

Sexual Violence (BRD 25-0) Annual Report - June 2018

Introduction

Thompson Rivers University's Sexual 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 President was assisted in the preparation of this report by the University's Sexualized Violence Prevention and Response Manager (the "Manager").

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."

Administration is reviewing the Policy and, after one year of experience with the Policy, expects to propose minor amendments to the Policy in due course. 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 year of implementation of the Policy has 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 fostered collaborations with campus partners including: TRUSU, The Wellness Centre, Counselling Services, Human Resources, TRU World, the Faculty of Nursing, the Faculty of Education and Social Work, WolfPack Athletics and Campus Living Centres.

Partnerships with community and provincial organizations included: Kamloops Sexual Assault Counselling Centre, The Y Women's Shelter, The Centre for Response Based Practice, The Anti-Violence Project, the Ending Violence Association of BC, the Research Universities Council of British Columbia.

These partnerships developed and delivered both active and passive educational programs for the TRU community. Broadly, topics included awareness of policy and supports, consent, responding to disclosures, supporting survivors, bystander intervention, healthy relationships, and opportunities to take action. Educational initiatives took the form of web content, print material, posters, videos, workshops, speaker panels, and interactive events. In addition to campus wide initiatives, groups of students who identified as LGBTQ2S+, male, or indigenous met separately to develop education/

prevention tools that resonated with them. Throughout the education and prevention work were underlying threads recognizing intersectionality, decolonization, and a survivor-centered approach.

Education and prevention programs were implemented throughout the year. Additional focus was given to orientation and the first eight weeks of the semester system, which is known as the “Red Zone” due to increased risk of sexualized violence.

II. Response Work

a. *Community Based Victim Services Worker on Campus:*

In September 2017, the Kamloops Sexual Assault Counselling Center (KSACC) began offering free, confidential support and information on campus. KSACC’s Community Based Victim Services Worker operates out of Student Services on a weekly basis, and provides students, faculty and staff greater accessibility to community-based support and information. The 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 victims/survivors who accessed The Manager directly as well as individuals who accessed support to help a victim/survivor.

i. *Disclosures and Reports*

As per the Policy, 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 and that disclosures may or may not fall within the scope of a policy violation.

Disclosures of sexualized violence that occurred within 6 months of disclosure	25
Disclosures of sexualized violence that occurred more than 6 months prior to disclosure	11
Disclosure of domestic violence (violence within an intimate relationship) that occurred within 6 months of disclosure	5
Disclosure of domestic violence that occurred more than 6 months prior to disclosure	2
Number of formal reports to TRU	4
Number of TRU Faculty/staff who have notified the Manager of a disclosure	9

Each of the four formal reports of Sexual Violence resulted in the university hiring an external investigator. In two of the four cases, the investigator was unable to conclude on the evidence that a breach of university policy had occurred. In the other two cases, the investigator found that a breach of university policy had occurred, and sanctions were imposed.

ii. Supports Accessed

Individuals are offered support in the variety of areas specific to The Manager’s role (safety planning, academic accommodations, etc.), but may choose not to access each (or any) of the support services. The following numbers indicate the number of individuals who accessed each service.

Emotional support from the Manager (includes those who are supporting a victim/survivor)	34
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).	33
TRU Counseling Services for sexualized or domestic violence, either prior to or as a result of accessing the Manager	18
Safety planning support	19
Information about reporting options, on or off campus	30
Support through reporting options, on or off campus *includes individuals who acted as witnesses during TRU investigations	5
Academic accommodations (may include deferrals, withdrawing in extenuating circumstances, etc)	12
Emergency housing support	2
Accompaniment to other services (to access RCMP, medical services, counseling services, etc.)	3