



Sexual Violence Report

September 2018 to August 2022

INTRODUCTION

This report covers a period of four academic years, from Fall 2018 to Summer 2022, and seeks to establish a timeline and document the evolution of Bishop's University's actions towards countering sexual and gender-based violence in its community. It reviews in detail the unfolding of the requirements, mandates, practices and circumstances that the University experienced during this four-year period. This report also includes important statistics on rates of disclosures, reports and formal complaints of sexual and gender-based violence, as well as information about the outcomes of all the formal complaints that were received by the University in the last four years.

The University sees this report as an opportunity to show accountability and transparency and hopes that it will help contribute to a better dialogue within its community. Even though this document pertains to previous years, we want to acknowledge the fact that the fight against sexual and gender-based violence in our community has not stopped. The Sexual Violence Support Centre is the new location/point of contact on campus for all needs, requests and inquiries pertaining to sexual and gender-based violence. We hope that this new resource will allow for better coordination and delivery of services, and we encourage every member of the community to use it as needed.

It is important to note that even though the publication of this report constitutes a new initiative for the institution, there have already been some accountability measures in place, as the University has been submitting a yearly report (*Reddition de comptes*) to the Quebec government since Fall 2019. Reports from previous years all include mandatory information about disclosures, reports and formal complaints of sexual assault, the nature of all the trainings provided by the institution, as well as a list of all the improvements that were made to our University's infrastructure to increase safety on our campus.

All the efforts to fight and prevent sexual and gender-based violence that were made in the last four years have been guided by Bishop's *Policy for the Prevention of Sexual Violence* and Bill 151 (*An Act to Prevent and Fight Sexual Violence in Higher Education Institutions*), which came into force on September 1st, 2019.

SARC: ROLES AND RESPONSIBILITIES

In the Fall of 2018, the Sexual Aggression Response Coordinator (SARC) position was created in response to Bill 151, which mandated all higher education institutions to acquire specialized resources with sexual violence-related training who could provide students with psychosocial support, referral, and services around all matters pertaining to sexual and gender-based violence. The person chosen to fulfill this role was a clinically trained social worker with an extensive background in mental health issues, trauma, intimate partner violence, as well as sexual and gender-based violence, who could provide evaluation, intervention, counselling and case management services to those in need.

The SARC's office was located in the Student Services department, which also housed Accessibility Services (SAS), Career and Transition Services (CATS), the Vice Principal Student Affairs and the Director of Student Life and Services. It is important to point out that the physical location of the SARC's office within the University, combined with the need for counselling professionals, highly impacted their ability to solely focus on their mandate between 2018 and 2022 (see "Counselling" section below). However, it is important to keep in mind that the SARC prioritized survivors/victims at all times and was able to meet the needs of all the survivors/victims who sought support and services from them.

The SARC always worked from a survivor-centred and trauma-informed approach by prioritizing the needs and rights of survivors/victims and ensuring that all their practices, initiatives and interventions did not contribute to the re-victimization or re-traumatization of those seeking services. An intersectional feminist lens, recognizing the simultaneous discrimination affecting marginalized groups and women, was also used by the SARC in all their work.

In addition to providing counselling, emotional support and resources to survivors/victims of sexual and gender-based violence, the SARC was also responsible for developing and delivering prevention initiatives and trainings, as well as keeping statistics on rates of disclosures, reports and formal complaints of sexual violence. The SARC collaborated with various partners on a regular basis; some of the SARC office's on-campus partners included faculty, counselling services, the Sexual Assault Support & Healing (SASH) support group, the Sexual Culture Committee (SCC), the Students' Representative Council (SRC), Champlain College, and more. The SARC also collaborated with the Centre d'aide et de lutte contre les agressions à caractère sexuel (CALACS), the Centre d'aide aux victimes d'actes criminels (CAVAC), the Service de Police de Sherbrooke (SPS), the REES team and other off-campus partners.

At the time of publication of this report, the SARC's office has been relocated to Memorial House and transformed into the Sexual Violence Support Centre, with its own standalone space and mandate. In addition, the SARC's title has been modified to Sexual Violence Response Advisor (SVRA) and its mandate changed along with the hiring of a second SVRA. These changes represent some of the direct actions that were taken following the Canadian Centre for Legal Innovation in Sexual Assault Response (CCLISAR) report and recommendations made in spring 2022.

