

Sexual & Gender-based Violence (SGBV)
SUPPORT & EDUCATION

Annual Report

April 2024 – May 2025

UNIVERSITY OF
GUELPH

Student
Wellness
Services



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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 work 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 center 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.

WE
BELIEVE
YOU



Introduction

Section 1: Key Priorities Update

In the **2023-2024 academic reporting year**, the following key priorities were identified as focus areas for the Sexual and Gender Based Violence service:

SGBV Policy Review

During the reporting year, the Sexual and Gender-Based Violence (SGBV) Policy underwent a comprehensive review involving consultations with students, staff, and faculty across the University of Guelph. These consultations provided valuable insights into how the policy could be more effectively implemented, enhanced, and aligned with best practices. The updated SGBV Policy is scheduled for implementation in the 2025–2026 academic year.

Strengthening Service Coordination for Diverse Student Needs

A key area of focus this year was enhancing service coordination to address the intersectional needs of students accessing our services. The SGBV Support Team supports a diverse student population with varied backgrounds, experiences, and identities. This requires the delivery of individualized, trauma-informed support that reflects each student's unique circumstances.

Improved Access Through the SGBV Navigation and Intake Role

One significant advancement in service delivery was the introduction of the SGBV Navigation and Intake role. This dedicated position is responsible for triaging students to the most appropriate services, while offering immediate supports prior to initiating formal case management. This approach has strengthened the responsiveness and efficiency of our service model.



Looking Ahead – Key Priorities for 2025-2026

1. SGBV Drop in Programming
2. Respondent Education and Support
3. Student, Faculty and Staff Education and Training

In the upcoming year, the SGBV Support Team will introduce weekly drop-in services for students. These sessions will provide group-based support, psychoeducation, immediate assistance for urgent needs, and guidance in navigating available resources. This initiative aims to further reduce barriers to access and ensure timely, relevant support for all students.

The SGBV program is advancing efforts to enhance respondent education and support services for individuals seeking assistance in addressing harmful behaviors that have resulted in harm to others. This initiative is aimed at fostering accountability, promoting behavioral change, and reducing the risk of future harm.

The program model is currently being designed and developed through a collaborative approach involving an Undergraduate Research Assistant, dedicated volunteers, and members of the SGBV Support Team. The development process is further informed by comprehensive interviews with sector professionals who have expertise in delivering respondent support services. This multi-faceted approach ensures that the program is grounded in evidence-based practices and aligned with sector standards.

In collaboration with the Wellness Education and Promotion Centre, the SGBV program has developed a comprehensive education and training strategy to be implemented in the 2025–2026 academic year. The strategy is designed to build the capacity of students, staff, and faculty to effectively respond to incidents and disclosures of sexual and gender-based violence.

The training model takes a targeted approach, engaging individuals in administrative roles, front-line student-facing positions, student leaders, staff, coaches, and other key campus stakeholders. This inclusive framework ensures that all members of the university community are equipped with the knowledge, skills, and confidence to respond appropriately and compassionately to SGBV disclosures.



Section 2: SGBV Supports, Disclosures and Reports

Support Cases (# students accessing SGBV Support by academic year, # new and returning cases)

Between May 2024 and April 2025, the SGBV Support Services provided wraparound support to 167 students. This figure includes both new cases (98) and students returning for ongoing support needs (69). In comparison, the office provided support to 157 (2023/24) and 149 (2022/23), and 105 (2021/22) in years prior.

Figure 1: Number of Students Accessing SGBV Support Coordinator By Academic Year

2024-25 Cases: 167

- Of 167 cases, 69 were returning and 98 were new cases

COMPARISON TO LAST YEAR:
2023-24 Cases: 157

- Of 157 cases, 60 were returning and 97 were new cases

Overall caseload grew by about 6.4%, driven mainly by more returning clients (+15% return rate), while new client numbers stayed almost the same.



