

2022-2023 ANNUAL REPORT



UNIVERSITÉ
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Introduction

This yearly report is very data oriented, however, please remember that real humans and stories are behind these numbers.

This report covers a one-year period and constitutes a summary of all the activities and prevention initiatives that were organized and/or facilitated by Bishop's Sexual Violence Support Centre (SVSC) in their first year. As a reminder, the SVSC opened its doors in Memorial House in September 2022, along with the hiring of a second Sexual Violence Response Advisor (SVRA) in response to recommendation made in the CCLISAR report.

This report mainly covers the period between September 2022 and August 2023, but to maintain anonymity behind the data, we ban withed certain section over multiple years. A report pertaining to the 2018-2022 academic years was also produced and can be accessed on the SVSC website. A report identical to this one was produced in French and is accessible on the SVSV website.

Definitions

The Sexual Violence Support Center - SVSC

The SVSC is the single designated point of service for all members of the University community who have experienced any form of sexual and/or gender-based violence or need advice on how to address an incident linked to sexual and/or gender-based violence in the Bishop's Community.

Sexual Violence Response Advisor - SVRA

The SVRA coordinates all trainings and communication to the community in all matters linked to the Policy for the Prevention of Sexual Violence. The SVRA's education, support and advocacy work strives to be non-judgmental, intersectional, trans & queer positive, survivor-centered and trauma-informed.

The SVRAs offers confidential and non-directional support to those who have been impacted by sexual and gender-based violence, in English or in French. The SVRA helps to explore the survivor's needs regarding support and provides short and long-term accommodations.

Sexual Violence

Sexual violence is a broad term that describes a continuum of unwanted direct or indirect acts, comments, behaviors or attitudes, committed through sexual practices or by targeting sexuality or gender identity and/or expression. These can take place through any form or means of communication (e.g., online, verbal, written, visual, etc.). Sexual violence is defined by the absence of consent, not the presence of force.

Gender Based Violence - GBV

Any unwanted actual, attempted, or threatened act of violence perpetrated against someone based on their gender expression, gender identity or perceived gender. GBV disproportionately impacts people that identify as women, 2SLGBTQQA+ (two-spirit, lesbian, gay, bisexual, trans, queer, questioning, intersex and asexual) and gender-nonconforming people. Gender-based violence is a form of sexual violence.

Survivor/Victim

An individual who experienced an act of gender-based violence or sexual violence as defined in this policy. Both terms are used to reflect individual perspectives and journeys around one's experience. The University recognizes that individuals have the right to self-identify and decide on the word that best describes them.

Disclosure

A verbal or written account made by any person to a member of the Bishop's community (**directed to the SVSC**) sharing an experience of sexual or gender-based violence. A disclosure can result in support, accommodation and immediate measures as requested by the survivor/victim. A disclosure does not automatically initiate a formal complaint process (FCSV).

Formal Complaint - FCSV

When a survivor/victim fills out a Complaint Form (document that will be seen by the named perpetrator/respondent) in writing stating a breach of this policy. This form needs to be submitted to a Sexual Violence Response Advisor or the University General Counsel to trigger an admissibility analysis and possible external investigation. The results of this external investigation may lead to sanctions for the perpetrator and the survivor/victim will have access to the outcomes and sanctions.

Police Report

An official, formal complaint to the local officials which may lead to a police investigation. The SVSC can guide and accompany you with this procedure at your request.

REES Platform

REES stands for **R**espect **E**ducate **E**mpower **S**urvivors and is an encrypted service that allows members of the Bishop's community create a record and disclose acts of sexual and gender-based violence to the Sexual Violence Support Centre. This platform is free for all BU members and offers multiple options around disclosures, formal complaints or support offered to survivors/victims at any time of day.

Anonymous Report via REES

An Anonymous Report allows an individual to share information about an incident of sexual and gender-based violence without identifying themselves, or identifying the person who has harmed them. Please note that an Anonymous Report on the REES online platform does not include any identifying information about the individuals involved and does not allow for Bishop's to follow up with you directly. The data obtained from Anonymous Reports is intended to help measure the incidence and identify patterns of sexual violence on campus, with the goal of improving policy, support or responses to sexual violence on campus.