2018-2022 AT A GLANCE

- September 2018: Creation of the Sexual Aggression Response Coordinator (SARC) position (note: the University had already created a prevention coordinator role in 2016)
- December 2018: The Policy for the Prevention of Sexual Violence is approved and adopted at the Board of Governors
- January 2019: First online training made available to students and mandatory for faculty and staff
- March 2019: Partnership with Champlain College -- Received grant from the Pôle régional en enseignement supérieur (PRESE) for the creation of Active Bystander Education videos
- September 2019: The Policy for the Prevention of Sexual Violence is approved and adopted by the Board of Governors
- January 2021: Satisfaction survey sent out by the SCC to the Bishop's community
- April 2021: Publication of a sexual violence resource booklet by the SCC
- November 2021: Disclosure message posted on the bridge
- December 2021: The Policy for the Prevention of Sexual Violence is revised by the Board of Governors with the inclusion of Bill 64 (law 25)
- February 2022: Bishop's University becomes a Respect-Educate-Empower Survivors (REES) partner (first university in the province of Quebec)
- February 2022: Beginning of CCLISAR investigation process
- June 2022: Publication of CCLISAR report

PREVENTION & INTERVENTION INITIATIVES

The following statistics provide a general overview of the services and activities that were provided by the University between September 1st, 2018 and August 31st, 2022. These statistics offer information about the various trainings offered and highlights the counselling services that were provided by the University during that four-year period. It is worth noting that the prevention and intervention initiatives offered by the SARC varied significantly from one year to the next between 2018 and 2022 based on the University community's circumstances, needs and requests. For example, the SARC had to work remotely during the 2020-2021 school year due to the COVID-19 pandemic. As a result, there was a significant drop in face-to-face meetings with students, workshops provided, and collaborations with community organizations compared to other years, which skews the data collected for the four-year period.

It is important to point out that various departments and committees, such as (but not limited to) the Sexual Culture Committee, the SRC, the Indigenous Student Support Office, the Residence Life Team, Athletics and Recreation, and Health Services, also participated in or spearheaded various prevention campaigns and initiatives to prevent sexual and gender-based violence in the past four years.

In the fall semester of 2020, the Sexual Culture Committee (SCC) was formed to address a disconnect between university administration and student needs in the prevention and response of sexual and gender-based violence. The SCC is responsible for organizing the annual Take Back the Night protest each fall semester and hosts a Take Back the Night forum once a year to discuss current issues within our community. This forum and the discussions have led to many projects over the last few years, all aimed at creating concrete change within our community.

The SCC conducted a policy review of the University's Policy for the Prevention of Sexual Violence, which was adopted and approved by the Board of Governors in December of 2021. The SCC has created a comprehensive pamphlet of the resources and reporting options for survivors/victims of sexual or gender-based violence. The SCC also coordinated the implementation of

REES, an online reporting system for sexual violence at the University. The committee has aided in the review of the sexual violence prevention trainings offered by the University and has offered many events aimed at education and discussion, including the Positive Masculinity forum, the Let's Talk About Sex panel, the Sex, Sexuality, and Gender forum, and much more. The SCC has begun to create spaces for male-identifying individuals to find their space in the advocacy to end sexual violence.

The SCC has written two policies for the Students' Representative Council, aided in the implementation of The Gait scanners and financially supported the drink security initiatives at The Gait. The committee has also advocated for the successful implementation of Women and Gender Non-Conforming hours at the University's fitness room and advocated for a physical space of a Sexual Violence Support Centre, as well as the second paid role of the Sexual Violence Response Advisor.

Representatives from the SCC have sat on various University and SRC committees. At its core, the SCC prioritizes advocating on behalf of students, bridging the gap between what our community needs and what the university offers.

