Sexual Violence Support, Response, and Education (Students)

Annual Report Submitted to the Board of Governors | April 2021 – May 2022 | Prepared by the Sexual and Gender-Based Violence Support and Education Centre
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LAND ACKNOWLEDGEMENT

The University of Guelph resides on the ancestral lands of the Attawandaron people, and the treaty lands and territory of the Mississaugas 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, Metis, 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 violence, and works to marginalize, dispossess, and remove 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 center Indigenous voices and the land as we work to decolonize our spaces, services, and institutions.

We also acknowledge the people of African descent whose ancestors were forcibly displaced as part of the transatlantic slave trade and made to work on these lands.

The Sexual and Gender-Based Violence Support and Education Centre is guided by principles of anti-oppression and work with an anti-racist and trauma-informed lens. This includes collaborating with the Indigenous Support Centre and the Cultural Diversity Office at the University of Guelph and committing to continuing to build and invest in these relationships.

CONTENT WARNING

The content of this report discusses incidents of sexual and gender-based violence. If you feel an activated stress response and/or would like to seek support related to subject matter, the following key resources are available:

Sexual and Gender-Based Violence Support and Education Centre

519-824-4120 ext. 53020 | svinfo@uoguelph.ca | https://wellness.uoguelph.ca/sexual-violence-support

University of Guelph Counselling Services

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

Guelph-Wellington Women in Crisis (GWWIC)

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

Sexual Assault Support Centre of Waterloo Region (SASC)

www.sascwr.org | 24 Hour Support Line: 519-741-8633

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

Prepared by the Sexual and Gender-Based Violence Support and Education Centre
INTRODUCTION

Over the last decade sexual and gender-based violence on post-secondary campuses has been increasingly in the spotlight. High profile cases in recent months in the entertainment industry, sport, and on post-secondary campuses, have helped draw attention to the need for urgent action and accountability. And yet, as noted by the Courage to Act Education and Training toolkit (2021), the rates of gender-based violence on campuses have not changed in over 30 years. Clearly this tells us that the traditional approaches to sexual violence are not working. At the University of Guelph, we are working on doing things differently through a comprehensive approach that ensures that our education and prevention programs, response processes, and supports, are trauma informed, anti-oppressive, coordinated, and rooted in harm reduction.

Providing a safe, supportive, and inclusive environment for all members of our campus community has long been a top priority at the University of Guelph and we remain committed in our work to prevent and respond to sexual and gender-based violence. The Sexual Violence Advisory Committee for Students leads this work on campus as it pertains to students. It is chaired by the Vice-Provost of Student Affairs and meets regularly throughout the year (Appendix A). The overall purpose of this committee is to provide input into Sexual Violence Policy and Procedure revisions, assist in the distribution of resources for sexual and gender-based violence education and support across campus, and to ensure appropriate prevention and response programs are available.

We have made progress over the past year towards improving our response to sexual and gender-based violence on our campus. Advancement has included, providing accessible, trauma informed, and effective support (which is evidenced by increased numbers of survivors accessing care), updating the online training module for students, coordinating several education and prevention initiatives across campus, and investing more resources in the Sexual and Gender-Based Violence Support and Education Centre. In addition, a review of the Sexual Violence Policy and Procedures, which is the foundation for how our campus responds to sexual and gender-based violence, has been initiated. The goal of this review is twofold - to ensure that our policy and procedures are in line with best practices, and that they are clear, accessible, trauma informed, and anti-oppressive.

The University of Guelph is not unique in its challenges relating to sexual and gender-based violence. This report outlines several ways in which we have made progress over the past year towards a comprehensive approach in preventing and responding to sexual and gender-based violence. More action is still required, including the allocation of adequate and sustainable resources (both human and financial), comprehensive policy and procedure revision, and support for mandatory (or incentivized) sexual and gender-based violence training for all community members.

Note: To update language in accordance with best practices, references to sexual violence will hereafter be referred to as sexual and gender-based violence (S&GBV), excepting in instances where the name of an existing policy, training module or committee has not yet been changed.
HIGHLIGHTS

- The University of Guelph Sexual Violence Policy and Procedure for Students mandates that it is reviewed regularly, with 2022 being a year where revision is needed. This revision process was initiated in January with a gap analysis and review of best practices in the field. In June, a consultant facilitated a conversation with interested parties to review policy gaps and identify priority areas for improvement.

- The University of Guelph Sexual and Gender-Based Violence (S&GBV) Support and Education Center has expanded to better meet the needs of the campus community. The team is led by the Associate Director (AD) of Student Wellness who started in December 2021. The AD provides strategic planning and oversight of the program. A S&GBV Education Coordinator was added in July 2022 to focus on education, allowing the existing S&GBV Coordinator to focus solely on providing support.

- In 2021-2022, 105 students were referred to, or initiated contact with the S&GBV Support Office. Sexual and gender-based violence support trends include:
  - Increase in referrals (beyond pre-pandemic levels)
  - Increasing complexity: concurrent mental health, current and historical experiences of trauma, increased levels of violence, intimate partner violence
  - Intensive and multi-faceted support needs
  - Increased incidents with connections to residence
  - Increase in drink spiking facilitated incidents

- During 2021-2022, two formal complaints were made under the Sexual Violence Policy and Procedure for Students.

