

HUMBER LEARNING RESOURCE

Sexual Violence on Campus

ANNUAL REPORT TO
HUMBER COLLEGE'S
BOARD OF GOVERNORS
Academic Year 2019-2020

WE ARE
FUTURE FOCUSED

BACKGROUND

In 2016, the Ontario Government passed the Sexual Violence and Harassment Action Plan Act. The Act's stated intent is to make campuses and communities safer spaces through increasing supports to survivors of sexual violence and formalizing how institutions and workplaces address incidents as they arise. As part of the legislative requirements, Humber drafted its sexual violence policy, developed structures and programs to educate the college community about sexual violence, and implemented a response plan to effectively support survivors of sexual violence.

In March 2019, the Ontario Government announced additional action-based or reporting requirements for each publicly-assisted post-secondary institution. This includes the requirement that each publicly-assisted post-secondary institution report annually to its Board of Governors on Sexual Violence and that this report would be publicly available. The government announcement also included a requirement that every publicly-assisted college and university in Ontario have a task force devoted to tackling sexual violence on campus. The task force would include diverse student representatives and be required to report its findings to both their respective Board of Governors as well as to the Ministry of Colleges and Universities. There was also a requirement that publicly-assisted colleges and universities in Ontario review their sexual violence policies by September 2019.

A COMMUNITY RESPONSE

At Humber College and the University of Guelph Humber (Humber), we are committed to the elimination of sexual violence from campus and to members of our college community. Sexual violence is a broad societal issue that is rooted in gender inequality, power, and oppression. As such, measures to address sexual violence on campus must consider an approach that is developmental, responsive, and supportive. This means that the best response is a community response that seeks to build and develop an environment that is safe and supportive for its members through education, prevention, incident response, survivor support, and community development.

SUPPORT INITIATIVES AND EDUCATIONAL PROGRAMMING

Humber uses a hybrid model in the planning and delivery of educational programming for students. The hybrid model relies on full-time staff, in collaboration with students, to develop the curriculum, and peer leaders to build the events and deliver some of the material. This approach is consistent with best practice in leading cultural change by involving champions within the broader student population early and ensuring that messaging remains relevant and timely. Humber's peer leader team is known as the Consent Peer Education Program (CPEP) and more information about the team and their work can be found [here](#).

TASK FORCE

Humber College and the University of Guelph-Humber's task force membership was recruited from a diverse group of students, staff, and faculty, and continues the work of the Sexual Assault and Sexual Violence Working Group previously established in 2014. The task force is responsible for providing thoughtful, objective and strategic leadership to the implementation of sexual violence prevention, awareness and education initiatives, including policy development and supports. The task force is led by a core working group consisting of membership from the Office of Student Conduct, Centre for Human Rights, Equity & Diversity, Student Wellness & Accessibility Centre, Coordinator of Sexual Violence Prevention and Education and Department of Public Safety.

The task force membership is divided into five working groups:

- Policy & Process Development & Review
- Men Seeking Change: A Male Engagement Initiative
- Student Supports
- Student Awareness & Prevention
- Faculty/Staff Awareness & Prevention

During 2019-2020, the full task force met three times with working groups meeting more frequently. The direction for the task force and objectives for each working group were established this past year.

Key priorities and objectives moving forward are:

- a. To advocate and ensure that sexual violence preventions, trainings and response efforts are prioritized and resourced accordingly for faculty and staff
- b. To ensure that the college complies with the legislative requirements outlined by the Ministry of Training, Colleges and Universities and the Ontario Human Rights Code.
- c. To work collaboratively to guide and increase faculty and staff awareness and education to address and prevent sexual violence
- d. To provide support in improving communications and information sharing on sexual violence prevention and procedures to all faculty and staff

TRAINING

Humber provides Bringing in the Bystander training each year to students and a train-the-trainer program for staff in relevant areas of the college. Training focuses on how to interject and be an active bystander in difficult situations that are relevant to the daily lives of college students. The program is provided to student leaders, varsity athletes, and interested academic programs. Additionally, open sessions are hosted where any student can attend.

AWARENESS

Awareness can happen in many ways and can be difficult to quantify. At an institution where many students commute, Humber is using social media effectively to engage with students and create connections and awareness. The reach of specific messaging is further amplified by student facing accounts such as “CPEP”, “Life at Humber”, “IGNITE”, etc. with video and photo posts on platforms like YouTube and Instagram drawing the most engagement.