Figure 2: Origin of Referrals to SGBV Support (on-campus, off-campus, self-referral)

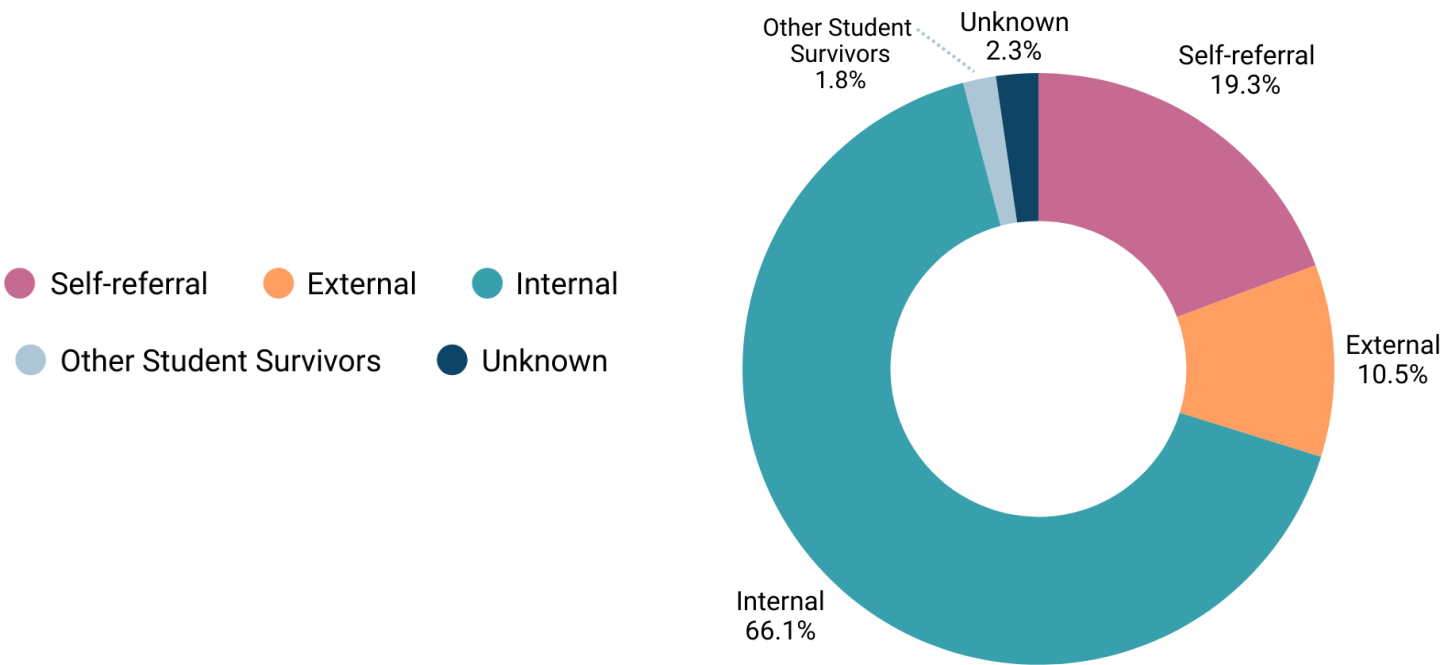


Figure 3: Detailed Origin of Referrals to SGBV Support