Repeat Perpetrator Identification (RPI) via REES

Repeat Perpetrator Identification notifies the Sexual Violence Support Center when the name of a perpetrator is flagged twice or more in the system. An RPI must be submitted by the survivor/victim of sexual or gender-based violence and cannot be submitted on behalf of another individual.

September 2022 to August 2023: At a Glance

September 2022

- The new SVSC location opens its doors
- The Sexual Violence Response Advisors (SVRAs) deliver an Active Bystander training to hundreds of incoming and all student athletes (new and returning)
- The SVRAs train O-week volunteers on how to receive a refresher on active bystander training

October 2022

- The SVSC hosts a Meet and Greet, giving the Bishop's community the opportunity to meet its staff and see their new, two year temporary workspace
- New Instagram and Facebook profiles for the SVSC

November 2022

- Polytechnique memorial education campaign and event

January 2023

- All incoming students who are registered for the Winter semester receive the mandatory Active Bystander training from the SVRAs

February 2023

- The SVSC holds an event regarding the Community Shift and Consent culture
- The SVSC takes part in the Sexual Culture Week offering information on some of the events and the SVRAs offer workshops to students

March 2023

- The SVSC host workshops in partnership with REES to students and staff on both services offered to the BU community
- The SVRAs offer support and advising on the gym hours and access to spaces
- Reinforced the measures in place for the female identifying and non-binary gym hours and access to spaces

April 2023

- The SVRAs provide training on consent and healthy relationships to all students who are going abroad, inc collaboration with the international office
- The SVSC hosts a Solidarity and action meeting for 2SLGBTQIA+ BU Members

May 2023

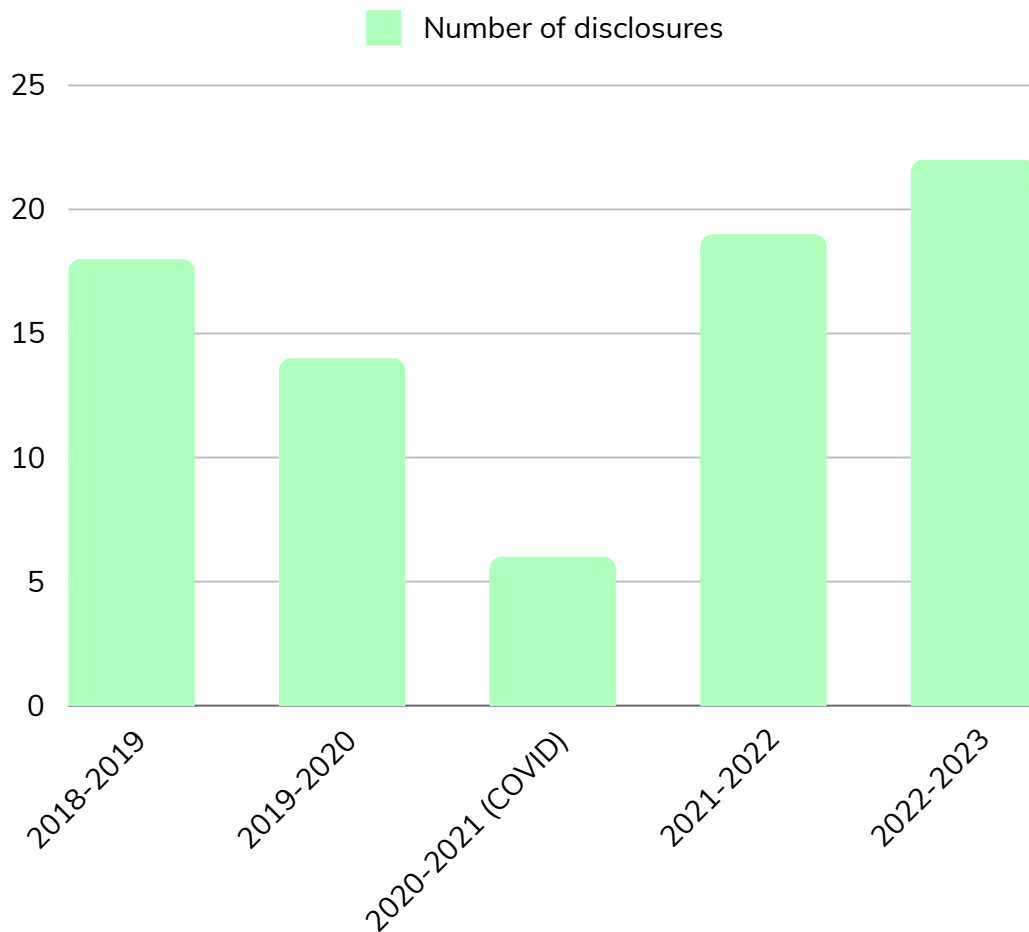
- The SVSC offers support and advising on name changes and emails in system

