

CARLETON UNIVERSITY 2018 ANNUAL REPORT ON SEXUAL VIOLENCE

PRESENTED TO THE BOARD OF
GOVERNORS

BOARD OF GOVERNORS MEETING
MARCH 28, 2019



Executive Summary

The Board of Governors approved the Carleton Sexual Violence Policy for a three-year period in December, 2016. The Policy and related legislation requires that an annual report is presented to the Board for information. Nearly 5,000 members of the community have been involved in programming to increase awareness of the signs and prevention techniques to limit and deal with reports of sexual violence and violence in general. Since January 2018, the second year of the implementation of the Sexual Violence Policy, there have been 168 disclosures seeking support services. Of the 168 disclosures, 5 cases went to a formal investigation process as requested by the respective complainants. Of the 168 total disclosures, 68 are based on incidents that occurred within a year of the time the disclosure took place and 100 were considered to be based on historical incidents. The increase in disclosures is a positive and encouraging sign that the Policy and awareness activities are having an effect. We have learned that there is an increasing desire to have conversations about sexual violence on campus. Carleton University is undertaking an extensive consultation and review of the Sexual Violence Policy. The revisions to the policy will be presented to the Board of Governors for approval at its April 25, 2019 meeting.

Prevention, Education and Awareness Initiatives

The Office of the Vice-President (Students and Enrolment) (OVPSE), Equity Services, Campus Safety Services, Health and Counselling Services, Housing and Residence Life and Student Affairs created and delivered training sessions for students, staff and faculty. In addition, steps have been taken to communicate the Policy and information about sexual violence to students, staff and faculty at Carleton University.

Training Sessions

Since January 2018, **over 5,000 members** of the campus community were trained on the response to sexual violence, including specialized training for varsity athletes, Campus Safety Services and Fall Orientation leaders. Highlights from the trainings this year, encompassing more than 125 hours of workshops, include the following.

Training Description	Audience
Three day, in-depth “I Can MANifest Change” trainings, in partnership with the Ottawa Coalition to End Violence Against Women	<ul style="list-style-type: none">• Leaders on campus, particularly men, who want to engage other men in ending sexual violence
Over 50 general sexual violence trainings, including a special workshop as part of the Student Support Certificate initiative	<ul style="list-style-type: none">• Faculty and staff• Residence Fellows• Fall orientation leaders and organizers
Training with special guest, JR LaRose from the Canadian Football League (CFL)	<ul style="list-style-type: none">• Carleton varsity football team
Full-day specialized, intersectional sexual violence response training, in partnership with the Ottawa Police Service	<ul style="list-style-type: none">• Campus Safety Services
First-year “Residence Life” training	<ul style="list-style-type: none">• All first-year residence students
Peer Supporter training	<ul style="list-style-type: none">• Carleton Sexual Assault Support Centre volunteers
EAAA Training	<ul style="list-style-type: none">• Female-identified students

Communications

Equity Services continues to maintain a stand-alone website outlining sexual violence support and sexual assault services (carleton.ca/sexual-violence-support). Information on Carleton's Sexual Violence Policy – including how to disclose an experience of sexual violence (in both an emergency and a non-emergency situation) and how to file a formal complaint – is posted on the Current Student website and in the MyCarleton Portal. In addition, information on sexual violence support was added to the Carleton Mobile app.

In order to educate Carleton's community about the Sexual Violence Policy and its processes, the OVPSE and Equity Services have developed, and continue to develop, print collateral for faculty, staff and students with input from the Sexual Violence Prevention and Education Committee. In September 2018, all faculty and staff received the *Responding to Disclosures of Sexual Violence* reference document as part of a *Supporting our Students* package which includes advice on how to handle a disclosure of sexual violence, as well as information and resources for students.

