

Sexual Violence Prevention Report University of Ottawa

May 2022 – April 2023



Presented by the Standing Committee on the Prevention of Sexual Violence

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uOttawa

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Background

The University of Ottawa is required by law to annually provide certain data and information related to the University's sexual violence prevention activities to the Ministry of Colleges and Universities and to the University of Ottawa's Board of Governors [*Ministry of Training, Colleges and Universities Act* paragraphs 17(7) and (7.1)].

In order to meet this obligation, the University's Administration Committee created a subcommittee: the Standing Committee on the Prevention of Sexual Violence.

The role of the Standing Committee on the Prevention of Sexual Violence includes the following actions (taken from the Committee's terms of reference approved in September 2022):

1.3 Recommend strategies and introduce initiatives aimed at promoting a culture of respect and ending sexual violence on campus.

1.4 Receive and review updates from every sector (including students and community members) related to sexual violence and including the following information:

- The number and types of incidents and complaints of sexual violence reported by students and employees
- The number of times students or employees requested or received services, support or accommodations following an act of sexual violence and related details
- Initiatives, training and programs introduced to promote awareness of the services and support available to students and employees
- Any other relevant information, questions or concerns concerning the prevention of sexual violence

1.5 Make recommendations on Policy 67b - Prevention of Sexual Violence, to the Office of the President and ensure the policy is reviewed every two (2) years.

1.6 Make recommendations to the Office of the President on additional resources necessary or on any new measures to help end sexual violence on campus.

1.7 Make recommendations on allocating Campus Safety Grant funds.

1.8 Produce an annual report for the Office of the President for submission to the Board of Governors.

1.9 Review and make recommendations for sexual violence training programs. Oversee implementation and coordination of these programs and monitor their effectiveness.

This annual report has been prepared in accordance with the requirements of item 1.8 of the Standing Committee's terms of reference. The report was prepared by a working group internal to the Standing Committee for review, update and approval by the Standing Committee, and contains consolidated information gathered from various University sectors.

Section I – Overview of Initiatives, Training and Programs

1. The Human Rights Office (HRO)

Training Sessions

- Between May 1, 2022, and April 30, 2023, the Human Rights Office hosted 15 training sessions on Policy 67b and the prevention of sexual violence, one “Train the Trainer Bystander Intervention” training session, and two training sessions on receiving disclosures of sexual violence.

Outreach Events

- Between May 1, 2022, and April 30, 2023, the Human Rights Office participated in 14 student orientation sessions and 6 tabling events. See the HRO Annual Report on Sexual Violence for details.

2. Protection Services

Teal Ribbon Campaign

- In May 2022, all Protection Services staff read Policy 67b. In addition, all uniformed members and administration staff participated in the teal ribbon visibility campaign to raise awareness of sexual violence, in support of various initiatives held during Sexual Assault Prevention Month.

RAD for Women ®

- Protection Services hosted and facilitated a total of 6 RAD for Women® courses between October 2022 and April 2023. More than 125 enquiries were received, with 92 confirmed registrations.
- 88% of all participants were students, staff, alumni, or co-participants with uOttawa community members. Courses were advertised in the uOttawa *Gazette*, social media and uOttawa Protection Services website.
- The remaining 12% were members of the broader community not affiliated with uOttawa.

Training for Protection Services Members

- Between January and April 2023, all uniformed Protection Services officers completed the following training via the Canadian Police Knowledge Network (CPKN):
 - Managing Unconscious Bias
 - Standards for Reporting Founded and Unfounded Incidents
 - Eliminating Workplace Harassment

3. Housing Services

Student Staff Training

- Before the start of the school year, Housing Services student staff participated in a two-week intensive program that includes information about support in cases of sexual

violence. Through this training, student staff members not only become aware of the available support and services, but also promote awareness of services and the support available to students through the work they do every day.

4. Human Resources

Training Sessions

- To date, 6505 individuals have completed training on “Respect in the Workplace” and 4685 have completed training on what to do when someone discloses an alleged incident of sexual violence in the workplace. Human Resources is reviewing its mandatory training to ensure a safe workplace for all.

5. UOInternational

- All new employees completed mandatory training on the prevention of sexual violence.