- In 2021-22, approximately 1780 students completed the online Sexual and Gender-Based Violence Awareness Training Module.

- In 2021-22, the S&GBV Support and Education Centre in collaboration with the S&GBV Training and Education Sub-Committee, updated the online S&GBV Awareness training module for students. This was launched in July 2022. Identifying strategies to integrate the module into academic curriculum and other aspects of campus life are being explored.

- The student led SAFE (Sexual Assault Free Environment) Team offered 29 prevention initiatives this year. This is in line with best practice recommendations that education for students is developed, led, and facilitated by students.
The Sexual and Gender Based Violence (S&GBV) Support and Education Centre coordinates S&GBV training and education across campus, partners with student leaders to facilitate prevention initiatives, and provides supports to survivors of S&GBV at the University of Guelph. The Centre operates from a foundation that is trauma-informed, anti-oppressive, survivor centred, and rooted in harm reduction. Over the past academic year, the Centre had one full-time staff member whose position was the Sexual Violence Support and Education Coordinator (the title has now shifted to Sexual and Gender-Based Violence Support Coordinator).

The role of the S&GBV Support Coordinator is to provide support and information to students who have been impacted by sexual and gender-based violence. This includes providing emotional and practical support, system navigation, safety planning and internal/external referrals to students who have been impacted by sexual violence. In addition, the coordinator facilitates academic accommodations to ensure the safety of survivors and to promote their continued academic success. The coordinator works from a survivor-centric perspective, allowing the survivor to guide the types of support provided.

This role collaborates with several campus partners to provide advocacy, coordinated care, and wraparound support. Partners include, Student Housing Services, Counselling Services, Health Services, Student Accessibility Services, Campus Safety Office, Program Counsellors, the Office of Diversity and Human Rights, and Faculty. In addition, this role facilitates a survivor’s access to City of Guelph community services including the Sexual Assault and Domestic Violence Care and Treatment Centre at the Guelph General Hospital, Guelph-Wellington Women in Crisis, and Guelph Police Services.

During this year, the position also coordinated S&GBV training and education initiatives across campus as well as provided support to the student led SAFE Team. Please see the education section of this report for more statistics related to this area of the portfolio. Given the high workload associated with leading both wraparound support for a growing number of referrals and education/prevention initiatives, two separate roles (one to focus on support, the other on education/training) have been created for the 2022-23 academic year. This will create capacity for the team to better respond to the growing needs of our campus community.

During the May 2021 to April 2022 reporting period, a total of 105 students were referred to, or initiated contact with the S&GBV Support Centre. In comparison, 68 and 98 students were referred to the Centre in the previous 2 years (please see Figure 1). These numbers represent unique students, both those who are new to the S&GBV Support Center over this period and those who have returned to use the service.
There were several notable trends in disclosures made to the S&GBV Support Coordinator, which match trends seen in other post-secondary institutions across the province. These include:

- Increase in cases beyond pre-pandemic levels
- Increased case complexity (e.g., childhood, high school) of sexual trauma, pandemic implications, concurrent mental health, intersectionality
- Increased intensity and complexity of support required
- Increased rates of violent incidents
- Increased situations involving residence
- Increased substance facilitated assaults (i.e., drink spiking)

Please see below for further statistics related to students referred to the S&GBV Support Coordinator. It should be noted that these statistics may overlap with statistics later in the report (i.e., a student seen in the S&GBV Office may also be seen in Housing and by the Campus Safety Office). In addition, “historical in nature” refers to incidents that occurred prior to this reporting period (perhaps in a previous semester, high school, or childhood).

SEXUAL AND GENDER-BASED VIOLENCE SUPPORT AND EDUCATION CENTRE SUPPORT STATISTICS

Between May 2021- April 2022, **105 students** were referred to, or initiated contact with, the S&GBV Support Centre. Please see figure 2 for the breakdown of referrals by semester.
The origin of referrals included self-referrals, on-campus referrals, and off-campus referrals (such as Guelph Police Services) (Figure 3):

![Figure 2: Students Accessing Sexual and Gender-Based Violence Support Centre by Semester (May 2021-April 2022)](image1)

![Figure 3: Types of Referrals to the Sexual and Gender-Based Violence Support Centre (May 2021-April 2022)](image2)
Figure 4 depicts the types of disclosures to the S&GBV Support Coordinator:

![Figure 4: Types of Disclosures of Harm to the Sexual and Gender-Based Violence Support Centre (May 2021-April 2022)](image)

- Directly impacted by GBV (survivors)
- Friend or loved one impacted by GBV

Figure 5 outlines the nature of the harm experienced by the students who made disclosures:

![Figure 5: Nature of Harm of Disclosures Made by Students (May 2021-April 2022)](image)

- Sexual assault or sexual violence (recent, high school, childhood): 61 students
- Sexual harassment: 5 students
- Intimate-partner violence and domestic violence: 10 students
- Family violence: 3 students
- Stalking: 2 students

Number of students (out of 105 disclosures)
Figure 6: Statistics by Gender:

Highest Referral Periods

There were periods during the year where there was a particularly high spike in referrals to the S&GBV Support Centre. Orientation week, homecoming weekend, Valentine’s Day/post lockdown, and end of semester are high volume times.
Safety Planning

The safety plans created in collaboration with the S&GBV Support Coordinator are always completely determined by the person receiving support. Depending on the survivor and/or person in need of support, safety planning with the Support Coordinator could include meeting with the Campus Safety Office. Fourteen (14) safety plans were enacted in May 2021 – April 2022.

