



## Board Committee Report

**Action Requested:**  Decision;  Discussion/Direction;  Information

**To:** Executive Committee

**Date:** June 19, 2024

**Presented by:** Stephanie Williams – Vice-President, Human Resources

**Subject:** Annual Report on Sexual Violence

### Motion for Consideration (if applicable):

That the Board of Governors accept this report for information.

### Executive Summary:

This report includes year-over-year data on the number of student sexual violence incidents reported through formal institutional policy, the number of students supported by Consent at Trent, and sexual violence prevention education initiatives on campus. It also includes a summary of the activities of Trent’s Sexual Violence Prevention and Response Committee.

This report is required under subsection 17(7.1) of the Ministry of Training, Colleges and Universities Act (MTCU Act), requiring universities to provide an annual report to its board of governors.

### Analysis/Alternatives Considered:

- 1. Access to supports, services and accommodations relating to sexual violence.**

Number of students accessing the Sexual Violence Prevention & Response Manager and Coordinator for support or accommodations:

Year	May 2019 – April 2020	May 2020 – April 2021	May 2021 – April 2022	May 2022 – April 2023	May 2023 – April 2024
New service users	54	18	68	75	<b>80</b>
Returning service users	40	39	43	21	<b>25</b>
<b>Total</b>	94	57	111	96	<b>105</b>

Accommodations:

Thirty to fifty percent of students accessing sexual violence support seek some form of accommodation or academic consideration. Accommodations include changing residence rooms or buildings, changing classes or seminar sections, and academic consideration including but not limited to; coursework extensions, reweighing of coursework, alternative options for participation and attendance, incomplete standing, late withdrawal, and financial accommodation including tuition refunds for withdrawn courses. Accommodation is also sought through other services, including Housing, Academic Advising, Student Accessibility Services, or by students with their faculty.

Support Feedback:

- *The Consent at Trent team has been effective at advocating for students who have survived and experienced sexual and gender-based violence. They approach their work with students with evidence-based practices, survivor-centered principles, and great care. They protect students' privacy and their right to autonomy when navigating reporting options and pursuing accommodations. They collaborate with other departments when reviewing and crafting best practices, and they involve students in decision making when appropriate. Their educational initiatives are consistent, thorough, and creative. I work closely with Consent at Trent, and I appreciate their communication, their partnership, and the opportunities that they provide to our community to both prevent and repair harm.*
- *Consent at Trent is an easily accessible campus resource available to open the difficult conversation about sexual violence that you may have witnessed or been victim to. Kristen and her team are approachable, empathetic, caring and inclusive. They are efficient and effective at accessing on campus and community resources for students to reach the best possible trauma-informed outcome.*
- *Campus Safety is thankful to have a program like Consent at Trent available to support our students. Knowing that there is someone to support survivors of sexual violence makes our job easier and helps us focus on investigations and ensuring the community is safe. The program not only raises awareness but also significantly contributes to the sense of safety at Trent University. The program collaborates closely with our Campus Safety team and has provided training for the Campus Safety team to ensure we are handling sexual violence cases with a compassionate, trauma informed approach. Survivors of sexual violence need support and Consent at Trent ensures they receive it and help them navigate the post-secondary system. To summarize, our sexual violence prevention program isn't just about reacting to incidents, but rather taking a proactive approach that contributes to the overall safety at Trent University where safety and well-being are everyone's priority. Thanks Consent at Trent for being excellent partners with Campus Safety.*
- *The Residence Life and Education team is always incredibly thankful for the continued support and ongoing education that Consent at Trent and the Sexual*

*Violence Prevention Managers provide to our students and student staff. Kristen and Sarah not only work to provide comprehensive and trauma-informed training for Residence Life student staff, specifically the Don team; but also assist in developing preventative programming with the Dons and Residence Life and Education Assistants throughout the year and provide support to student staff in responding to situations that arise in residence. Additionally, Kristen and Sarah have made the referral process for students needing support smooth and empowering. The support provided through Consent at Trent is unquestionably person-centered, confidential, and individualized. We thank Kristen and Sarah for their unwavering commitment to supporting students and student staff on campus regarding sexual or gender-based violence.*

**2. Sexual violence prevention education, initiatives, and programs.**

Type of programs and number of students served:

<b>Programming</b>	<b>Number of Participants</b>
Workshops	759
Orientation Consent Education	3914
Events	64
Resource Tables	570
Staff/Faculty Presentations	50
Guest Speakers	240
<b>Total</b>	<b>5597</b>