6. Counseling Services

Opening of the Student Health and Wellness Centre

- On May 1, 2022, the Student Health and Wellness Centre opened on campus. The opening ceremony provided information about on- and off-campus support and resources for sexual violence survivors. The Centre is staffed by a multidisciplinary team of health professionals, including physicians, nurse practitioners, registered nurses, health promotion specialists, psychotherapists, psychologists and psychiatrists working together within a shared-care model.

Mobile Crisis Team

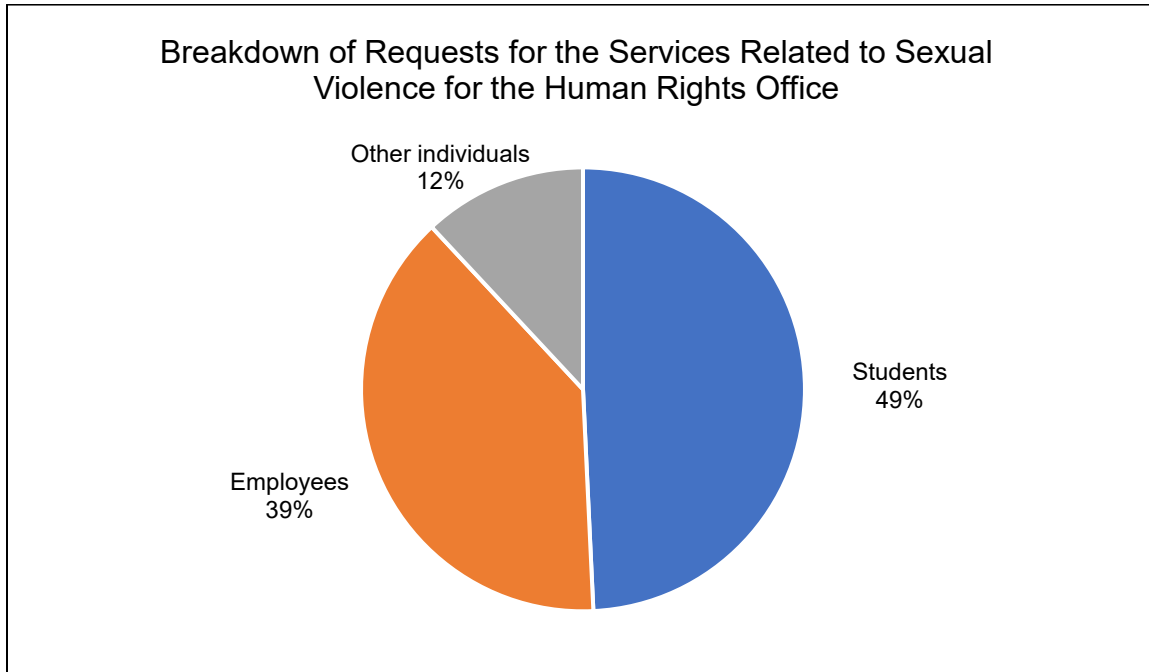
- The Mobile Crisis Team is an outreach team that provides rapid assessment and stabilization of individuals in the community who are in crisis.

Section II – Data

Incidents, Complaints and Accommodations

1. The Human Rights Office

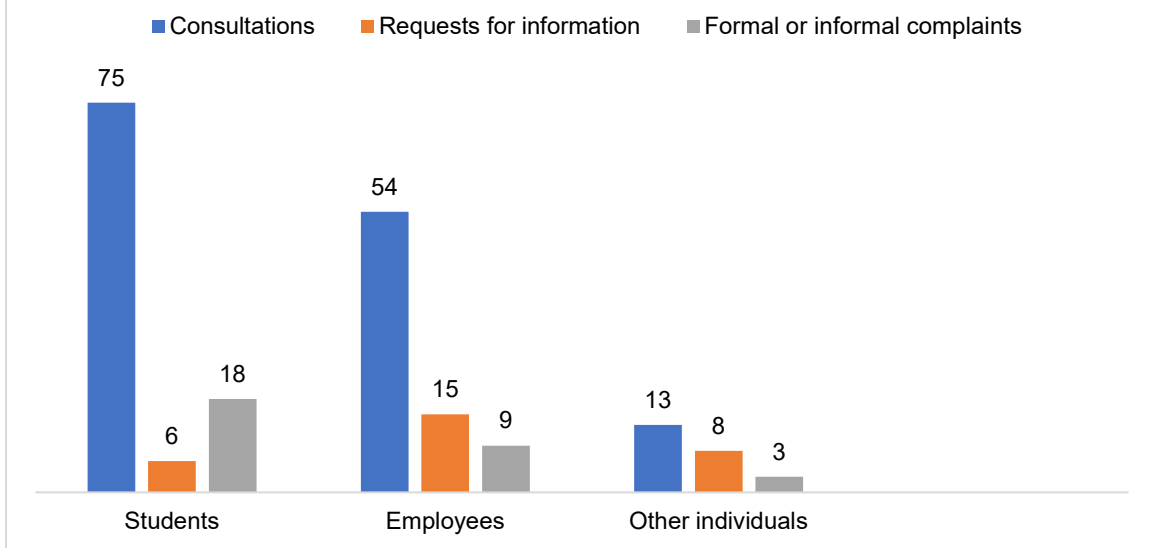
Between May 1, 2022, and April 30, 2023, the Human Rights Office received a total of 201 requests for services related to sexual violence: 99 from students, 78 from employees, and 24 from other individuals. Requests for services related to sexual violence can be categorized as follows: students 49%, employees 39% and 12% other individuals.



