

Progress Report

February 2016

Action Team on
Respect and Equality



uOttawa

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Executive summary

1. Create an action team

In addition to an action team, six subcommittees (training, communications, policies and protocol, internal data, sports, academics) were struck in order to implement the 11 recommendations made by the Task Force in February 2015.

2. Demonstrate leadership commitment

In coordination with Human Resources, the training subcommittee is currently planning the training to be delivered to future senior administrators and faculty members.

3. Adopt a statement of values

The Action Team endorsed a statement of values it considers true to the spirit of *Bill 132, Sexual Violence and Harassment Action Plan Act (Supporting Survivors and Challenging Sexual Violence and Harassment), 2015* (Bill 132). This statement will be incorporated into the University's sexual violence policy and protocol.

4. Implement a new sexual violence policy and protocol

An interim protocol has been approved. A subcommittee is currently working on developing a University policy aimed at combatting sexual violence. A sexual violence response team has now been created. These initiatives are in keeping with the provisions of Bill 132 and will be in place for the beginning of the fall 2016 academic year.

5. Deliver prevention and response training to targeted individuals and groups

In the fall of 2016, the Action Team expects to offer additional training sessions, with priority given to individuals at the residences, sports services, research assistants and persons recommended by SFUO and GSAED.

6. Implement a campus-wide education program

The University of Ottawa has signed an agreement with the university of New Hampshire in the United States in order to be able to offer the bystander education program *Bringing in the Bystander* at the University of Ottawa. Seven individuals from various sectors on campus received the instructor training in the fall of 2015. Going forward, Human Resources will provide additional train-the-trainer sessions in 2016.

7. Collaborate with community partners

In 2015, the University entered into partnership agreements with two community organizations, the Ottawa Rape Crisis Centre (ORCC) and *Centre d'aide et de lutte contre les agressions à caractère sexuel* (CALACS) to provide survivor services based on the recommendations of Denise Beaulieu, an external consultant. This partnership will be renewed in 2016. Two members of the Action Team, in fact, are consultants from community partners.

8. Clarify and publicize the role of the Human Rights Office

The recent campaigns aimed at raising awareness and the work the Action Team has done with University community groups has served to underscore the central role of the Human Rights Office on campus. The Action Team will likely recommend the creation of a sexual violence response officer position at the Human Rights Office.

9. Collect and make public relevant data

Under the direction of the Human Rights Office, the internal data subcommittee is in the process of implementing a pilot project related to data collected in the fall of 2015 on cases of sexual violence provided by the various University services. Protection services also conducted a campus safety audit. The Action Team will wait for the provincial guidelines on surveys and data collection to be announced before going any further.

10. Mandate a gender audit of Sports Services and training for student athletes and full-time coaching staff

A sports subcommittee was recently created. A consultant will be conducting a gender audit very shortly and submit her recommendations to the action team before the end of June 2016. Sports Services is conducting a review of its training, which will be completed in time for the start of the next academic year.

11. Fund academic initiatives

The Action Team has recommended a final version of the wording for the warning against sexual violence, which will be included in course syllabi. A working group will be created to coordinate a competition for two interdisciplinary courses on sexual violence, to be offered starting in the 2017-2018 academic year.

Context

On January 29, 2015, the Task Force on Respect and Equality submitted its report, *Ending Sexual Violence at the University of Ottawa*, which included 11 recommendations on how to foster a campus culture that encourages respectful behaviour, prevents sexual violence and ensures that members of the University community can learn and work free of harassment and sexual violence.

A few weeks after the report was released, an action team was created to implement the 11 recommendations contained in the Task Force's report by June 2016. Numerous students, faculty members and support staff worked as members of the Action Team and the six subcommittees in support of our efforts to fight sexual violence. The insightful comments of these individuals helped make it possible for us to not only implement many of the Task Force's recommendations but also undertake other initiatives.

This current report was driven by the new legislation on sexual violence introduced by the Ontario government (Bill 132). The Task Force's recommendations are being implemented with a view to the provisions of this legislation. The University of Ottawa's sexual violence policy and response protocol are, thus, being developed within a provincial legislative framework.