Criminal Legal System Navigation

The S&GBV Support Coordinator has supported students with criminal legal system navigation in various ways, including accompaniment and support. During this reporting period, the Support Coordinator supported 5 students with criminal proceedings. Twenty-two (22) of the 105 students who disclosed to the S&GBV Support Centre pursued criminal system processes (including criminal cases, cautions, or peace bonds).

OFFICE OF DIVERSITY AND HUMAN RIGHTS (DHR)

The Office of Diversity and Human Rights (DHR) aims to promote human rights, an inclusive community, accessibility, and employment equity at the University of Guelph. DHR provides advice and manages the dispute resolution processes under our Human Rights Policy and the formal complaint process under the University's Sexual Violence Policy and Procedures for Students. Both Policies and Procedures are based on and subject to, the requirements of the Ontario Human Rights Code and the Sexual Violence and Harassment Action Plan Act.

During this reporting period, 2 formal complaints were filed under the Sexual Violence Policy (1.4) and processed through the office of Diversity and Human Rights (DHR). Both formal complaints were investigated by an appointed fact-finding team. The fact-finding teams were made up of a human rights advisor and volunteers from the human rights consultants’ resource pool at the office of DHR.

Regarding the first complaint, the investigation and report were completed within 50 days of the appointment of the fact-finding team. The report was then forwarded to the Vice Provost of Student Affairs for action which resulted in the following recommendations for the respondent:

- Educational intervention (via DHR)
- Suspension from the University of Guelph
- No contact between respondent and survivor

This decision resulted in an appeal to Student Judicial Services (appeal described below).

The second formal complaint made during this reporting period is active and in the draft report stage of the process.
STUDENT JUDICIAL SERVICES (SJS)

Student Judicial Services (SJS) hears appeal cases based on decisions of the Vice Provost of Student Affairs. Within this year, SJS heard one appeal. As SJS does not routinely hear appeals of sexual and gender-based violence matters, specialized training was provided to the Appeals Committee in advance of their hearing of the case.

Appeals of S&GBV matters are heard de novo at first instance. In this case, the original penalties imposed by the VPSA were upheld. The Appeals Committee also recommended educational programming, non-academic probation, and an additional suspension period. The President of the University of Guelph upheld these recommendations.

STUDENT HOUSING SERVICES (SHS)

The Sexual and Gender-Based Violence Support Centre is not the only department that receives disclosures from survivors. The following statistics come from Student Housing Services (SHS).

SHS received fifteen separate disclosures of S&GBV over the year. Seven of these students were specifically referred to the S&GBV Support and Education Office. The additional eight students did not wish for any follow-up from SHS or did not respond to the intentional outreach. Unless they reached out for additional resources on their own accord, these eight students are unaccounted for in other statistics.

One of the fifteen incidents this year were disclosed to be historical in nature, which is lower in comparison to previous years. Other incidents of harm disclosed included sexual assault and sexual harassment such as catcalling. Eight of the fifteen incidents happened within residence. Three (3) of the fifteen (15) situations required intensive safety planning which included transfers to another location, either for the survivor or respondent. No formal complaints were received through SHS, however, SHS and the S&GBV Support and Education Coordinator collaborated on navigating the resolution of several informal complaints (encompassed in the numbers above), which included alternative dispute resolution (ADR). SHS did not formally initiate any investigations into sexual and gender-based violence. Any investigations that did take place would have been led by DHR, the Campus Safety Office (CSO), or the S&GBV Support Centre.

There is not currently a mechanism in place to accurately track when a case was closed or resolved. Of those where a timeline was identifiable, the shortest was two days and the longest was several months, which ended with an attempt at alternative dispute resolution.

CAMPUS SAFETY OFFICE (CSO)

The Campus Safety Office (CSO) houses the Campus Community Police service. Besides enforcing federal, provincial and municipal laws, the Campus Safety Officers may also lay charges under the
University of Guelph Policy on Non-Academic Misconduct, providing an internal disciplinary procedure for students who do not follow the University's code of conduct.

The CSO received thirteen (13) disclosures of harm related to sexual and gender-based violence. Five (5) of these incidents required safety planning with the Campus Safety Office. Of the disclosures, five (5) were historical in nature, six (6) were current, and two (2) were unknown. Regarding location, six (6) occurred off-campus, five (5) occurred on-campus, and two (2) were unknown.

Most referrals made to the CSO originated from the Guelph Police Service (GPS) and the Sexual Violence Support Coordinator. If the student was not already connected to the S&GBV Support Coordinator, they were referred to them.

