



Sexual Violence

Annual Report: May 2021 – April 2022

Centre For Equity and Inclusion

Sheridan

Introduction

The following report highlights statistical data and information pertaining to Sheridan's commitment to identify, address and prevent Sexual Violence through awareness, education and response initiatives. As per the 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 of Colleges and Universities (MCU) before June 1st in 2020 and 2021. However, a memorandum dated February 28, 2022 from the Deputy Minister, MCU states that all colleges are now required to share this report by November 1 of each year with their respective Board of Governors, publicly on their institutional websites and the MCU.

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.

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

The contents of this report cover the period from May 1, 2021 to April 30, 2022, and includes some of the challenges involved in accessing resources on campus as a result of remote learning and working due to the COVID-19 pandemic.

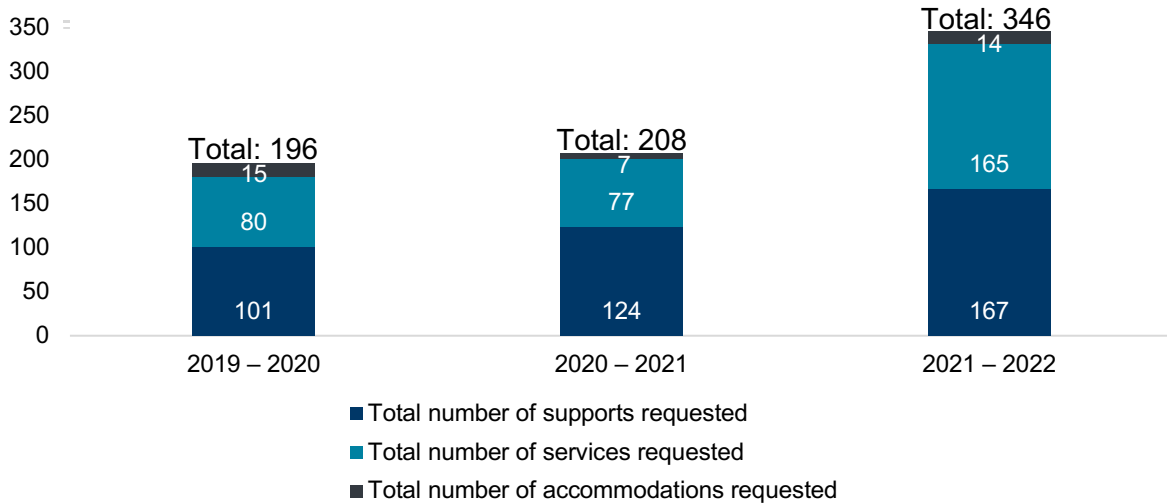
This report is divided into four parts based on the information required by the Ministry of Training, Colleges and Universities Act, Section 17(7) and what is to be provided to our Board of Governors and the Ministry of Training, Colleges and Universities.

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 remains committed to fostering an environment free from Sexual Violence and to supporting the academic achievement and the dignity, self-esteem and fair treatment of its members. To this end, 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. Table 1.1 illustrates of comparative of the number of supports, services and accommodations requested and obtained over the last three years.

Table 1.1

Services, Supports and Accommodations Requested



Information related to the types of supports, services and accommodations was collected and collated by the internal offices that provide resources to students who have been impacted by Sexual Violence. While various individuals and departments at Sheridan serve as a source of support, service and accommodations, this report captures the statistical data and information obtained by the “on-campus” supports as defined in the Sexual Violence Procedure – Students (as it then was¹). These include: Accessible Learning, Campus Safety, Health Services, Residence Life, Sexual Violence Response Specialist, Student Rights and Responsibility Office, and Wellness and Counselling. It should be noted that while services continued to be operational during the COVID-19 pandemic, supports and services were offered both physically and virtually.

