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Simon Fraser University  
Sexual Violence and Misconduct Policy

2021 / 2022  
ANNUAL  
REPORT

# The 2021/2022 Annual Report

## Simon Fraser University Sexual Violence and Misconduct Policy

### Table of Contents

I. Introduction and Acknowledgments .....	3
II. Sexual Violence Support & Prevention Office.....	3
III. Advisory Panel.....	4
IV. Policy Review.....	4
V. Community Outreach: Awareness, Education and Training Initiatives .....	4
a. Awareness Campaigns .....	5
b. Virtual and in person events.....	5
c. Asynchronous Training.....	6
d. Other Educational Programming and Resources.....	6
e. Goals for 2022-2023 .....	8
VI. Support Services: Responding to Disclosures and Reporting Sexual Violence.....	8
a. Intakes .....	9
b. Accommodations .....	9
c. Reporting by Jurisdiction and Category of Complainant and Respondent.....	10
VII. Conclusion.....	10
Definitions .....	11

## I. Introduction and Acknowledgement

Sexual violence is a reality on post-secondary campuses, and it is one which is never acceptable. SFU is deeply committed to providing members of the University Community with a safe, supportive and respectful environment in which to live, learn and work.

An annual report is required under British Columbia's *Sexual Violence and Misconduct Policy Act*, which mandated all universities in BC to establish and implement a sexual misconduct policy by May 19, 2017. In response to this legislation, the University's Sexual Violence and Misconduct Prevention, Education and Support Policy, GP 44 (the Policy), was approved by the Board of Governors on March 30, 2017.

The following report reflects the work that has been taking place at SFU as it relates to the implementation of the Policy and largely reflects the efforts undertaken by SFU's Sexual Violence Support & Prevention Office. This annual report is the annual report required by the Act and encompasses the time period between September 1, 2021 to August 31, 2022. We acknowledge the Skwx\_wú7mesh Úxwumixw (Squamish), xʷməθkʷəy'əm (Musqueam), səl'ilw'ətəʔ (Tsleil-Waututh), q'íc'əy' (Katzie), kʷikwə́łəm (Kwkwetlem), Semiahmoo, Kwantlen, Qayqayt and Tsawwassen peoples, on whose traditional territories Simon Fraser University's three campuses stand.

## II. Sexual Violence Support & Prevention Office

The Sexual Violence Support & Prevention Office (the Office) provides ongoing, confidential and free support for University Community members including students, staff and faculty, who are impacted by sexual violence. Anyone impacted by sexual violence can receive support regardless of when or where the incident(s) took place. The Office provides coordinated access to services at SFU and in the larger community to minimize the retelling of one's experience and works from a Survivor centered and trauma-informed approach that empowers Survivors to determine their own needs for support and pathways to care.

The Office is committed to fostering a culture of care, consent and respect at SFU, which includes education and prevention services. Sexual violence prevention requires a holistic approach that takes a Survivor centered and trauma-informed lens. SFU's educational approach is one that looks to develop a comprehensive strategy composed of educational components that equip students, faculty and staff with the awareness, knowledge and skills required to make social change and prevent sexual violence.

In February 2020, with the renewal of the educational service agreement between Fraser International College (FIC) and SFU, the Office began providing support, referral and educational service to FIC Community members. With this in mind, we have included statistics below that represent support, referral and educational services provided to FIC Community members in this annual report. The Office and SFU does not presently support the intake of reports under the Policy when a FIC Community member is named as a Complainant and/or Respondent.

### III. Advisory Panel

The Sexual Violence Support & Prevention Office Advisory Panel held its first meeting in June 2022. The Advisory Panel is composed of experts who have knowledge and experience in reducing, preventing and responding to sexual violence on campus and in communities. Membership includes SFU undergraduate and graduate students, staff and faculty members.

