy and develop a new [Sexual Violence Policy](#) and relevant Procedures. The Working Group recommended the establishment of one set of Procedures for both students and employees to provide greater clarity for any reader engaged in a process under the Policy (there is currently one [Policy](#) and two different Procedures). The University has accepted the recommendations of the Working Group and will strive to implement the recommendations during the 2024-2025 academic year under the leadership of the Office of the Vice-Provost (Student Affairs).

Membership

| Name | Contact Information |
|----------------------|--|
| Irene Thompson | viceprovoststudentaffairs@exec.uoguelph.ca |
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| Jan Klotz | jklotz@uoguelph.ca |
| Ted Cogan | t.cogan@exec.uoguelph.ca |

Appendix D: Sexual and Gender-Based Violence Education and Training Committee

The SGBV Education and Training Committee provides consultation and collaboration on educational initiatives relating to SGBV awareness and prevention at the University of Guelph to ensure they are aligned with campus needs, emerging trends and best practices. The committee is chaired by the SGBV Education Coordinators and members include staff, faculty, students and representatives of community-based organizations.

This past year, the Committee prioritized the implementation of the goals outlined in the Education and Prevention Plan including increasing student representation, developing updated consent education materials, and launching project-focused working groups.

Through targeted outreach, the Committee was able to increase student representation from 2 student members (2022-2023) to 12 student members (2023-2024). This shift, as well as the creation of two student-focused working groups, the Educational Materials and Trainings Working Group and the Events Working Group, has been instrumental in achieving more meaningful consultation and collaboration with students to create events and initiatives that are reflective of student needs.

By committing to deliverables for the year, the Events Working Group supported with planning many events, including Consent Action Week and Orientation Week. The Educational Materials and Trainings Working Group also developed a series of consent posters and videos to be launched in September 2024.



Membership

Staff and Faculty Representatives:

| Name | Department | Name | Department |
|-------------------------|---|--------------------|--|
| Jensen Williams (Chair) | SGBV Support and Education | Monica Geary | Student Housing Services |
| Melissa Conte | SGBV Support and Education | Meghan Sinclair | Diversity and Human Rights |
| Jan Klotz | Student Wellness | Lori Guest | Guelph Resource Centre for Gender Empowerment and Diversity (GRCGED) |
| Wendy Walsh | Student Wellness | Tuuli Kukkonen | Faculty, FRHD |
| Shannon Brown | Student Wellness | Sharada Srinivasan | Faculty, CSAHS |
| Ally Stoett | Indigenous Students' Centre, Student Experience | Sarah Bradley | College of Arts Program Counsellor |
| Reta Jones | Campus Safety Office | Stephanie Woodall | Ridgetown Campus |
| Kristin Lennan | Student Housing Services | | |

Community Representatives:

| Name | Department |
|-----------------------|---|
| Betty McPherson-Slack | Sexual Assault and Domestic Violence Care and Treatment Centre, Guelph General Hospital |
| Lauren Hotchkiss | Victim Services Wellington |
| Cindy McMann | Guelph-Wellington Women in Crisis |

Student Representatives:

| Name | Department |
|----------------------|--------------------------------|
| Samar Tariq | Central Students' Association |
| Amber Spence | Graduate Student |
| Michael Fair | Graduate Student |
| Juno Mcgowan | Graduate Students' Association |
| Katelyn Weinstein | S.A.F.E. |
| Charlotte Cherkewski | S.A.F.E. |
| Myah Robinson | S.A.F.E. |
| Nidhi Sharma | Undergraduate Student |
| Raegan Wine | Undergraduate Student |
| Olivia Bouchard | Undergraduate Student |
| Jane Wright | Undergraduate Student |
| Rajiv Singh | Undergraduate Student |
| Ella Arnold | Undergraduate Student |
| Isabella Jakusik | Undergraduate Student |



Appendix E: Summary of education programs facilitated through the SGBV Support and Education Services

Number of program/events compared with previous year:

| May 1, 2022 – April 30, 2023 | May 1, 2023 – April 30, 2024 |
|------------------------------|------------------------------|
| 21 Programs/Events | 17 Programs/Events |
| 3,450 Participants | 1,617 Participants |

Variance between 2022-2023 to 2023-2024 is due to increased efforts in trainings and supports to survivors.

