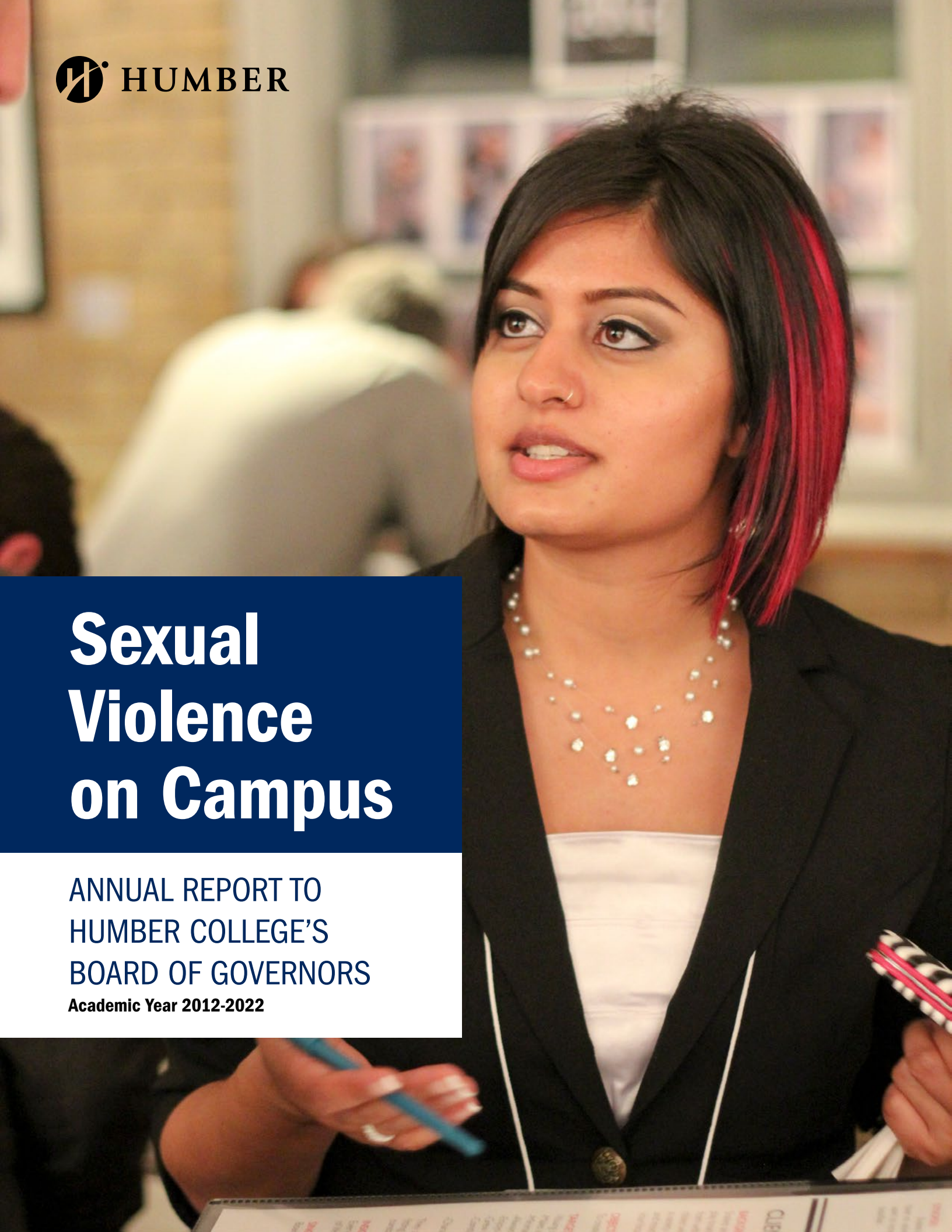


Sexual Violence on Campus

ANNUAL REPORT TO
HUMBER COLLEGE'S
BOARD OF GOVERNORS

Academic Year 2012-2022



INTRODUCTION

Humber College and the University of Guelph-Humber remain committed to creating safe 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 are experiencing, 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 Student Support and Intervention Coordinator (SSIC) 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 and Community Care team and the Department of Student Health 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 violence.