STUDENT ATHLETICS DEPARTMENT

Student Athletics operates within a culture of service excellence, inclusion and health and safety, which includes responding to all customer feedback and complaints. In October 2021, there was a complaint by an intramural team against another intramural team for unsportsmanlike and sexist behaviour (comments made to women on the team by men from the opposing team; both teams were co-ed). The complaint was investigated, and every member of the team who displayed the sexist behaviour was instructed to complete the Sexual and Gender-Based Violence Awareness Training Module for Students and send verification of completion.
Following their completion of the module, the Intramural Office received positive comments from both teams about how the incident was handled. In addition, members of the investigated team shared that they had found the education valuable, and that it had helped them to learn from the incident.

SECTION 2: SEXUAL AND GENDER-BASED VIOLENCE EDUCATION AND PREVENTION INITIATIVES

A. TRAINING AND EDUCATION

The University of Guelph provides a robust schedule of sexual and gender-based violence education programs throughout the academic year, many of which are facilitated through the S&GBV Support and Education Centre, in collaboration with what was previously the Sexual Violence Education Subcommittee and the Sexual Violence Training Subcommittee. To increase collaboration and reduce duplication, these two sub-committees were combined to create the Sexual and Gender-Based Violence Training and Education Committee (Appendix B). The purpose of this committee is to provide guidance and input into the development of the sexual and gender-based violence training curriculum and education initiatives across the University. This committee was instrumental in guiding the student online module updates over this past year, which were launched in July 2022. This group advocated for the training module to be mandatory for first year students, and although it wasn’t possible to put into place for this year, other innovative strategies to increase uptake continue to be explored including integrating the module into academic course work and other orientation activities (i.e., The Gryphon Pledge).

The following groups of students will be required to complete the online learning module before classes commence in Fall 2022:

- 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 peer-to-peer support programs (e.g., Student Support Network, Peer Helpers)

While mandatory only for the groups of students listed above, the Sexual and Gender-Based Violence Awareness Training Module for will be freely available on the Sexual Violence Support & Information landing page for any individuals and groups wishing to take advantage of the resource.
**Introductory trainings**

The introductory Sexual and Gender-Based Violence Awareness Training Modules cover critical topics related to S&GBV including gender-based violence, consent, and supporting survivors. It is administered asynchronously online through Courselink and is self-paced. There are two Courselink modules, one for students and one for staff and faculty.

Completion rates for the May 2021 – April 2022 year:

- Module for Students: 1780
- Module for Staff & Faculty: 250

**Intermediate level trainings**

In addition to the online module, there is also an intermediate level, synchronous training option. This training provides participants with more in-depth information about the root causes of sexual and gender-based violence, how to promote and practice consent, the skills needed to respond to disclosures, and understanding of the Sexual Violence Policy and Procedures on campus.

Table 1: Number of intermediate training sessions provided by the S&GBV Support Centre

<table>
<thead>
<tr>
<th>Month/Year</th>
<th>Audience</th>
<th>Attendees</th>
</tr>
</thead>
<tbody>
<tr>
<td>September 2021</td>
<td>Student Support Network</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td>New Ontario Veterinary College Peers</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td>Wellness Education and SAFE Peers</td>
<td>22</td>
</tr>
<tr>
<td>January 2022</td>
<td>New Ontario Veterinary College Peers</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>New Wellness Education and SAFE Peers</td>
<td>5</td>
</tr>
<tr>
<td>February 2022</td>
<td>Development of Human Sexuality (FRHD 2100)</td>
<td>200</td>
</tr>
<tr>
<td>March 2022</td>
<td>Residence Training (Maids Hall, French House, North Residence)</td>
<td>12</td>
</tr>
</tbody>
</table>

**Specialized training**

The S&GBV Support and Education Centre also provides specialized training that is developed to meet the needs of the participants (i.e., health care staff, policy makers). This year, one specialized training session was offered to Student Judicial Services (SJS).
As SJS does not routinely hear appeals of S&GBV matters, specialized training was provided to the Appeals Committee in advance of their hearing of the case.

Presentation: “Survivor-Centric Practices, Policies, and Decision Making”, by S&GBV Support and Education Coordinator
Attendees: 6
December 2021

DEPARTMENT-SPECIFIC EDUCATION AND TRAINING

The following are education and training numbers by department. Please note that there may be some overlap with the numbers provided above.

Student Housing Services

The online Sexual Violence Support Module for Faculty and Staff was a required training for all Residence Life Staff (RLS). Of the 161 staff, 159 completed the module in full. RLS also participated in 2.5 hours of level 2 training provided by the S&GBV Office in addition to another 1.5 hours of team case-study discussions. Please note these numbers are accounted for in the section above.

Athletics Department

All Athletics & Recreation full-time staff have completed the Sexual Violence Support Module for staff and new staff complete it as part of their on-boarding. There have also been a variety of training and educational initiatives for student athletes.

- During online orientation for all student athletes, the Interim Sexual and Gender-Based Violence Support Coordinator presented to 987 students who either attended live or watched the recording. Each student athlete was given a sexual and gender-based violence awareness t-shirt, provided by Student Wellness. Approximately 850 shirts were distributed.

- First year student athletes received awareness bands that were distributed through the Student-Athlete Mentorship (SAM) program. Approximately 225 bands were given out.