Number of SGBV trainings compared to previous year:

| May 1, 2022 – April 30, 2023 | May 1, 2023 – April 30, 2024 |
|------------------------------|------------------------------|
| 58 Trainings | 63 Trainings |
| 4,315 Participants | 2,122 Participants |

Audiences for Specialized Support and Education Trainings:

- Residence Life Management Team and Guelph and Ridgetown Campus RLS staff
- Orientation Team Staff
- Athletics and Recreation Department (Athletes and Coaches, Recreation Student Staff and Summer Camp Counsellors)
- Ridgetown Campus program coordinators
- CSAHS faculty members and department chairs
- College of Engineering and Physical Sciences staff and faculty
- SWS Peer Helpers and Volunteers
- Guelph Engineering Society members and executives
- Executives of Primary Student Organizations
- Student Federation of the Ontario Agricultural College
- Faculties of BioMed, Food Sciences, FRAN, SOAN, Pathobiology, Hospitality, Food and Tourism management, Clinical Studies, Integrative Biology, History, Environmental Sciences, Engineering, Geography, Philosophy, Mathematics and Statistics, Languages and Literature, Environmental design and Rural Development.
- Campus Labour Unions (USW Local 4120, CUPE 3913 and CUPE 1334)
- Graduate Students Association
- Curtain Call Productions board of directors and members
- International Students Program (Student experience)
- First Response Team

Courses that requested guest lectures, presentations, and trainings as part of course content:

- SOC 4010
- ENG 1100
- SXGN 1010
- SOC 3070
- FRHD 2100

SAFE Initiatives and Events:

| May 1, 2022 – April 30, 2023 | | May 1, 2023 – April 30, 2024 | |
|---|------------------------------------|--|------------------------------------|
| Number and type of programming | Number of attendees/people engaged | Number and type of programming | Number of attendees/people engaged |
| Outreach Events: 10 * 8 outreach events co-led with SGBV services | 2,825 | Outreach Events: 21 * 15 outreach events co-led with SGBV | 2,375 |
| S.A.F.E-facilitated events: 5 * 3 events co-led with SGBV services | 120 | S.A.F.E-facilitated events: 4 * 4 events co-led with SGBV | 555 |
| Social Media posts: 62 | 65,760 | Social Media posts: 52 | 60,684 |

Details of SGBV Education Events 2023/24:

| Event title | Date of Event | Number of attendees | Hosted by |
|---|--------------------------------|---------------------|---|
| Restorative Approaches to SV: In Conversation with Marlee Liss | May 29th 2023 | 15 | SGBV services, G-W WIC, ARCH Guelph, Community Justice Initiatives |
| Respondent Support and Accountability Workshop with Robyn Ocean | June 14, 2023 | 30 | SGBV services |
| Not drinking games | September 2, 2023 | 350 | WEPC, SAFE and SGBV |
| Sex ed disco with Samantha Bitty | September 2, 2023 (2 sessions) | 1,200 | SGBV and Student Housing Services |
| Outreach event: IHC Resource fair | September 7, 2023 | 300 | SGBV services and WEPC |
| Outreach event: #Webelieveyouday | September 19, 2023 | 350 | SGBV, SAFE, ARCH, G-W WIC, CSA Guelph and Sexual Assault and Domestic Violence Care and Treatment Centre at Guelph General Hospital |