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

- Supports: receiving disclosures, follow-ups, incident reporting, advocacy, counselling and safety planning.
- 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 and Gender-Based Violence. These initiatives and

¹ Note: At the time of writing, the Sexual Violence Policy and related Procedures are undergoing an update. Part of this update will reflect that, as a result of a June 2022 direction from the President and Vice-Chancellor, sole responsibility for the Policy and Procedures will lie with the Centre for Equity and Inclusion (previously the Policy and Procedures had been co-owned by CEI and the Student Rights and Responsibilities Office).

programs were delivered and continued throughout the year on all three campuses virtually due to the COVID-19 pandemic. The following chart illustrates the initiatives and programs that Sheridan delivered during the reporting period:

Event or Initiative

Bystander training

- Delivered to Residence Advisors

Training for student leaders

- “Draw the Line” training to Peer Mentors
- “More Feet on the Ground – Supporting Students in Distress” training to Peer Mentors
- “Sexual Violence: Awareness, Supports and Response Protocols,” “Active Listening”, and “Behind Closed Doors” training to Residence Advisors
- “Healthy Relationships and Sexual Health” infographic reviewed by 47 Student Leaders

Sexual and Gender-Based Violence prevention training

- Sexual Violence Awareness (6 Senior Campus Safety Services personnel)
- Respectful and Safe Places for Learning – Sexual Violence Training to 29 employees
- Sheridan Sexual Violence Policy: Review and Response (14 attendees from Practical Nursing program)
- Sheridan Sexual Violence Policy and Procedures (12 Residence Advisors)
- “Responding to Disclosures of Sexual Violence” training to 33 new Campus Safety Services personnel
- Respectful and Supportive Places (RASP): Sexual Violence training to 29 faculty members
- Sexual Violence Prevention and Response training to 3rd and 4th year Musical Theatre Program students and faculty (60 attendees)
- Sexual and Gender-Based Violence Bystander Training and Healthy Masculinities training (196 Faculty of Animation, Arts and Design faculty members)
- 2-Day Sexual Violence on Campus training delivered by Birchmount Training (21 employees)

Consent and healthy relationships workshops

- Information distributed in Sheridan residences on consent and healthy relationships
- “Conversations about Consent: Healthy Relationships, Consent and Sexual Violence” (114 Residence students and recorded for mandatory viewing)
- Sexy Trivia Night hosted by Samantha Bitty (45 registered students)
- Sexual Health Awareness weeks:
 - October: Presentation by Alisha Fisher on healthy sex, and topics to engage students on sexual healthy including consent culture, STIs, bystander training, and intimacy during COVID-19
 - February: *Art with Impact* (Sexual Violence and Mental Health), *BrAIDS with AIDS* (conversations within the Afro-Caribbean community), art therapy session, Sexual Health among international women-identified students and White Ribbon (*Consent and Harmful Masculinities*)
- “Sexual Health 101” presentation to Sheridan’s students of all sexual orientations about services available to students and sexual health

Healthy drinking/drug/alcohol awareness

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

- Collaboration with Harm Reductionist and Health Services: discussion on harm reduction and delivery of Narcan kits by request to students in Residence Life
 - Creation of “Alcohol and Drugs” infographic on Student Wellness website
 - Mental Health Awareness Week Coffee Chat: Alcohol Use via Health Promoters and Sheridan Student Union (“Alcohol Use”)
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Online modules

- Mandatory online learning module for new employees at Sheridan on “Sexual Violence Awareness” (355 currently employed employees)
 - Sheridan’s Sexual Violence Response Specialist hosted a webinar with Peel Regional Police, Elizabeth Fry Society and SAVIS (Sexual Assault and Violence Intervention Services), on “Human Trafficking”
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Social media campaigns on sexual violence

- Promotion of Sheridan-led events related to Sexual Violence Awareness on LinkedIn, Facebook, Instagram and Twitter
 - Promotion of the Sexual Violence Policy and Procedures and resources via “Hop In;” a virtual space used for orientation during the Fall 2020 and Winter 2021 terms
 - Sexual Violence Response Specialist and policy awareness via Sheridan Student Newsletter
 - Social Service Work students' events focused on Sexual and Gender-Based Violence and vulnerable communities
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Promotional and safety packages

