

# Sexual Violence on Campus

ANNUAL REPORT TO  
HUMBER COLLEGE'S  
BOARD OF GOVERNORS

Academic Year 2022-23



## **INTRODUCTION**

Humber College and the University of Guelph-Humber (Humber) remain committed to creating safe spaces for 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, are experiencing, or in the past have experienced sexual violence. Additionally, Humber uses several social media platforms, one of the primary ways the college communicates with students, to create awareness and connections.

Humber focuses on providing support regardless of whether a formal report has been filed, and each student who reports having been impacted by an incident of sexual violence is connected to a Care Coordinator and can access appropriate supports and accommodations. 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 Student Connection & Community Care team and the Department of Student Wellbeing expanded support referrals to include several community organizations.

Humber's approach 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 its policy and seek to implement changes that will improve the policy in order to help Humber achieve its goal of providing members of our community with an environment to study, work, and live that is free from sexual violence.

## **A COMMUNITY RESPONSE**

At 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](#).

## **SEXUAL VIOLENCE COMMITTEE**

Initially gathering as a taskforce, and formalizing its existence during the 2021-2022 academic year, Humber College and the University of Guelph-Humber's Preventing and Responding to Sexual Violence Committee has transitioned into four working groups; Faculty/Staff Awareness & Prevention, Men Seeking Change, Policy/Process Development and Review, and Student Supports. The committee continues to be responsible for providing thoughtful, objective, and strategic leadership to the implementation of sexual violence prevention, awareness, and education initiatives, including policy development and supports/resources. The Core group leading the committee consists of membership from Student Connection & Community Care, the Office of Human Rights & Harassment, Student Wellbeing, Sexual Violence Prevention & Education, and the Department of Public Safety. The working group membership consists of students, staff, faculty, and community partners.

Key committee priorities include:

- a. Providing a forum to discuss local and nation-wide trends, issues, and initiatives as they relate to sexual violence prevention on college campuses.
- b. Ensuring that the college is maintaining compliance with the legislative requirements outlined by the Ministry of Colleges and Universities and the Ontario Human Rights Code.
- c. Working collaboratively to guide and increase campus awareness efforts and education initiatives that address and prevent sexual violence.
- d. Ensuring the institution's standpoint and policy/procedures on sexual violence are known, relevant, reviewed, and accessible.
- e. Advocating for and ensuring that sexual violence prevention, training, and response efforts are prioritized and resourced accordingly for students, staff, and faculty.

Some highlights from the working groups during the academic year include:

- The Student Supports working group reviewed the current supports website and provided feedback on accessibility, clarity, and additional information that should be included. They also developed plans for new initiatives to launch in the 2023-2024 academic year including a campaign about what a safe campus looks and feels like for students, targeted education about supports and resources available, and a partnership with the CPEP team for events.
- The Policy & Procedures were updated to reflect legislative changes and include that Humber is committed to:
  - » Preventing the use of non-disclosure agreements in situations where a student brings forward an allegation of sexual misconduct by an employee, unless the non-disclosure agreement is requested by the student;
  - » Ensuring employees who are dismissed for sexual misconduct against a student are not eligible to be rehired;
- An updated Sexual Violence employee training was launched.

More information about the committee is available [here](#).

## TRAINING

Humber provides the Bringing in the Bystander (BITB) training program each year to students, and a train-the-trainer program for staff in relevant areas of the college. The program 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 groups, student leaders, and in a number of academic programs. Additionally, open sessions are hosted where any student can attend. Bringing in the Bystander is a bystander intervention workshop which includes sexual violence awareness, consent, bystander intervention, and supporting survivors, licensed by Humber College from the University of New Hampshire and Soteria Solutions. The program was presented to 325 participants over 15 sessions and noted the following in the post attendance assessment:

- After participating in the session, 95% of attendees reported “Extensive” or “A lot” of knowledge of bystander intervention strategies, a 66% increase in knowledge from the pre-session survey.
- After participating in the session, 95% of attendees reported “Extensive” or “A lot” of knowledge about sexual violence and rape culture, a 57% increase in knowledge among participants.
- 67% of participants reported an increased sense of responsibility for creating change in their community related to sexual violence.