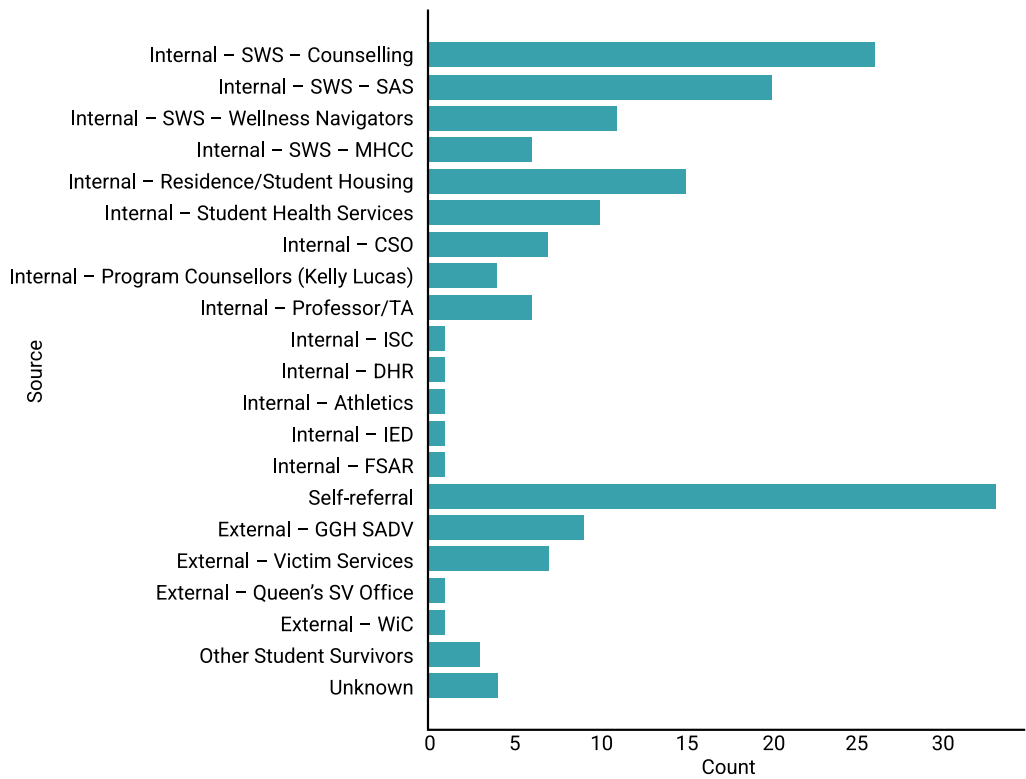
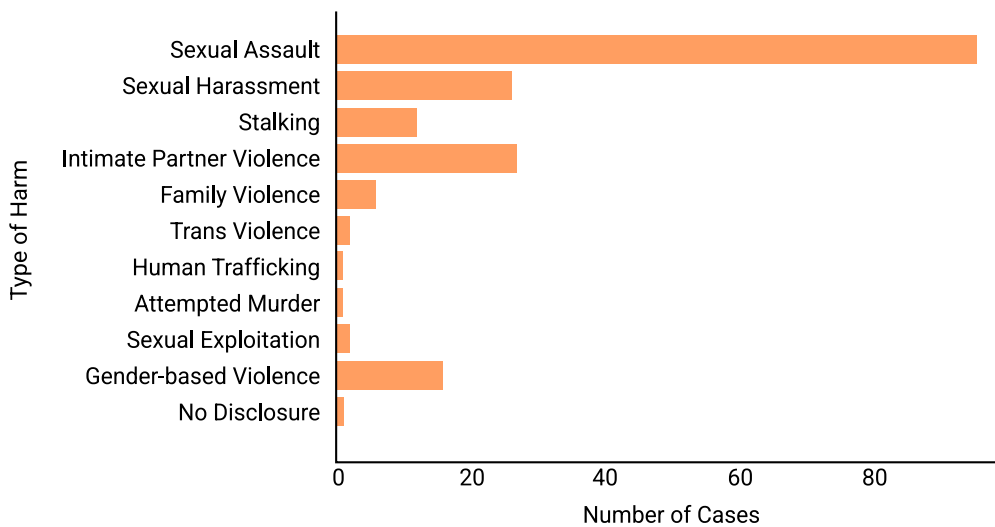


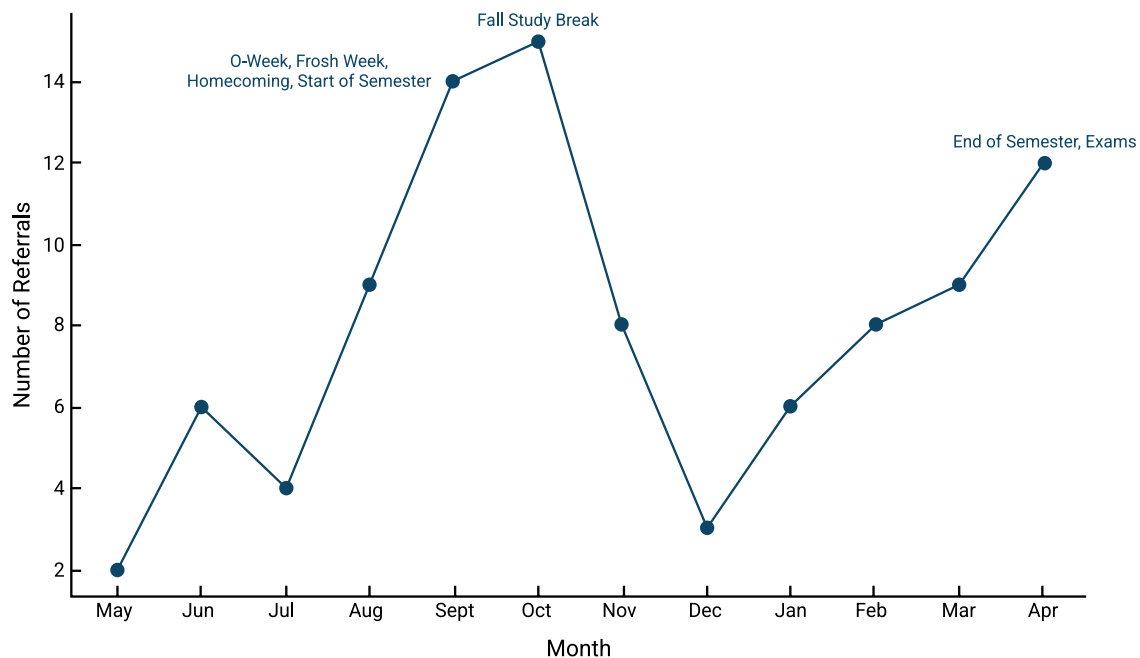
Figure 4: Type of Harm Identified in Survivor Disclosures