Among others, the Bishop's University Athletics and Recreation Department has also contributed to the prevention of sexual and gender-based violence in the past four years through various initiatives, such as:

- The creation and referencing of a Prevention of Sexual Violence Working Document
- The mandatory completion of Active Bystander training for every student-athlete and staff in 2021-2022 and 2022-2023
- The institution of women and gender non-conforming hours in the University's fitness room
- The addition of language into the University's Student-Athlete Code of Conduct and Coaches' Code of Conduct
- The training of coaches and staff on the *Je Porte Plainte* platform (Institut National du Sport du Québec)
- The ongoing education and sharing of on-campus resources, including the SVSC.

Prevention Initiatives

Between 2018 and 2022, Bishop's University offered a combination of in-person and online training to its students, faculty and staff members with the goal of preventing sexual and gender-based violence on its campus. These trainings and workshops were provided by members of the Bishop's community, as well as by external providers.

IN-PERSON TRAININGS

One of the most attended in-person prevention initiatives was the **Active Bystander Intervention** training, which was acquired from McGill University in 2018. The Active Bystander training was (and continues to be) mandatory for all incoming students of the Fall and Winter semesters and is typically offered on the second day of orientation week. Through the years, the training has been offered by pairs of various facilitators, including the SARC, the Health Services manager, Student Services staff, student employees, as well as certain O-week judges and leaders. Every academic year, roughly 1000 incoming students get trained in how to be an active bystander. Active Bystander training is also available to faculty, staff and student groups who request it. In addition, as of Fall 2022, all student athletes are now mandated to complete the Active Bystander training before they can participate in any athletic activities/events with their respective teams.

Another workshop, titled ***Can I Kiss You?***, has also been offered once a year since before 2018. This event is a 75-minute talk on consent facilitated by speaker Mike Domitrz from the Center for Respect in Wisconsin. Much like the Active Bystander training, this workshop is also mandatory for all incoming students and is usually offered on the first day of orientation week in the fall. While this workshop is typically held in person at the Centennial Theatre, it had to be offered virtually for two consecutive years due to the COVID-19 pandemic.

Finally, the SARC built two workshops in 2019 that pertained to **Sexual Consent** and **How to Receive a Disclosure of Sexual Assault**. These were created to address the expressed needs of certain departments on campus that requested education for their teams, such as Campus Security, the Residence Life Team, the BUnited Peer Supporters, Athletics, etc. These two in-person workshops were offered sporadically between 2019 and 2022 based on requests and the SARC's availability.

Please note that certain initiatives, trainings and workshops pertaining to sexual and gender-based violence may have been provided but were not steered by the SARC. Hence, the attendance and completion rates provided below most likely do not reflect every action taken by the University community during the four-year period discussed in this report.

2018-2019

About 700 incoming students trained (Active Bystander and *Can I Kiss You?*)

2019-2020

About 700 incoming students trained (Active Bystander and *Can I Kiss You?*)

About 70 athletes trained (Sexual Consent) other student athletes may have participated in general active bystander training provided to all students

About 30 student employees trained (How to Receive a Disclosure)

2020-2021 (COVID-19)

About 700 incoming students trained (*Can I Kiss You?* -- VIRTUAL)
About 30 student employees trained (How to Receive a Disclosure)
Due to COVID-19, no Active Bystander training was provided to incoming students

2021-2022

About 700 incoming students trained (Active Bystander and *Can I Kiss You?*)
About 15 faculty members trained (Support/review of services)
About 15 security officers trained (How to Receive a Disclosure)
About 10 students trained in the community (Active Bystander and *Can I Kiss You?*)
About 12 student employees trained (How to Receive a Disclosure)
Two wellness coaches trained (Active Bystander and *Can I Kiss You?*)

ONLINE TRAINING

In order to be compliant with Bill 151, Bishop's has been requiring all their staff, faculty and administrators to complete at least one mandatory online training module per academic year since January 2019. Online training has also been available to students on the Moodle platform since January 2019, although it was only made mandatory in November 2021 as requested by the VP Student Affairs and the Sexual Culture Committee (SCC) and adopted by Senate. It is important to note that students who do not complete their mandatory online training will have their Moodle access temporarily revoked, which is a measure that was requested by the student body and adopted by Senate.

The first mandatory online training, called "**It Takes All of Us**", is one of the two modules that must be completed by all students, staff, faculty and administrators. This training, available on the Moodle platform, reviews important concepts such as sexual consent, how to be an active bystander, and how to support someone who discloses sexual violence.