- A raffle was held for 10 water bottles with the “Consent” message (same as on T-shirts) to First Year Student Athletes in attendance at the First Year SA Orientation.

The Student-Athlete Handbook provides resources and information to all student athletes on campus. This handbook was made electronically available to all student athletes and coaches on their Microsoft Team sites (made available to over 1,000 people). Pertinent information on S&GBV support is included in this handbook.

Included in the total 1780 students and 553 staff who completed the training Courselink modules (above):
• 290 first year and new (transfer) student athletes completed the online Sexual and Gender-Based Violence Awareness Training Module for Students through Courselink (all returning student athletes had previously completed the module).

• 154 part-time student staff completed the online Sexual and Gender-Based Violence Awareness Training Module for Students through Courselink (all returning staff previously completed the module).

• 15 new coaches (head and assistant) completed the online Sexual Violence Support Module for Faculty and Staff (all returning student athletes previously completed the course link module).

Student Experience

All staff as well as student staff are required to complete the online Sexual Violence Support Module for Faculty and Staff as part of their on-boarding. All student peer helpers are required to complete the online Sexual and Gender-Based Violence Awareness Training Module for Students.

Included in the total 1780 students and 553 staff who completed the training Courselink modules (above), the following were from Student Experience:

• 50 student staff
• 166 Peer Helpers

Office of Diversity and Human Rights (DHR)

The Office of DHR conducted two educational sessions on sexual and gender-based violence (online, at the individual level). One session was held for a staff member at University of Guelph, and one was a mandatory training held for a student as part of the formal complaint process (referenced in Section 1).

B. PROGRAMMING AND EVENTS

The S&GBV Support and Education Centre’s education and prevention initiatives are student led, student developed, and rooted in harm reduction and trauma informed perspectives. This is in alignment with best practice approaches to sexual and gender-based violence prevention education. The SAFE (Sexual Assault Free Environment) Team is a group of 10 students who work within the S&GBV office, partnering closely with the S&GBV Education Coordinator, designing, promoting, and coordinating prevention initiatives.

Please see Appendix C for the twelve (12) S&GBV prevention and education events and 22 social media initiatives that took place in 2021/2022 (Tables 2.1 and 2.2).
SECTION 3: PRIORITY AREAS OF ACTION

The University of Guelph has demonstrated commitment to addressing and preventing sexual and gender-based violence this year by engaging in policy and procedure review, committing additional resources to the Sexual and Gender-Based Violence Office, updating online training modules, and promoting numerous training and education initiatives.

The University of Guelph will undertake the following initiatives in 2022-23 to work towards our vision of a campus that is safe for everyone:

- Should the Ministry of Colleges and Universities (MCU) continue to distribute a Campus Safety Grant, then an application will be made to fund external consultants to help to guide the next steps of the policy and procedure review and consultation process with the aim of creating a policy that is reflective of emerging needs, priorities, and best practices in the field. The goal of the revision is to make the policy and procedures accessible, clear, rooted in best practices, trauma informed, and anti-oppressive.

- Over the next year, an evaluation plan for the Sexual and Gender-Based Violence Support and Education Office will be developed. This evaluation will help measure the impact of our work and identify priority areas for quality improvement.

- Invest in a case management system that will assist with storing confidential case notes, accumulating statistics easily, tracking trends, and identifying situations where the community risk is elevated.

- Invest in software that will provide online and anonymous reporting options for our campus.

- To respond to the increased number of first year students enrolled at the University of Guelph and to the increased number of students returning to campus (more in person courses), the University of Guelph will increase support, coordination and resources to respond to the increased need and complexity.

- Over the next year, the S&GBV Program will work alongside Associate Deans Academic and Department Chairs to develop creative strategies to embed the sexual and gender-based violence training curriculum into academic courses. Integration of the curriculum into other orientation activities (i.e., the Gryphon Pledge) will be explored to ensure more students are completing the program.

- To address knowledge gaps among staff/faculty, make the Sexual Violence Support Module for Faculty and Staff mandatory annually. Work on developing creative ways to ensure staff/faculty are completing this training.
APPENDIX A: SEXUAL VIOLENCE ADVISORY COMMITTEE FOR STUDENTS

The *Sexual Violence Advisory Committee for Students* is chaired by the Vice-Provost (Student Affairs) and meets regularly throughout the year. 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 work to ensure appropriate response programs are available to support those who experience sexual and gender-based violence. This committee reviews policies and education programs and makes recommendations for policy changes to the University’s Board of Governors.

In addition, this committee assists with the administration of the Campus Safety Grant. The Campus Safety Grant is provided by the Ministry of Colleges and Universities to address safety and security needs on campus, specifically including those related to addressing S&GBV and harassment.

In 2021-22, the committee supported the review of the University’s Sexual Violence Policy and Procedures, informed the updated curriculum for the online sexual and gender-based violence awareness training modules and approved increasing the resources to the Sexual and Gender-Based Violence Support and Education Centre. These actions have resulted in an increased capacity of our community to respond to the support and education needs of our campus.