***In cases where survivors experienced multiple forms of violence, all forms are documented**

In 2024-25, we saw a rise in IPV (27 in 2024-25 above 21 in 2023-24), sexual harassment (26 in 2024-25 above 21 in 2023-24), as well as an increase in complex and specific harms such as human trafficking (1 case in 2024-25), attempted murder (1 case in 2024-25) and sexual exploitation (2 cases in 2024-25) that were not seen in the 2023-24 year.

Figure 5: Highest Referral Periods - Monthly Breakdown of Referrals to SGBV Support



The **busiest months for new referrals** were October (15 new referrals) and September (14 new referrals), with Fall Term being the busiest semester for new referrals (40 total).

The **Summer term saw the fewest new referrals** with 21, and 35 new referrals were received in the Winter term.

Services Provided

Number of Students Who Accessed Each Service:

SAFETY PLANNING: 65

Between May 2024 and April 2025, 65 safety plans were facilitated for students receiving support through the SGBV services, an increase over the 48 safety plans developed and enacted the previous year. Safety plans developed with the SGBV support staff are tailored to the needs of individuals receiving support and can include meetings with Campus Safety Office or Guelph Police Services, classroom relocations, on-campus and off-campus safety strategies and practices, risk assessments, and 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.

ACADEMIC ACCOMMODATIONS: 77

Our office consistently observes that traumatic events such as sexual and gender-based harms have significant impacts on students' academics. In 2024-25, the SGBV office supported 77 students through advocating for academic accommodations in collaboration with university faculty and staff to create a balance of trauma-informed accommodations that uphold academic integrity and support survivors of violence with their academic and professional goals.

SYSTEMS NAVIGATION SUPPORT- POLICE/CRIMINAL JUSTICE SYSTEM: 18 CAMPUS SAFETY OFFICE: 9 FORMAL COMPLAINT (DHR): 3 ALTERNATE RESOLUTION (DHR): 2

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 18 students with criminal, police, and legal proceedings and/or accompaniments.

Support Coordinators also assist students with navigating campus accountability systems including engaging with the Campus Safety Office (CSO), filing a Formal Complaint or engaging in an Alternate Resolution process with the Office of Diversity and Human Rights. This includes supporting students with referrals, meetings, accompaniment, and support in navigating campus accountability systems. In 2024-25, our office supported 9 students navigating CSO, 3 students navigating a Formal Complaint, and 2 students navigating an Alternate Resolution process.