The Action Team is currently carrying out the second part of its mandate and is proud to present the details of actions taken thus far and the next steps of the implementation process for each of the 11 recommendations.

This report is broken down by recommendation, in the order they are presented in the Task Force's report.

The Action Team will submit its final report in the spring of 2016.

Recommendations

1. Create an action team

As recommended by the Task Force on Respect and Equality, an action team was created shortly after the Task Force submitted its report. The Action Team held its first meeting on April 20, 2015. The team has held 12 meetings thus far, with two more scheduled between now and the end of April 2016.

The action team is composed of 16 members, including three co-chairs:

- Gary Slater, Associate Vice-President, Student and International Affairs
- Vanessa Dorimain, Vice-President, University Affairs, SFUO
- Nicole Maylor, Vice-President, Equity, SFUO

The other members of the Action Team are:

- Jennie Abell, Associate Professor, Common Law; APUO representative
- Diane Bélanger-Brisson, SSUO-OSSTF Vice-President and staff representative
- Elvio Buono, Associate Vice-President, Human Resources
- Laurence Clennett-Sirois, Part-Time Professor, Institute of Feminist and Gender Studies; APTPUO representative
- Daphne Gilbert, Assistant Professor, Faculty of Law, Common Law Section
- Shawn Philip Hunsdale, Communications Coordinator, GSAED
- Lindsey Thomson, External Commissioner, GSAED
- Kelly Gordon, PhD candidate, School of Political Studies; Task Force member
- Pascale Lafrance, NUEA staff representative
- Julie Lalonde, social justice activist and *Draw the Line* instructor
- Simon Lapierre, Associate Professor, School of Social Work, Faculty of Social Sciences
- Lise Martin, Executive Director, Canadian Network of Women's Shelters & Transition Houses (community partner)
- Sonya Nigam, Director, Human Rights Office
- Michael Orsini, Director, Institute of Feminist and Gender Studies; Task Force member
- Caroline Tremblay, Senior Manager, Office of the President

The Action Team has six subcommittees, one in each of the following areas:

- Training
- Communications
- Policy and protocol
- Internal data
- Sports
- Academics

These subcommittees will make their recommendations to the Action Team, the decision-making body. Individuals are not required to be members of the Action Team to sit on the subcommittees.

Training subcommittee

The training subcommittee is responsible for organizing training activities in French and English for management staff that are aimed at fostering a greater understanding of sexual violence. The subcommittee also identified members of the University community that are likely to come into contact with survivors or cases involving sexual violence—individuals at the Human Rights Office, Sports Services, Protection Services, Housing Service, Student Academic Success Service Human Resources and Community Life Service as well as union executives, elected officers of SFUO and GSAED and members of the Action Team on Respect and Equality.

Members of the training subcommittee:

- Elvio Buono, Associate Vice-President, Human Resources (chair)
- Diane Bélanger-Brisson, SSUO-OSSTF Vice-President and staff representative
- Kelly Gordon, PhD candidate, School of Political Studies; Task Force member
- Julie Lalonde, social justice activist and *Draw the Line* instructor
- Michael Orsini, Director, Institute of Feminist and Gender Studies; Task Force member
- Caroline Tremblay, Senior Manager, Office of the President

Communications subcommittee

The communications subcommittee organizes campaigns on campus to raise awareness of the issue of sexual violence and ensures that the different groups work together towards a common goal. In conjunction with the Communications Directorate, the subcommittee developed three communication plans, one in each of the following areas:

- Launch of new [Sexual violence: support and prevention](#) website
- Kick-off activities at the beginning of the academic year, such as those offered by Housing Service and Sport Services as well as 101 Week
- Coordination of the various activities held on campus during the academic year and the various awareness campaigns held on campus

The subcommittee is co-chaired by Julie Gareau, Vanessa Dorimain and Nicole Maylor. The other members of the subcommittee are:

- Monique Adeito, Communications and Marketing Officer, Human Resources
- Ariana Anam, Discrimination and Harassment Prevention Officer, Human Rights Office
- Caroline Blouin, Coordinator, Residence Life, Housing Service
- Dominic Boutin, Communications Officer, Sports Services
- Martin Grégoire, Coordinator, Training and Crime Prevention, Protection Services
- Christopher Hall, Communications Adviser, Communications Directorate
- Shawn Philip Hunsdale, Communications Coordinator, GSAED
- Sonya Nigam, Director, Human Rights Office
- Caroline Tremblay, Senior Manager, Office of the President

Policy and protocol subcommittee

This subcommittee will develop a new sexual violence policy and a sexual violence response protocol. The subcommittee reviewed the best practices currently in place at Canadian universities and the recommendations put forward by various organizations. On December 16, 2015, the subcommittee submitted an interim protocol for approval to the Action Team. This protocol will be posted on the University's website on sexual violence. The final protocol will be developed once the University's new sexual violence policy is in place.

The subcommittee is co-chaired by Daphne Gilbert, an assistant professor at the Faculty of Law, and Vanessa Dorimain, Vice-President, Student Affairs, SFUO. The other members of the subcommittee are:

- Ariana Anam, Discrimination and Harassment Prevention Officer, Human Rights Office
- Caroline Blouin, Coordinator, Residence Life, Housing Service
- Lisetta Chalupiak, Director, Labour and Employee Relations, Human Resources
- Mireille Gervais, Director, Student Rights Centre, SFUO
- Kelly Gordon, PhD candidate, School of Political Studies; Task Force member
- Lise Griffith, Associate Director, Health and Wellness, Human Resources
- Karine Jean-Baptiste, student representative
- Julie Lalonde, social justice activist and Draw the Line instructor
- Na'Shantéa Miller, student representative
- Morissa-Dalia Ellis, student representative
- Quinn Blue, student representative
- Michael Orsini, Director, Institute of Feminist and Gender Studies; Task Force member
- Caroline Tremblay, Senior Manager, Office of the President
- Amanda Turnbull, Academic Affairs and External Relations Assistant Dean, Faculty of Law, Common Law Section

Internal data subcommittee

This subcommittee is charged with finding a reliable way to track cases of sexual violence involving members of the University community as well as the services provided and to compile accurate statistics. These statistics will be made available to the University community and provided to the Ontario government.

The subcommittee is co-chaired by Gary Slater, Associate Vice-President, Student and International Affairs, and Nicole Maylor, SFUO Vice-President, Equity. The other members of the subcommittee are:

- Steve Bernique, Assistant Director, Security Division, Protection Services
- Michel Guilbeault, Associate Vice-President, Student Services
- Holly Johnson, professor, Department of Criminology (also worked with the Task Force)
- Shahad Khalladi, Board of Governors student representative
- Linda Kindo-Bouadi, Senior Analyst, Institutional Research and Planning
- Simon Lapierre, Associate Professor, School of Social Work, Faculty of Social Sciences
- Jean Loubert, Senior Advisor, Communications, Human Resources
- Sonya Nigam, Director, Human Rights Office
- Kathryn Pakenham, student representative
- Murray Sang, Director, Student Academic Success Service
- Imroze Shaheen, student representative
- Ibtehaj Shahid, student representative
- Harpreet Ahuja, student representative

Sports subcommittee

The sports subcommittee will review the programs offered by Sports Services to identify gaps or shortcomings that could lead to possible cases of sexual violence. This subcommittee is also responsible for overseeing the gender audit and implementation of audit recommendations.

The subcommittee is co-chaired by Nicole Maylor and a professor in a sports-related discipline. The other members of the subcommittee are:

- Diane Bélanger-Brisson, SSUO-OSSTF Vice-President and staff representative
- Vanessa Dorimain, Vice-President, University Affairs, SFUO
- Kelly Gordon, PhD candidate, School of Political Studies; Task Force member
- Michel Guilbeault, Associate Vice-President, Student Services
- Julie Lalonde, social justice activist and *Draw the Line* instructor
- Imroze Shaheen, student representative
- Caroline Tremblay, Senior Manager, Office of the President

Academics working group

The academics working group will develop a procedure for creating two credit courses (one in French and one in English) on sexual violence.