A second online module, called "**Together Against the Trivialization of Sexual Violence**", is also available to the whole Bishop's community. It includes diverse narratives from students, faculty and staff who have either experienced or perpetrated acts of sexual violence that are too often trivialized. The training also explores the issues related to power differential in certain intimate relationships, such as between a student and a faculty member.

Even though the SARC was responsible for identifying and acquiring online trainings between 2018 and 2022, Human Resources (HR) is now responsible for this initiative. The HR department is also expected to keep statistics on training completion rates for all faculty, staff and administrators.

ONLINE TRAINING - COMPLETION RATES (FACULTY/STAFF)

Below is some information about the training completion rates of faculty, librarians, staff, managers and exempt staff. This information is typically collected and provided by Human Resources in September of every year and looks at the data for the previous academic year.

As previously mentioned, all Bishop's employees have had to complete at least one training module on sexual violence prevention per academic year in order to remain compliant with Bill 151. As we can see from the data below, the training completion rates went up for staff and managers & exempt employees from one year to the next since September 2020. It is important to point out that the training completion rate for faculty was very low (24%) for the 2019-2020 school year. The completion rate then went up for the following year (64%) and down again to 44% for the 2021-2022 academic year. These fluctuations are difficult to explain. At the time of publication of this report, the Sexual Violence Support Centre (SVSC) will have already sent out a survey to faculty and staff to get a better

understanding of what has made it difficult for certain employees to complete their training and determine how the University can help make the trainings more accessible for all.

Data pulled Sept, 2022

Faculty & Librarians	58 of 134	44% completion rate
Staff	180 of 199	91% completion rate
Managers & Exempt Staff	49 of 51	96% completion rate

Data pulled Sept 21, 2021

Faculty & Librarians	85 of 133	64% completion rate
Staff	151 of 170	89% completion rate
Managers & Exempt Staff	54 of 65	83% completion rate

Data pulled Sept 29, 2020

Faculty & Librarians	32 of 132	24% completion rate
Staff	119 of 174	68% completion rate
Managers & Exempt Staff	41 of 53	78% completion rate

ONLINE TRAININGS - COMPLETION RATES (STUDENTS)

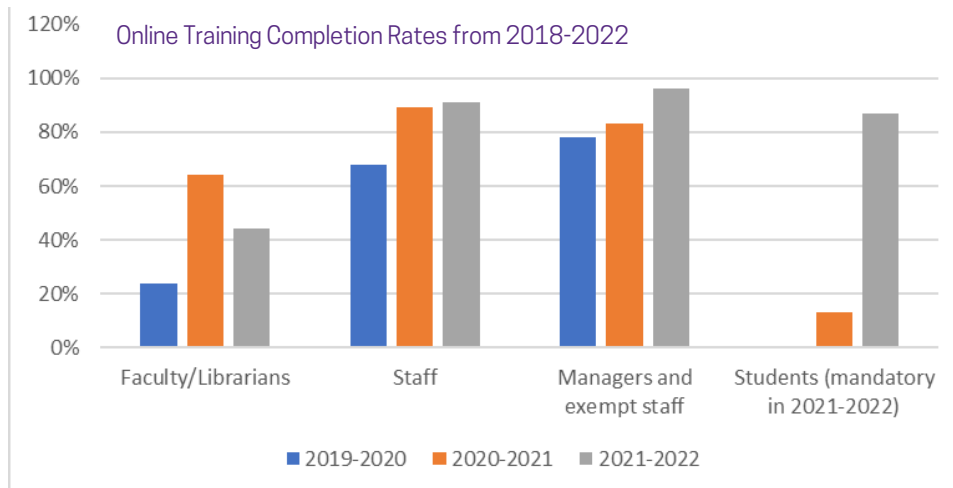
Below is some information about the online training completion rates for students. It is important to note that online training was only made mandatory for students in November 2021, which most likely explains the very low completion rate (8.52%) for the 2020-2021 academic year.