Figure 6: Effectiveness of Support Coordination Service

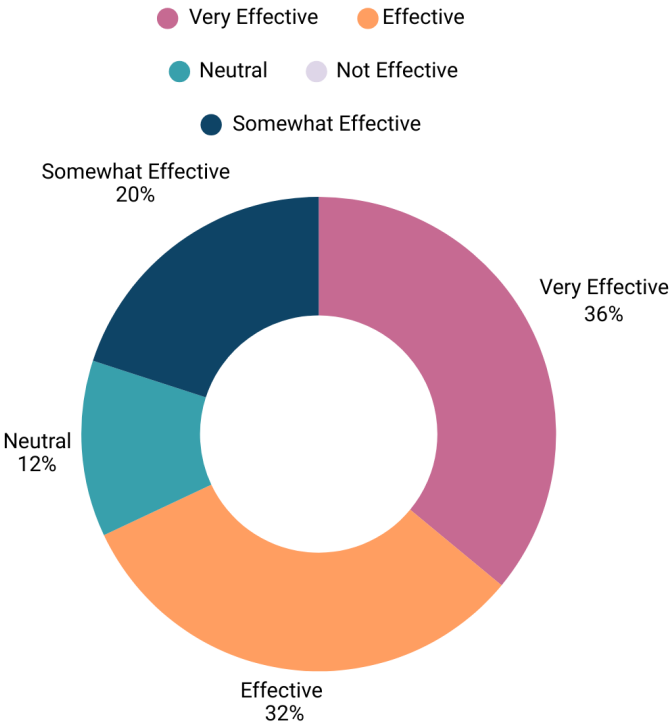
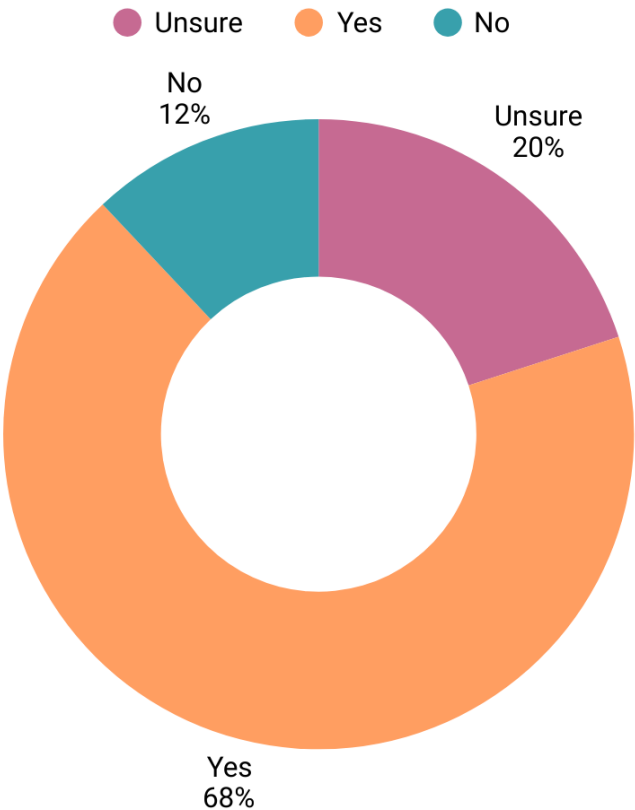


Figure 7: Felt Supported in Managing Academics (SGBV Office)





Partnerships

Key partnerships represented community and internal University stakeholders. Some examples of our collaborations and partnerships this year include working with Guelph Police Services, Guelph Victim Services, Community Safety Office, Women in Crisis, Student Housing, to list a few.

One partnership to highlight is our ongoing relationship with the community organization, Women in Crisis (WiC). University of Guelph has a partnership with WiC to offer Sexual Violence Trauma Counselling to student survivors who attend the University. This partnership supports ease of access to services for students on campus who have an immediate need for therapeutic supports. In the 2024-2025 academic year, the Sexual Assault Centre (SAC) Counsellor from WiC served a total of 20 students - 17 undergraduate students and 3 graduate students.

Presenting concerns included the following:

- Adult sexual violence/assault
- Childhood sexual abuse
- Both adult sexual violence/assault and childhood sexual abuse

The total number of sessions completed through this service was 167.

Fostering a strong partnership between SAC and SGBV has provided an opportunity for a comprehensive level of care coordination for clients – addressing both therapeutic and other support needs.



Section 3: SGBV Education and Prevention Initiatives for Students

The **2024-2025 Education Plan** was developed in consultation with students, staff, faculty, and community members who identified areas of strength, as well as opportunities to improve and expand the SGBV prevention efforts. Initiatives were grounded in a series of guiding principles that include harm reduction, anti-oppression, intersectionality, 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.

Goal 1: Develop and deliver collaboration-driven educational programming that reflects and resonates with 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 students 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.