Sexual Assault Awareness Week 2019

Sexual Assault Awareness Week (SAAW) was held from January 21-25, 2019. The week was co-developed with collaboration between administrative offices and student groups. The theme for this year was "Solidarity," and the main event was an art project called, "Love Letters to Survivors," where the President and the Vice-President (Students and Enrolment), faculty, staff and students wrote messages of support to survivors on campus. Equity Services also supported the CUSA Womxn's Centre with their event, Survivors Speak, at the Museum of Nature which featured three headline speakers. SAAW was highlighted on the Current Student website by using a purple colour theme in lieu of red throughout the website.

Stakeholder Collaboration

Partnerships will continue to be built with students, staff, faculty and community organizations in consultation with the Sexual Violence Prevention and Education Committee to continue to develop the Campus Sexual Violence Prevention Strategy. The SVPEC plans to release a draft of the strategy in tandem with the release of the revised Sexual Violence Policy at the end of April, 2019.

What Has Been Learned

Over the past year, we have learned that there is an increasing desire to have conversations about sexual violence support on campus. This has been demonstrated by the Student Support Certificate program where a workshop on "Responding to Disclosures of Sexual Violence" is one of the mandatory credits. This workshop reaches full registration for every session and we are looking to increase the frequency of these workshops. We are also looking to develop a second-level version of this workshop where we can provide more in depth information and training about trauma-informed supports for survivors and provide a greater focus on the prevention of sexual violence.

Further, we also learned throughout the Sexual Violence Policy review consultation process that there is a desire for restorative, educational or alternative resolution processes as an alternatives to the formal complaint process. Given the proportion of formal complaints to informal disclosures, many survivors do not necessarily always desire or seek to have formal consequences for those who caused them harm. Many survivors wish for models of accountability that educate or transform respondents, so that they do not cause future harms. As a result, a new section regarding alternative resolutions has been proposed in the revised draft of the policy (section 8.10).

Annual Statistics

The Government of Ontario has identified six broad categories in which to collect and report on statistics related to sexual violence (as defined in the Policy and Bill 132). These categories are sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation.

Based on these categories, and as of January 2018, there have been 168 disclosures seeking support services. Of the 168 disclosures, 5 cases went to a formal investigation process as requested by the respective complainants. Of the 168 total disclosures, 68 are based on incidents that occurred within a year of the time the disclosure took place and 100 were considered to be based on historical incidents. Further, of the 168 disclosures, 50 disclosures involve a respondent who is a member of the Carleton community and 38 incidents took place on campus. The increase in disclosures is a positive and encouraging sign that the Policy and awareness activities are having an effect.

We consider the increase in the number of individuals coming forward for support to be a positive result due to the increase in our training and outreach numbers. We can infer that the work that has been put forward by our various on-campus partners in raising the prevention, education and awareness of sexual violence on campus has had an impact in showing that Carleton is committed to a safe campus where every member of the community is treated with dignity and is supported.

Policy Review Process

While the Sexual Violence Policy has allowed enough flexibility to support survivors, so far, while balancing the requirement for procedural fairness, there were opportunities to further clarify policy language. Beginning in September 2018, The OVPSE and Equity Services undertook an extensive consultation and review of the Sexual Violence Policy. A draft of the policy has been released to the Carleton community for feedback and a revised version will be presented to the Board of Governors for approval at its April 25, 2019 meeting.

The process has included consultation meetings with 11 stakeholder groups and 13 design-thinking workshops for the listening phase of the consultation work plan. During the drafting and fine-tuning phase of the consultation work plan, eight additional design-thinking workshops have been scheduled as well as several stakeholder meetings. Additional feedback has been provided by email and through an anonymous online form. A report outlining the feedback received throughout the consultation process and an ongoing record of all community outreach activities has been made available on the consultation website: carleton.ca/sexual-violence-support/sexual-violence-policy-consultation

Many of the feedback items identified in the feedback on the Sexual Violence Policy will be used in the development of the Campus Sexual Violence Prevention Strategy. This strategy will be created by the Sexual Violence Prevention and Education Committee (SVPEC) and will serve as their work plan. The SVPEC plans to release a draft of the strategy in tandem with the release of the revised Sexual Violence Policy at the end of April 2019. The SVPEC continues to be committed to providing sexual violence training and information to members of the university community.