August 2023

- Collaboration with Champlain's Sexual Violence Prevention Coordinator and creation of a written procedure to be used by both institutions in cases of formal complaints of sexual violence
- Creation of a new flowchart that reviews all options for survivors/victims of sexual violence
- Creation of new procedures to be used on campus, including how to refer someone to the SVSC for support and how to help someone obtain a forensic kit at the hospital

Case Management Statistics

Disclosures - September 2018 to August 2023

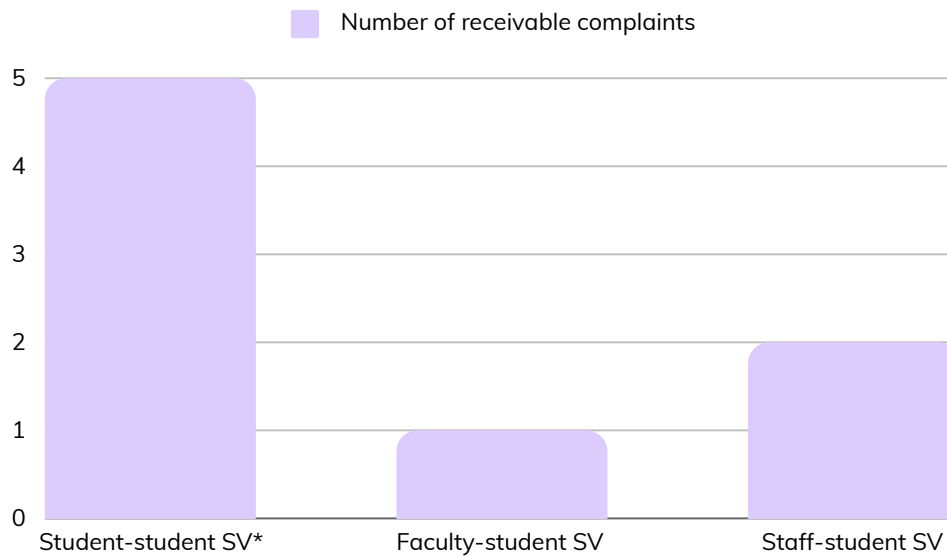


Formal Complaints - September 2018 to August 2023

The University received 13 Formal Complaints of Sexual Violence FCSV, between 2018 and 2023. Of these, 5 complaints were non-receivable under the Policy for the Prevention of Sexual Violence, at the time of their treatment.

The evaluation of formal complaints are based on the University Policy for the Prevention of Sexual Violence, which has been modified over these years. Prior to the modifications made in 2022 to this Policy, FCSV that would denote acts of sexual violence that would have taken place in private residences or during a non-sanctioned Bishops event would not have been receivable under the policy.