Highlights of Annual Programming

Commitments: Fall 2024 - Summer 2025

- **Launched campus-wide consent education campaign materials**, which included the development of key messaging and graphics for promotion.
- **Increased completion rates** for the Sexual and Gender-Based Violence Awareness Training Module for students to 4,400.
- **Trained at least 20 representatives** of primary student organizations hosting large-scale events on harm reduction, consent and bystander intervention.
- **Facilitated outreach to promote resources, the consent campaign, events and training opportunities** at least 4 times throughout the year at various locations (athletics games, varying academic programming buildings and various public facing/social locations on campus).
- **Shared consent campaign messages** at 2 athletics marquee events (Homecoming and Frosty Mug).

Overview of SGBV Programming

SGBV Prevention programs emphasized consent education, boundaries, and survivor support reaching 4,062 participants across 23 events. Evaluation outcomes from these initiatives show that up to 88% of respondents reported intent to change behavior, and 81% reported increased knowledge. Events such as “What to do when your friend causes harm with Robyn Ocean” and “Draw the Line” were especially effective to increase awareness about sexual and gender-based violence prevention, bystander intervention, and supporting survivors. The events that had high attendance included “Skills to Thriving Relationships” with Luna Matatas, We Believe You Day, the Consent and Connections Resource Fair, and Frosty Mug.



Social Media

215,047
Individuals
Reached

354%
Increase From
2023/24

Outreach & Educational Events



6

Trainings

938

Participants

23

Events

4,062

Attendees

The **SAFE (Sexual Assault Free Environment) Peer Helper Team** is a group of student educators who work within WEPC. These students create, promote, and coordinate prevention initiatives. In the 2024/2025 academic year, the SAFE team consisted of 8 students, allowing for greater outreach and educational potential. Most of the initiatives mentioned above were led by the SAFE team, including outreach events to educate students about SAFE initiatives, educational events discussing SGBV and social media campaigns (215,047 individuals reached – a 354% increase from 2023/24).

SGBV Courselink Modules

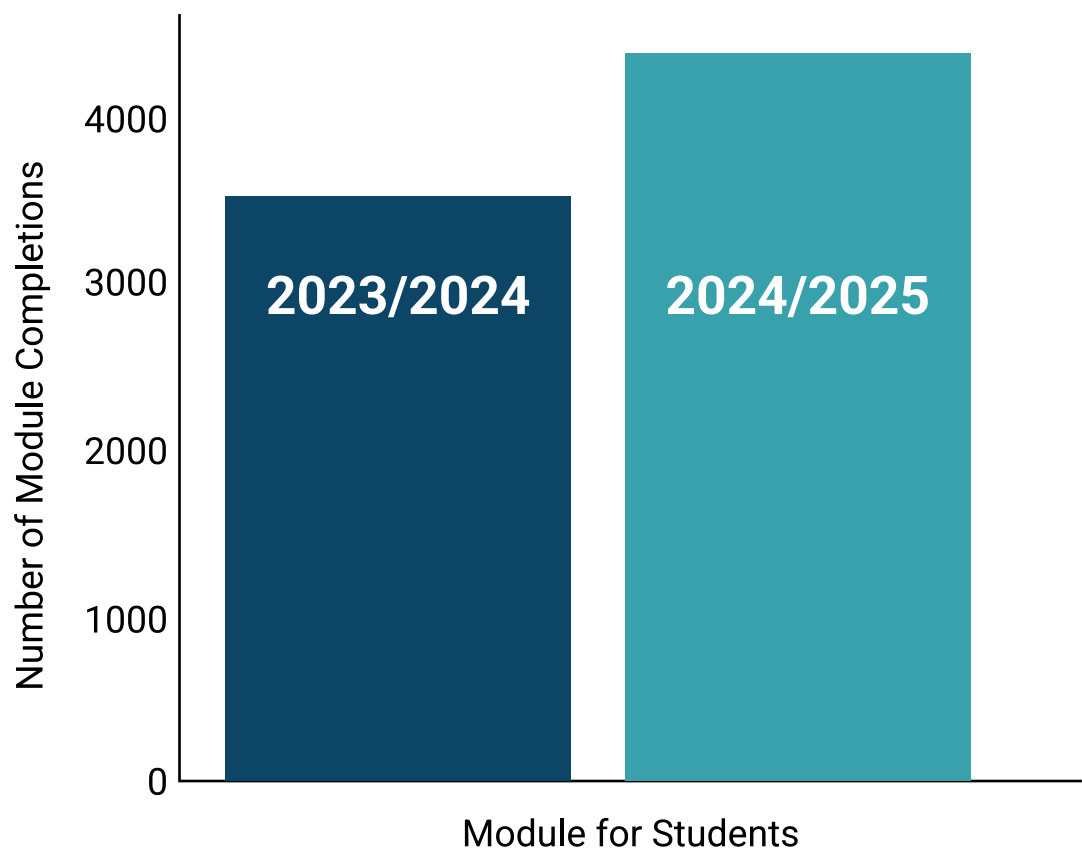
For students, the **Sexual and Gender-Based Violence Awareness Training Module** is mandatory for the following groups to complete before classes commence in Fall 2025.

