

Sexual Violence Annual Report

May 2019 – May 2020

Centre for Equity and Inclusion

Introduction

The following report was created to highlight statistical data and information pertaining to Sheridan's commitment to the prevention, awareness and education initiatives dedicated to Sexual Violence. As per our Ministry of Training, Colleges and Universities Act, Section 17(7.1), Sheridan is required to provide this report directly to its Board of Governors and share the report with the Ministry before June 1st.

For the purposes of this report, the term Sexual Violence should be interpreted as defined in subsection 17 (1) of the *Ministry of Training, Colleges, and Universities Act, 1990*:

“Any sexual act or act targeting a person's sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person's consent.”

Within Sheridan's *Sexual Violence Policy*, Sexual Violence includes cyber sexual harassment, indecent exposure, sexual assault, sex trafficking, sexual exploitation, sexual harassment, stalking, and voyeurism.

Best practices of collecting this data and information was determined through consultations with the Sheridan's Sexual Violence Taskforce and other Post-Secondary Institutions (Humber College, Fleming College, Algonquin College and Mohawk) as part of an informal skillshare. The contents of this report cover the timeframe of May 1, 2019 to and including April 30, 2020 and may reflect some of the challenges posed in accessing resources on campus during the last two months (March and April) due to COVID-19.

The sections of this report are divided into four parts which reflects the information requested as per the Ministry of Training, Colleges and Universities Act, Section 17(7) and what is to be provided to our Board of Governors and the Ministry of Training, Colleges and Universities.

Part 1: The number of times supports, services and accommodations relating to sexual violence are requested and obtained by students enrolled at the college or university, and information about the supports, services and accommodation.

Sheridan not only remains committed to sustaining an environment free from Sexual Violence but continues to support the academic achievement and the dignity, self-esteem and fair treatment of its Members. That said, Sheridan provides supports, services and accommodations to any of its Members who have been impacted by Sexual Violence (as a survivor and/or as witness), irrespective of when or where the incident is purported to have taken place.

Sheridan College, after being informed of this new metric during the fall of 2019, began to collect the numerical data in January 2020. As of a result The collection of this data commenced January 2020, therefore the data is not a true reflection of the number of times that supports, services and accommodations were requested and obtained.

Total number of supports, services and accommodations	196
Total number of supports requested	101
Total number of services requested	80
Total number of accommodations requested	15

The types of supports, services and accommodations were collected and collated by the internal resources available for students impacted by Sexual Violence. While various individuals and departments at Sheridan can serve as a source of support, service and accommodations, this report will reflect on the statistical data and information obtained by the “on-campus” supports as defined in the Sexual Violence Procedure – Students. This includes: Accessible Learning, Campus Security, Health Centres, Residence Life, Sexual Violence Response Specialist, Student Rights and Responsibility Offices, and Wellness and Counselling.

Sheridan has defined supports, services and accommodations related to Sexual Violence as the following:

- Supports: counselling, safety planning, receiving disclosures, incident reporting and advocacy
- Services: referrals to internal and external supports, medical care, SafeWalk, and investigations
- Accommodations: academic accommodations and residential accommodations

Part 2: Any initiatives and programs established by the college or university to promote awareness of the supports and services available to students.

2.1 Specialized initiatives and programs have been developed and implemented to promote awareness, prevention and education to Members of the Sheridan Community on the topic of Sexual Violence. These initiatives and programs are delivered and continued throughout the year on all three campuses. The following chart illustrates these the deliverables that Sheridan has committed to for the last 12 months.

Event or Initiative
Bystander training
<ul style="list-style-type: none"> • Delivered to Peer Mentors and Residence Advisors
Training for student leaders
<ul style="list-style-type: none"> • Sexual Harassment training delivered to STARS (100 students)

- “Draw the Line” training to Peer Mentors
- “Sexual Violence: Awareness, Supports and Response Protocols”, “Active Listening”, and “Behind Closed Doors” training to Residence Advisors

Gender-based violence prevention training

Consent and healthy relationship workshops

- Information distributed in Residences on consent and healthy relationship
- Consent is Tea – hallway outreach completed by SLE Peers

Healthy drinking/drug/alcohol awareness

- Events focusing on “date rape” awareness and safety planning by Residence Life
- “Let’s talk about sex” – safe sex and mocktails nights by Residence Life

Online modules

- Mandatory online learning module for employees at Sheridan on “Sexual Violence Awareness” (299 currently employed employees and 71 co-op or student positions)

Social media campaigns on sexual violence

- Promotion of Sheridan led events related to Sexual Violence Awareness on LinkedIn, Facebook, Instagram and Twitter