The primary purpose of the Advisory Panel is:

- To act as an advisory resource for the Office.
- To review and comment on the *Sexual Violence and Misconduct Policy Annual Report*.
- To act as an advisory resource for regularly reviewed Sexual Violence and Misconduct Policy GP 44, which takes place every 3 years.
- To provide input on approaches to support, prevention, awareness raising, education, policy and procedures.

### IV. Policy Review

British Columbia's *Sexual Violence and Misconduct Policy Act* (2016) requires all post-secondary institutions within the province to review their sexual violence and misconduct policies every 3 years. In the Fall of 2019, the Office supported the Policy's first review process and this Fall, 2022, SFU was expecting to begin the Policy's next review process. In late Spring 2022, BC's Ministry of Advanced Education and Skills Training announced that they would be undertaking a review of sexualized violence policies at post-secondary institutions across the province and that key findings may have the potential to inform legislative amendments to the *Sexual Violence and Misconduct Policy Act*. The consultations began in the Summer of 2022 and plan to complete the consultation phase by Fall 2022. Due to potential amendments to the provincial Act, the Office is postponing the policy review process until the Ministry's consultation findings are released and any changes to the Act are approved.

### V. Community Outreach: Awareness, Education and Training Initiatives

The Office's approach to education and training is one that strives to be comprehensive, ever evolving and multi-faceted and recognizes that there is no one way to learn and grow. Students, staff and faculty are encouraged to participate in learning opportunities which include such topics as active bystander intervention; consent, healthy relationships, and personal and professional boundaries; responding to disclosures of sexual violence and supporting Survivors and those impacted by sexual violence. The [2022-2023 SVSPO Education Plan](#) elaborates on the policy framework, methodology and desired outcomes of the Office's awareness, education and training initiatives.

Collaboration and building community capacity are two foundational principles of the SVSPO's educational programming. The Office's education team has actively worked with the following units and groups on ongoing, comprehensive programming: Residence Life, Faculty of Science, Athletics and Recreation, FIC, Beedie School of Business, SFSS, Health & Counselling Services and the Health Peers, Human Resources, Faculty Relations, Centre for Educational Excellence,

Student Learning Commons, Human Rights Office, SFU Surrey Administration, Student Engagement and Retention, Toronto Metropolitan University Consent Coms First: Office of Sexual Violence Support and Education, and the UBC Sexual Violence Prevention and Response Office.

*a. Awareness Campaigns*

The Office organizes three annual awareness-raising campaign: Consent Matters in September, Bystander Intervention in October-November, and Sexual Assault Awareness Month (SAAM) in January.

The key messages of the 2021 Consent Matters campaign were *Learn to hear no. It is okay to say no*. The campaign consisted of social media, print posters and a virtual keynote event, featuring award-winning sexual health and emotional literacy educator Karen B.K. Chan.

In November, the SVSPO launched a new Bystander Intervention poster and social media campaign. The goal of the campaign was to provide SFU and FIC Community members with specific ideas for how to apply the 4Ds (direct, distract, delay and delegate) of active bystander intervention, both on campus and in their communities.

The theme of SAAM 2022 was *Cultivating a Community of Care*. Throughout January, SFU and FIC students, faculty and staff were invited to consider how, individually and collectively, we can create an inclusive and equitable community in which individuals support and care for one another. The Office partnered with UBC’s Sexual Violence Prevention & Response Office to co-host several events open to students, faculty and staff from both institutions as well as other community members. The highlight of SAAM 2022 was a virtual event on transformative justice with author of *I Hope We Choose Love* (2019), Kai Cheng Thom.

