



Sexual Violence

Annual Report: May 2022 – April 2023

Centre for Equity and Inclusion

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) by November 6, 2023.

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.

This report covers the period from May 1, 2022, to April 30, 2023. Sheridan commenced its mandatory review and update of its Sexual Violence Policy during this period. As such, Policy sections and definitions referred to in this report fall under the Sexual Violence Policy and its related procedures which were operational during that time. The definition of Sexual Violence includes cyber sexual harassment, indecent exposure, sexual assault, sex trafficking, sexual exploitation, sexual harassment, stalking and voyeurism.

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 MCU.

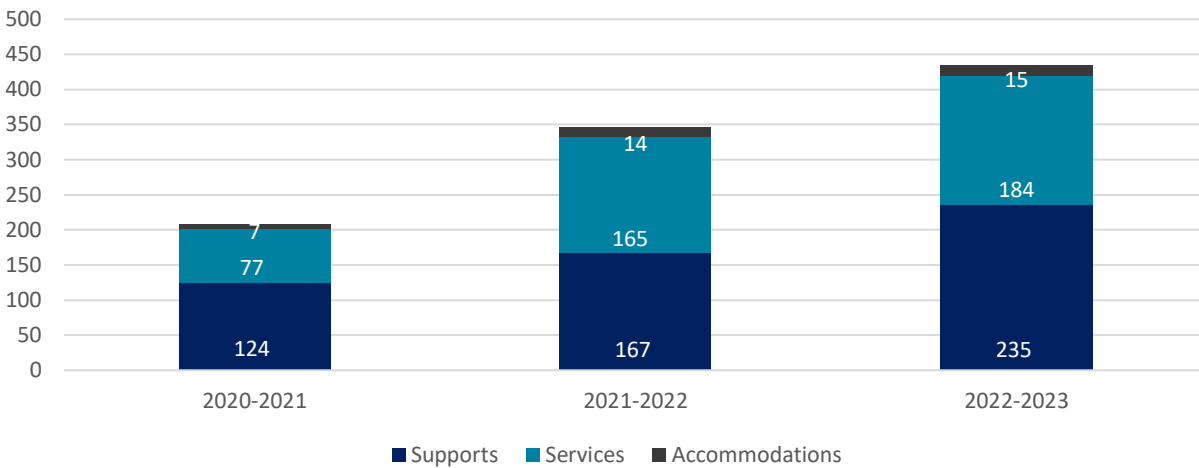
Part 1: The number of times supports, services and accommodations relating to sexual violence are requested and obtained by students enrolled at the college or university, and information about the supports, services and accommodation.

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 depicts the number of supports, services and accommodations requested by year, 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 supports, services and accommodations, this report captures the statistical data and information obtained by the “on-campus” supports as defined in the Sexual Violence Procedure – Students. These include Accessible Learning, Campus Safety, Health Services, Residence Life, Sexual Violence Response Specialist, Student Rights and Responsibilities Office (SRRO), 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.

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 programs were delivered and continued throughout the year on all three campuses in person and virtually. 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

Sexual and Gender-Based Violence prevention training

- Sheridan Sexual Violence Policy and Procedures (11 Residence Advisors)
- “Responding to Disclosures of Sexual Violence” training to 48 new Campus Safety Services personnel
- SLATE PD4040 (Sexual Violence Awareness) completed by 521 Sheridan employees
- Sexual Violence pre-recorded training session for new Board Members
- Sexual Violence prevention and response training delivered to Pilon School of Business students and faculty participating in overseas Global Skills Opportunity overseas program (25 participants)

Consent and healthy relationships workshops

- Information distributed in Sheridan residences on consent and healthy relationships
- Sheridan Student Union (SSU) led Sexual Health Session (including consent) during Sheridan Residence move-in at Davis and Trafalgar campuses
- “Consent is Sexy” (discussions on consent, gender-based violence, handling rejection, safe sex and safe relationships) workshops delivered to students during residence move-in
- Sexual and Gender-Based Violence Awareness week included:
 - “Conversations About Consent”- 60 student attendees
 - “Forced Labour and Sex Trafficking” – 10 student attendees
 - “Relationships 101” – 20 student attendees
 - “Mental Health and Healthy Masculinities” – 18 student attendees
- Sexy Bingo at all three campuses (discussion on sexual health and consent) – 200 student attendees
- Healthy Masculinities (delivered by White Ribbon) - 30 student and employee attendees
- “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