Thus, of the 8 receivable formal complaints, the nature of the incidents are as follows:



**3 of the 5 complaints were withdrawn by the survivor/victim*

Of the finalized receivable complaints, the sanctions/outcomes are as follows:

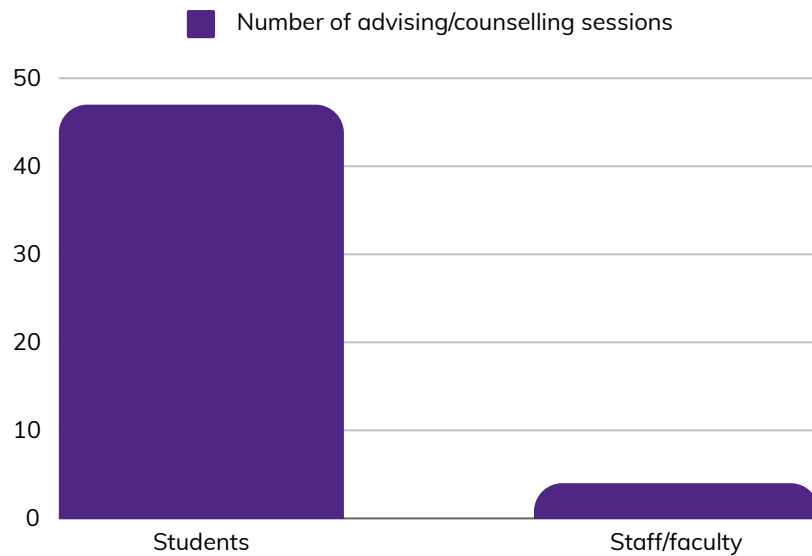


Sanctions and outcomes of formal complaints can include disciplinary measures such as: suspension (with or without pay), expulsion, written warnings, dismissals, campus ban, additional supervision, etc.

Individual Advising Sessions - September 2022 to August 2023

The following represents the data from the 51 scheduled advising/counselling sessions that took place with people that had an ongoing case or file with the SVSC (at the time). These number do not include case management via email/phone, certain drop-in appointments, students or staff/faculty who did not wish to have a file created, no-shows, external and interdepartmental advising.

The busiest months for individual meetings/sessions proved to be October and November.



Anonymous REES Data

Thanks to the anonymous data provided by REES, we were able to conclude the following:

All events disclosed implicated a student/student encounter, except for one who preferred to not disclose the status of those involved.

In response to the question “was the perpetrator someone you perceive to be in a position of power or authority?”, one person responded “Yes”, and one responded “Not sure”.

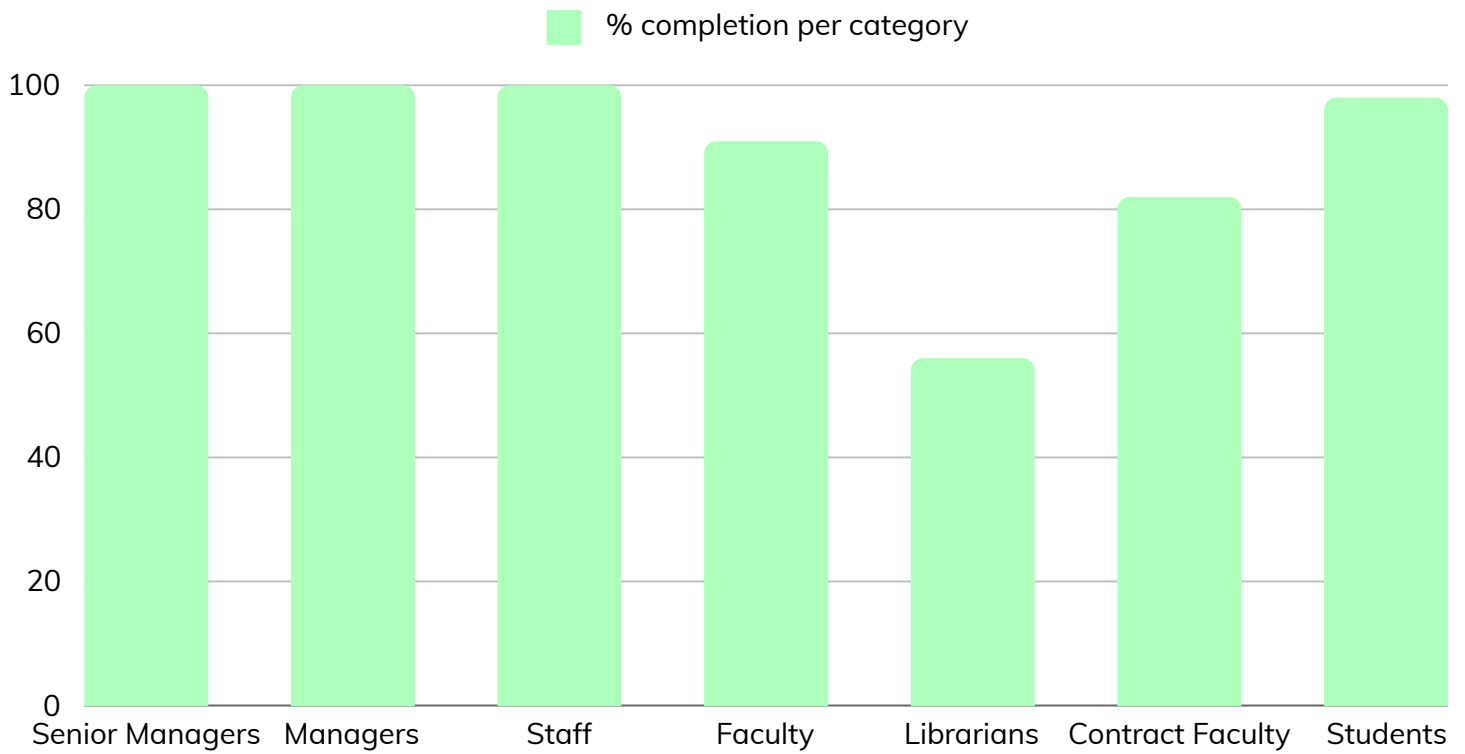
In at least 5 cases, the person inflicting the harm was under the influence of drugs or alcohol.