“Consent is Everything” posters supplied by the ministry

Other events or initiatives

- Participation from the Associate Dean, Community Citizenship on the Community of Practice for International Students via Possibility Seeds. Community of Practice was created in response to “Courage to Act” report, which focuses on GBV on post-secondary institutions.
- Participation from the Sexual Violence Response Specialist with the Peel Human Trafficking Service Provides Committee.
- Participation from the Sexual Violence Response Specialist with an informal skill share with Sexual Violence Coordinators from four different colleges
- Repopulation of the Sexual Violence Taskforce (approximately 23 members, which includes faculty, students, administrative staff and Associate Deans)
- Review, update and launch of the Sexual Violence Policy and the creation of two separate procedures for students and employees
- 18,000 emergency cards distributed since 2015– these are specific to Sexual Violence resources (internal and external) and new cards created with inclusive emergency resources to be distributed
- Creation of the “Sexual Violence Resources” Collateral to be distributed electronically
- Organized a variety of events including:
 - Pledge signing - Provided the Sheridan community an opportunity to take a pledge against sexual violence on campus and in the community (at all campuses). This also provided an opportunity to inform students about resources and supports available to them.
 - National Day of Remembrance and Action on Violence Against Women Commemoration: 20 minutes action + placing of roses in the Peace Garden (December 6, 2019)
 - Take Back the Night – November 5, 2019
 - Lunch and Learn webinar series via the Inclusive Communities: “Addressing Vulnerabilities: Safety Planning for Individuals Exposed to Sexual Violence and Intimate Partner Violence during COVID-19”

- Dare 2 Care information and banner signing during Fall (Aug 26-30) and Winter (Jan 2 & 3?) orientation at all 3 campuses – banners are now hung in SSU space at Traf and Davis
- Consent is Tea – consistent hallway outreach done by SLE peers
- Focus Groups with SRRO Manager – a small group of peers are participating in SRRO manager’s focus groups for the Sheridan’s new sexual assault and sexual violence policy
- Sexy Bingo with the SSU – Dare to Care booth – November 2019
- Poster campaign – Rotated various posters at all campuses Provincial Draw the Line and Dare to Care
- Residence Life specific initiatives
 - Multiple bulletin boards on sexual health, healthy relationships, consent and sexual assault awareness.
 - Sexual Health Jeopardy, where all questions were relating to sex and sexual health. These included birth control, STIs, healthy relationships/consent, sexual anatomy and personal hygiene.
 - Sexy bingo/Dirty bingo
 - White Ribbon training as part of property training (utilized some material captured in the Lighthouse project)
 - October – Spooky Sex Myths Program
 - Made condoms available and encouraged students to get STI testing from the Health Centre

2.2 Below we have listed the on-campus services and supports relating to Sexual Violence that are available to students.

Services and Supports
<p>Safety App:</p> <ul style="list-style-type: none"> ● Sheridan maintains the “Sheridan Alert!” app for safety resources on campus
<p>24/7 services for survivors:</p> <ul style="list-style-type: none"> ● Campus Security at Sheridan is available 24/7 at all three campuses. Emergency phones located at all three campuses within the campus and on campus grounds. Safe Walk available for students and employees who require an escort on and off campus grounds ● Residence Life staff on both Davis and Trafalgar campuses who are able to provide resources on and off campus
<p>On-campus counsellor/therapist:</p> <ul style="list-style-type: none"> ● Wellness and Counselling support available with on-campus counsellors at all three campuses. The counsellors can provide short-term counselling for students impacted by Sexual Violence.
<p>On-campus health services:</p> <ul style="list-style-type: none"> ● Health Centres across all three campuses provide physical and mental health services such as the provision of birth control, emergency contraception, pregnancy tests, STI testing, counselling and information on sexual health and stress management.
<p>Information on local sexual assault/rape crisis centres:</p> <ul style="list-style-type: none"> ● Sexual violence resources and supports made available via the Sheridan website, on the Sexual Violence Procedures (both students and employees) and on a collateral document (electronic).