- 212 “swag” bags containing wellness items (reusable Sheridan bag, pen, journal, reusable Sheridan masks with filters and hand sanitizers) were distributed to students at both Trafalgar and Davis Residence buildings along with information cards for the Sexual Violence Response Specialist and Emergency Contacts collateral card
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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 the “Courage to Act” report, which focuses on GBV (Gender Based Violence) at post-secondary institutions
- Participation from the Sexual Violence Response Specialist on the Peel Human Trafficking Service Providers Committee
- Participation from the Student Affairs Case Facilitator with High-Risk Community Roundtable in Peel and Halton to support members of the Sheridan Community at Risk
- Participation from the Sexual Violence Response Specialist in an informal skill share with Sexual Violence Coordinators from several Ontario colleges.
- Distribution of “Sexual Violence Resources” collateral and “Sexual Violence Response” cards both electronically and physically to all three campuses.
- Educational Resource Promotion “Pride 2021 – Connections to Support Those in Distress”
- Human Trafficking pamphlets (identification, awareness and National Hotline number) distributed at all Health Services Centres
- Organized a variety of events including:
 - Virtual 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 included a commitment by the Sexual Violence Response Specialist
 - National Day of Remembrance and Action on Violence Against Women Commemoration: virtual acknowledgment

- Residence Life specific initiatives
 - Multiple bulletin boards on sexual health, healthy relationships, consent and sexual assault awareness
 - Sexual Health Jeopardy featuring questions related to sex and sexual health. These included birth control, STIs, healthy relationships/consent, sexual anatomy and personal hygiene
 - Sexy bingo/Dirty bingo
 - Made condoms available and encouraged students to get STI testing from the Health Centre
 - Distribution of “Trauma-Informed Practice: How to Approach Patients Who Have Experienced Sexual and Gender-Based Violence” resources to Health Services

2.2 Listed below are on-campus services and supports relating to Sexual Violence that are available to students.

Services & Supports

Safety App:

- Sheridan maintains the “Sheridan Alert!” app for safety resources on campus which also includes a “FriendWalk” app for the user

24/7 services for survivors:

- Campus Safety Services at Sheridan are available 24/7 at all three campuses. Emergency phones are located at all three campuses both within the campus and on campus grounds. Safe Walk is available for students and employees who require an escort on and off campus grounds
- Residence Life staff at all student residences are available to provide resources on and off campus

On-campus counsellor/therapist:

- Wellness and Counselling support is available with on-campus counsellors at all three campuses. Virtually the counsellors can provide short-term counselling for students impacted by Sexual Violence

On-campus health services:

- 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
- Health Centres also provide access to an on-campus psychiatrist who, upon referral, can assess students who have been impacted by trauma related to sexual violence

Information on local sexual assault/rape crisis centres:

- Sexual violence resources and supports are available on the Sheridan website, in the Sexual Violence Procedures (both students and employees) and in a collateral document (electronic).
- Information is provided by the Centre for Equity and Inclusion (CEI), Health Centres, Wellness and Counselling, Campus Safety Services and Student Rights and Responsibility Offices (SRRO).

Staff person dedicated to the issue of sexual violence:

- Sexual Violence Response Specialist (SVRS) role is a full-time dedicated position within Sheridan’s Centre for Equity and Inclusion that serves all three campuses
- The SVRS serves as a support person for disclosures and requests for support and services related to sexual violence, both on and off campus

- The SVRS is available for virtual or phone meetings with students and employees impacted by Sexual Violence
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Online support:

- Formal complaints of Sexual Violence can be filed via an online platform, which will commence an institutional dispute resolution procedure
 - Sheridan website contains comprehensive information on resources pertaining to Sexual Violence
 - CEI is piloting a booking page for Sexual and Gender Based Violence intakes
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Other services and supports:

- Transportation: where appropriate, 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 is provided to Faculty across campus to better inform employees on how to respond effectively to students who have experienced Sexual Violence
- Training for Sheridan's Counsellors on how to identify and prevent sexual harassment in the workplace
- Training for Health Practitioners from Sheridan and other PSIs (Post-Secondary Institutions) on identifying Human Trafficking
- Creation of the Sexual Health and Violence Support Committee via the SSU (Sheridan Student Union)
 - This is a student-led committee that brings awareness initiatives to Sheridan regarding topics on Sexual Health and Sexual Violence to enhance safety and education

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

- Assaulted Women's Helpline
- Chantel's Place
- Elizabeth Fry Society
- 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
- Peel Regional Police – Vice 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)

Part 3: The number of incidents and complaints of sexual violence reported by students, and information about such incidents and complaints.