33 Events
3151 Attendees



496 Posts
2814 Engagements

EVENTS

Over the course of 2019/2020, the CPEP team hosted 33 events both virtually and on Humber’s campuses with recorded attendance of more than 3,100 attendees. The events ranged from drop-in or tabling events meant to generate awareness and one-to-one dialogue, to large scale events that increase education and awareness and played a significant role in furthering a campus culture of consent. The largest event (by attendance) was the annual Take Back the Night event and march. This event, which takes place in September, brings students, faculty and staff together to learn, form community, and publicly demand safer spaces. An example of a different type of event is the 16 days of Activism which coincides with the international campaign of the same name. This event/campaign combines passive and active approaches to build awareness, support activism, and encourage dialogue.

SUPPORT

In addition to the education and consent awareness programming, there are several mechanisms of support for members of our student community who have been impacted by sexual violence. Each student who reports that they have been involved in an incident of sexual violence is connected to a Student Support and Intervention Coordinator (SSIC). The SSIC supports the student through a trauma informed case management approach, connecting them to resources, informing them of their options, helping them navigate academic support, and ensuring that they have a point of contact should they have questions. As stated in [Humber’s Sexual Violence Policy](#), students who formally report that they have been impacted by an incident of sexual violence will be provided with support and are assured that the formal response will be timely, compassionate, and procedurally fair. A student who does not wish to formally report an incident is still entitled to support. While Humber encourages all to come forward and report an incident of sexual violence, given that many sexual assaults go unreported¹, it is imperative that students can receive support regardless of whether they opt to make a formal report or not.

1 <https://www.justice.gc.ca/eng/rp-pr/jr/jf-pf/2019/apr01.html>

STATISTICS

When reviewing the statistics with respect to reports of sexual violence it is important to note that there are distinctions between disclosures and reports. Disclosures are informal, can occur in any space at the college and can be made to any member of the community without a formal report. A survivor who chooses to disclose is offered connection to several resources and advised on the many pathways that they can opt to pursue. One of the options would be to formally report the incident for follow up through the Code of Student Conduct. This would result in a formal report being filed and is denoted within the statistics as a “report”. Formal reports are investigated and, depending on the timing and nature, may result in a formal or informal process through the Code of Student Conduct (based on the wishes of the survivor). The result of a report being made through the Code of Student Conduct is a formal complaint which may be investigated and result in findings of responsibility and associated outcomes.

DISCLOSURES

In 2019/2020 there were 64 total disclosures across Humber’s campuses. In each case, follow up referrals were made (when applicable) to the Office of Student Conduct, Student Wellness and Counselling, and Human Resources. It is also important to note that these statistics are provided by Student Wellness and Counselling (SWAC) and only represent disclosures where the receiver in turn provides that information to SWAC. The nature of the disclosure process and the willingness of survivors to have high-level information (non-confidential) provided to SWAC may impact the accuracy of the statistics. We encourage all community members who receive a disclosure from a survivor to reach out to SWAC for assistance in supporting the survivor without the provision of confidential information or the pressure to formally report.

Types of DISCLOSURE	19/20	19/20 on campus	Follow up	18/19	18/19 on campus	Follow up	17/18	17/18 On Campus
Sexual Assault	34	15	DPS/OSC	45	5	OSC	70	12
Historical	28		SWAC	51	3		36	
Sexual Harassment	2	2	OSC/HR	11	4		8	
Indecent Exposure	0						1	
Coercion	0						0	
Stalking	0			1	1	HR	1	
Voyeurism	0						0	
Other	0						1	
Total	64	17 (included in 64)		108	13		117	12

Figure 1.1 – Disclosures of Incidents of Sexual Violence 2019/2020

Note: For more information about Humber’s Sexual Assault & Sexual Violence policy, including a full definitions list and extensive reporting procedures, please visit [here](#).

REPORTS

A formal report of sexual violence can be made through the Office of Student Conduct or the Department of Public Safety. Individuals who report an incident of sexual violence are supported through a connection to a Student Support and Intervention Coordinator. Reports are investigated; however, an investigation may be terminated at any time if the survivor decides that they no longer wish to continue, and the nature of the incident does not suggest any danger to the campus community. In 2019/2020, there were ten reported incidents of sexual violence of which all were fully investigated. The investigations resulted in six formal resolutions and four informal resolutions.