Training working group (planning)

This working group will develop a campus-wide training strategy. The subcommittee will also make recommendations on workshops to help raise awareness and provide information (to be offered by ORCC and CALACS), the Bystander education program (*Bringing in the Bystander*) and offering a credit course on sexual violence (one in French and one in English).

Members of the training working group:

- Aude Berthier, Project Officer, Office of the President
- William Cornet, Discrimination and Harassment Prevention Officer, Human Rights Office
- Isabelle Denis, e-Learning Advisor, Leadership, Learning and Organizational Development, Human Resources
- Élise Detellier, Special Projects Assistant, Office of the Vice-President Academic and Provost
- Vanessa Dorimain, Vice-President, University Affairs, SFUO
- Sonya Nigam, Director, Human Rights Office
- Sophie Ménard, Associate Director, Leadership, Learning and Organizational Development, Human Resources
- Caroline Tremblay, Senior Manager, Office of the President

Sexual Violence Response Team

The role of the Sexual Violence Response Team is to ensure the safety and protection of survivors and provide follow-up.

Members:

- Sonya Nigam, Director, Human Rights Office
- Claude Giroux, Director, Protection Services (or designate)
- Appropriate persons from the faculties and services involved (or their designate)

The Sexual Violence Response Team will play a critical role in applying the sexual violence response protocol.

2. Demonstrate leadership commitment

The Action Team created a six-member training subcommittee chaired by the associate vice-president of Human Resources, Elvio Buono. The subcommittee will identify the members of senior administration to complete mandatory training on the prevention of harassment and sexual violence, as recommended in the Task Force report.

The subcommittee recommended that all members of the senior administration—the president, vice-presidents, associate vice-presidents—and deans, vice-deans and the administrative officers of the 10 faculties complete the training. The subcommittee also identified other members of the University community that are likely to come into contact with survivors or cases involving sexual violence—individuals at the Human Rights Office, Sports Services, Protection Services, Housing Service, Student Academic Success Service, Human Resources and Community Life Service as well as union executives, elected officers of SFUO and GSAED and members of the Action Team on Respect and Equality.

As part of a pilot project, a partnership agreement for training was signed on May 15, 2015, with two community partners, the Ottawa Rape Crisis Centre (ORCC) and *Centre d'aide et de lutte contre les agressions à caractère sexuel* (CALACS), both of which use a feminist approach to service provision.

Two-hour training sessions were held from the beginning of June until mid-October. The members of the Council of the Administration Committee and Deans, however, completed their training on November 24, 2015. The training sessions covered the following topics:

- Sexual assault of women
- The notion of consent
- How to respond to disclosure by a victim
- Role as a friend, family member or other person connected to a victim of sexual violence
- University resources and policies
- The University's sexual violence response protocol

A total of 326 individuals (out of 476) completed the training on sexual violence, representing a 68.5% participation level.

An external evaluator, Denise Beaulieu, was hired to evaluate the pilot project, which involved the provision of support services on campus by ORCC and CALACS in addition to the training component. She was asked to document the results and provide recommendations.

The consultant first developed a framework to measure the results of the pilot project, in close consultation with representatives from ORCC and CALACS and members of the Action Team. This framework would capture expected outcomes, identify performance indicators and list the data sources and collection methods. The consultant also completed the training in both English (ORCC) and French (CALACS).

The evaluation report, submitted to the University in January 2016, provides recommendations on steps the University should take to carry on the work it began with its community partners.

Next steps

Based on the recommendations in the pilot project evaluation report, a training working group (planning) was created to develop a campus-wide training strategy. The subcommittee will also make recommendations on training, including the workshops offered by ORCC and CALACS aimed at raising awareness and providing information and on the Bystander education program (*Bringing in the Bystander*) for new faculty members and various employee groups.

3. Adopt a statement of values

The Action Team submitted a proposed statement of values to the president for approval by the Administration Committee (AC). Subsequently, on October 28, 2015, the AC asked the Action Team to confirm that the statement of values is in line with the provisions of Ontario's Bill 132.

A translation of part of the letter containing the Action Team's recommended value statement is presented below.

