

Sexual Violence on Campus

ANNUAL REPORT TO
HUMBER COLLEGE'S
BOARD OF GOVERNORS
Academic Year 2020-2021

**WE ARE
FUTURE FOCUSED**

INTRODUCTION

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 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 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). 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 (OSC) 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 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. 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 & Inclusion, Student Wellness & Accessibility Centre, Sexual Violence Prevention and Education, and the Department of Public Safety.

The task force membership is divided into five working groups:

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

During the 2020-2021 academic year, the full Taskforce met bi-monthly, with working groups meeting more frequently. The large group meetings served as a time to review work being done, to seek consultation and feedback on policy and initiatives, and to build collective knowledge around sexual violence and its impacts on various groups, particularly those who identify as members of equity deserving groups. During 2019-2020 the direction for the task force and its objectives were established, and momentum was maintained during 2020-2021.

Key task force 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 task force 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 interested academic programs. Additionally, open sessions are hosted where any student can attend. This year BITB 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 there were two train-the-trainer sessions, and 26 student sessions reaching over 700 attendees.

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”, “UofGHStudents”, etc. with video and photo posts on platforms like YouTube and Instagram drawing the most engagement.

EVENTS



- **52 Events**
(Live initiatives)
- **619 Attendees**



- **135 Posts** (Passive)
- **2236 Engagements**
(reached 27 634
unique individuals)

Due to the COVID-19 Global Pandemic, and resulting restrictions to protect health and safety, all of the programming that took place did so using a virtual environment. Over the course of 2020-2021, the CPEP team hosted 52 events virtually with recorded attendance of more than 600 attendees. Targeted programming occurred during the first six weeks of each semester, a time of transition for students. Initiatives were launched during these weeks focused on six different themes: Consent; Healthy Relationships & Boundaries; Sexual Violence & Rape Culture; Action, Activism & Solidarity; Identity & Intersections with Sexual Violence; and Bystander Intervention & Supporting Survivors. The 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 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 and appropriate academic accommodations. 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.

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 is 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 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 or not the complaint is substantiated.

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

DISCLOSURES

In 2020-2021 there were 24 total disclosures across Humber's campuses. This represents a decrease from previous years and is likely due in part to the COVID-19 global health pandemic and subsequent campus restrictions in place. In each case, follow up referrals were made (when applicable) to the Office of Student Conduct, Student Wellness and Accessibility Centre (SWAC), and Human Resources. It is also important to note that these statistics are provided by Student Health and Counselling, 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 Health and Counselling, 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	20/21	20/21 on campus	Follow up	19/20	19/20 on campus	Follow up	18/19	18/19 on campus	Follow up
Sexual Assault	8	1	DPS/OSC/CHREI	34	15	DPS/OSC	45	5	OSC
Historical	12	2	SWAC	28		SWAC	51	3	
Sexual Harassment	4	0	SWAC/SSIC	2	2	OSC/HR	11	4	
Indecent Exposure	0			0					
Coercion	0			0					
Stalking	0			0			1	1	HR
Voyeurism	0			0					
Other	0			0					
Total	24	3 (included in 24)		64	17 (included in 64)		108	13	

Figure 1.1 – Disclosures of Incidents of Sexual Violence 2020/2021

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 (OSC) 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). 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 2020-2021, there was one formally reported incident of sexual violence which was fully investigated. The investigation resulted in the report being substantiated and included a formal resolution.

Reports	Investigations	Findings of responsibility	Sanctions/ Outcomes Imposed	Current Supports offered
1	1	1 (Formal resolution)	<ul style="list-style-type: none"> Interim Measures (restricting time and location on campus, check in/out with program staff) No contact orders Inability to participate in certain academic requirements (on campus classes, in person class with survivor, etc.) 	<ul style="list-style-type: none"> SSIC Counselling Medical Accessible Learning (accommodations) Good2Talk

Figure 1.2 – Reports of Sexual Violence

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 been impacted by sexual violence (see Figure 2.1). To address this issue, Humber has dedicated additional resources to the prevention and education programming (CPEP), and developed 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. An updated Policy and Procedures have been drafted and are in the final stages of review. Many of the changes include updates to language, making it more accessible to community members, and better aligning with best practices in the field of Sexual Violence Prevention and Education. Once approved, these documents will be disseminated utilizing various communication platforms to share updates and changes with the broader Humber community. An awareness and education campaign will accompany the roll out to ensure increased knowledge and understanding of these documents, and to promote the various supports and resources available to students.

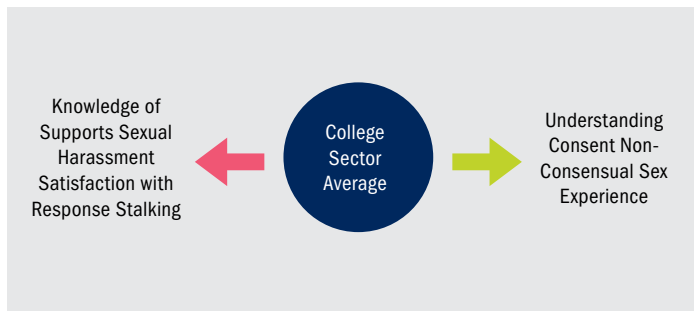


Figure 2.1 – Results from Summary of Student Voices on Sexual Violence

STUDENT EMPLOYEES

At Humber, the Sexual Violence Policy and associated Student Procedures are focused on a trauma informed, survivor driven approach. Student employees are a group that require particular attention as they represent a cross over between the student and employee procedures. The language of the Occupational Health and Safety Act mandates an investigation upon disclosure, even without the participation of the Survivor, which has an 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, in conjunction with the revision of the Policy and Procedures, a written protocol is being drafted to ensure a broader understanding of process across the College while continuing to meet the policy's 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.