In 5 cases, the survivor/victim was under the influence of drugs or alcohol.

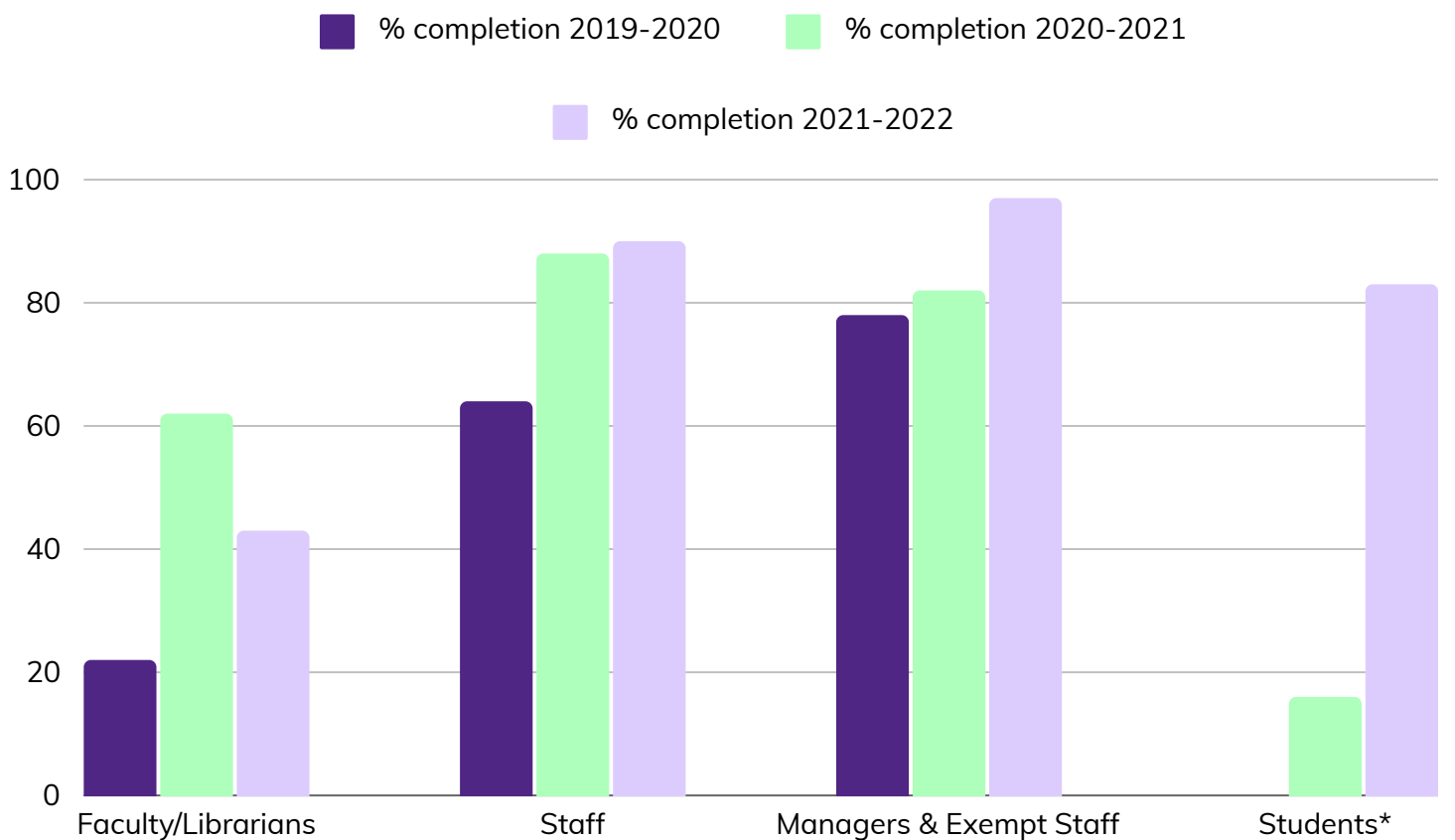
Training Statistics

Virtual Training Participation

The following graph represents the total percentage of each category of people to complete their virtual trainings for the 2022-2023 academic year.



In parallel, the following graph represents the total percentage of each category of people to complete their virtual trainings, over the years, from 2019 to 2022.



**In 2021-2022, the online virtual training became mandatory for students*

Trainings Offered

In-Person Training:

Can I Kiss You? - Focuses on clear communication and consent in intimate interactions.

Active Bystander Intervention - Equips participants with skills to intervene safely and effectively in potential harm situations.

General Consent - Educates individuals on the nuances of consent.

How to Receive Disclosures - Provides guidance on empathetic and supportive responses when receiving disclosures.

Healthy Relationships - Explores the dynamics of healthy relationships.

REES Platform - Offers specialized resources and support.

Virtual Training:

It Takes All of Us - Engages participants in discussions to foster collective responsibility.

Together Against the Trivialization of Sexual Violence - Aims to combat the normalization of sexual violence.

CCLISAR Review