The 2021-2022 meeting schedule was as follows:

- September 23, 2021
- September 24, 2021 (re: Campus Safety Grant)
- November 9, 2021
- January 31, 2022
- March 2022

Note: Classes and meetings with students concluded as of April 8, 2022 and will recommence in September.

**MEMBERSHIP**

**Staff and Faculty Representatives:**

1. Vice-Provost, Student Affairs (Chair)
2. Executive Assistant to the Vice-Provost (Secretary)
3. Sexual Violence Support Centre for Students
4. Student Wellness Services
5. Campus Community Police
6. Student Housing Services
7. Gryphons Athletics
8. Office of Diversity and Human Rights
9. Student Experience (including, but not limited to, the Sexual and Gender Diversity Advisor)
10. Faculty with expertise in the area

**Student Representatives:**

1. Central Student Association
2. Graduate Students’ Association
3. Student Support Network
4. Interhall Council
5. Guelph Resource Centre for Gender Empowerment and Diversity (GRCGED)

**Committee Representatives:**

1. Guelph-Wellington Women in Crisis
2. Guelph General Hospital (Sexual Assault and Domestic Violence Care and Treatment Centre)
3. Guelph Police Services
APPENDIX B: SEXUAL AND GENDER-BASED VIOLENCE TRAINING AND EDUCATION COMMITTEE

Purpose

The University of Guelph’s Sexual and Gender-Based Violence Training and Education Committee (SVTEC) is a steering committee with membership from university administration, faculty, staff, students, and community partners. The committee is responsible for building, implementing, and maintaining a coordinated and cohesive approach to S&GBV education, awareness and prevention in order to effectively address S&GBV at the University.

Member Responsibilities

- Attend monthly meetings throughout the fall and winter semester. When needed, there may also be meetings during the spring/summer semester, which members are requested to attend (as their work schedules allow)
- Develop, implement, and maintain S&GBV training and education initiatives across campus
- Ensure there is an evaluation plan in place in order to make certain that training and education initiatives are incorporating best practice guidelines
- Collaborate with other committees and departments to ensure a coordinated and comprehensive approach to S&GBV training and education

Deliverables

A complete and updated S&GBV training and education plan, including:

- Updated mandatory policy training
- Updated curriculum for policy training incorporating best practices
- Updated advanced S&GBV training for student leaders, residence staff, and athletics
- Updated recommendations regarding training for front line staff, health care providers, investigators/adjudicators

Meeting Arrangements

- Meeting times will be determined based on the committee members’ availability
- Meetings will take place via Teams or in the JT Powell Building
- Meeting agendas will be sent out prior to each meeting and minutes will be distributed promptly

Accountabilities

The SVTEC committee is accountable to the following groups:

- Sexual Violence Advisory Committee
- Sexual Violence task force
University of Guelph community as part of a collective responsibility to prevent S&GBV and create a safe learning and working environment.

MEMBERSHIP

Chair – Jan Klotz, Associate Director, Student Wellness Services
Reta Jones – Campus Safety Office
Lauren Hotchkiss – Victim Services Wellington – Direct Service Coordinator
Rebecca Harder – Student Accessibility Services Advisor
Paula Barata – Associate Dean, College of Social and Applied Human Sciences
Diana Abdi – Counselling Services
Jensen Williams – Public Educator, Guelph-Wellington Women In Crisis
Shilik Hamad – VP external, Central Student Association
Robin Milhausen – Family Relations and Applied Nutrition, faculty
Natasha Young – Manager of Indigenous Student Centre, Student Experience
Wendy Walsh – Student Accessibility Services Advisor, SWS
Annalise Kennedy – Residence Staff
Shannon Brown – Wellness Educator, SWS
Ratidzai Mafume - Women’s Community Development Coordinator
Tom Lapointe – Graduate Students Association VP external
Tasha Falconer – PHD candidate in family relations
Lauren Wengle – Student Sexual Violence Educator, SWS
Kristin Lennon – Acting Associate Director, Residence Life
Betty McPherson Slack – Program Nurse Facilitator, Sexual Assault/Domestic Violence Care & Treatment Centre
Ella Odeh – undergraduate student, Maritime Programming Office
Melissa Conte – Sexual Violence Education and Support Coordinator, SWS
Tameera Mohamed – Student Experience
Lori Guest – Guelph Resource Centre for Gender Empowerment and Diversity
Kristina Bartold – Residence Behaviour and Wellness Manager, Residence Life
Meghan Sinclair – Office of Diversity and Human Rights
Jacob Kadar – Interhall Council

Term

January – December 2022

Review

Terms of Reference will be reviewed each year during the winter semester
## APPENDIX C: PREVENTION INITIATIVES AND SOCIAL MEDIA CAMPAIGNS

### Table 2.1: Events and programming Coordinated by the Sexual and Gender-Based Violence Support and Education Centre in partnership with the SAFE team

