

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

### 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 University's Sexualized Violence Prevention and Response Manager (the Manager") assisted the President in the preparation of this report. This report reflects work from June 2018 to May 2019.

### 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 two years 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 two 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 (SVPR) Manager continued fostering 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, TRUFA, WolfPack Athletics, UREAP students, 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 Ending Violence Association of BC, Chase Secondary School, the Research Universities Council of British Columbia, and a newly formed Western Canada SVPR Community of Practice.

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. Throughout the education and prevention work

were underlying threads recognizing intersectionality, decolonization, and a survivor-centered approach.

Education and prevention programs ran 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.

A two-year prevention and response improvement initiative, [Culture of Respect](#)<sup>®</sup>, launched in January 2019. This initiative engages over 30 interdisciplinary stakeholders from across campus and community to form a Campus Leadership Team. The team is committed to rigorous self-assessment, creation of an institutional action plan development and implementation of said plan. TRU is the first Canadian school to participate in this innovative program.

## II. Response Work

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

The Kamloops Sexual Assault Counselling Center (KSACC) continued 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. 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 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 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>	82
Disclosure of <b>domestic violence</b> (violence within an intimate relationship)	9
Number of <b>formal reports</b> to TRU	6
Number of TRU Faculty/staff who have notified the Manager of a disclosure	28

Three of the formal reports received fell outside the scope of the Policy and therefore did not initiate an investigation. The remaining three formal reports resulted in the university hiring an external investigator. In two of the three cases, the investigator found that a breach of university policy had occurred, and sanctions were imposed. The third investigation was discontinued at the request of the complainant.

*ii. Supports Accessed*

Individuals are offered support in the variety of areas specific to The 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.

<b>Individuals who accessed at least one kind of support</b>	48
<b>Emotional support</b> from the Manager (includes those who are supporting a victim/survivor)	40
<b>Referrals to on or off campus support services</b> (may include services related to counseling, housing support, outreach, advocacy, Victim Services, mental health, food security or substance/alcohol use).	31
<b>Safety planning</b> support	11
<b>Information about reporting options, on or off campus</b>	22
<b>Information about other support strategies or services</b>	13
<b>Support through reporting options, on or off campus</b>	7
<b>Academic accommodations</b> (may include deferrals, withdrawing in extenuating circumstances, etc)	12
<b>Emergency housing support</b>	1
<b>Accompaniment to other services</b> (to access RCMP, medical services, counseling services, etc)	3