*b. Virtual and in person events*

The Office hosted three virtual keynote and one in person events in 2021-2022:

<p><i>Saying no with ease, clarity and kindness. A conversation with Karen B.K Chan - Virtual</i></p>	<p>September 24, 2021</p>	<p>In the context of the #SFUConsentMatters campaign, sex and emotional literacy educator Karen B K Chan and Paola Quirós-Cruz, Educator at the SVSPO answered questions and explored boundary setting in intimate relationships and friendships.</p>
<p>Dec 6 Memorial: National Day of Remembrance and Action on Violence against Women – In Person at Burnaby and Surrey</p>	<p>December 4, 2021</p>	<p>Co-organized with Women in Engineering, Academic Women, The Human Rights Office, Equity, Diversity and Inclusion, and the SFSS Women’s Centre.</p>

<p><i>What Is Justice, What Is Love: A Conversation with Kai Cheng Thom – Virtual</i></p>	<p>January 25, 2022</p>	<p>An experiential discussion on conflict, harm, social change and personal growth between author and mediator Kai Cheng Thom and Director of SFU's Sexual Violence Support &amp; Prevention Office CJ Rowe.</p>
<p><i>Your Bias Becomes Everyone's Problem: Addressing Transmisogyny in the Movement to End Gender-Based Violence - Virtual</i></p>	<p>March 10, 2022</p>	<p>Co-organized with Toronto Metropolitan University's Consent Comes First Office, <i>Your Issues Become Everyone's Problems</i> is an annual event where we explore critical issues faced by the GBV movement in Canada. This event brought together the voices and insights of Trans activists, advocates, educators and service providers from across Canada who engaged in a dialogue about complicity, accountability and the need for change in the GBV movement on the issue of transmisogyny.</p>

*c. Asynchronous Training*

In partnership with Athletics and Recreation, the Office launched a mandatory asynchronous training program for nearly 400 student-athletes. Administered through Canvas, the *Safer Campuses for Everyone* program addresses the following topics through interactive features: the prevalence and forms of sexual violence; consent and healthy relationships; active bystander intervention; and responding to disclosures and supporting people who have been impacted by sexual violence. This training program will be offered to interested academic and non-academic units and student groups in 2022-2023, with the eventual goal of making it available to all SFU students through the Canvas student dashboard.

*d. Other Educational Programming and Resources*

The Active Bystander Network (ABN) is a group of student volunteers who help raise awareness about sexual violence prevention and how to create a culture of consent and care at SFU. In 2021-2022, the ABN developed and supported several initiatives, including:

- A social media campaign on community care for SAAM 2022.
- “Right to Be Safe: Envisioning a Safer Campus”, an interactive event where the ABN learned from students what we can do as a community to make campus safer and free from sexual violence.
- “Sending Love”, a St Valentine’s Day event that invited participants to write affirmative postcards to those they care for.

The Office has developed / is currently developing the following educational resources:

- A [resource](#) on trauma-informed pedagogy and content notes, developed collaboratively with the Centre for Educational Excellence and the Student Learning Commons.
- A communications guide for SFU Recreation and Athletics communicators. We aim to develop a related resource for all SFU and FIC communicators in 2022-2023.
- A [resource](#) for SFU and FIC faculty and staff on how to support International students who have been impacted by sexual violence.

In addition to the events and campaigns outlined above, the Office developed and delivered a variety of workshops for SFU and FIC students, faculty and staff. The following table provides an overview of these workshops.

**Table 1 Workshops for SFU Community Members: September 1, 2021 to August 31, 2022**

Workshop / Presentation Topic	Student Sessions		Employee Sessions	
	# of sessions	Total # of participants	# of sessions	Total # of participants
Responding to Disclosures	9	110	10	180
SVSPO / GP 44 Overview	2	36	3	62
Professional/Peer Boundaries & Healthy Relationships	15	408		
Practicing Consent	1	16	N/A	
Bystander Intervention	7	99	1	3
Customized Workshops	1	3	4	54
<b>Total</b>	<b>32</b>	<b>636</b>	<b>18</b>	<b>299</b>

**Table 2 Workshops for FIC Community Member: September 1, 2021 to August 31, 2022**

Workshop / Presentation Topic	Student Sessions		Employee Sessions	
	# of sessions	Total # of participants	# of sessions	Total # of participants
Responding to Disclosures	N/A			
SVSPO / GP 44	1	15		
Peer Boundaries and Consent	3	88		
Bystander Intervention	N/A			