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 fulltime 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, the Humber College and the University of Guelph-Humber's Sexual Violence Prevention Committee now meets bimonthly, with working groups meeting more frequently. 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. The committee consists of membership from Student Connection and Community Care, Centre for Human Rights, Equity & Inclusion, Student Wellness & Accessibility Centre, Sexual Violence Prevention and Education, and the Department of Public Safety. The task force membership is divided into four working groups:

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

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.

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

In the 2021-2022 academic year, meetings aimed to build collective knowledge around sexual violence and its impacts on various groups, particularly those who identify as members of equity deserving groups. The committee continues to move forward the objectives previously established and works to improve communication and awareness of prevention and response to sexual violence on campus. Some of the deliverables from the year include:

- A revised Sexual Violence Policy and Updated Employee and Student Procedures (February 24, 2022). Highlights include:
 - » “Amnesty Clause” whereby individuals are not subject to discipline if reporting or seeking support for themselves or community members who have been impacted by sexual violence, if under the influence of drugs or alcohol at the time
 - » A complainant will not be asked “irrelevant questions” from institution’s staff or investigators, such as those relating to past sexual history or sexual expression
 - » A mechanism to request a review of Interim Measures for both students and employees, specific grounds for review provided
 - » In the case of sexual violence, the student complainant also has the right to an appeal
 - » Clear references to student employees and the procedure that will be followed to resolve incidents of sexual violence where a student employee is either the complainant or respondent
- An updated Sexual Violence training for all employees
- An awareness campaign about sexual violence and male identifying individuals
- Updates to student support website for clarity

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 interested 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. Post pandemic, BITB training was re-launched as a virtual program in two modes: synchronous virtual sessions and an asynchronous module; with the support of the Humber

Open Learning Centre, both modes of implementation were hosted on Blackboard. In total, 22 BITB sessions were facilitated with approximately 550 participants. Previously established course partnerships continued throughout 2021-2022, with BITB sessions in Bachelor of Film and Media Production courses (8 sessions), Police Foundations courses (8 sessions), and support from the UNB Nursing Program’s health promotion community placement.

The 2021-2022 academic year marked the first offering of the It Takes All of Us (ITAOU) Module, an online learning module which includes sexual violence awareness, consent, bystander intervention, and supporting survivors, licensed by Humber College from Concordia University and KnowledgeOne. All Fall 2021 learners at Humber College and the University of Guelph-Humber were enrolled in the online module. Students who completed the module online did so voluntarily. A total of 33 252 learners were enrolled between all the faculties at Humber and University of Guelph-Humber and 1 791 learners completed the module which is a 5.4% completion rate. Through additional marketing and awareness campaigns in the coming year, we will look to increase the overall completion rate.

In addition, the Centre for Human Rights, Equity, and Inclusion conducts mandatory Sexual Violence Training for all Humber and University of Guelph-Humber work-study students, faculty, and staff. This training was updated in 2021/2022 and will launch at the beginning of the 22/23 academic year.

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 to engage with students and create connections and awareness. The CPEP Instagram (@cpepteam) presence helped promote events and post educational content. There were a total of 77 posts, which had a reach of 24,024 unique individuals, 1340 likes, and 514 profile visits. Additional strides are being taken to bolster the followership and engagement of the page so that education content posted on Instagram is more widely seen. The reach of specific messaging is further amplified by student facing accounts such as “@LifeatHumber”, “@IGNITE”, “@UofGHStudents”, etc. with video and photo posts on platforms like YouTube and Instagram drawing the most engagement.

