

Sexual Violence on Campus

ANNUAL REPORT TO
HUMBER POLYTECHNIC'S
BOARD OF GOVERNORS

Academic Year 2023-24

Introduction

Humber Polytechnic 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 institution 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 itself 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 institution's 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

Humber Polytechnic and the University of Guelph-Humber's Preventing and Responding to Sexual Violence Committee transitioned into four working groups during the 2022-2023 academic year; 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 Humber's campuses.
- b. Ensuring that the institution 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:

- A new Sexual Violence Training for employees launched by the Office of Human Rights & Harassment and is available on BlackBoard for all employees, including Student employees.
- The Student Supports working group was engaged in various outreach initiatives throughout the 2023-2024 academic year. Initiatives included participating in Orientation tabling events, Take Back the Night programming and march, gathering data about what a safe campus looks and feels like for students, and partnerships with the CPEP team, to name a few.
- A student and employee collaboration group was established, bringing together members from a variety of programs at Humber and UofGH. The group met regularly to explore new initiatives, review and sort data, and develop content for upcoming poster campaigns and other outreach opportunities.
- Ongoing engagement with the Humber and UofGH communities to engage more students, staff, and faculty in creating campuses that are safer spaces for all.

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 institution. The program focuses on how to interject and be an active bystander in difficult situations that are relevant to the daily lives of post-secondary 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 Polytechnic from the University of New Hampshire and Soteria Solutions. The program was presented to 420 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 56% increase in knowledge from the pre-session survey.
- After participating in the session, 97% of attendees reported “Extensive” or “A lot” of knowledge about sexual violence, a 47% increase in knowledge among participants.
- 76% of participants reported an increased sense of responsibility for creating change in their community related to sexual violence.
- 100% of participants were able to identify two intervention strategies they learned in the session.
- 99% reported “Strongly Agree” or “Agree” that the training improved their sense of comfort or belonging at Humber Polytechnic 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 Polytechnic (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. There were 3120 learners who completed the online training along with all Varsity Athletes who are required to complete the program through the Canadian Collegiate Athletic Association (CCAA). The following data was gathered through post attendance assessment:

- After participating in the session, 93% of attendees reported “Extensive” or “A lot” of knowledge about sexual violence, a 39% increase in knowledge among participants.
- 99% of participants were able to define 1 bystander intervention strategy.
- 94% reported “Strongly Agree” or “Agree” that the training improved their sense of comfort or belonging at Humber Polytechnic or the University of Guelph-Humber.
- After participating in the session, 90% of attendees reported “Extensive” or “A lot” of knowledge of bystander intervention strategies, a 56% increase in knowledge from the pre-session survey.

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 aligns with legislative and Ministry requirements.

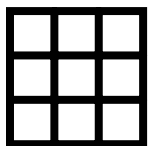
Awareness

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, tabling events, Residence programming, etc.). Much of the engagement is curated by the Consent Peer Education Program (CPEP), a peer-to-peer learning program which employs six 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.

Several events take place throughout the year to raise awareness and create a culture of support and consent on campus. Take Back the Night is an awareness campaign that relies on the collaboration of students, staff, and faculty to raise awareness about gender-based violence. The events help develop skills for supporting survivors, speaking out about gender-based violence, and creating a campus culture that encourages and supports those impacted. Several events are associated with the campaign including poster making, tabling, speakers, and a march around campus. In Fall 2024, more than 300 attendees engaged in the events which were captured and published by the social media teams.

In the 2023-2024 academic year, the Consent Peer Educators (CPEs) participated in 16 campus partner events (e.g., orientation, service fairs, etc.), and facilitated 30 educational workshops, webinars, and tabling events related to sexual violence prevention and sexual health. The CPEP team uses the social media platform Instagram ([@peerwellness_humber](#)) to help promote their events and to share educational content.

Events



84
Posts



251
Stories



17
Reels



1492
Followers



30 Educational Workshops, webinars, and tabling events related to sexual violence prevention and sexual health



16
Campus
Partner events



998 attendees engaged in CPEP related events, interactive educational initiatives about consent and sexual health such as Consenta Claus, Valentine's Carnival, movie nights, and others

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, a non-clinical case manager with extensive training in receiving disclosures. 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 single 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 Humber, 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 Humber. One of the options is to formally report the incident for follow up through the Code of Student Community Standards. This results 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 or not 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 2023-2024 there were 104 total disclosures across Humber's campuses. 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 the People(s) & Culture Division. 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.

Figure 1.1 – Disclosures of Incidents of Sexual Violence 2023/2024

Types of DISCLOSURE	23/24	On campus	Follow up
Sexual Assault	51	2	DPS, OSCS, CC, SWAC
Historical	11	-	SWAC
Sexual Harassment	15	10	DPS, OHH, OSCS, CC, SWAC
Indecent Exposure	6	-	SWAC
Coercion	14	2	SWAC
Stalking	3	-	-
Voyeurism	4	2	DPS, OSCS, CC, SWAC
Trafficking	0	-	DPS, SWAC
Not Disclosed	0	-	-
Total	104	16(included in 104)	

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 2023-2024, there were 14 formally reported incidents of sexual violence which were fully investigated. The investigations resulted in six reports being substantiated and seven found to be unsubstantiated.

Figure 1.2 – Reports of Sexual Violence

Reports	Investigations	Substantiated	Outcome	Supports offered
14 (incl. in disclosure totals)	13(formal)*	6	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

* One report was resolved informally using a restorative justice pathway at the request of the survivor, so an investigation did not take place.

Summary

Humber Polytechnic's Sexual Violence Annual Report highlights the institution's comprehensive efforts to address and combat sexual violence on campus. During the 2023-2024 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 institution'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 Humber's work in this area. Lastly, Humber'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 Humber/UofGH community.