

2023-2024

# ANNUAL REPORT



UNIVERSITÉ  
**BISHOP'S**  
UNIVERSITY



# Introduction

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Our annual reports provide a data-driven overview of all activities and prevention initiatives coordinated by Bishop's Sexual Violence Support Centre (SVSC). It's important to emphasize that behind each figure is a real person and their lived experience. Every data point reflects the challenges and realities of individuals we support. We urge you to approach these numbers with care, as we cannot share personal stories, specific details. Please abstain from infuse our own narratives onto them. Please note that all data reported here is based on the information disclosed to us, as not all individuals supported by our services answer every question.

This report covers the period from September 2023 to August 2024. As a reminder, the Centre opened its doors in Memorial House in September 2022, along with changes to the structure and role of the Sexual Violence Response Advisors (SVRAs). You will notice an increase in disclosures and service use, which we interpret as a sign of the growth and trust in our services, rather than an actual rise in incidents of sexual and gender-based violence on campus. This also explains why the data presented here may differ from that of other universities in Quebec.

Regarding the Centre's staffing, the first half of the year (September 2023 to January 2024) was supported by two Advisors (one full-time and one part-time) and a social media intern. In the second half of the year (February 2024 to August 2024), the team consisted of one full-time SVRA and the social media intern.

A French version of this report is also available on the University 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 SVRA 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 - SV**

Sexual violence is a broad term that describes a continuum of unwanted direct or indirect acts, comments, behaviours 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, 2SLGBTQQIA+ (two-spirit, lesbian, gay, bisexual, trans, queer, questioning, intersex and asexual) and gender-nonconforming people. Gender-based violence is a form of sexual violence.

## **Sexual Harassment**

Any unwanted acts, behaviour or communication of a sexual nature or based on a person's body, appearance, gender identity and/or expression, sexual orientation or sex life. Individual-s engaged in harassment need not have the intention to harass - it is the objective assessment of the circumstances that matter; sexual harassment can either be a one-time occurrence or repeated.

## **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 the SV policy. This form has to be submitted 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 Respect Educate Empower Survivors and is an encrypted service that allows members of the Bishop's community to 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.

# Year at a Glance at SVSC

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## **Last week of August and September 2023**

- The Sexual Violence Response Advisors (SVRAs) led and delivered the mandatory Active Bystander training to all new incoming students
- The SVRA offered complimentary training (Gender 101) to the residence assistant team (student employees) within their EDI workshop.
- Receiving disclosures and referrals to SVSC training given to residence assistant team (student employees).
- The SVRAs train (2 workshops) O-week judges and leaders (student volunteers) on consent and peer leadership for orientation
- Meetings with Champlain College counterpart to revise and collaborate on our joint policies

## **October 2023**

- Meeting with CIUSS worker in charge of sexual violence portfolio for the townships.
- SVRA attended *The Early Origins of the #MeToo Movement* training
- Consultation and support offered by the SVRA to the Anti-Discrimination Committee (ARDC) to create and give a workshop to other athletic teams on homophobia and transphobia.
- Townhall VPSA and SVRA offered a space to the BU community to look over the progress since the CCLISAR review.

## **November 2023**

- Hired a social media intern (BU student)
- SVRA attended *Technology-Facilitated Gender-Based Violence Among Teens* training
- Consultation and support offered by the SVRA to the lead of SPECTRUM (student group)

## **December 2023**

- Drop in space and education offered on December 6th to talk about the events of the Polytechnique massacre.
- SVRA offered training on referral and disclosure on SA and GBV to all head coaches of our varsity teams.

## **January 2024**

- All incoming students who are registered for the Winter semester receive the mandatory Active Bystander training from the SVRAs
- SVRA attended the panel on men's mental health at BU.

## **February 2024**

- SVSC helped coordinate the schedule of the sexual culture week.
- Education table on intersectionality between GBV and climate change in the sub. Social media campaign and draw of eco-friendly menstrual products in partnership with the sustainable development office.
- SVRA offered a workshop to students on healthy relationships.
- Drop-in time in the SVSC to talk about consent within the BU community.
- SVRA offered a lunch & learn on gender and sexual diversity to staff and faculty only.
- SVRA attended the *Violent Threat Risk Assessment Level Two* training
- SVRA attended the *Violence Sexuelles : crimes et processus judiciaires EDUCALOI* training

## **March 2024**

- Townhall VPSA and SVRA offered a space to the BU community to look over the annual report.