- 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 are 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.

The Sexual and Gender-based Violence Module Completion table below, there has been a 24% increase from 2023-2024 to 2024-2025 of students completing the module.

Figure 8: SGBV Courselink for Students: Module Completion Comparison



Evaluation

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

85%

of students highlighted that the training made them more aware of support services available to survivors.

80%

of students stated that the training made them more aware of what they can do to support survivors.



Evaluation was also conducted as a part of each program:

88% of respondents reported intent to change behaviour.

81% reported increased knowledge.



STUDENT 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 feel safer going into my first year of university knowing that hopefully everyone has taken this training."

"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."

SGBV Education and Training

In the 2024/25 academic year, SGBV education and training for students transitioned to the Wellness Education & Promotion Centre. During this time, a review of the various training areas was conducted to explore the priorities for SGBV Education and Training for the upcoming academic year. This review included training and education and an amendment to the training and education delivery approach for the upcoming year.

Figure 9: Number of Programs and Events Compared with Previous Year

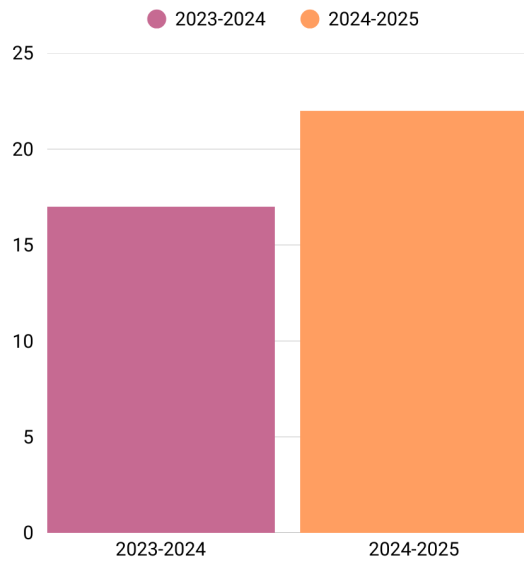
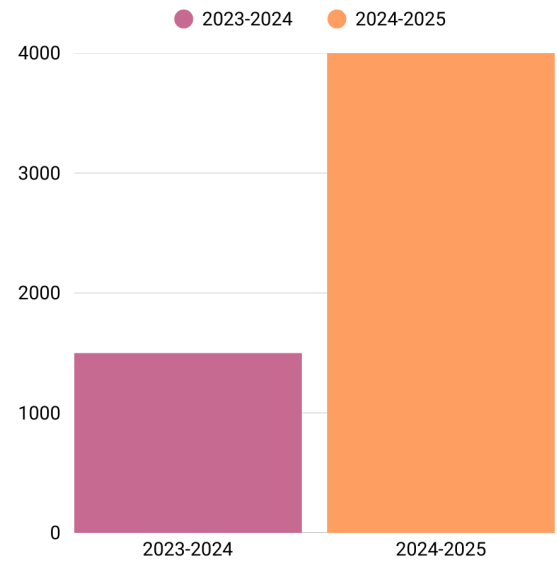


Figure 10: Number of Participants Compared with Previous Year



SAFE Initiatives and Events:

May 1, 2023 – April 30, 2024

Number and Type of Programming	Number of Attendees/ People Engaged
21 Outreach Events	2375
4* Educational Events	555
* This includes workshops, panels, etc.	
52 Social Media Posts	60,684

May 1, 2024 – April 30, 2025

Number and Type of Programming	Number of Attendees/ People Engaged
14 Outreach Events	2204
9* Educational Events	1858
* This includes workshops, panels, etc.	
46 Social Media Posts	215,047

Sexual & Gender-based Violence (SGBV) **SUPPORT & EDUCATION**

THANK YOU

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