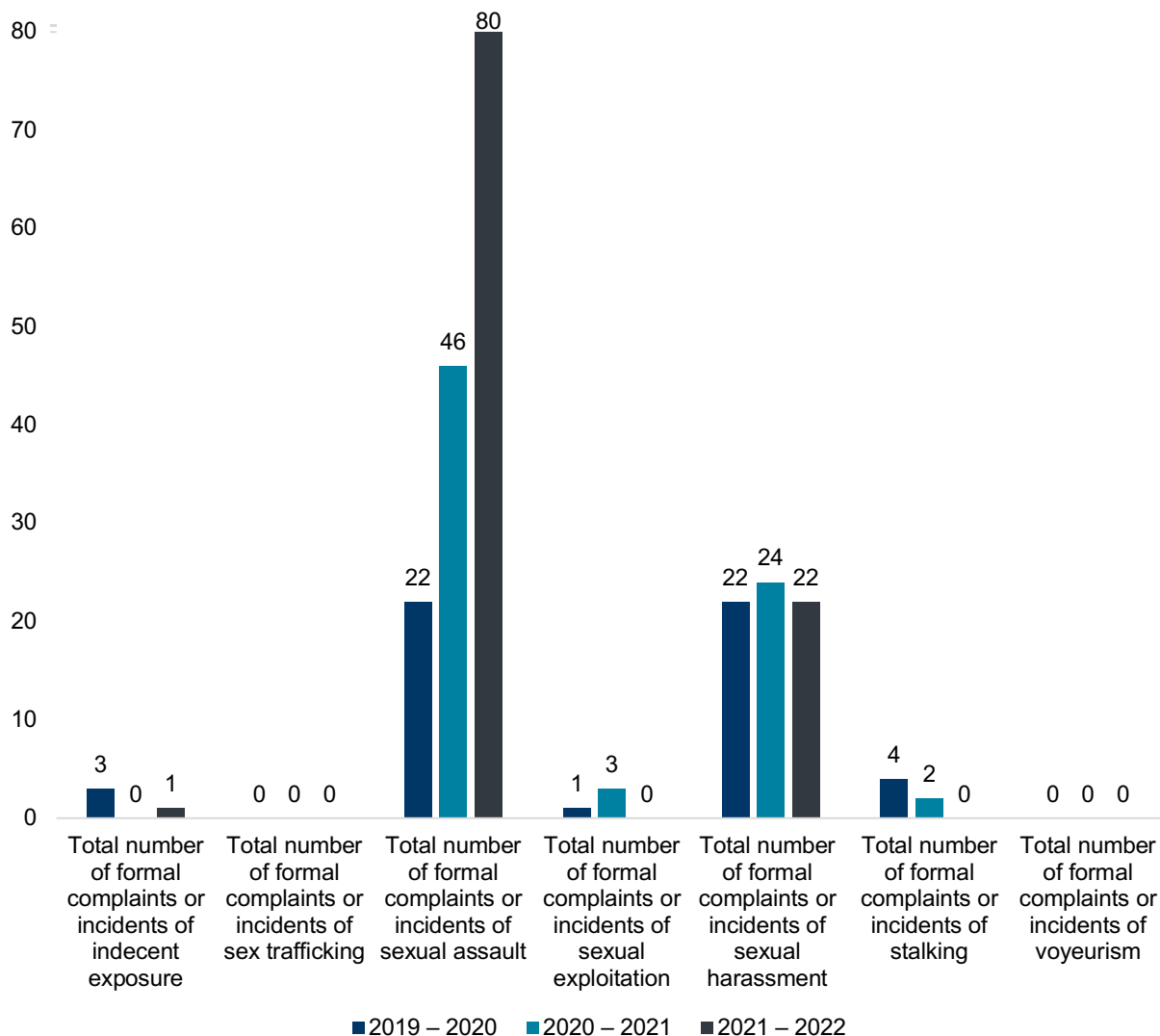
For the purposes of this report, an *incident* of sexual violence is defined as a disclosure of an occurrence of Sexual Violence experienced or witnessed; a *formal complaint* is defined as a report of Sexual Violence where a dispute resolution process may commence. Table 3.1 illustrates a comparative of the incidents and complaints reported in the last three years.