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- Creation of “Alcohol and Drugs” infographic on Student Wellness website
 - Mental Health Awareness Week Coffee Chat: Alcohol Use via Health Promoters and SSU (“Alcohol Use”)
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Online modules

- Mandatory online learning module for new employees at Sheridan on “Sexual Violence Awareness” -521 currently employed employees
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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
 - 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
 - Promotion of “National Human Trafficking Awareness Day” on Sheridan Central; resharing online module and resources on Human Trafficking
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Promotional and safety packages

- Swag items including webcam covers, screecher alarms, pens, journals, charging dongles, masks and Sexual Violence resource cards distributed upon request and at orientation events
 - Safety items (screecher alarms and external battery chargers) provided to students and faculty travelling overseas for the Global Skills Opportunity – 25 participants
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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
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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
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On-campus counsellor/therapist

- Wellness and Counselling support is available with on-campus counsellors at all three campuses. The counsellors can provide short-term counselling for students impacted by Sexual Violence both in person and virtually
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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 (Sexually Transmitted Infections) testing, counselling and information on sexual health and stress management
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- 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
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Information on local sexual assault/rape crisis centres

- Sexual Violence resources and supports are available on the Sheridan webpage, in the Sexual Violence Procedures (for students and employees) and in an electronic collateral
 - Information is provided by the Centre for Equity and Inclusion (CEI), Health Centres, Wellness and Counselling, Campus Safety Services and Student Rights and Responsibilities Offices (SRRO)
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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, in person 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 webpage contains comprehensive information pertaining to Sexual Violence resources and support
 - Booking page for members of the Sheridan community who wish to meet with the SVRS
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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 about how to respond effectively to students who have experienced Sexual Violence
 - Training for Health Practitioners from Sheridan and other PSIs (Post-Secondary Institutions) on identifying Human Trafficking
 - Sexual Health and Violence Support Committee via the SSU
 - 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
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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 ongoing partnerships for on-campus education and additional supports and services for survivors who have experienced Sexual Violence. These agencies are:

- 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
- Embrave
- 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 is a comparison of the incidents and complaints reported in the last three years.

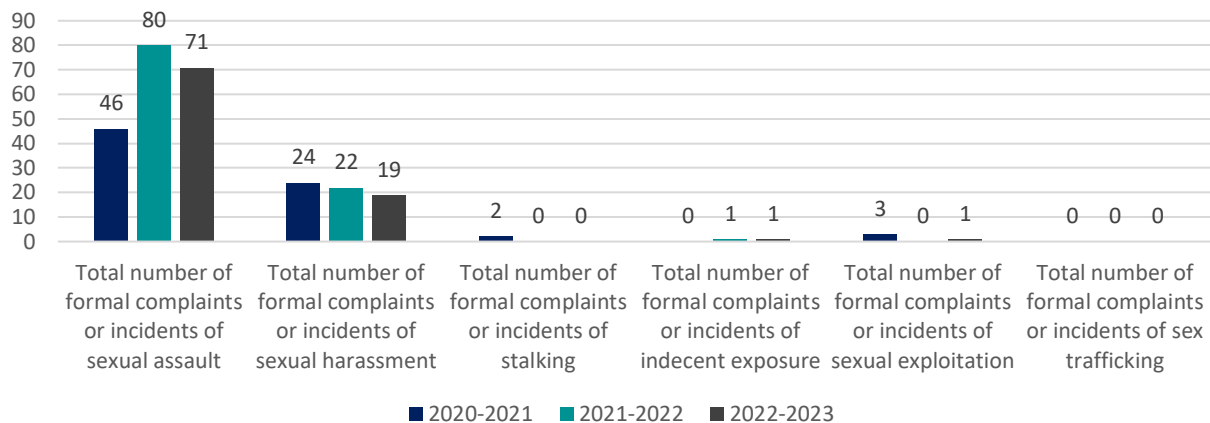
Sheridan has a process for investigating formal complaints that protects the rights of participants of the process and holds individuals who have committed an act of Sexual Violence accountable. Sheridan is committed to addressing complaints of Sexual Violence in a thorough and timely manner. Pursuant to Section 4.4. of Sheridan’s *Sexual Violence Procedure – Students*, 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.