## **April 2024**

- The SVRAs provide training on cultural competency regarding consent and relationships to all students who are going abroad, in collaboration with the international office
- SVRA attended *The Incel Movement in Canada: Context and Practices of Intervention* training

## **May 2024**

- Took part in the consultation and rewriting of the Student Code of Conduct.
- SVRA attended the training *les relations pédagogiques ou d'autorité et le consentement*.
- SVRA attended training on harassment by *Le Barreau du Québec*.
- SVRA in partnership with campus security and the VPSA, offered a workshop on safety and procedures to the library staff.

## **June 2024**

- SVRA attended the training *Masculinités et radicalisation* by the institute Pinel.
- SVRA attended a meeting with other Universities using the REES platform.

## **August 2024**

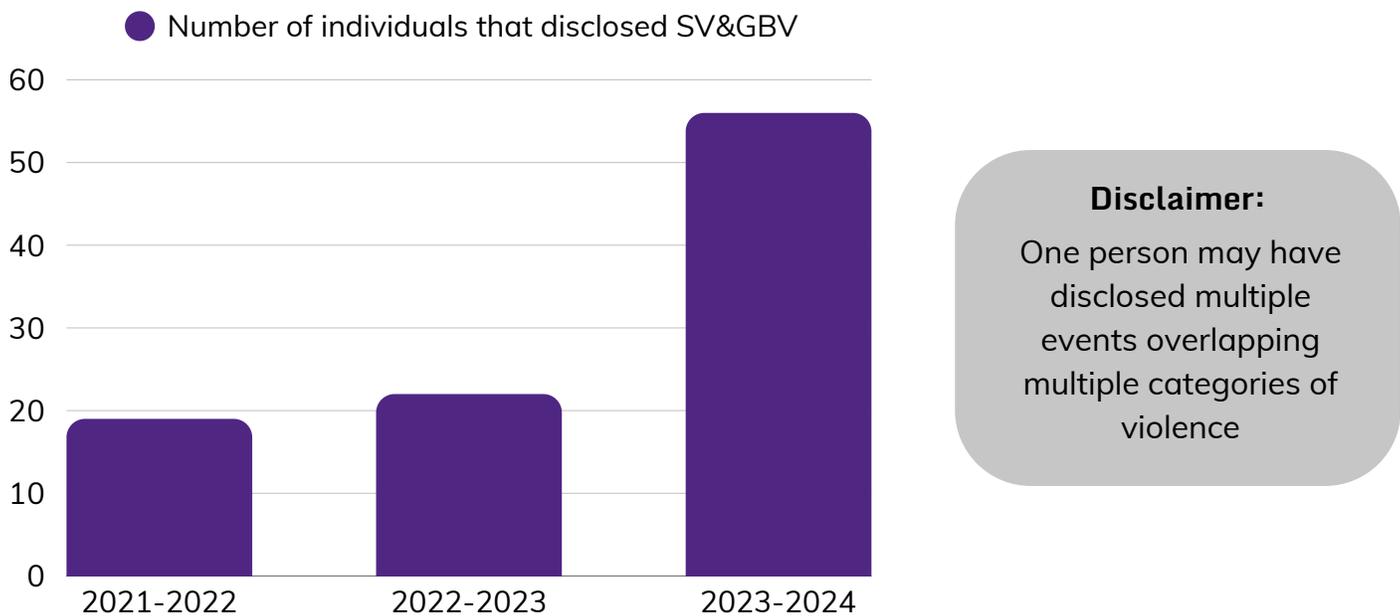
- SVRAs' office was moved in to the Cormier House and started working with Buildings and Grounds to complete the project of SVSC relocation.

# Case Management Statistics

## Disclosures

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The number of people who disclosed sexual violence at the SVSC. The huge increase of the numbers of disclosures received by the SVSC, does not represent an increase in acts of violence. It is more a reflection on the growth, trust and the accessibility of the services offered. As a reminder, we provide support to individuals affected by sexual violence (SV) and gender-based violence (GBV), even when these events are not directly related to a student's time at Bishop's.