- 91% of participants were able to identify two intervention strategies they learned in the session.
- 93% reported the training improved their sense of comfort or belonging at Humber College or the University of Guelph-Humber.

The It Takes All of Us (ITAOU) training is an online, asynchronous module hosted through the online course hubs for both Humber College (Blackboard) and the University of Guelph-Humber (CourseLink). All students are automatically enrolled into this optional module and are strongly encouraged to complete it. This training teaches students about consent, what sexual violence is and how to define it, and how to recognize and potentially intervene in instances of sexual violence. Of the students enrolled in the course, only 902 completed the online training which equates to 4% of enrolled students. Ongoing evaluation of the program, and its efficacy for students, will be taking place in the 2023-2024 academic year.

In addition, the Office of Human Rights and Harassment conducts mandatory Sexual Violence Training for all Humber and University of Guelph-Humber work-study students, faculty, and staff. This training was recently updated to align with legislative and Ministry requirements.

## AWARENESS

Awareness can happen in many ways and can be difficult to quantify beyond attendance. At an institution where many students commute versus live on-campus, Humber uses social media to engage with students and create connections and awareness, along with in-person events and passive programming (e.g., poster campaigns, advertisements on LCD screens, etc.). Much of the engagement is curated by the Consent Peer Education Program (CPEP), a peer-to-peer learning program which employs eight students across Humber’s multiple campuses. These students organize and facilitate student-facing programs across the campuses, advertise for educational initiatives, and refer students to resources available on campus. The Consent Peer Educators (CPEs) focus their programming and initiatives on sexual violence awareness, building consent culture, sexual health awareness, sex positivity, and healthy relationship promotion.

During the Fall semester, from September to December, the Consent Peer Educators (CPEs) facilitated 13 initiatives, nine in-person events and four virtual events. There were a total of 898 participants for the Fall programs. The CPEs also hosted 17 programs in the Winter semester (January to April) - four virtual programs and 13 in-person events. There were a total of 565 attendees during Winter programs. Additionally, CPEP did outreach through “Tabling” events and Service Fairs throughout the year. CPEP participated in 18 different service fairs or “Tabling” events and had 1425 participants engage with

promotional and informational materials. CPEP organized or participated in a total of 48 initiatives and had 3028 student interactions between September 2022 and April 2023.

The CPEP Instagram (@cpepteam) helps to promote events and post educational content. In the 2022-2023 academic year, the CPEs posted 59 individual posts, 262” stories”, and 17 videos or “reels”. The Instagram page had a total reach of 23,078 individuals, which is a combination of profiles who viewed content on a particular page, interacted with content (liked it, shared it, commented), subscribed to the page, or were connected with the Instagram page in another way.

## EVENTS



## SUPPORT

In addition to 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 discloses that they have been impacted by an incident of sexual violence is connected to a Care Coordinator. The Care Coordinator supports the student through a trauma informed, survivor centric, anti-oppressive 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. The Care Coordinator can also act as a support person during any meetings related to the Code of Student Community Standards process. As stated in [Humber's Sexual Violence Policy](#), all students who disclose that they are impacted by sexual violence are provided with support and appropriate academic accommodations. Students who choose to formally report an incident of sexual violence will be provided with support and are assured that the formal response will be timely, compassionate, and procedurally fair. While Humber encourages all to come forward and report an incident of sexual violence, given that many sexual assaults go unreported, it is imperative that students can receive support regardless of whether they opt to make a formal report or not.

## DISTINCTIONS BETWEEN DISCLOSURES AND REPORTS

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, including a Care Coordinator, and is advised on the many pathways that they can opt to pursue, both within

and outside of the college. One of the options is to formally report the incident for follow up through the Code of Student Community Standards. 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 Community Standards (based on the wishes of the survivor). The result of a report being made through the Code of Student Community Standards is a formal complaint which will be investigated and may result in findings of responsibility and associated outcomes. All student employees follow the Employee Procedures for resolution; those complaints are investigated by the Office of Human Rights and Harassment, and determinations are made regarding whether the complaint is substantiated. At the conclusion of the investigation, a Case Summary is provided to the AVP Learner & Career Success and, where applicable, sanctions under the Code of Student Community Standards are issued.