Customized Workshops	N/A			
<b>Total</b>	<b>4</b>	<b>103</b>	<b>0</b>	<b>0</b>

*e. Goals for 2022-2023*

Over the coming academic year, the Office will focus on the following key deliverables:

- Continue to evaluate selected components of the Office’s educational programming as part of an externally funded, multi-year research project lead by Dr. Jennifer Wong; and explore further development of appropriate assessment tools in existing workshops and outreach programs.
- Create a sustainable presence and workshops on all campuses by embedding the *Safer Campuses for Everyone* training into relevant student engagement asynchronous training.
- Launch *Interrobang!?*, an interactive game for students that explores themes around healthy relationships, consent and personal values.
- Develop a certificate program on sexual violence prevention and support for SFU and FIC faculty and staff.
- Create a sexual violence communications guide for the SFU and FIC Community.

**VI. Support Services: Responding to Disclosures and Reporting Sexual Violence**

The Office offers free and confidential support to SFU and FIC Community members who have been impacted by sexual violence, such as sexual assault and sexual harassment, regardless of when or where it took place. During COVID 19 restrictions the Office moved to remote support and offered clients the option to connect with a case manager by phone, email, text and by Zoom drop-ins and virtual support calls. To ensure a low barrier approach to service provision, the Office continues to provide clients with virtual options alongside in-person meetings on any of SFU’s campuses by appointment and through drop-in hours.

Collaboration and building strong relationships are two foundational principles of the Office’s support service model. Over the last year, the Office has been working to solidify relationships and partnerships with offices, organizations and services both on and off campus. The Office’s off-campus relationships already include many community-based support services and agencies and the Office has been working to broaden its reach by initiating relationships with Family Services of Greater Vancouver, Vancouver Lower Mainland Multicultural Family Support Services, Cameray, Mosaic, DIVERSEcity and with police-based victim services agencies in the Lower Mainland District and Metro Vancouver.

During the reporting period, September 1, 2021 to August 31, 2022, the Office noted the following:

- Experienced a significant decrease in clients seeking support to access police/victim services, which means less work with clients who have filed police reports and are in need of ongoing assistance with navigating those systems.

- Witnessed an anecdotal increase of clients accessing the Office’s support services who were referred by a past client.
- Supported an increase in intakes of 50% since the last reporting period. From September 2020 until August 2021 the Office supported 152 intakes, compared to 229 this year.

Reporting will only occur when the number of incidences is greater than 5 to prevent inadvertently identifying individuals.

*a. Intakes*

We know that sexualized violence is underreported due to the multiple barriers people experience in sharing their experience. We believe that there are many more disclosures made across the University, i.e. to areas other than the Office, that ultimately are not captured in this annual report. Every effort will be made to encourage Survivors and those impacted by sexual violence to connect with the Office to access coordinated supports and resources and explore reporting options available through both the Policy and elsewhere. We anticipate that as the Office continues to become more well known, and as education programs and prevention initiatives gain more traction, the number of disclosures made will continue to increase. The Office is committed to building relationships to reduce barriers and support the increase of University Community members accessing supports and services and is actively exploring ways to engage with this work.

**Table 3 Intake Type: September 1, 2021 to August 31, 2022**

<b>Intake type</b>	<b>Count</b>
Disclosures	141
Consultations with Community Member*	87
Report	1
<b>Total**</b>	<b>229</b>

\*Some consultations with Community Members may also involve the same incidents shared by Survivors during a disclosure, therefore, each number counted is not necessarily a unique instance of sexual violence and misconduct.

\*\* Some intakes involve more than one person.

*b. Accommodations*

**Table 4 Types of Assistance: September 1, 2021 to August 31, 2022\***

<b>Type of assistance</b>	<b>Count</b>
Academic accommodations	144
Counselling, referral/streamlining	101
Medical Referral	12
Police/Victim Services	24
Safety Planning	49

Workplace Accommodations	5
<b>Total</b>	<b>335</b>

\* These numbers reflect when actual "actions" are taken by the Office within the categories. A vast majority of clients will have discussions with Case Managers about the categories and have opportunities to ask questions; however, only direct actions taken on behalf of clients by Case Managers are reflected in the numbers above.