<table>
<thead>
<tr>
<th>Title, Date, and Attendance</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fall Semester</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Can I Kiss You</strong></td>
<td></td>
</tr>
<tr>
<td><em>Presented by Mike Domitrz (President, The Center for Respect)</em></td>
<td>This event took place during Orientation Week, and included topics on sex, consent, and healthy relationships in ways that reduce harm. Target audience for event is first year students. <em>Student Housing Services:</em> Students had the opportunity to participate in Can I Kiss You as well as community based debrief discussions during Orientation Week.</td>
</tr>
<tr>
<td>September 6th, 2021</td>
<td></td>
</tr>
<tr>
<td>Attendees: 335 students</td>
<td></td>
</tr>
<tr>
<td><strong>Sexual Violence Support Module Contest</strong></td>
<td>Students who completed the S&amp;GBV module (Level 1 on Courselink) were automatically entered into a draw to win a MacBook Air. The winner was announced through Instagram.</td>
</tr>
<tr>
<td>Contest closed September 20th, 2021</td>
<td></td>
</tr>
<tr>
<td>Submissions: 584</td>
<td></td>
</tr>
<tr>
<td><strong>We Believe You Day</strong></td>
<td></td>
</tr>
<tr>
<td>September 18th, 2021</td>
<td>This event was a survivor-centered day, dedicated to combatting the culture of not believing disclosures of sexual violence from survivors. On this day, the S&amp;GBV online training module was promoted to create a community at UofG that recognizes survivors and knows how to respond to disclosures.</td>
</tr>
<tr>
<td><strong>SV/GBV Halloween Programming</strong></td>
<td>The Halloween programming – put on by SAFE – provided information on cultural appropriation, harm reduction, safe(r) partying practices, and consent.</td>
</tr>
<tr>
<td>October 27th, 2021</td>
<td></td>
</tr>
<tr>
<td><strong>Begin by Listening – Student Activism on Sexual Violence Symposium</strong></td>
<td>This 2-day virtual conference featured outstanding student (graduate and undergraduate) research, art, activism and advocacy on S&amp;GBV and consent culture. Students from across Ontario submitted a workshop, paper, performance, art, new media, poetry, fashion, dance, video or design piece relating to the topic of sexual and gender-based violence. This event was put on by the Ontario University Sexual Violence Network.</td>
</tr>
<tr>
<td>November 4th &amp; 5th, 2021</td>
<td></td>
</tr>
<tr>
<td><strong>16 Voices of Activism against Gender-Based Violence – The SAFE Team @ UofG</strong></td>
<td>The SAFE peer team collaborated with Guelph-Wellington Women in Crisis to share their SV/GBV education and prevention work on campus. They were asked to make a video for GWWIC’s Instagram that addressed the following question: “What is one way people can take action to prevent and mitigate gender-based violence?” The video was part of a larger collaboration for the 16 days of activism against gender-based violence (globally practiced).</td>
</tr>
<tr>
<td>December 1st, 2021</td>
<td></td>
</tr>
<tr>
<td>Event Description</td>
<td>Description</td>
</tr>
<tr>
<td>-------------------</td>
<td>-------------</td>
</tr>
<tr>
<td>National Day of Remembrance and Action on Violence Against Women</td>
<td>SAFE peer support put together awareness campaigns for Dec 6th, 2021. The campaigns spoke to the origins of the Day of Remembrance (Montreal Massacre), as well as discussed continued forms of GBV in Canada (Missing and Murdered Indigenous women and girls).</td>
</tr>
<tr>
<td>Stories Spark Change: Roxane Gay in Conversation with Eternity Martis</td>
<td>Internationally renowned author Roxane Gay and best-selling author Eternity Martis shared and in-depth conversation about how we can address how we police ourselves as survivors to reclaim our story and push back against shame to create space for healing. As survivors, we may internalize the lie that our pleasure, needs, and healing are too much of a burden. Stories Spark Change is an opportunity to explore letting go of guilt and blame, knowing that sexual violence is never our fault. This was part of Consent Action Week in Ontario.</td>
</tr>
<tr>
<td>#RelationshipGoals with Unita Assk</td>
<td>#RelationshipGoals was a virtual event hosted by Unita Assk, McMaster’s consent-educating drag queen, that featured diverse, authentic stories from student leaders on relationships. These stories explored everything from queer love to self-love, friendships to dating, and everything in-between. The event was done in collaboration with UofG Experiential Learning Office and McMaster’s Sexual Violence Prevention and Response Office.</td>
</tr>
<tr>
<td>Saint Patrick’s Day Harm Reduction Event – Build Your Own Safe(r) Party Kits</td>
<td>This was a collaborate event with the Wellness Education and Promotion Centre and Student Housing Services that focused on harm reduction, safer substance use, and consent. It was an in-person event that took place in the University Centre that provided students with the opportunity to build their own safer party kits for St. Patrick’s Day. Kits included drinks, snacks, safer sex products, emergency resource cards, harm reduction and consent magnets, t-shirts, pop sockets, and drink spiking safety practices. Peers and staff were on-site to chat with students about harm reduction, healthy relationships, safer substance use, and consent. Resources were shared with Cultural Diversity Office, Indigenous Student Support Centre, and Residence Life.</td>
</tr>
<tr>
<td>Art Expression Group</td>
<td>This art expression group provided an opportunity for student to express themselves in creative and safe ways. It was also a space for building community, destressing, and healing during difficult social times. The art expression group was done in collaboration with the Wellness Education and Promotion Centre. Students were provided with art kits, S&amp;GBV resources, and wellness resources.</td>
</tr>
<tr>
<td>Sexy Consent Bingo</td>
<td>Sexy Consent Bingo was a collaborative event between the Sexual and Gender-Based Violence Support Centre, Central Students Association, and Guelph-Wellington Women in Crisis. The event took place in-person at Brass Taps – the</td>
</tr>
</tbody>
</table>
Attendees: 150 local pub at the University of Guelph. The event included three rounds of consent-based Bingo hosted by the local drag queen, Antique Doll. Prizes were given away to Bingo winners, as well as a table with S&GBV resources (on-campus and off-campus). The SAFE peers were in attendance to discuss their education and programming, as well as to highlight the services/supports offered by the Sexual and Gender-Based Violence Support Centre.