The Action Team (AcTe) reviewed Recommendation 3 contained in the Task Force report published at the beginning of 2015:

We recommend that the University adopt and promote the following statement of values related to respect and equality as part of its strategic plan, Destination 2020. We also encourage all university unions and associations to adopt and promote it.

AcTe fully agrees that this statement is necessary and that it will play a positive role. We do, however, believe that one of the statements should be amended, as shown below:

- We are committed to creating and maintaining an environment where members of the University community can study and work free of sexual violence, harassment and discrimination based on race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, language, family status or disability.*
- In day-to-day conduct and in developing policies, programs and procedures within the University, we promote equal opportunities and reduce inequalities that stem from the aforementioned statuses.*
- We recognize that sexual violence, harassment and discrimination are fundamental affronts to an individual's rights, dignity and integrity.*
- We seek to prevent sexual violence, harassment and discrimination, including by safely intervening and speaking out when we see it occurring.*
- We ensure that members of the University community who experience sexual violence, harassment or discrimination are supported and treated with compassion.*
- We address acts of sexual violence, harassment or discrimination in the University community fairly and promptly.*
- We are committed to a survivor-centred approach to addressing issues of sexual violence and the development of Francophone and Anglophone services ~~respecting both cultures and traditions.~~*
- We acknowledge and combat broader social attitudes about gender, sex and sexuality that normalize sexual violence and undermine women's equality.*

We believe this change, although minor, is necessary because the University community comprises a diverse group of individuals, some with traditions and cultures other than those of Canada's historical anglophone and francophone linguistic groups.

Next steps

The Action Team believes that the statement of values is in no way inconsistent with Bill 132. The Action Team will communicate with the AC asking that the amended statement of values be adopted.

Once the statement has been adopted, the Action Team will communicate with the unions and associations requesting they adopt this statement of values. The statement will be published on the University's sites, including the University's website on sexual violence, and be incorporated into the new sexual violence policy and sexual violence response protocol. The communications subcommittee and the Communications Directorate will work together to diffuse the statement of values to members of the University community.

4. Implement a new sexual violence policy and protocol

The Action Team has created a policy subcommittee. This subcommittee is co-chaired by Daphne Gilbert, assistant professor at the Faculty of Law, and Vanessa Dorimain, Vice-President, Student Affairs, SFUO. The subcommittee will develop and introduce a new sexual violence policy.

The subcommittee will also review the policies and procedures currently in place at other Canadian universities, including the University of Saskatchewan and Ryerson University, with a view to identifying the elements that could be implemented at the University of Ottawa. In doing so, the subcommittee will take into account the differences that exist at each institution (for example, the University of Ottawa does not have a student code of conduct).

A draft version of the policy currently being developed will outline the purpose of the policy and include the principles behind the policy, definitions, the policy itself, confidentiality information, authority and areas of responsibility, procedures and details related to instances of non-compliance. This new policy will be aligned with University policies 67 and 67a and will take into account the University's obligations under pertinent Ontario legislation.

The Action Team also created a subcommittee to develop a sexual violence response protocol. In December 2015, the policy subcommittee and protocol subcommittee were combined and now operate as a single policy and protocol subcommittee. The eight-member subcommittee is co-chaired by Sonya Nigam, Director of the Human Rights Office, and Nicole Maylor, SFUO Vice-President, Equity. The provisions of the interim protocol have been aligned with University of Ottawa policies 66, 67 and 67a. The interim protocol was approved by the Action Team in December 2015.

The interim protocol provides the University community with details on where to report a case of sexual violence and where victims can go to get support services. It lays out the processes in place at the University and for external service providers and is aimed at individuals involved, directly or indirectly,

in a case of sexual violence on campus or elsewhere. Part of the protocol involves a sexual violence response team. The team is composed of the director of the Human Rights Office, the director of

Protection Services (or designate) and the appropriate persons from the faculties and services involved (or their designate). The work and meetings of the sexual violence response team are coordinated through the director of the Human Rights Office. This response team can consult with internal or external resource persons on a confidential basis, including those with the student associations, employee associations, unions, ORCC or CALACS. The interim protocol will remain in effect until a new sexual violence policy is implemented. A new protocol will then be developed and aligned with the new policy. Currently, Bill 132 requires the response protocol be incorporated into a standalone sexual violence policy. If Bill 132 passes, we will need to adjust our approach accordingly.