From the 92 disclosures of Sexual Violence that were made during the May 2022 to April 2023 reporting period, few resulted in a Formal Complaint and subsequent Investigation: 6 cases of Sexual Harassment, 1 case of Sexual Assault and 2 cases which included both elements of Sexual Harassment and Sexual Assault. The aforementioned complaints and investigations were processed by the SRRO. CEI provided consultations for 1 case of Sexual Assault and 1 case of Sexual Harassment; these matters did not lead to a Formal Complaint but provided the individuals an opportunity to speak with CEI staff about the process so they could make an informed decision.

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 all 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 complaint options.

Table 3.1

Number and forms of incidents and complaints of sexual violence



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 it 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 whether the overarching principles outlined in the Policy have been adhered to. 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 virtually and in-person, 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 requires employees to familiarize themselves with the Sexual Violence Policy. To further support students who have experienced Sexual Violence, Sheridan has facilitated training for 521 employees on "the duty to report" incidents of Sexual Violence.
- Upon request, CEI will deliver training about the Sexual Violence Policy, referral process and response to identified departments as well as engage in program and department specific, as well as community-based consultations.
- The Sexual Violence Policy and 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.
- In preparation for the mandatory update to the Sexual Violence Policy and Procedures and the transition to sole CEI ownership, twenty consultation meetings were held between November 2022 and March 2023 with relevant key stakeholders including student leaders, faculty, administrative and support staff. These consultations invited parties to review the Sexual Violence Policy and Procedure and training sessions were offered to student leaders to fully engage in the feedback process. To provide opportunities for more student voices to participate in the feedback process, emails were sent to students via the Sheridan Weekly Newsletter between November 8, 2022 and November 16, 2022, inviting them to provide their feedback on the Sexual Violence Policy; 37,656 students had opened these emails.

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 institutions returning to in-person work and learning environments following the COVID-19 pandemic, Sheridan is positioned to provide effective support and educational and awareness initiatives to all members of the Sheridan community.

The data received during the consultation meetings for the update of the Sexual Violence Policy provided invaluable information for the Policy update as well as the operationalization of the new Policy and Procedure. This includes:

- The approval and launch of a new and comprehensive Sexual Violence Policy, effective July 7, 2023
- One consolidated Sexual Violence Procedure, instead of two separate procedures for Students and Employees

- The launch of the Sheridan Central Sexual Violence webpage
- The update to the public-facing Sheridan Sexual Violence webpage
- Cross reference of the Sheridan Central Sexual Violence and Student Affairs webpages
- Increased resources specific to Sexual Violence made available through the Sheridan Alert app
- A series of collaterals (pamphlets, guidebooks and brochures) made available to members of the Sheridan community specific to Sexual Violence response and supports
- A new position under the Student Affairs department (Student Affairs Liaison – Sexual Violence) where the incumbent will work with student respondents and co-create education about awareness, education, prevention and response
- Updated SLATE modules for employees and students focusing on Sexual Violence awareness, prevention, bystander training and resources
- The formation of a Sexual Violence Committee to replace the Sexual Violence Taskforce

We will continue to deliver important workshop and training engagement for students and employees, both virtually and in-person. The previous Sexual Violence Taskforce will be reimagined as the Sexual Violence Committee, which will include key partners at Sheridan who will meet to discuss the gaps and opportunities related to Sexual Violence awareness, education, prevention and response and will work to implement effective strategies with engagement and delivery. 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*.
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