Table 2.2: Overview of social media posts/campaigns by the Sexual and Gender-Based Violence Support Centre SAFE Team

<table>
<thead>
<tr>
<th>Post</th>
<th>Date</th>
<th>Accounts Reached</th>
<th>Interactions (likes/comments/shares)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Take Back the Night</td>
<td>September 13th, 2021</td>
<td>1507</td>
<td>120</td>
</tr>
<tr>
<td>Sexual and Gender-Based Violence Support Module Contest</td>
<td>September 15th, 2021</td>
<td>926</td>
<td>46</td>
</tr>
<tr>
<td>We Believe You Day</td>
<td>September 17th, 2021</td>
<td>1049</td>
<td>89</td>
</tr>
<tr>
<td>Consent, Dating, &amp; COVID-19</td>
<td>September 24th, 2021</td>
<td>1895</td>
<td>169</td>
</tr>
<tr>
<td>Supporting Survivors of Sexual Violence</td>
<td>October 6th, 2021</td>
<td>855</td>
<td>62</td>
</tr>
<tr>
<td>How to be an active bystander</td>
<td>October 8th, 2021</td>
<td>1147</td>
<td>102</td>
</tr>
<tr>
<td>Cultivating Consent Culture During Halloween</td>
<td>October 27th, 2021</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>National Day of Remembrance &amp; Action on Violence Against Women</td>
<td>December 6th, 2021</td>
<td>917</td>
<td>137</td>
</tr>
<tr>
<td>Missing &amp; Murdered Indigenous Women &amp; Girls</td>
<td>December 6th, 2021</td>
<td>757</td>
<td>82</td>
</tr>
<tr>
<td>What is Sexual Violence &amp; Consent?</td>
<td>February 2nd, 2022</td>
<td>587</td>
<td>54</td>
</tr>
<tr>
<td>Event Title</td>
<td>Date</td>
<td>Views</td>
<td>Downloads</td>
</tr>
<tr>
<td>----------------------------------------------------------------------------</td>
<td>-------------------</td>
<td>-------</td>
<td>-----------</td>
</tr>
<tr>
<td>Get to Know SAFE</td>
<td>February 11th, 2022</td>
<td>998</td>
<td>89</td>
</tr>
<tr>
<td>Technology &amp; Relationships: Let's Talk About Sexting</td>
<td>February 18th, 2022</td>
<td>1867</td>
<td>159</td>
</tr>
<tr>
<td>Incentive: GIVEAWAY - $25.00 to “Come As You Are”</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manipulation/Coercion in a Relationship &amp; Importance of Consent</td>
<td>February 25th, 2022</td>
<td>1880</td>
<td>223</td>
</tr>
<tr>
<td>Incentive: GIVEAWAY - $25.00 to “Come As You Are”</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Drinking Spiking: How to Stay Safe on St. Patrick’s Day</td>
<td>March 16th, 2022</td>
<td>1480</td>
<td>218</td>
</tr>
<tr>
<td>It’s Cool to Be Safe: A Quick Guide to Consent &amp; Safe Substance Use</td>
<td>March 17th, 2022</td>
<td>1152</td>
<td>118</td>
</tr>
<tr>
<td><strong>SEX ON SET (SERIES)</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The sexualization of women</td>
<td>March 4th, 2022</td>
<td>2350</td>
<td>220</td>
</tr>
<tr>
<td>Representation of safe sex and consent</td>
<td>March 12th, 2022</td>
<td>1061</td>
<td>51</td>
</tr>
<tr>
<td>Power imbalanced relationships</td>
<td>March 22nd, 2022</td>
<td>1803</td>
<td>132</td>
</tr>
<tr>
<td>Representation of queer love and joy</td>
<td>March 24th, 2022</td>
<td>1006</td>
<td>60</td>
</tr>
<tr>
<td>Representation of diverse relationships</td>
<td>March 26th, 2022</td>
<td>1056</td>
<td>57</td>
</tr>
<tr>
<td><strong>SEX ON SCREEN: PORN LITERACY AND THE MEDIA (SERIES)</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ethical porn consumption</td>
<td>March 29th, 2022</td>
<td>1107</td>
<td>80</td>
</tr>
<tr>
<td>Myths about porn</td>
<td>March 31st, 2022</td>
<td>569</td>
<td>42</td>
</tr>
</tbody>
</table>