In addition, the Action Team will likely recommend the creation of a sexual violence response officer position at the Human Rights Office.

5. Deliver prevention and response training

Training sessions for groups recommended in the Task Force report began in June 2015 and ran until mid-November. The training was aimed at members of the senior administration, Protection Services, Sports Services, Housing Service, Student Academic Success Service, Human Resources, Community Life Service, Human Rights Office, elected members of the unions and student associations and the Action Team on Respect and Equality.

A total of 476 individuals were asked to take complete the training. Of these, 326 attended the fall 2015 training sessions, representing a 68.5% participation level.

In addition, the SFUO held training sessions at the beginning of the academic year for elected officers of the University's student associations, 101 Week volunteers and most new students.

See the section on recommendation 2 for details of the next steps (p. 12).

6. Implement a campus-wide education program

The University of Ottawa signed an agreement with the University of New Hampshire to deliver a campus-wide bystander education program, *Bringing in the Bystander*, aimed at fostering communities and a society where sexual violence is not tolerated. The content of this program is currently being translated into French.

A one-day training session for Canadian Universities interested in adopting the program was held at the University of Ottawa on November 4, 2015. Seven individuals from the University attended, from the following sectors:

- Human Rights Office (2 participants)
- Human Resources
- Sports Services
- SFUO
- Student Academic Success Service
- Housing Service

Through the use of role-playing and in-depth discussion, this training teaches participants how to safely intervene before, during and after an incident of sexual violence. Participants come to understand the role they can play in preventing sexual violence and creating a safe environment on campus. They also learn about the types of support they can provide to survivors and how to deliver the training to other members of the University community.

Following the session, the seven participants met with the Action Team to share their ideas on how we could adapt the Bystander program to a Canadian context and, in particular, to our situation here at the University of Ottawa.

Next steps

The seven individuals will now work together to develop a Bystander training program based on the New Hampshire program, adapted to the Canadian context and the reality at the University of Ottawa. The training will be offered to all members of the University community but will specifically target students. The Action Team plans to offer the training initially to groups at Sports Services and Housing Service.

Additional members of the University community will complete train-the-trainer sessions in order to increase the number of trainers on campus.

We will need to determine whether the skills acquired through this training can be helpful in combatting other problems, such as racism, discrimination and alcohol and drug use or abuse.

7. Collaborate with community partners

The University entered into a partnership with ORCC and CALACS, two Ottawa-area community organizations. Under the agreement, the two organizations provided support services on campus two days per week, from September 2015 to January 2016.

In addition, two members of the Action Team are outside consultants—Julie Lalonde, social justice activist and *Draw the Line* instructor, and Lise Martin, Executive Director, Canadian Network of Women's Shelters & Transition Houses.

See the section on recommendation 2 for details of the training provided by ORCC and CALACS (p. 11).

Next steps

The University will make a decision on renewing the partnership agreement with ORCC and CALACS for providing training and survivor services. These services seem to have been effective in addressing an urgent need on campus.

8. Clarify and publicize the role of the Human Rights Office

The Action Team is currently promoting the role of the Human Rights Office through training being offered to members of the community, developing a sexual response protocol and launching a website on sexual violence.

Mission, mandate, guiding principles

Mission: To work together with the University community to create an inclusive environment where everyone feels valued and respected.

Mandate: To provide leadership in the creation, implementation and evaluation of policies, procedures and practices related to diversity, inclusion, equity, accessibility and the prevention of harassment and discrimination.