## Anonymous REES Data

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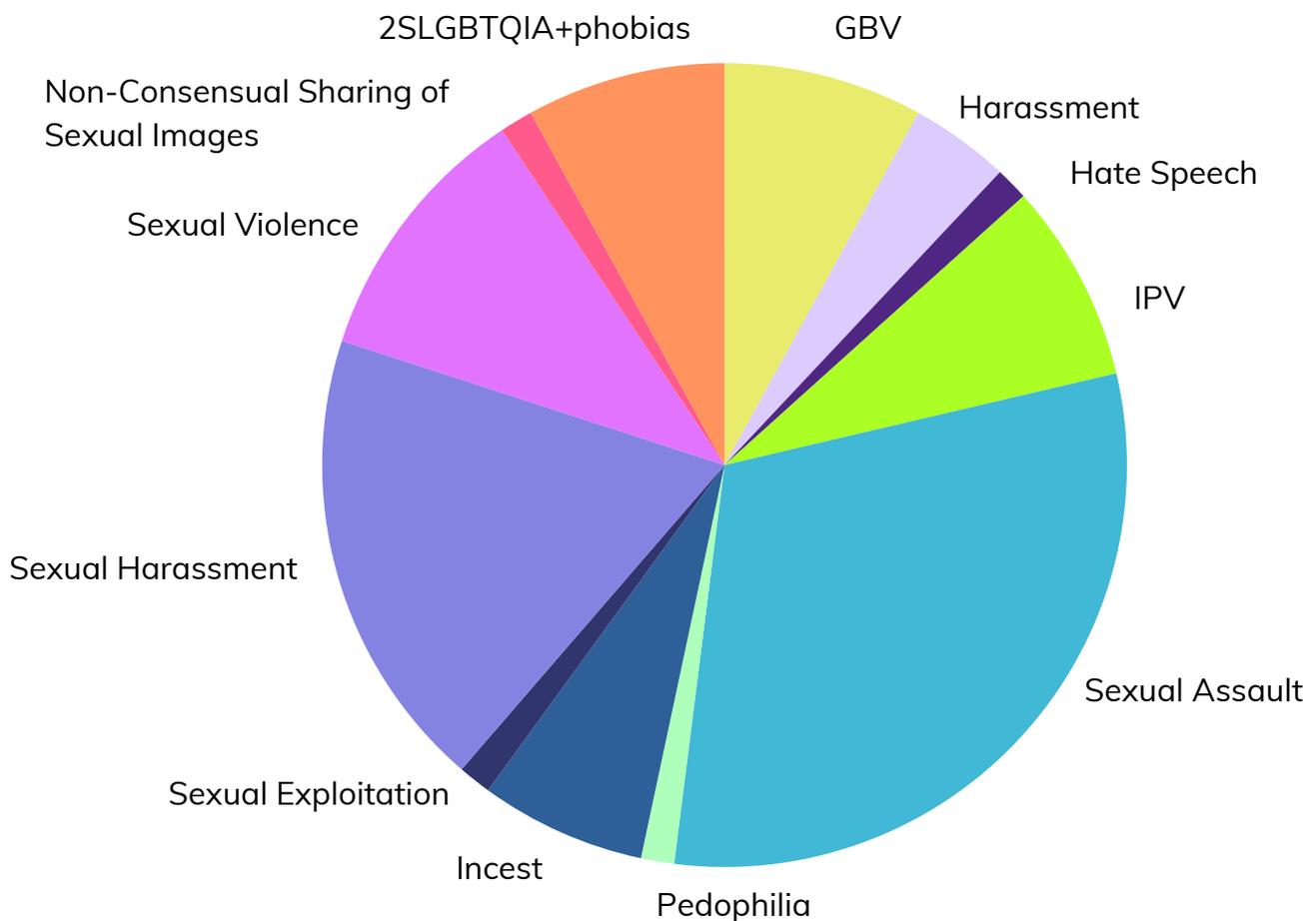
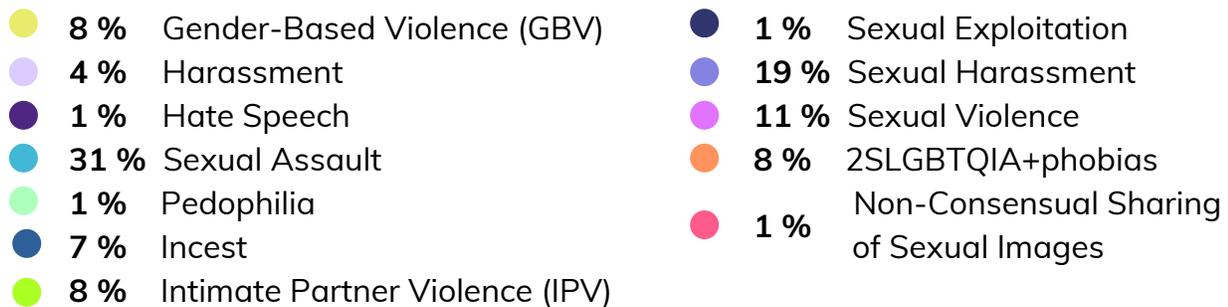
For the time period covered by this report, 5 anonymous reports, 1 formal complaint and 2 Repeat Perpetrator Identification (RPI) matches were completed via the REES platform. All cases involved student-student relations, with the victim/survivor knowing the perpetrator and some form of alcohol and/or drug consumption. The data reported from the REES platform covers the June 2023 to July 2024 time period, a slight variation from our time period.