In 2022, the Canadian Center for Legal Innovation in Sexual Assaults Responses was asked to conduct an external review of procedures and policies for the University regarding its actions to counter sexual and gender-based violence in its community.

In response, the University considered the 26 recommendations and began applying them where applicable. The following table represents some of the **recommendations** that the SVSC has been able to address or begin addressing.

| | |
|---|--|
| 1 | Address pervasive confusion about “disclosing and “reporting” sexual violence |
| 2 | Create a (stand alone) sexual violence support centre and streamline reporting options |
| 3 | Clarify and strengthen the jurisdiction of Bishop's to respond to off-campus (including on-line) conduct |
| 4 | Improve and strengthen the use of immediate measures |

| | |
|----|--|
| 5 | Avoid silencing through NDAS and mutual no contact orders |
| 6 | Restructure the roles and responsibilities of the dean of student affairs and general legal counsel under the sexual violence policy |
| 7 | Focus on hot spots and specific areas of concern |
| 8 | Build an intersectional approach into the structure |
| 9 | Amend the sexual violence policy to clearly prohibit faculty-student relations |
| 10 | Aggregate reporting and report on implementation of this report |
| 11 | Develop and implement training that is evolving and developed for the specific audience |

Below are some of the **ongoing solutions/responses** implemented by the SVSC and the University:

- Revised the current policy regarding:
 - The definition of “disclosing” and “reporting” sexual violence
 - The jurisdiction of Bishops regarding off-campus (including on-line) conduct
 - The strength and use of immediate measures
- Developed and implemented trainings for:
 - Receiving a disclosure
 - All student athletes joining in summer/fall 2022
 - Survivors to have access to material with no scenarios and less triggering material
- Moved the centre to a central location, to me moved again to a completely independent space
- Hired a second advisor and both focused on justice and support
- Eliminated the use of Mutual No-Contact Orders
- Outsourced the services of external investigators
- Ensured that all survivors/victims are directed to go to the SVSC, while perpetrators are directed elsewhere
- Assisted in the implementation of scanners at The Gait and limitations on “plus one’s”
- Implemented women and non-binary identifying at the gym
- Enhanced the support for Residence Life staffing during high-risk periods
- Included more diverse voices on the Prevention Committee
- Made the CLLISAR Recommendation report public and available on the SVSC website

VPSA Text

Dear Community,

If you are reading this as a survivor, please know, what happened to you is not your fault. There are resources of support and paths of justice available to you should you wish to take them. This community stands strongly opposed to all forms of sexual violence.

As the Vice President for Student Affairs, I want to extend my deepest gratitude to each and every one of you for your unwavering dedication and hard work towards the eradication of sexual violence on our campus. The journey we've embarked upon together is challenging, but your commitment has been nothing short of inspiring.

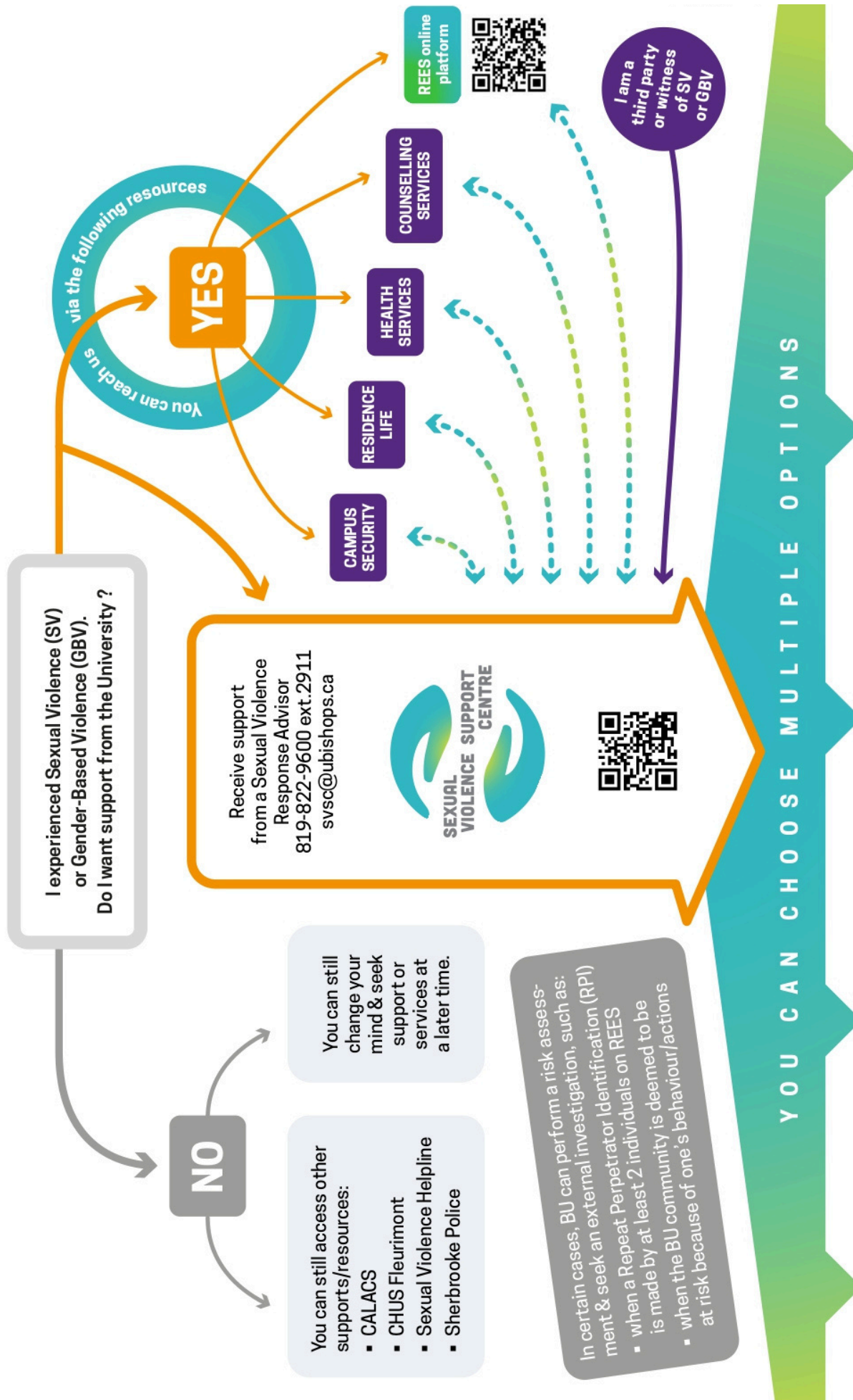
As an institution we are committed to building a community free of sexual violence. Our goal is to eradicate all forms of sexual violence. This goal requires ongoing and radical commitment from employees, students, board members and the larger Bishop's Community. In the past years we have seen engagements from all levels of our community. I am proud of the steps we have taken as a University and also mindful of the work still ahead.