Guiding principles: Fairness, confidentiality, respect

The Human Rights Office was established in the fall of 2013 and reports to the Associate Vice-President, Student and International Affairs. The Office consolidates:

- The Office for the Prevention of Harassment and Discrimination, formerly under the Student Academic Success Service (SASS)

- The responsibilities of Human Resource's labour relations and academic affairs groups dealing with harassment and discrimination complaints
- Human Resources responsibilities relating to diversity and inclusion and reporting on the employment equity program
- The responsibilities of Office of the Vice-President Academic and Provost relating to accessibility policies

Since its creation, the Office has worked to clarify the University's human rights obligations and related processes under:

- *Ontario's Human Rights Code*
- *The Occupational Health and Safety Act*
- *The Accessibility for Ontarians with Disabilities Act*
- The Federal Contractors Program

The University is a complex administrative environment and a community comprising members of many different groups. The University's services and processes can vary, as well, depending on the group an individual belongs to. When we refer to the University community, we are including students, full- and part-time employees—both permanent and contractual, as well as campus visitors. Some members of our community are both a student and an employee. Most permanent employees belong to one of eight unions or to the Non-Union Employee Association (NUEA), while contractual employees are not members of any formal association.

Because of this institutional complexity, an ever-changing environment as well as new and emerging issues, the University's roles, responsibilities and procedures often become more clearly defined through the process of arriving at solutions to problems we find ourselves faced with.

The Human Rights Office works hand-in-hand with the different student and employee groups, deans as well as the University's faculties, professors and services. Together we focus on a variety of issues and dossiers related to harassment and discrimination, diversity and inclusion. Through constructive dialogue, we work with these partners to clarify the roles and responsibilities of those at the University best able to deal with the situation at hand. We work closely with Protection Services, Employee Relations, Faculty Affairs, Facilities, Student Academic Success Service, Teaching and Learning Support Service, Strategic Enrollment Management and the Office of the Ombudsperson to provide clear answers to members of the University of Ottawa community.

The structure and operation of the Human Rights Office resembles those of many other equity and human rights offices in universities across Ontario. The Office provides a stable administrative environment in which the University can develop clearer and more transparent practices to respond to actual or potential incidents that may compromise the ability of students and employees to study and work in an environment free from harassment and discrimination.

9. Collect and make public relevant data

The internal data subcommittee, co-chaired by Gary Slater and Vanessa Dorimain, comprises 13 members. This subcommittee is charged with finding a reliable way to track cases of sexual violence involving members of the University community in order to monitor our progress as we work towards creating a culture of respect and equality on campus. As requested by the Government of Ontario, the Action Team will also track the number of requests for service it receives from survivors. Ontario universities are currently working with the province to develop a process for collecting accurate and pertinent data.

At the subcommittee's first meeting, on August 25, 2015, members talked about the issue of confidentiality and the inherent difficulties of collecting data on survivors. They also discussed a survey along the lines of the one conducted by the Task Force on Respect and Equality. Holly Johnson, a professor in the Department of Criminology, developed the Task Force survey. She chairs the internal data subcommittee. While the Task Force's survey gathered information from students, this second survey will be aimed at the entire University community.

Statistics related to incidents involving sexual violence will be compiled monthly and will include complaints filed with Protection Services, the Human Rights Office, Housing Service and at the Faculty of Medicine—the services designated under the interim protocol for receiving complaints. Data will also be collected from ORCC and CALACS, as well as three student services (the Pride Centre, the Peer Help Centre and the Women's Resource Centre). These statistics will assist the University to make changes to its policies in order to reflect the situation on campus as it relates to sexual violence.

In 2014, Protection Services conducted a safety audit of the Lees campus. As part of another audit conducted in November 2015, Protection Services did a nighttime walkabout on campus to identify poorly lit locations and areas obstructed by objects or shrubs.

Next steps

The Task Force has recommended safety audits be conducted every five years using the processes developed by Ottawa's Women's Initiative for a Safer Environment (WISE) and Toronto's Metropolitan Action Committee on Violence Against Women (METRAC). The University currently has its own process; however, the Action Team will work with Protection Services to carry out such an audit.

In keeping with Bill 132, the University of Ottawa will collect data related to cases of sexual violence and develop a system to transfer this data to the province.

The subcommittee on internal data will ask Institutional Research and Planning to prepare a survey in order to collect this data.

A standardized data collection tool will be used, which will provide us with more accurate information on the number and type of support services provided to members of the University community.