List of preventative education programs:

- Promotional and informational tables
- Resource fairs
- Training for Housing Staff (RLCs, Dons, etc), Orientation Facilitators and Leaders, Peer Supporters and other student leaders, College Staff, etc.
- Consent Education during Orientation Week for incoming students on both Peterborough and Durham campuses
- Consent Education for Varsity Athletes
- Bystander Intervention Workshop
- Policy and Me Workshop
- How to Support a Friend Workshop (receiving disclosures)
- Consent at Trent Week (Sexual Violence Prevention Week)
- Sex Education Workshop in collaboration with College student-staff
- Staff and faculty workshops (receiving disclosures and addressing sexual violence on campus)
- Faculty presentations in collaboration with the Office of Student Affairs
- Collaboration with student associations, groups, clubs, and on and off campus partners
- Trauma-informed yoga for survivors

- Weekly newsletter (online) with 67 subscribers
- Print campaigns (posters, brochures, etc.)
- Resource inserts in Trent Central Student Associations welcome packages and additional promotional materials working collaboratively with other departments and student associations
- Digital presence through Sexual Violence website
- My Trent portal events and bulletins
- Social media: Instagram, YouTube videos and Facebook
- Consent Reading List in partnership with Trent Libraries
- Promotional support through College newsletters (online)

Workshops, events and programming were delivered in a variety of formats on both the Peterborough and Durham campuses, both in-person and virtual. Following from the 2022-2023 academic year, providing various methods of delivery, including hybrid options have continued to increase engagement and accessibility to prevention education initiatives.

Support Feedback:

- *I am so grateful that the "Sexual Violence on Campus: Prevention, Intervention and Survivor Support" workshop exists, and that it's a component of the Student Support Certificate. This is an incredibly important subject for university campuses, and Kristen and Sarah were able to take us through a lot of important information. They also created a safe and non-judgmental space where participants felt able to ask questions and discuss challenging issues.*
- *The Skills to Enhance Peer Support (STEPS) program is truly an essential program for the Trent campus. It provides students themselves with opportunities to step up and become leaders within the community, support friends, and cope with challenging experiences, such as intervening when witnessing an act of violence. By attending STEPS workshops, we are actively creating a safer, more respectful, and welcoming community on our Trent campuses. The topics at the center of STEPS workshops are heavy and difficult, and this fact is not lost on facilitators and fellow participants. The important conversations are approached with care and support is available during and after the workshops. This support creates a space where students can safely learn, ask questions, and develop skills. The STEPS program provides skills in a supportive environment which are not only key for our time on campus, but also for life in general.*
- *I am moved by the support and workshops conducted by the Consent at Trent Team because they have helped me in many aspects of my life, whether it be in school, work, or within my peer relationships. These skills and knowledge are continuously useful. Trent University's Consent at Trent has implemented workshops such as "Sexual Violence on Campus: Prevention, Intervention, and Survivor Support," "Bystander Intervention," and Skills to Enhance Peer Support (STEPS) on both campuses (Peterborough and Durham). These workshops cover important topics and skills that post-secondary students should learn and implement into their lives, just as I have, because the benefits are numerous. Kristen and Sarah are great assets in creating a safe, judgment-free, and engaging space where participants feel comfortable asking questions and*

*discussing complex present issues arising from the important information being taught.*

**3. The number of incidents/complaints of sexual violence reported by students.**

<b>Year</b>		<b>2019</b>	<b>2020</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>
Metric 1	Total number of formal complaints/reports of sexual violence	2	21	33	27	17
Metric 1 (a)	Total number of formal complaints/reports of sexual misconduct					3
Metric 1 (b)	Total number of formal complaints/reports of sexual assault		4	24	8	5
Metric 1 (c)	Total number of formal complaints/reports of sexual harassment		8	6	12	7
Metric 1 (d)	Total number of formal complaints/reports of stalking		8		4	
Metric 1 (e)	Total number of formal complaints/reports of indecent exposure		1	3	1	1
Metric 1 (f)	Total number of formal complaints/reports of voyeurism	1				
Metric 1 (g)	Total number of formal complaints/reports of sexual exploitation	1			2	1

Note that these are cases formally reported through Trent’s Sexual Violence Prevention and Response Policy, the Discrimination and Harassment Policy, or the Workplace Violence and Harassment Policy. This data does not reflect disclosures of sexual violence that may be received by varying support services. Reporting information reflects the academic year, as opposed to the calendar year.