## Disclosures Classified by Broad Categories

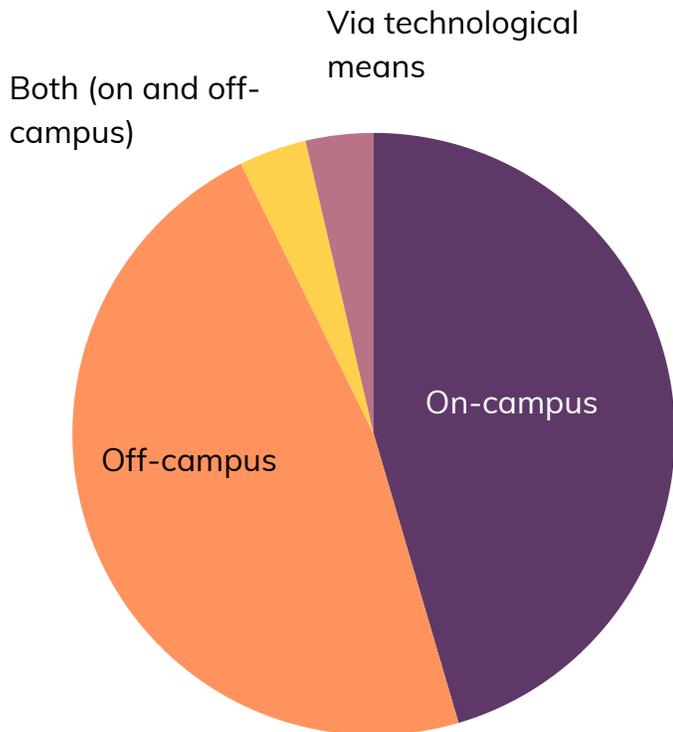
### Disclaimer:

Individuals may have disclosed one or multiples events, which could be overlapping categories violence. The percentages have been rounded up/down for presentation purposes.

### Types of violence mentioned during consultations.



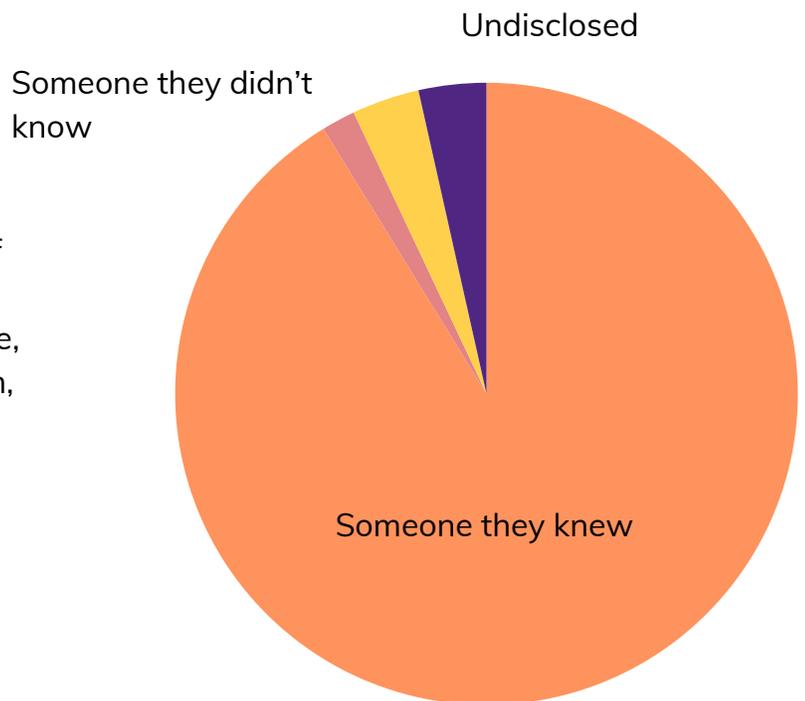
## Location and context related to events disclosed