2020-2021:

Total enrolled Fall 2020: 2889
Number of students trained: 246
Total: 8.52%

2021-2022:

Total enrolled Fall 2021:
2865 Number of students trained: 2492
Total: 86.98%



Intervention Initiatives

COUNSELLING

One of the SARC's main duties was to provide counselling to survivors/victims of sexual and gender-based violence. Counselling sessions typically consisted of:

- Providing emotional support, resources and/or psychoeducation to survivors/victims of sexual or gender-based violence
- Reviewing all reporting options with survivors/victims of sexual violence
- Receiving disclosures, reports and referring students who wished to file a formal complaint to the University's Vice Principal Student Affairs (previously known as the Dean of Student Affairs) or General Counsel

Counselling sessions typically ranged between 15 minutes and 75 minutes based on individual needs. Most counselling sessions occurred on campus in the Student Services department, except in cases where students requested/needed to meet off campus (for example, at the police station, the courthouse, etc.) While some students came to the SARC only once, more than 50% returned to counselling for additional support/sessions (up to six).

SARC counselling requests by year (numbers do not include no-shows or cancelled appointments):

- **2018-2019:** 33 sessions
- **2019-2020:** 38 sessions
- **2020-2021 (remote services – COVID):** 16 sessions
- **2021-2022:** 35 sessions

It is important to note that the SARC, as a clinically trained social worker, also provided approximately 620 counselling sessions between 2018 and 2022 that did not pertain to sexual or gender-based violence. As previously discussed in this document, this can be explained by a high demand for counselling services combined with a shortage of mental

health providers in the counselling department for the most part of 2018-2022. It is still important to point out that a large percentage of the counselling sessions were used by students to receive support around certain issues such as healthy relationships, boundary setting and healthy sex, and that these meetings ultimately contributed to the prevention of sexual and gender-based violence on our campus.

THE MESSAGE ON THE BRIDGE AND THE MONTHS THAT FOLLOWED

On November 3, 2021, a message was written on the bridge on the Lennoxville side of the University campus. The words posted on the bridge were: “He raped me, I reported, he’s still in my class, BU take action.” This alarming statement shook our community, and we are still assessing the full extent of its aftermath.

Getting a better sense of the context and elements linked to this declaration can help our community understand the reactions to the message. We need to recognize that we are still amidst the call to action and social request for a shift in culture brought on by the wave of disclosures linked to the *Me Too* movement. The message on the bridge spoke directly to this. The public yet anonymous nature of the disclosure combined with Bishop’s size, physical location and residential student body, helps us understand the wide impact that the “Message on the Bridge” had on students, staff, faculty and other community members. Following the first message on what became the “Bridge of Broken Silence”, other disclosures were added.

One student’s negative experience with their disclosure or reporting process of sexual violence is one too many. It has always been clear within the University that any form of sexual or gender-based violence is unacceptable and should be addressed promptly and accordingly. The instance linked to the message posted on the bridge has left our community with a need for answers, healing and assessment of our practices to keep improving.

The University recognizes that this healing process will take time and require transparency and accountability on its part. We will share as much information as we can while maintaining our survivor-centred and trauma-informed approaches. The University doesn’t hold all the answers linked to this situation, but here is what we do know. To protect the survivors’/victims’ anonymity, the number of reports and formal complaints of sexual or gender-based violence were banded over a four-year period. We can share that the Sexual Aggression Response Coordinator (SARC), the Vice Principal Student Affairs and the General Counsel, had not received any reports or formal complaints of sexual violence in over six months prior to the message on the bridge. It is possible that a survivor/victim disclosed to someone in our community but did not understand the difference between disclosing and reporting, highlighting the need for more clarity in procedures. An external investigator was hired and her contact information was shared with the Bishop’s community so that survivors/victims would be able to access procedures without going to a member of the Bishop’s community. At the time of publication of this report, no one has yet come forward to the SARC, VP Student Affairs, Campus Security, CALACS or the external investigator with any information related to the identity of the people involved in the situation described by the bridge message.