Since the release of the CCLISAR report, we have taken significant steps to address the critical issues highlighted. We have increased staffing in the Sexual Violence Support Centre, we have implemented comprehensive educational programs aimed at prevention and awareness, ensuring that every member of our community understands the importance of consent and respect. Moreover, we have strengthened our policies and procedures to create a safer environment for all. Our commitment to transparency and accountability is unwavering, and we have introduced new measures to ensure that reports of sexual violence are handled with the utmost care and sensitivity. This report includes statistics of harm that happened in our community and the communities our students and employees came from. Providing statistics is one of the steps we take as an institution to provide transparent accountability. However, we acknowledge that our work is far from complete. The eradication of sexual violence requires continuous effort, reflection, and action. We must remain vigilant and proactive, fostering a culture where every individual feels safe, respected, and valued. This means ongoing education, support, and the implementation of innovative strategies to prevent sexual violence.

To our students, faculty, staff, and administrators, thank you for your strength and determination. Your active participation in trainings, workshops, and discussions has been vital in driving our progress. To the survivors who have bravely come forward, your courage is a beacon of hope and a powerful reminder of why this work is so important.

A special thank you goes to the Sexual Violence Support Centre, Dominique and Gabrielle whose tireless efforts result in real change every day.

As we move forward, let us continue to support one another and work collaboratively to make our university a model of safety and respect. Together, we can create a community where sexual violence is not tolerated, and where every individual can thrive without fear. Thank you for your continued commitment and dedication.



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| ACADEMIC ACCOMMODATIONS you will meet with a Student Accessibility Specialist | IMMEDIATE MEASURES within the University e.g. | FORMAL COMPLAINT (FCSV) with the University | LEGAL PROCEEDINGS Contact the Sherbrooke Police to file a report and start the legal and judicial proceedings | COLLECT PHYSICAL EVIDENCE A procedure that is done at the hospital CHUS Fleurimont: |
| <ul style="list-style-type: none"> you do not have to disclose to them e.g. deadline flexibility | <ul style="list-style-type: none"> a no-contact order, limiting access to spaces on campus for the identified perpetrator | <ul style="list-style-type: none"> an external assessor will investigate your name and the nature of the complaint will be shared with the identified perpetrator | <ul style="list-style-type: none"> must be done within 72 hrs does not automatically trigger legal procedures transportation covered | <ul style="list-style-type: none"> must be done within 72 hrs does not automatically trigger legal procedures transportation covered |