Please note that we refer to events that occurred on campus, either in a building or at a university-sanctioned event. Off-campus refers to events not affiliated with the university.

- 45.5 % On-campus
- 47.3 % Off-campus
- 3.6 % Both (on and off-campus)
- 3.6 % Via technological means

## Systemic Violence\*



The following table lists the proximities of the perpetrators of SV. Here, when we speak of systemic violence, we mean violence committed by a system, an institution, a professional service, etc.

- 91.23 % Someone they knew
- 1.75 % Someone they didn't know
- 3.53 % Systemic Violence\*
- 3.53 % Undisclosed

## Formal Complaints

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With the evolution of its use and the recognition of the BU community's needs, as well as the role of the SVSC as the single point of service, it is important to reflect on how we share data. The following data regarding the classifications of disclosures, formal complaints, immediate measures, and disciplinary actions does not fully capture the nuance and complexity of the situations they represent.

At the Centre, we provide support to individuals even if the harm they experienced is not directly related to their time at Bishop's, which mostly explain the difference between the number of disclosures receive and those that require action within the BU community. It's also important to note that most survivors/victims seek only emotional support and referrals, without pursuing formal action through the university. In many cases, survivors/victims access immediate measures without wanting or needing to initiate any formal procedures. Multiple factors influence the path a survivor chooses, and all choices are valid, offering different outcomes.

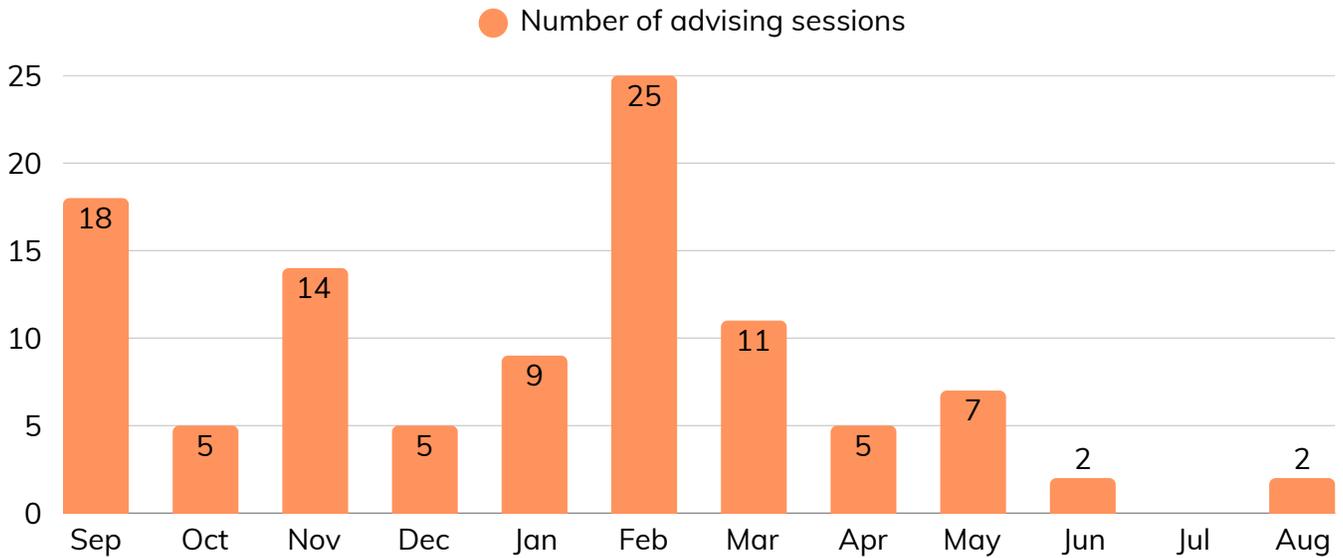
The university has a formal path that may lead to disciplinary measures or sanctions for the perpetrator(s):

**Formal Complaints of Sexual Violence:** When a survivor/victim submits a formal complaint form alleging a breach of the SV policy. This form is reviewed by the University General Counsel, who conducts an admissibility analysis and may initiate an external investigation. The results of this investigation could lead to sanctions for the perpetrator, and the survivor/victim will have access to the outcomes and sanctions.