#### **4. Implementation and effectiveness of the policy.**

##### Policy and Response

The Sexual Violence Prevention and Response Policy is effective in responding to and supporting survivors by providing options to survivors regarding safety, reporting (including formal and informal processes), support, and potential accommodations. The policy is also effective in highlighting the needs of survivors of sexual violence and provides context for administering various accommodations. The policy will be up for review in May 2025 and will include revisions advised by the needs assessment process, focusing on such things as accessibility, inclusivity, and intersectionality.

##### Staff changes

In July 2023, Kristen Haines was hired into the role of Sexual Violence Prevention & Response Manager, and Sarah Simpson, the Consent Project & Education Associate, moved into a revised role of Sexual Violence Prevention & Response Coordinator. Having two staff members dedicated to both survivor support and prevention education has allowed for expansion in student support, and an increase in capacity for ongoing collaboration and strategic planning.

In January 2024, a Trent Work Study Program student-staff was hired to expand sexual violence awareness initiatives, through an increased digital presence.

##### Policy and Education

Sexual Violence Prevention programs, including consent education and bystander intervention workshops, are an engaging part of our education strategy and are a central tenet of our policy. In the 2018 provincial Student Voices on Sexual Violence survey, Trent students (75.4% of respondents) reported being readily able to intervene when they witnessed incidents of sexual harassment.

##### Sexual Violence Prevention and Response Committee Implementation

The Sexual Violence Prevention and Response Committee monitors the efficacy of the policy and provides recommendations and assessment. Students can participate in this process at the committee level, as well as with an official open channel for sharing direction on policy with their student union and therefore with the policy sub-committee. Student representation includes the Trent Central Student Association, Trent Graduate Student Association, Trent Durham Student Association, and other interested students.

The full committee met February 2<sup>nd</sup>, March 1<sup>st</sup>, April 5<sup>th</sup>, and May 3<sup>rd</sup>. The focus of the Committee was consultation to conduct a needs assessment and review process to assess the efficacy of sexual violence prevention and response on campus. The review process will inform the development of a Sexual Violence Prevention and Response Framework to offer guidance and space for collaboration between groups for Sexual Violence Prevention and Response on campus, in partnership with the Sexual Violence Prevention and Response Policy. The group provided an initial outline of important components to be included in the needs assessment and review

process based on different areas of expertise as student leaders, staff, faculty, and community members.

**Financial Implications:**

Sexual violence is a prevalent issue in society, and individuals in the traditional student age group (18-24) are particularly vulnerable. Providing prevention education and support for students who have experienced sexual violence helps limit and mitigate the impacts of sexual violence on our student population. Experiencing sexual violence can be highly traumatic and can severely impact students' ability to persist in their degree, affecting student retention.

**Enterprise Risk Assessment:**

In the past number of years, there has been an increased focus on sexual violence in society, and in postsecondary, including significant attention to individual cases in various institutions. Efforts to prevent and respond to sexual violence incidents have a significant reputational impact.

**Next Steps:**

This report is for approval with the Board of Governors, followed by submission of updated protocol to MCU.

**Alignment with Mission, Vision, Values, Strategic Plan:**

An environment free of sexual violence is in keeping with Trent's objectives around providing an equitable learning environment for students.

**Consultation:**

The Sexual Violence Prevention and Response Committee continues to meet and includes representatives from student associations, staff, faculty, and community members.

**Compliance with Policy/Legislation:**

This report is submitted in compliance with the Ministry of Colleges and Universities requirement of an annual report to the Board of Governors.

- The proclamation of subsection 17(7.1) of the Ministry of Training, Colleges and Universities Act (MTCU Act), requiring each publicly-assisted college and university, covered by the Act, to provide an annual report to its board of governors. This is an ongoing requirement. Although there is no due date in legislation, in August 2019 the ministry indicated to each institution that the reports must be Board approved by June each year.
- The requirement for each publicly assisted college and university to create a task force dedicated to addressing the issue of sexual violence on campus. This is a one-year requirement with each task force required to submit their report to their respective board of governors and to the ministry by June each year.

**Committee/Board Mandate:**

The Government of Ontario has mandated that each university present to their boards of governors an annual update on sexual violence, including the work of the institutional Sexual Violence Prevention and Response Committee.

**Supporting Reference Materials (attached):**

None.