

CARLETON UNIVERSITY 2017 ANNUAL REPORT ON SEXUAL VIOLENCE

PRESENTED TO THE BOARD OF
GOVERNORS

BOARD OF GOVERNORS MEETING
FEBRUARY 8, 2018



Executive Summary

The Board of Governors approved the Carleton Sexual Violence Policy for a three-year period in December, 2016. The Policy mandates that an annual report is presented to the Board for information. Nearly 3,000 members of the community have been involved in programming to increase awareness and the signs and prevention techniques to limit and deal with reports of sexual violence and violence in general. Since its inception, 61 individuals have been supported with three cases moving forward to the formal complaint phase. The Policy was deliberately designed to be flexible so that a survivor-centric approach could be adopted to focus on support of the survivor and accommodate the different circumstances of each case as it is reported. Despite the intent that the Policy would be in place for three years, the administration is suggesting that a consultative process should be implemented immediately to consider potential changes to the Policy to clarify and improve aspects of the proceedings.

Prevention, Education and Awareness Initiatives

The Office of the Vice-President (Students and Enrolment) (OVPSE), Equity Services, Campus Safety, Health and Counselling, 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 to students, staff and faculty and information about sexual violence.

Training Sessions

Since August 2017, **nearly 3,000 members** of the campus community were trained to become even more aware of the signs and prevention techniques of sexual violence and violence overall. The following sessions were completed in the Fall 2017 term representing **87.5 hours** of training.

Training Description	Audience
7 “I Can MANifest Change” trainings, in partnership with the Ottawa Coalition to End Violence Against Women	<ul style="list-style-type: none">• Varsity athletes and coaches• Male-identified leaders on campus
5 sexual violence trainings	<ul style="list-style-type: none">• Campus Safety• Residence Fellows• Fall orientation leaders and organizers
2 major TA and faculty trainings, plus 3 pilot trainings on the Sexual Violence Policy	<ul style="list-style-type: none">• Faculty• Teaching Assistants
2 “Bringing in the Bystander” trainings	<ul style="list-style-type: none">• Fall orientation leaders and organizers• Oliver’s and Mike’s Place staff
2 CUSA Sexual Violence Support Worker trainings	<ul style="list-style-type: none">• CUSA Service Centre Coordinators
1 Residence training	<ul style="list-style-type: none">• First-year residence students
1 Peer Supporter training	<ul style="list-style-type: none">• CU Sexual Assault Support Centre volunteers
EAAA Training	<ul style="list-style-type: none">• Female-identified students

In addition, a “Sexual Violence 101” training session will be rolled out to faculty, staff and students in Winter 2018. This session has been designed to provide a basic understanding of definitions, as well as the protocols and procedures, that are outlined in the Sexual Violence Policy.

Communications

Equity Services developed and published 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, the Student Affairs website and in the MyCarleton Portal.

In order to educate Carleton's community about the Sexual Violence Policy and its processes, Equity Services and the OVPSE have developed, and continue to develop, print collateral for faculty, staff and students with input from the Sexual Violence Prevention and Education Committee. In January, all faculty and staff received the *Responding to Disclosures of Sexual Violence* reference document (see [handout](#)) which includes advice on how to handle a disclosure of sexual violence from a student, as well as information resources for students.

Sexual Assault Awareness Week

Sexual Assault Awareness Week was held from January 22-26, 2018. The week was co-developed with collaboration between administrative offices and student groups and included a variety of events ranging from survivor-centred self-care to preventative efforts like workshops on bystander intervention. The keynote speaker was Tracey Lindberg who spoke from the perspective as an Indigenous woman, and incorporated the unique experiences of colonization and racialization into her perspectives on sexual violence.

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 strategy on sexual violence prevention.

What Has Been Learned

Experience implementing the Sexual Violence Policy shows that survivors of sexual violence predominantly take advantage of the interim measures and accommodations articulated in the Policy rather than use the formal reporting process. Although interim measures and accommodations are deliberately open-ended, to ensure the widest degree of possible options, there is some concern that recommendations, such as a restorative justice approach, is not specifically listed in the Policy. It may be useful to clarify the range of interim options and accommodations that could be used.

To date, the Policy has provided appropriate structure to guide decision-making, while allowing for flexibility to address the complexities that exist in each case. No systemic problems have impeded either the informal or formal resolution of issues. Nevertheless, there are concerns that potential barriers still exist in the reporting process including the lack of anonymity, fear of reprisals from social circles and the difficulty of leaving one's house after experiencing a trauma; and we learned that Complainants prefer to speak with the same individual throughout the process.

Since implementing the Policy, and in the current climate of heightened discussion about sexual violence, there has been an increase in the number of disclosures to Equity Services. This increase in the number of disclosures may be an early indicator that survivors feel safer coming forward, and/or improved awareness. Equity Services, through the Sexual Assault Support Centre, is offering support to survivors, including coordinating academic accommodations, and offering ongoing supports and connecting survivors with any additional resources they may need.

Annual Statistics

The Ministry of Advanced Education and Skills Development has indicated that it will identify, through guidelines, the types of metrics that should be collected and reported publicly.

Since the implementation of the Sexual Violence Policy, and as of January 16, 2018, there have been 3 incidents of sexual violence reported through the formal process and a total of 61 individuals supported regarding sexual violence.

At this stage, it is not possible to determine whether this number reflects a sense of confidence in bringing forward complaints or the impact of improving awareness. Nevertheless, like all institutions, and in society more broadly, there is more work to be done in the areas of prevention and education.

Considerations for Policy Review and Change

There are stakeholder concerns regarding some aspects of the Sexual Violence Policy. While the Policy has allowed enough flexibility to support survivors, so far, while balancing the requirement for procedural fairness, there are opportunities to further clarify policy language.

Despite the expectation encoded in the Sexual Violence Policy that changes would be implemented at the end of a three-year period, it is recommended that the University should engage in a consultative process to clarify language and processes in a number of areas. The timeframe for this review should begin within the current term.

Redress perceived barriers in the Policy itself

In order to redress perceived barriers to individuals considering accessing supports and the complaint procedures outlined in the Sexual Violence Policy, consideration should be given to clarify the Policy in the following areas:

- the perceived requirement within the Policy for the Complainant and Respondent to face each other in a formal hearing;
- adding an immunity clause or statement which protects Complainants or those seeking help from punishment for minor violations relating to alcohol or drug use;
- reconciling the perceptions of cross-institutional applications of FIPPA as it relates to sharing information about disciplinary actions or consequences against the Respondent, and;
- articulating the types of statements which are prohibited within the confidentiality section in the Policy.

Further, stakeholders have identified the following gaps which could potentially be addressed through the Policy review process. Stakeholders have asked the University to:

- clarify timelines throughout the Policy;
- include visitors and alumni into the scope of the Policy under the definition of “University Community”;
- clarify the accommodation process, and;
- specify how the Policy is applied to incidents which occur off campus.