## Advising Sessions

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The following represents the data from the 103 scheduled advising/counseling sessions that took place with people that had an ongoing case or file with the SVSC (at the time). These numbers do not include all case management actions done by the SVRAs 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.



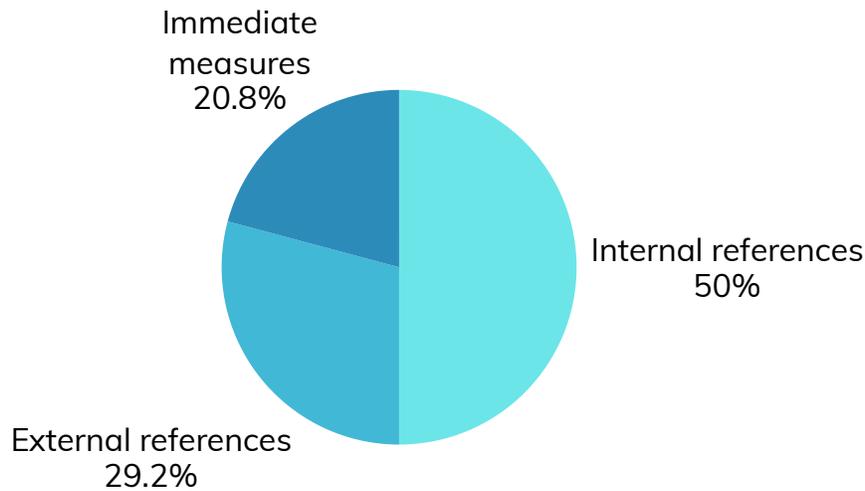
## Actions and Referrals

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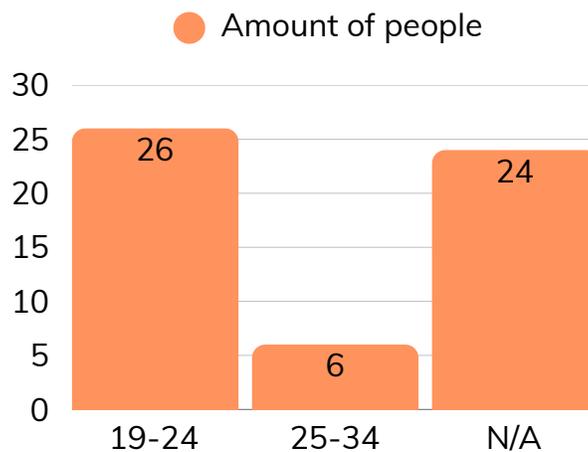
**Internal referrals** include, but are not limited to : Student Accessibility & Accommodation Services (SAS), counselling, security and legal counsel.

**External referrals** include, but are not limited to : hospital, police, le Centre d'aide et de lutte contre les agressions à caractère sexuel (CALACS), Director of Criminal and Penal Prosecutions.

**Immediate measures** include, but are not limited to : No-contact order, academic accommodations, campus ban/restriction, mandatory education.



The following graph depicts the age demographic of those who had meetings with an SVRA. These demographic groups do not account for individuals with empty dates of birth in their file.



# Overview of Trainings

## Trainings Offered

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Every member of the BU community has to complete a minimum of one mandatory training on SV or GBV, per year. They are offered multiple options and formats from which to choose from. Some BU members may have attended more than one over the course of the year. Some trainings are offered to specific groups within the University.

For this section, we cover the period of August 15, 2023 to August 15, 2024 to include all initiations linked to the start of the fall semester.