These requests included:

- 142 consultations, which included new disclosures, services related to past disclosures, consultations with uOttawa staff that received disclosures, etc. Of these 142 consultations, 75 were from students, 54 were from employees, 13 were from other members of the University community. There were 68 requests for accommodations from students, which are included in these consultations.
- There were 29 requests for information, which include referrals to internal or external services, information on Policy 67b and services, and requests for information about the complaint process itself. Of these, 6 were from students, 15 were from employees, and 8 were from other individuals.
- There were 30 formal or informal complaints. Of these, 18 were from students, 9 were from employees, 3 were from other individuals.

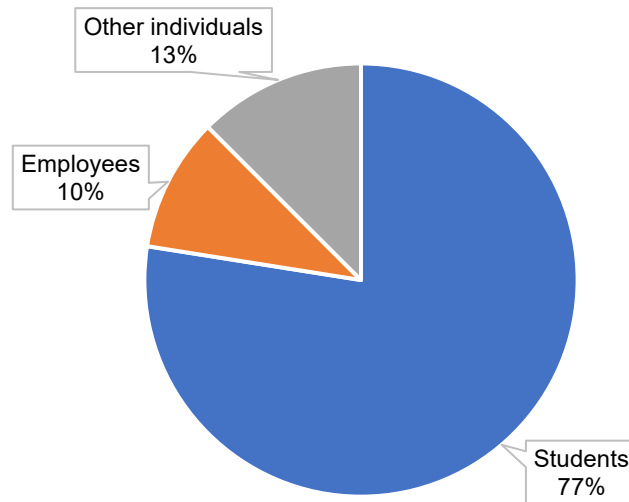
Breakdown of Requests for Services Related to Sexual Violence for the Human Rights Office



2. Protection Services

Between May 1, 2022, and April 30, 2023, Protection Services received 31 complaints from students, 4 from employees, and 5 complaints falling under a category labelled “other”. The type of sexual violence reported in these complaints included indecent acts, sexual assault, and sexual harassment. The breakdown of complaints of sexual violence disclosed to the Protection Services can be broken down as follows: 77% students, 10% employees and 13% other individuals.