Details of SGBV Education Events 2023/24:

| Event title | Date of Event | Number of attendees | Hosted by |
|---|------------------------|---------------------|--|
| Safer partying session | September 20, 2023 | 35 | Off campus living, WEPC, SGBV services |
| Take Back the Night Student Meetup/Walk | September 21, 2023 | 7 | SGBV services |
| Outreach: Homecoming | September 23, 2023 | 250 | SGBV, SAFE, and WEPC |
| Outreach: Counselling Drop-In for Black and Racialized Students | September 28, 2023 | 5 | Counselling services |
| Outreach: National Day of Awareness and Action for Missing and Murdered Indigenous Women, Girls and 2SLGBTQIA + Peoples | October 4, 2023 | 125 | Indigenous Student Centre and SGBV services |
| Outreach: Halloween event | October 26, 2023 | 250 | WEPC, SAFE and SGBV |
| Outreach: IEDI Resource fair | October 31, 2023 | 150 | Diversity and Human Rights |
| Wen-Do Women's Self Defense Basic Course | November 8, 9, 10 2023 | 14 | SGBV and Leslie Allin (Instructor) |
| 16 Days of Activism against GBV Button Making Event with S.A.F.E | November 27, 2023 | 45 | S.A.F.E |
| 16 Days of Activism Against GBV Lighting Ceremony | November 29, 2023 | 35 | S.A.F.E and SGBV |
| Consent and Relationship Trivia with The GSA | November 30, 2023 | 50 | S.A.F.E and The GSA |
| Vigil for The National Day of Remembrance and Action on Violence against Women | December 6, 2023 | 60 | College of Engineering students and faculty |
| Outreach: Consent Action Week Events Promo | January 16, 2024 | 30 | SGBV services |
| Outreach: Consent Action Week Events Promo | January 17, 2024 | 50 | SGBV services and Guelph Engineering Society |
| Outreach: Student Experience Snow Days Resource Fair | January 18, 2024 | 55 | Student Experience |
| Outreach: Frosty Mug Game | January 18, 2024 | 200 | SGBV and Athletics |
| Outreach: Consent Action Week Resource Fair | January 22, 2024 | 150 | Student Experience, Victim Services, SHORE Centre, Guelph-Wellington Women in Crisis and the Sexual Assault and Domestic Violence Care and Treatment Centre at Guelph General Hospital |
| Restorative Justice for Sexual Harm Keynote with Marlee Liss | January 23, 2024 | 47 | SGBV services |

Details of SGBV Education Events 2023/24:

| Event title | Date of Event | Number of attendees | Hosted by |
|---|-------------------|---------------------|--|
| Let's Chat about Consent: Graduate Student Research Panel | January 24, 2024 | 40 | S.A.F.E and the SGBV |
| Outreach: Victim Services Lunch and Learn | January 25, 2024 | 25 | Victim Services Wellington |
| Consent Action Week: Restorative Reading with Kai Cheng Thom | January 25, 2024 | 35 | SGBV services, The University of Toronto, Huron University, McMaster University, Toronto Metropolitan University, and Wilfrid Laurier University |
| Outreach: Victim Services Lunch and Learn | January 30, 2024 | 20 | Victim Services Wellington |
| Outreach: Victim Services Lunch and Learn | February 1, 2024 | 30 | Victim Services Wellington |
| Outreach: Relationship Conversation Starters | February 15, 2024 | 150 | SGBV services |
| Outreach: S.A.F.E Recruitment | February 29, 2024 | 30 | SGBV and S.A.F.E |
| Outreach: SAFE Recruitment with WEPC | March 4, 2024 | 100 | WEPC and S.A.F.E |
| Understanding Trauma with Betty McPherson-Slack | March 5, 2024 | 12 | S.A.F.E |
| Outreach: S.A.F.E Recruitment | March 07, 2024 | 40 | SGBV and S.A.F.E |
| Safer Shenanigans Session | March 12, 2024 | 2 | Off campus living, WEPC, SGBV |
| Safer Partying Kits | March 14, 2024 | 200 | WEPC & SGBV |
| Unveiling Intersectionality: Exploring Consent, Sexual Violence and Cultural Dynamics | March 18, 2024 | 23 | S.A.F.E |
| Trauma Informed Yoga with Charlene Dinger | March 26, 2024 | 14 | SGBV services |