In December 2021, the University hired an independent expert review panel from The Canadian Centre for Legal Innovation in Sexual Assault Response (CCLISAR) to provide recommendations on improving the University’s policies, procedures and practices in response to disclosures and reports of sexualized violence. The “Message on the Bridge” was the catalyst for the CCLISAR review and the University recognizes the importance of this action and the many that are following to continue fostering the creation of a new culture to counter sexual and gender-based violence in its community. The final CCLISAR report is a public document that can be accessed by all members of the community on the Bishop’s website (<https://www.ubishops.ca/wp-content/uploads/CCLISAR-Independent-Review-of-Bishops-University-June-9-2022.pdf>) This document is a great source of inspiration and sets in motion multiple additional actions to combat sexual and gender-based violence in the Bishop’s community. Below is a list of strategies that were implemented between the time the CCLISAR report was published in June 2022 and the start of the fall 2022 semester.

- To prevent survivors/victims from being confused by reporting options, the Policy for the Prevention of Sexual Violence now only offers two reporting options: Disclosure (which can help survivors/victims access accommodations,

support and immediate measures) and Formal Complaint (which can help survivors/victims access accommodations, support and immediate measures but also leads to an external investigation and sanctions)

- Changed the SARC's focus away from counselling and towards an advisor role and title to Sexual Violence Response Advisor- SVRA
- Moved the [Sexual Violence Support Centre](#) to a separate location (BUUnited Centre) and created more visibility on campus for its services
- Hired a second (SVRA – Sexual Violence Response Advisor)
- Moved to only using external investigators to investigate sexual violence
- Implemented women and gender non-conforming hours at the gym
- Re-established [Safe Walk](#)
- Implemented the [Gaiter Flashlight Project](#), which allows students to borrow a flashlight at a location and drop it off at another location
- Implemented Respect-Educate-Empower Survivors ([REES](#)), an online platform that can be used to report incidents of sexual or gender-based violence
- Developed a new online training module video titled “Bridging the Gap*”
- Trained all student athletes (300+) in Active Bystander Intervention
- Implemented the [Patron Scanner](#) for increased security in the GAIT
- The SRC implemented new rules for the GAIT such as requiring that all guests be accompanied by a BU student

*A third training, titled “Bridging the Gap”, provides information about the new Sexual Violence Support Centre, how to disclose sexual violence, and how to file a formal complaint of sexual violence with the University. This third training module will be available online by April 2023. The University is proud of the actions it has taken in the past year and its commitment to continue the fight against sexualized violence.

DISCLOSURES, REPORTS AND FORMAL COMPLAINTS OF SEXUAL VIOLENCE: DISCLOSURES

Below is information about the disclosures of sexual and gender-based violence that were received by the SARC between 2018 and 2022.

A disclosure consisted of verbally telling the SARC about an experience of sexual or gender-based violence in order to receive emotional support, information or resources. Disclosures usually pertained to recent incidents of sexual or gender-based violence but sometimes had to do with childhood sexual abuse or sexual assaults that has occurred several months (or years) before the disclosure was made. Disclosures were typically received by the SARC during counselling sessions but could also sometimes occur outside of the office.

Even though the SARC was diligent in keeping statistics around disclosures, it is possible that some disclosures received by other staff members (such as counsellors) were not communicated to the SARC, and therefore not counted.

DISCLOSURES BY ACADEMIC YEAR:

2018-2019: 18

2019-2020: 14

2020-2021(COVID-19): 6

2021-2022: 19

As the numbers above show, the number of disclosures received by the SARC was consistent from year to year, except for the 2020-2021 academic year when the SARC was not present on campus due to COVID-19 and all support services had to be provided online. We are aware that this may have caused some accessibility issues for certain survivors/victims who needed to disclose and wished to do it in person. It is important to note that several community resources such as CALACS and the Service de Police de Sherbrooke also suspended their in-person services during this same period. This might also have contributed to the low number of disclosures made to the SARC, as certain survivors/victims were aware that they could not access external resources after connecting with the SARC.

We hope that the new SVSC, as the University's designated single point of contact for all sexual and gender-based violence, will help us keep more accurate statistics around disclosures for the years to come.

REPORTS OF SEXUAL VIOLENCE (received by SARC)

Below is information about the reports of sexual/gender-based violence that were received by the SARC between 2018 and 2022.

A report consisted of providing a written account of a sexual or gender-based violence incident to the SARC or Campus Security. This involved filling out a BUSR (BU Security Report) form, which would then be kept on file with Campus Security. The purpose of reporting was to keep a record of the incident and receive services and support from the SARC. A report could also result in temporary accommodations, and/or immediate measures being put in place by the VP Student Affairs as needed to ensure the safety and well-being of the survivor/victim.