<ul style="list-style-type: none"> Information can be provided by the Centre for Equity and Inclusion (CEI), Health Centres, Wellness and Counselling, Campus Security and Student Rights and Responsibility offices (SRRO).
<p>Staff person dedicated to the issue of sexual violence:</p> <ul style="list-style-type: none"> Sexual Violence Response Specialist (SVRS) role is currently being fulfilled at a full-time capacity, serves all three campuses and is housed under the CEI. SVRS serves as support person for disclosures and request for support and services related to sexual violence, both on and off campus.
<p>Online support:</p> <ul style="list-style-type: none"> Formal complaints of Sexual Violence can be filed via an online platform, which will commence an investigation procedure with either CEI or SRRO. Sheridan website contains information on resources pertaining to Sexual Violence as well.
<p>Other services and supports:</p> <ul style="list-style-type: none"> Transportation: where appropriate and when available, Sheridan (through the Centre for Student Success) will assist survivors by providing transportation to local support services, free of charge. Training for employees: Training on Sexual Violence Awareness, Response and Referrals has been provided to FHASS leadership and faculty, FAAD faculty, FAST faculty, RASP and Governors to better inform how employees on responding to students who have experienced Sexual Violence Training to Health Practitioners from Sheridan and other PSI on identifying Human Trafficking.

In addition to Sheridan working collaboratively amongst its internal departments and members, Sheridan continues to engage in outreach, collaboration and with external community organizations in the regions of Peel and Halton. Sheridan continues to maintain on-going partnerships for on-campus education and additional support and services for survivors who have experienced Sexual Violence. These agencies are listed below:

<ul style="list-style-type: none"> Assaulted Women's Helpline Chantel's Place Halton Regional Police Services – Child Abuse and Sexual Assault Bureau Halton Women's Place Hope 24/7 Interim Place Nina's Place Peel Committee Against Women Abuse Peel Human Trafficking Service Providers Committee Peel Regional Police – Special Victims Unit Punjabi Community Health Services (PCHS) Region of Peel Sexual Assault Advisory Committee Sexual Assault and Violence Intervention Services (SAVIS) Victim Services – Halton Region Victim Services of Peel Victim/Witness Assistance Program (Halton and Peel regions)
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Part 3: The number of incidents and complaints of sexual violence reported by students, and information about such incidents and complaints.

For the purposes of this report, an *incident* of sexual violence is defined as a disclosure of an occurrence of Sexual violence experienced or witnessed and a *formal complaint* is defined an occurrence of Sexual Violence where an investigation process may commence.

Sheridan has a process of investigation of formal complaints that protects the rights of the individuals and holds individuals who have committed an act of Sexual Violence accountable. Sheridan is committed to investigate these complaints of Sexual Violence in a thorough and timely manner. As per Sheridan’s *Sexual Violence Procedure – Students*, section 4.4, it should be noted that students will be offered and provided supports, services and accommodations as referenced in Part 1 of this report, regardless if they choose to file a Formal Complaint.

Total number* of Formal Complaints or Incidents of sexual violence	44
Total number of formal complaints or incidents of indecent exposure	3
Total number of formal complaints or incidents of sex trafficking	0
Total number of formal complaints or incidents of sexual assault	22
Total number of formal complaints or incidents of sexual exploitation	1
Total number of formal complaints or incidents of sexual harassment	22
Total number of formal complaints or incidents of stalking	4
Total number of formal complaints or incidents of voyeurism	0

Please note, the total number of Complaints or Incidents of sexual violence will be lower than the types described from a through h, as an incident may be defined under more than one type.

Part 4: The implementation and effectiveness of the policy. 2016, c. 2, Sched. 3, s. 1.

In order to implement the Sexual Violence Policy, all first-year students are sent, at the beginning of each term, the “new school, new rules” outreach via e-communications, which references the relevant policies for students, including the Sexual Violence Policy and its related procedures. Employees are asked to complete the Sexual Violence e-learning module (PD4040) as part of their training, which references the Sexual Violence Policy. To assist with the support of students who have experienced Sexual Violence as well as continue with awareness and education initiatives for employees at Sheridan, training regarding the duty to report as referenced in the Sexual Violence Policy has been delivered to 203 individuals. The updated Sexual Violence Policy and its Procedures were launched to students and employees by way of e-communication and these documents have been updated on the Sheridan’s Sexual Violence website and the Sheridan Policy server, both of which are public facing.

To determine the effectiveness of the policy, we need to examine whether or not this policy has completed its purpose, which is to ensure that individuals who disclose Sexual Violence are believed, respected and supported by way of accommodations and investigations where appropriate. By examining the statistical data and information reflected in this report, it can be interpreted that the policy is not only an integral and instrumental tool to identify and address Sexual Violence and its impact on the Sheridan Community, it has been successful to serve as the framework which has influenced the events, education, prevention and intervention initiatives produced by Sheridan and continued work by the Sexual Violence Taskforce. The policy, in this consideration, has allowed students the access to services, supports and accommodations that they require to achieve academic success and overall safety and well-being.

For further information regarding the contents of this report and/or any questions about this important work, please contact:

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