

## Sexualized Violence (BRD 25-0) Annual Report

### Introduction

Thompson Rivers University's Sexualized Violence Policy (the "Policy") was brought into force by the Board of Governors on March 31, 2017. It was created in accordance with requirements set out in BC's *Sexual Violence and Misconduct Policy Act* (the "Act"), which mandates all public post-secondary institutions in the Province of BC to have a standalone policy addressing sexualized violence.

The University's Sexualized Violence Prevention and Response Manager (SVPR Manager) assisted the President in the preparation of this report. This report reflects work from June 2019 to May 2020.

### Executive Summary

The Policy was drafted after extensive consultation with stakeholders on campus, in the community, and with our colleagues in the Research Universities Council of BC. This report was compiled in compliance with section 6(2) of the Act, which provides as follows:

*"(2) Each year, the president of a post-secondary institution must report to the governing body on the implementation of the post-secondary institution's sexual misconduct policy."*

This year marked the second round of revisions to the Policy. Input was provided through a public consultation process, conversations with key stakeholders and the "Clear Policies" sub-committee of the Culture of Respect initiative. Thanks to their insights and collaborative work, new revisions have been made to expand the Policy's scope, increase accessibility, and enhance clarity of the document and its procedures.

After discussions with the Provost's Office, the Dean of Students, Human Resources and the General Counsel's Office, the President considers that the first three years of implementation of the Policy have been satisfactory; details of the activity under the Policy are set out in body of the Report below.

### I. Education and Prevention Work

The Sexualized Violence Prevention and Response Manager continued to foster collaborations with the campus partners, including TRUSU; the Wellness Center; Human Resources; the Faculty of Nursing; the Faculty of Education and Social Work; the Faculty of Adventure, Culinary Arts and Tourism; the Faculty of Trades and Technology; Wolfpack Athletics; Campus Living Centers; and those involved in the Culture of Respect initiative.

Partnerships with community and provincial organizations include Kamloops Sexual Assault Counseling Center, the Center for Response Based Practice, Mosaic Sexual Health, Art with Impact, and the Western Canada SVPR Community of Practice. The SVPR Manager sits on two community-based committees: TRUSU's Equity Forum and

the Violence Against Women in Relationships. Participation in these committees encourages bridging between campus and the larger Kamloops community and ensures that the SVPR Manager role is grounded in the most current local trends and services. The SVPR Manager continues to engage in dialogue and communities of practice with the provincial government around needs identified in the areas of policy, education, prevention, and response.

These partnerships contributed to the delivery of response services as well as education and prevention programming. Broadly, topics included awareness of policy and supports, consent, responding to disclosures, engaging in investigation processes, supporting survivors, bystander intervention, healthy relationships, and opportunities to take action. Educational initiatives took the form of web content, print material, videos, workshops, presentations, interactive events and practicum placements. Of specific note, the SVPR Manager's collaboration with Kamloops Sexual Assault Counseling Center in developing a training module allowed for significant strides to be made in engaging faculty and staff around their role in responding to sexualized violence on campus, and their insights about the work overall.

Significant time and energy was spent facilitating the continued work of a two-year prevention and response improvement initiative, Culture of Respect®, launched at TRU in January 2019. This initiative engages over 30 interdisciplinary stakeholders from across campus and community to form a Campus Leadership Team. Over the summer of 2019, the Campus Leadership Team identified 46 goals to work towards under six different pillars of focus: *Survivor Support*, *Clear Policies*, *Schoolwide Mobilization*, *Multitiered Education*, and *Public Disclosures*. TRU is the first Canadian school to participate in this innovative program. This has been an incredible opportunity to share the work of SVPR amongst colleagues and move this important work forward in practical ways. The formal execution of this initiative will end in December 2020, but it is hoped that the Campus Leadership Team will be able to continue their work in some form into the future.

## II. Response Work

### a. Kamloops Sexual Assault Counselling Center

The Kamloops Sexual Assault Counselling Center (KSACC) continued offering free, confidential support and information on campus. KSACC's Community Based Victim Services Worker worked on campus as needed: providing students, faculty and staff greater accessibility to community-based support and information. Thanks to funding from the United Way, KSACC was also able to station a Stopping the Violence Counselor at TRU one day per week, from September to May 2020. TRU students were able to take priority placement for timely services, delivered directly from campus. This addition of this service to campus would not be possible without the generosity of KSACC and their commitment to supporting TRU in its work on this issue.

b. **Manager Response Work Overview**

The following numbers represent victim/survivors who accessed the SVPR Manager directly as well as individuals who accessed support to help a victim/survivor.

*i. Disclosures and Reports*

As per the Policy, members of the University community who receive a disclosure of sexualized violence are to alert the SVPR Manager of the disclosure for statistical purposes. No details of a disclosure are collected.

A disclosure is defined as: “The sharing of information regarding an incident of Sexual Violence with a member of the University Community. This is not the same as a formal Report, which activates the University’s duty to investigate.”

A report is defined as: “A formal Report of an incident of Sexual Violence for the purposes of initiating investigative processes.”

Based on these definitions, it is recognized that there could be multiple disclosures of the same incident, incidents could have taken place at any time in a survivor’s life, and disclosures may or may not fall within the scope of a policy violation.

Disclosures of <b>sexualized violence</b>	68
Disclosure of <b>domestic violence</b> (violence within an intimate relationship)	8
Number of <b>formal reports</b> to TRU	6
Number of TRU faculty/staff who have notified the SVPR Manager of a disclosure	47

All six of the formal reports received resulted in the University hiring external investigators. In two of these cases, the investigator found that a breach of university policy had not occurred. In one investigation a breach of the policy was found and sanctions were imposed. The remaining three investigations continue to be in progress.

*ii. Supports Accessed*

Individuals are offered support in the variety of areas specific to the SVPR Manager’s role (safety planning, academic accommodations, etc), and may choose to access one, multiple, or none of the support services. The following numbers indicate the number of individuals who accessed each service.

Individuals who accessed at least one kind of support	41
Emotional support	41
Referrals to on or off campus support services (may include services related to counseling, housing support, outreach, advocacy, Victim Services, mental health, food security or substance/alcohol use).	41
Safety planning	11
Information about reporting options, on or off campus	22
Information about other support strategies or services	
Support <i>through</i> reporting options, on or off campus	5
Academic accommodations (may include deferrals, withdrawing in extenuating circumstances, etc)	4
Emergency housing support	1
Accompaniment to other services	3