10. Mandate a gender audit of Sports Services and training for student athletes and full-time coaching staff

A consultant will be hired in the near future to conduct a gender audit. Sports Services has provided the names of three external specialists to the Action Team, which will make a final decision on the individual whose services will be retained. The consultants are all women and are recognized leaders in Canada in the field of sport.

The gender audit will assess:

- The financing and gender composition of men's and women's interuniversity programs and the gender makeup of their members
- Financing of men's and women's intramural and recreation programs offered on campus and the number of male and female participants
- Representation of women and men in technical sport positions at Sports Services
- Access to equipment, facilities and training times (length and time of day)
- Sexual violence prevention training currently being provided and the skill and expertise of the trainers or moderators

The consultant will also make recommendations to better reflect the makeup of the student body, in an effort to create greater gender equity.

Sports Services has launched various initiatives for managers, employees and student-athletes. For example, all Sports Services employees, including coaches of the University's teams and managers, must now complete mandatory training on harassment, which includes a module on sexual harassment. All student-athletes must sign a document stating they will abide by a code of behaviour that includes a section on sexual violence. This code has been reviewed closely by coaches of the University's teams and the Gee-Gees student-athlete services and compliance officer.

Before they can take part in any competitions, student-athletes must attend an orientation session; some of the material covered in this session is drawn from the University of Ottawa's website on sexual violence. In addition, Ontario University Athletics has updated its code of conduct and ethics for coaches to address harassment, including sexual harassment.

A sports subcommittee was recently created. This subcommittee will work with Sports Services to ensure the Task Force's recommendations are implemented.

Next steps

The Action Team will make a decision on the consultant to be chosen to conduct the gender audit.

The sports subcommittee will evaluate the sexual violence training provided to student-athletes, trainers and coaches and review the skills and expertise of the trainers or moderators.

11. Fund education initiatives

During the winter of 2016, discussions will take place on creating new courses on sexual violence and including a warning against sexual violence in all course outlines and syllabi.

The Action Team is currently reviewing a paragraph on sexual violence to be included in all University course outlines and syllabi.

Next steps

The final wording of the paragraph will be presented to the Senate for approval.

The Action Team is looking at the possibility of incorporating sexual violence modules into some existing courses, and in particular, ethics courses. It is also looking at creating new interdisciplinary undergraduate courses on sexual violence and rape culture (to be offered in both French and English).

We will need to determine which types of courses would best lend themselves to incorporating elements or modules on sexual violence and rape culture and which faculty or department would be responsible for creating these courses.

Other initiatives

A communications subcommittee was created in 2015. The subcommittee comprises 12 members and is co-chaired by Julie Gareau, communications officer at the Office of the Vice-President Academic and Provost, and Nicole Maylor, Vice-President, Equity, SFUO. A communications plan was developed to promote activities aimed at preventing sexual violence that took place on campus at the start of the school year. Other activities were planned for the beginning of the Winter session in January 2016.

A number of awareness-raising campaigns were carried out on campus and will continue until April 2016, including *No Means No*, *Can I Kiss You?*, *Draw the Line* and *Who will you Help?*

In addition, lapel pins representing the fight against sexual violence were given out to new students, front-line staff and senior managers, and bookmarks were produced in co-operation with ORCC and CALACS. The Action Team handed out 45,000 bookmarks and 7,460 lapel pins to members of the University community and is getting ready to start handing out several thousand highlighters. SFUO has already provided 5,000 highlighters to new students.

Last, the new [Sexual violence: support and prevention](#) website was launched as part of the effort to raise awareness among members of the University community and make available resources to survivors. A communication plan has been developed to promote the site.

Next steps

The communications subcommittee planned an activity for February (Valentine's Day) where students were asked to write messages about what a healthy relationship means to them. From February 8 to 12, 17 information kiosks were also set up across the 3 campuses so members of the University community could get answers to any questions they had and pick up information on sexual violence.

The subcommittee will carry on promoting the awareness campaigns via the website and putting up posters around campus.

The communications subcommittee, together with the Communications Directorate, will be responsible for ensuring members of the University community are aware of the statement of values (recommendation 3) and for promoting it to the University community.