Reports	Investigations	Findings of responsibility	Sanctions/ Outcomes Imposed	Current Supports offered
10	10	6 (Formal resolution) 4 (Informal resolution)	<ul style="list-style-type: none"> • Suspension • Temporary relocation within residence • Residence restrictions • Interim Measures (restricting time and location on campus, check in/ out with program staff) • No contact orders • Inability to participate in certain academic requirements • Apology letter • Impact Reflection • Trespassed from campuses 	<ul style="list-style-type: none"> • SSIC • Counselling • Medical • Accessible Learning (accommodations) • Good2Talk

Figure 1.2 – Reports of Sexual Violence Effectiveness

EFFECTIVENESS

In 2019/2020, several changes were made to the program supporting prevention and education as has been described above. The further development of the Consent Peer Education Program and the peer education approach has led to a significant improvement in the community culture and the receptiveness of the community to the programming. Over the course of the year, stakeholders who work directly with the Sexual Violence Policy and the Code of Student Conduct collected data to assess the effectiveness of the policy and ensure that the review process of both policies was complete and well informed. While the policy has shown to be effective and meets several of the needs of the broader Humber community (ensures procedural fairness, survivor driven, encourages reporting and supports cultural change) there are a few areas, concerning implementation, that are important to consider as the policy is reviewed.

KNOWLEDGE OF THE POLICY

The results of the Student Voices on Sexual Violence survey conducted in 2018 indicate a gap in students' knowledge of the policy as well as the supports that Humber provides for those who have experienced sexual violence (see Figure 2.1). To address this issue, Humber has dedicated additional resources to the prevention and education program (CPEP) and developed additional digital content through the Life at Humber YouTube channel. The goal is to increase awareness of supports but also to continue to educate on topics of consent and healthy relationships.

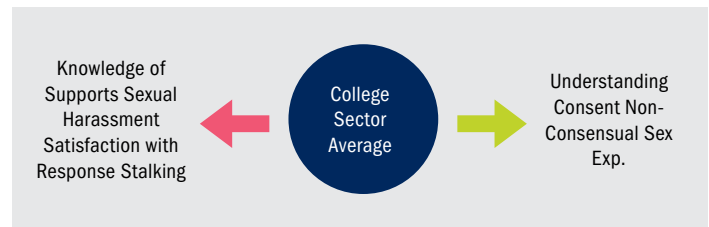


Figure 2.1 – Results from Summary of Student Voices on Sexual Violence

STUDENT EMPLOYEES

Humber's Sexual Violence Policy was written prior to the changes to the Occupational Health and Safety Act. This bears consideration when reviewing the effectiveness of the policy because the language of the Occupational Health and Safety Act mandates an investigation upon disclosure while Humber's policy focuses on a survivor driven approach. This discrepancy between legislative requirements has impact on student employees. In 2019/2020, members of Humber's Human Resources, Centre for Human Rights, Equity and Diversity, and Student Success and Engagement resolved to ensure adequate communication between the various offices who might be involved in managing an incident or investigation of a student employee. In 2020/2021, it will be important to codify this process through written procedures to ensure a broader understanding of process across the College while continuing to meet the policies key objectives: promoting agency for the survivor, determining the process to arrive at the most student centric outcome, maintaining the safety of the campus community, and providing a timely, effective, and fair process.

SUMMARY

Humber College remains committed to creating safer spaces for our students, staff, and faculty. Humber's sexual violence response and prevention efforts seek to build and develop an environment that is safe and supportive for its members through education, prevention, incident response, survivor support, and community development. Humber is also committed to equipping students, staff and faculty with information and tools to identify and respond to situations. This includes situations whereby they, or another person, may be at risk of, or experiencing, sexual violence and/or harassment. Additionally, Humber uses several social media platforms, one of the primary ways the college communicates with students, to create awareness and connections. Humber has hosted 33 diverse events about sexual violence and assault, reaching 3151 students over the course the 2019/2020 academic year. Humber focuses on support regardless of whether a formal report has been filed, and each student who reports an incident that they have been involved in an incident of sexual violence is connected to a Student Support and Intervention Coordinator. Reporting and action are an important part of preventing and addressing sexual violence and harassment on campus. Disclosures and reports are tracked and, to support our diverse students, the Office of Student Conduct and the Department of Student Wellness and Counselling expanded support referrals to include several community organizations. Humber's policy has shown to be effective and meets several of the needs of the broader Humber community. Moving forward, Humber will continue to review the effectiveness of the policy and seek to implement changes that will improve the policy and help achieve Humber's goal to provide members of our community with an environment to study, work, and live that is free from sexual assault and violence.