## DISCLOSURES

In 2022-2023 there were 105 total disclosures across Humber's campuses. This represents an increase from the previous year and is likely due in part to the increased student presence on campus with most classes returning to in-person delivery. Additionally, the increase in total disclosures may also demonstrate greater knowledge of the supports and resources available to survivors within the Humber community. In each case, follow-up referrals were made (when applicable) to the Student Connection and Community Care team, Student Wellness and Accessibility Centre (SWAC), and Human Resources. It is also important to note that these statistics are provided by Student Connection and Community Care, and only represent disclosures where the receiver in turn provides that information. The nature of the disclosure process, and the willingness of survivors to have high-level information (non-confidential) provided to Student Connection and Community Care, may impact the accuracy of the statistics. All disclosures listed below were made by a Humber student but do not necessarily involve a Humber community member as the perpetrator. As per Humber's Sexual Violence Policy, all employees who receive a disclosure are required to notify their immediate supervisor so appropriate direction, supports, and connections can be made for both the student and the employee. We encourage all community members who receive a disclosure from a survivor to reach out for assistance in supporting the survivor without the provision of confidential information or the pressure to formally report.

Types of DISCLOSURE	22/23	On campus	Follow up
Sexual Assault	69	16	DPS, OSCS, CC, SWAC
Historical	18	-	SWAC
Sexual Harassment	14	4	DPS, OHH, OSCS, CC, SWAC
Indecent Exposure	1	1	SWAC
Coercion	1*	1	SWAC
Stalking	-	-	-
Voyeurism	1	1	DPS, OSCS, CC, SWAC
Trafficking	1	-	DPS, SWAC
Not Disclosed	-	2	-
<b>Total</b>	<b>105</b>	<b>22 (Included in 105)</b>	

Figure 1.1 – Disclosures of Incidents of Sexual Violence 2022/2023

\*This value is included in the SA total as it was coercion/SA

Note: For more information about Humber’s 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 Community Standards or the Department of Public Safety (DPS). Individuals who report an incident of sexual violence are supported through a connection to Care Coordinators who provide non-clinical case management support and access to internal and external resources. Reports are investigated through the Office of Student Community Standards or, in the case where an employee is named as a complainant or respondent, through the Office of Human Rights and Harassment. The Code of Student Community Standards Procedure is the resolution process used for student-student reports of sexual violence; 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 2022- 2023, there were 15 formally reported incidents of sexual violence which were fully investigated. The investigations resulted in 10 reports being substantiated and five found to be unsubstantiated.

Reports	Investigations	Substantiated	Outcome	Supports offered
15 (incl. in disclosure totals)	15 (formal)	10	Apology letter, Conduct Probation, Impact Reflection Paper, No-Contact directive, Residence Probation, Suspension, Trespass from property	DPS, OSCS, CC, SWAC, Chantal’s Place, Good2Talk, Community Resources, local Police Services

Figure 1.2 – Reports of Sexual Violence

## SUMMARY

Humber College’s Sexual Violence Annual Report highlights the institution’s comprehensive efforts to address and combat sexual violence on campus. During the 2022-2023 academic calendar, Humber continued to lead this work through a community-oriented engagement and response approach involving education, training, awareness, and engagement in addition to the response to reports and disclosures through our Sexual Violence Policy and Procedures. This includes, education initiatives aimed at promoting awareness, consent, and healthy relationships among students and training programs, which equip staff and students with the knowledge and skills to prevent and respond to sexual violence. The report underscores the college’s commitment to increasing awareness through campaigns, events, and resources that foster a culture of respect and support. It also outlines the significant work of the Preventing and Responding to Sexual Violence Committee in reviewing and updating policies and procedures, communicating and creating awareness of work associated with sexual violence, and facilitating relationships and dialogue which support a consistent approach to the college’s work in this area. Lastly, the college’s response to reports and disclosures of sexual violence, emphasizes direct support referral to internal and external services, confidentiality, and a survivor-centric process which is taken to ensure a safe and inclusive environment for all members of the college community.