The statistics provided reflect the support given to individuals who are new clients to the Office between the period of September 1, 2021 and August 31, 2022. These numbers do not reflect the ongoing support being provided to University Community members who first contacted the Office prior to this timeframe.

**Table 5 Affiliation Type: September 1, 2021 to August 31, 2022**

<b>Affiliation Type</b>	<b>Count</b>
SFU Students*	158
SFU Faculty	9
SFU Staff	46
FIC Community Member	9
Undisclosed**	10
<b>Total</b>	<b>232</b>

\* Includes both SFU undergraduate and graduate students.

\*\* Undisclosed includes Contractor, Non-SFU, Alumni, and unknown.

*c. Reporting by Jurisdiction and Category of Complainant and Respondent*

One Report was made under the jurisdiction of the Policy in this reporting period.

Reporting by categories will only occur when the number of incidences is greater than five to prevent inadvertently identifying individuals.

**VII. Conclusion**

Ending sexual violence and misconduct and supporting those impacted by sexual violence and misconduct is a responsibility shared by all within the University Community. The Sexual Violence Support & Prevention Office would like to acknowledge the ongoing efforts put forward by the many departments, groups and individuals at Simon Fraser University and Fraser International College who have shown dedication and solidarity towards this goal. The Office is committed to strengthening our existing partnerships, establishing new relationships and working to reduce barriers for everyone in the University Community to access supports, services and education surrounding sexual violence and misconduct.

## Appendix A

### Definitions

The following definitions were drawn from SFU *Sexual Violence and Misconduct Prevention, Education and Support Policy* (GP 44) and amended, when appropriate, for reporting purposes. For a more detailed list of definitions visit <https://www.sfu.ca/policies/gazette/general/gp44.html>.

**Sexual violence and misconduct** is an umbrella term that encompasses a broad range of behaviour. It means a sexual act or an act targeting a person's sexuality, gender identity or gender expression that is committed, threatened or attempted against a person without the person's Consent. Such behaviour may or may not involve physical contact. It includes but is not limited to: sexual assault, sexual exploitation, sexual harassment, stalking, indecent exposure, voyeurism, stealing and the distribution of sexually explicit photographs or videos of a person without their Consent.

**Disclosure**, for the purposes of annual statistics, occurs when a Survivor tells a member of the Sexual Violence Support & Prevention Office that they have experienced Sexual Violence and Misconduct. Disclosure, in the context of education and training, includes providing SFU and FIC Community Members with the tools needed to respond appropriately when someone discloses experiences of sexual violence to them.

**Survivor** means a member of the University Community who identifies as someone who has experienced Sexual Violence and Misconduct. The University recognizes that an individual may not wish to use the term Survivor and will therefore respect an individual's preferred term, such as Complainant, Victim, or Discloser, in its interactions with that person. A Survivor can access confidential assistance and support, referrals and information from the Sexual Violence Support and Prevention Office, and can request accommodation as defined in this policy, regardless of where or when the Sexual Violence and Misconduct occurred or the parties involved.

**Report** means a Survivor telling the Sexual Violence Support and Prevention Office about an incident of Sexual Violence and Misconduct with the intention of initiating a process.

**Respondent** means a member or members of the University Community against whom a Report has been made pursuant to this policy.

**University Community** means all students and employees of the University and all people who have a status at the University mandated by legislation or other University policies, including research assistants, post-doctoral fellows, members of Senate and the Board of Governors, volunteers, visiting and emeritus faculty, and visiting researchers.

**Consultation by University Community Members** refers to the instances where we have supported a member of the University Community who is indirectly impacted by sexual violence and misconduct and includes students, staff and faculty members supporting someone who disclosed to them.