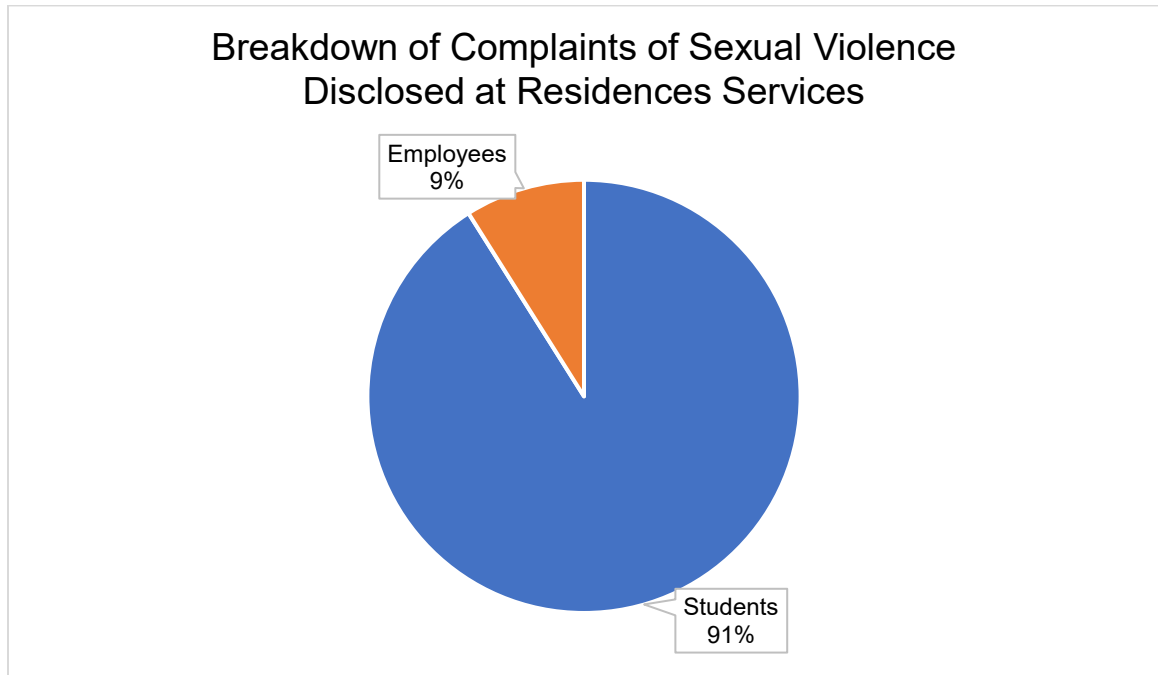
Breakdown of Complaints of Sexual Violence Disclosed at Protection Services



3. Housing Services

Between May 1, 2022, and April 30, 2023, Housing Services received 61 complaints from students in residence and 6 complaints from employees, as well as 61 requests for services from students and 6 requests for services from employees.

The breakdown of complaints of sexual violence disclosed at Residences Services can be summarized as follows: 91% students, 9% employees.



4. Human Resources

Between May 1, 2022, and April 30, 2023, Human Resources received 2 complaints/reports of sexual violence. More specifically, these complaints/reports referred to incidents of sexual harassment and sexual assault. Additionally, 2 employees requested or received services, support, or accommodations from Human Resources following an act of sexual violence.

5. uOInternational

Between May 1, 2022, and April 30, 2023, uOInternational received no complaints of sexual violence from students. uOInternational does not maintain statistics related to reports/complaints from employees, as those would already be accounted for through Human Resources.

6. Counselling Services

Between May 1, 2022, and April 30, 2023, Counselling Services received 20 student complaints/reports of sexual violence. Students were offered trauma-informed support. The Service provided the necessary resources, and, in some cases, the students were referred to external services.

Limitations

- The Committee identified a potential gap in the data: there is no statistical breakdown on the number of complaints for different types of sexual violence. This breakdown would allow the Committee to identify specific types of sexual violence that may need greater focus and action. However, requesting this information in future would not be feasible because many of the survivors who lodge complaints choose not to proceed with the formal process and choose not to share the nature of the sexual violence. In addition, a single complaint may often involve multiple forms of sexual violence. Therefore, requesting this type of breakdown would increase the administrative burden of reporting and is not a sustainable request at this time.
- The Committee identified another potential gap in the data: the types of services, accommodations, and support requested by students and employees are not specified. This limits our ability to understand which of these services are in high demand, and thus provide recommendations on this basis. However, requesting this information would not be feasible because no categorization could be easily applied, i.e., such reporting would require each service to write out long lists of which services, accommodations, and supports were provided in each case. Therefore, requesting this type of breakdown would increase the administrative burden of reporting and is not a sustainable request at this time.
- The Committee has become aware that certain services may receive disclosures, reports or complaints of sexual violence from individuals who are not part of the University community. While Protection Services and the Human Rights Office have reported this data, the other services did not. In future, the Committee plans to specifically ask the other services to also provide data related to non-community members.

Section III – Recommendations

Recommendations on the Allocation of Campus Safety Grant funds

The Committee believes that when allocating the grant this year, priority should be given to sexual violence prevention efforts. The Ministry of Training, Colleges and Universities' May 2023 letter about the grant contained the following introductory statements:

I am writing to provide you with the 2023-24 funding allocation for the Campus Safety Grant as part of the government's ongoing commitment to support sexual violence prevention and campus safety efforts on college and university campuses.