EVENTS



- 37 Events
- 622 Attendees



- 77 Posts
- 1340 Engagements

Throughout the 2021-2022 academic year (from September to April), 37 initiatives were organized and facilitated by the Consent Peer Education Program. This count includes Take Back the Night Programming and Sexual Assault Awareness Month Programming. These events saw a total of 622 participants. Programming and initiatives spanned from online information sessions, workshops, guest speakers, trauma-informed yoga, and a CPEP Podcast. There were 27 programs run online and 10 were run in person. Events throughout the year included guest speakers, discussion panels, trauma informed yoga, artistic endeavors, and a podcast, and served to increase education and awareness and play a significant role in furthering a campus culture of consent. The virtual platform allowed for collaboration and resource sharing with other post-secondary institutions across Ontario and has led to the development of fruitful partnerships that will continue in the years to come.

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 discloses that they have been impacted by 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. The SSIC can also act a support person during any meetings related to the Code of Student Community Standards process. 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 and appropriate academic accommodations. 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 SSIC, and advised on the many pathways that they can opt to pursue. 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 Centre for Human Rights, Equity & Inclusion 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 2021-2022 there were 42 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 during the latter part of the COVID-19 global health pandemic. 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. 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	21/22	On campus	Follow up
Sexual Assault	12	2	DPS, OSCS, SSIC, SWAC
Historical	21	2	SWAC
Sexual Harassment	8	6	DPS, CHREI, OSCS, SSIC, SWAC
Indecent Exposure	-	-	-
Coercion	-	-	-
Stalking	-	-	-
Voyeurism	1	1	DPS, OSCS, SSIC, SWAC
Other	-	-	-
Total	42	11 (included in 42)	

Figure 1.1 – Disclosures of Incidents of Sexual Violence 2021/2022

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 Community Standards or the Department of Public Safety (DPS). Individuals who report an incident of sexual violence are supported through a connection to a Student Support and Intervention Coordinator (SSIC) who provide non-clinical case management support and access to internal and external resources. Reports are investigated through the Code of Student Community Standards; 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 2021- 2022, there were five formally reported incidents of sexual violence which were fully investigated. The investigations resulted in four reports being substantiated and included formal resolutions.

Reports	Investigations	Substantiated	Outcome	Supports offered
5 (incl. in disclosure totals)	5 (formal)	4	Apology letter, Conduct Probation, Impact Reflection Paper, No-Contact, Residence Probation, Suspension, Trespass from property	DPS, OSCS, SSIC, SWAC, Chantal's Place, Good2Talk, Community Resources

Figure 1.2 – Reports of Sexual Violence

KNOWLEDGE OF THE POLICY

In 2021/2022, because of extensive consultations throughout Humber and the University of Guelph-Humber, the name of the policy was changed from Sexual Assault and Sexual Violence policy to the Sexual Violence Policy (SV Policy). Feedback from an external law firm and the College community was solicited and considered in the finalized version of the policy and procedures. Specific updates include an amnesty clause, removal of irrelevant questions, a mechanism to review interim measures for both students and employees, student complainants' right to appeal in the case of sexual violence, and clear reference to student employees. Continued student awareness and knowledge of the SV policy is conducted through Humber's dedicated resources to the prevention and education programming (CPEP), and additional digital content through the CPEP Instagram account and the Life at Humber social media channels. The goal is to increase awareness of supports but also to continue to educate on topics of consent and healthy relationships.

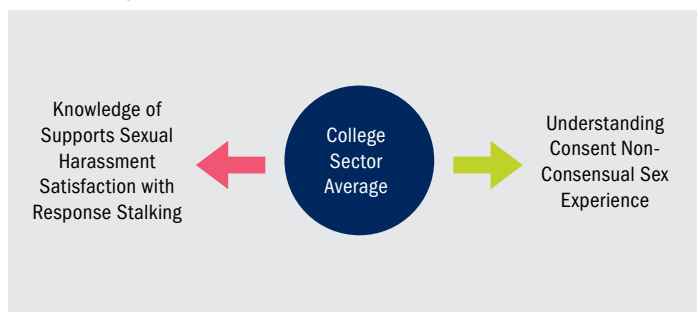


Figure 2.1 – Results from Summary of Student Voices on Sexual Violence