### **Virtual Trainings Offered to all BU Students & Staff**

- *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.
- *Bridging the gap* - Clarifying internal procedures in relation to GBV, SA, and the services offered

### **Trainings offered to First Year Students (mandatory)**

- *Can I Kiss You?* (Provided by an External Facilitator) - Focuses on clear communication and consent in intimate interactions.
- *Active Bystander Intervention (Fall & Winter cohorts)* - Equips participants with skills to intervene safely and effectively in potential harmful situations, with a focus on SV and GBV.

### **Trainings offered to Residence Life Team and Resident Assistants**

- *How to Receive Disclosures* - Provides guidance on empathetic and supportive responses when receiving disclosures of SV/GBV and refer to the SVSC.
- *Gender 101* - The SVRA supported the EDI advisor and covered the basics terms linked to sex, gender and identities.

### **Training offered to all Students Registered Abroad or for Exchange**

- Pre-departure training addressing consent and interpersonal relationships with culture competence

## Trainings offered to BU Staff & Faculty

- *Resources and Better Practices in Cases of SA - For BU Security team.* Provides guidance on empathetic and supportive responses when receiving disclosures of SV/GBV and refer to the SVSC.
- *SVSC Services and Partnership* - For all head coaching staff in athletics.
- *Lunch & Learn - Gender 101* to counter gender-based violence in the workplace and inclusive practices for gender creative folks,

## Trainings offered to the Student Representative Council (SRC)

- *Peer Leadership & Consent Culture* - Training offered to all judges and leaders playing a role and taking care of first years during O-Week.

## Workshops offered to all BU students

- *General Consent (What's the Tea with the SVSC?)* - Educates individuals on the nuances of consent.
- *Healthy Relationships* - Explores the dynamics of healthy relationships.

## Training Participation

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The following graph represents the total percentage of each category of people to complete their virtual trainings for the 2023-2024 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 2021 to 2024.



## A Word From Our Vice-Principal Of Student Affairs

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Dear Students, Faculty, and Staff,

Thank you for taking the time to review the contents of this report and, most importantly, thank you to our SVSC staff for their collective hard work and effort in continuing to support and educate our community. Bishop's continues to make great strides towards ensuring the safety, respect, and well-being of every member of our university. This report is a critical reflection of the past reporting year and illustrates just how far we've come through intentional collective action, as well as policy and culture change.

While we have seen an increase in awareness and reporting – largely due to the outreach done through the SVSC and other campus and community partners – it is important to recognize that incidents of sexualized violence are still prevalent. Women identifying students from the 19-24 age group continue to experience the most harm, with nearly half of these cases happening right here on our campus.

This year's report highlights both some key findings and areas for urgent attention:

- An increase in reports, indicating greater trust in our reporting mechanisms.

- Continued barriers to disclosure, including uncertainty of the disclosure process, as well as available supports, and barriers related to the fear of retaliation.
- A need for targeted education, support and training on sexualized violence and consent both in the first 6 weeks of the academic year and beyond.

Despite this, we have committed to additional action to minimize these barriers. This includes, but is not limited to:

- Enhanced SV support services – This report covers the second year with our updated roles for our Sexual Violence Response Advisor and designated space outside of student services for the Center. These two major changes have helped our community to engage in a more holistic approach to our service provision.
- Mandatory education and training – Strengthened our consent education offerings for all incoming students, improved training for Residence Life staff, dedicated bystander intervention trainings for various campus groups, and faculty and staff training on receiving disclosures.
- Policy and procedural updates – We continue to commit to being survivor-centred and trauma informed. This includes reviewing and improving our institutional policies and procedures for better accountability.

Creating a safe and respectful environment at Bishop's is everyone's responsibility. Members of our campus community are invited to continue to participate in upcoming awareness campaigns, as well as training workshops on disclosure, boundaries and consent offered through the SVSC and Human Resources. You are also encouraged to participate in upcoming open-door conversations about this report so you can ask questions and find out more about the work we are doing on our campus. Every perspective is crucial in this conversation and your participation will only help us make greater strides in making our university safer.

I urge anyone affected by sexualized and gender-based violence to visit the SVSC for support. You can find out more about how the SVSC can help you or someone you know by visiting the SVSC website. We are here to help, and you are not alone.

Thank you for taking some time to read this report. I'd like to thank our SVSC staff and the all the campus stakeholders and members that have contributed their support over the year in this vital work.

In solidarity and support,

Danai Bélanger

Vice-Principal Student Affairs and Equity, Diversity and Inclusion