The ministry recognizes that colleges and universities understand the importance of providing a safe learning environment for their students and are taking significant steps to address the issues of sexual violence on campuses.

While the grant allows for more general uses, the Ministry explicitly noted that the grant is allocated as part of the government's commitment to support sexual violence prevention. The University's distribution of the grant funds should reflect a similar focus by prioritizing sexual violence prevention initiatives.

The Committee is recommending that the University of Ottawa should **prioritize efforts to prevent sexual violence** when allocating the Campus Safety Grant in the coming year.

Recommendations on Sexual Violence Prevention Training

The Committee is tasked with recommending strategies and introducing initiatives aimed at promoting a culture of respect and ending sexual violence on campus based on item 1.4 of the Committee's terms of reference that were approved in September 2022. To fulfill this responsibility, the Committee recommends that the University provide training to students on **consent in student life** and the **prevention of online sexual violence**. Further, the Committee recommends that the University should provide training to all employees on **consent in the workplace**.

The Committee believes that the University should introduce **mandatory sexual violence prevention training** for students by adopting an approach similar to the one for **academic integrity training**, which is mandatory for undergraduate students. The **mandatory sexual violence prevention training** could be introduced by one of the faculties as a pilot project before being rolled out across all faculties. According to its own policies, the University is as equally committed to academic integrity as it is to sexual violence prevention, and thus students should be required to undertake mandatory training to prevent sexual violence as well.

The Committee believes that for such training to be effective, the University should develop and maintain a central mechanism for confirming employee participation in mandatory training on sexual violence.

Section (1.1) of Policy 67b, it states that:

The overarching purposes of this Policy are to reaffirm the University of Ottawa's commitment to a safe and healthy campus for work, for study and for campus community life for all members of the University community and its commitment to provide support to those members of the University community directly affected by sexual violence.

To reflect the University of Ottawa's commitment to a safe and healthy campus for work, study, and campus community life, it is essential that the University enforce **mandatory sexual violence prevention training** for employees and students, offer additional training, and maintain a mechanism to ensure that employees and students actively engage in such training.

Conclusion

The members of the Standing Committee on the Prevention of Sexual Violence are committed to pursuing their work and to collaborating with various partners to help prevent and address incidents of sexual violence on campus. During the 2022-2023 year, we focused on increasing training opportunities for students, employees, and other members of the public, as illustrated by the number and variety of programs offered this year, such as the RAD for Women ® program. The Standing Committee hopes to see the Campus Safety Grant allocated to sexual violence prevention efforts to further support the fight against sexual violence at the University of Ottawa. The Standing Committee also believes that implementing mandatory training for employees and students will promote a safer campus for all.

We hope that the efforts made during this entire year, along with the initiatives implemented, will foster a healthy and safe environment for the entire University community. Further, we hope that the recommendations of this report will be effective in combatting sexual violence within the campus community. In closing, we would like to sincerely thank students, faculty members, and support staff, as well as all our partners, for their commitment, support, and dedication to the fight against sexual violence on campus and in our community.

Appendix 1 – Membership of Standing Committee on the Prevention of Sexual Violence

Chair

Alyssa Peyton, Coordinator of the University of Ottawa Students' Union Women's Resource Centre and Undergraduate Student

Vice-Chair

Tiffany Ticky, Senior Director, Human Rights Office

Voting Members

Marie-Pierre Dionne, Manager, Residence Life, Housing Service

Andree-Anne Maranda, Chief, Counseling Services

Ryan Perez-Hernandez, Investigator, Protection Services

Natalie Morris, International Student Support Services Manager, International Office

Marie Parish, Director, Health and Wellness, Human Resources

Eileen Barak, Manager, Strategic Communications, External Relations

Joyce Williams, Equity Commissioner, University of Ottawa Students' Union

Xaand Bancroft, Student Representative, Graduate Student's Association des etudiant.es diplomes.es

Martha Capener, Undergraduate Student

Sandra Gebrael, Undergraduate Student

Fiorella Rabuffetti, Graduate Student

Kharoll-Ann Souffrant, Graduate Student

Daphne Gilbert, Associate Professor, Faculty of Law

Anne Thibaudeau, External Member, Department of Women and Gender Equality, Government of Canada

Non-voting Members

Klehr D'souza and Marie-Lou Villeneuve-Hobbs, Human Rights Officers, Sexual Violence Prevention and Dispute Resolution, Human Rights Office