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

Out of the 103 disclosures of Sexual Violence that were made during the May 2021 to April 2022 reporting period, few resulted in a Formal Complaint and subsequent investigation: 2 cases of Sexual Assault and 7 cases of Sexual Harassment. The Centre for Equity and Inclusion investigated 3 (all Sexual Harassment) and the Student Rights and Responsibility Office (SRRO) investigated 2 Sexual Assault and 4 Sexual Harassment cases.

Sheridan College collects data for all incidents of Sexual Violence, which includes on or off campus incidents, and recent or historical incidents. Sexual Violence is the most underreported crime to police (Statistics Canada, 2019) and is approximately 6% of assaults reported to police services. We can assume that these statistics are mirrored in post-secondary environments, and should a reported incident meet the policy criteria for filing a formal complaint, students are informed that they will still receive supports, services and accommodations regardless of how they wish to proceed with respect to their formal complaint options.

Table 3.1



Part 4: The implementation and effectiveness of the policy.

To determine the implementation and effectiveness of the Sexual Violence policy, we need to examine whether this policy has met its purpose of ensuring that individuals who disclose Sexual Violence are believed, respected and supported by way of accommodations and dispute resolution strategies, as appropriate and has adhered to the overarching principles outlined in the policy. This can be demonstrated by the following:

- As outlined in Part 2 of this report, Sheridan has engaged in numerous public education and prevention initiatives dedicated to Sexual and Gender-Based Violence.
- At the beginning of each term all first-year students are sent 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.

- Collaboration and communication between on campus and off campus stakeholders are observed in instances where members of the Sheridan community request and require services, supports and accommodations in response to Sexual Violence.
- Supports, services and accommodations to members of the Sheridan Community are promoted online, via awareness and education initiatives and have been made available and offered at the time of disclosure, irrespective of the individual's choice to file a formal complaint, where applicable.
- As part of their training, employees are required to complete the Sexual Violence e-learning module (PD4040), which specifically refers employees to familiarize themselves with the Sexual Violence Policy. To further support students who have experienced Sexual Violence, Sheridan has facilitated training for 355 employees on "the duty to report" incidents of Sexual Violence.
- The Sexual Violence Policy and its Procedures were promoted to students and employees by way of e-communication and these documents continue to be shared with the Sheridan community, with a concentration during orientation. The new "Live Well" module for students rotates information for First Year students to ensure that students are continuously aware of the supports provided by Sheridan, including in response to Sexual Violence.
- According to the MCU memorandum of September 2021, all colleges and universities were required to amend their Sexual Violence policies by March 1, 2022 pursuant to O. Reg. 131/16. This new regulation enhances protections for students who are reporting Sexual Violence on campus by mandating that students impacted by Sexual and Gender-Based Violence may "come forward without fear of facing questions about their sexual history or expression, and ...be protected from repercussions for lesser policy violations, [specifically, those related to drug and alcohol use at the time the Sexual Violence took place]." (Ministry of Colleges and Universities, 2021).

Conclusion

Sheridan continues to increase awareness of Sexual and Gender-Based Violence prevention strategies across campus through a range of prevention, awareness and educational initiatives. Sheridan continues to offer necessary supports and services for individuals who have been impacted by Sexual and Gender-Based Violence. In response to the COVID-19 pandemic and its impact on how post-secondary education services are delivered, Sheridan adapted the ways in which individuals impacted by Sexual Violence may access these supports and services. As Sheridan plans to return to on-site learning and working, we hope to be able to offer in-person training and education for all members of the Sheridan community.

In the next year, we will develop an employee-focused "guidebook" to support employees so that they can more effectively address the needs of students. We will complete an update of our Sexual Violence Policy in consultation with student and employee members of our community. We will continue important workshop and training engagement for students and employees, update our online Sexual Violence training, promote a student-focused Sexual and Gender-Based Violence training module, and increase supports for faculty and staff who receive disclosures of Sexual and Gender-Based Violence. With

these strategies, Sheridan will continuously improve its ability to identify, address and prevent all forms of Sexual Violence in its learning and work environments.

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

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Statistics Canada (2019). *Criminal Victimization in Canada, 2019*.

<https://www150.statcan.gc.ca/n1/pub/85-002-x/2021001/article/00014-eng.htm>