All BUSRs completed with the SARC between 2018 and 2022 were submitted to Campus Security on the same day they were filled out. It is important to keep in mind that any potential BUSRs that were filled out directly through Campus Security and not communicated with the SARC were not included in the statistics below.

REPORTS BY ACADEMIC YEAR:

2018-2019: 0

2019-2020: 4 (all student-on-student sexualized violence)

2020-2021: 0 (COVID-19)

2021-2022: 1 (student-on-student sexualized violence)

FORMAL COMPLAINTS OF SEXUAL VIOLENCE

Below is information about the formal complaints of sexual/gender-based violence that were received by the SARC and forwarded to General Counsel between 2018 and 2022.

The formal complaint process involved filling out a brief Complaint Form with the SARC, the VP Student Affairs or directly with the General Counsel. The survivor/victim then had to meet with the Assessor to provide a detailed description of the incident. The incident would then be investigated internally by the University's Assessor. This process usually involved gathering documents, interviewing both the complainant (survivor/victim) and the respondent (perpetrator) and sometimes seeking information from third parties (such as witnesses). The Assessor would then have 90 days to complete this process and report in writing the results and recommendations of the investigation. Some recommendations made by the Assessor typically included disciplinary actions for the perpetrator (such as termination, suspension, ban from campus, etc.) as well as accommodations and immediate measures for the survivor/victim.

In order to be deemed "receivable", a formal complaint had to pertain to acts/behaviours that constituted "sexual violence" as defined in *Bishop's Policy for the Prevention of Sexual Violence*.

FORMAL COMPLAINTS BETWEEN 2018 AND 2022:

Receivable under the Policy: 6

Non-receivable under the Policy: 5

Parties involved and nature of issues (receivable complaints):

Student-student sexualized violence: 3 (all withdrawn by the survivors/victims)

Faculty-student sexualized violence: 1

Staff-student sexualized violence: 2

Receivable complaints withdrawn/investigations closed: 3

Sanctions/outcomes of receivable complaints:

Disciplinary measures imposed on faculty: 1

Disciplinary measures imposed on staff: 2

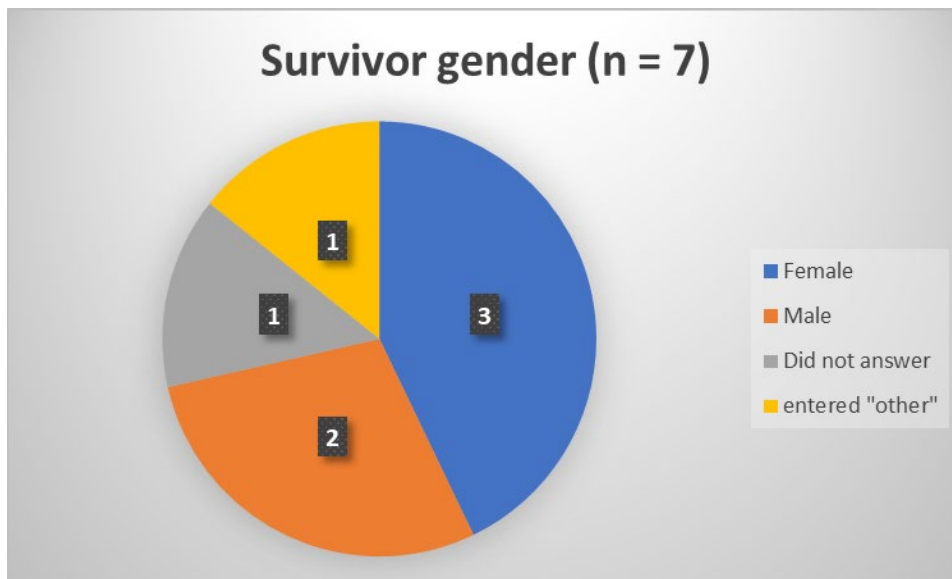
Anonymous Reports from the Respect-Educate-Empower Survivors (REES) platform (January 2022 – May 2022)

The REES online platform was implemented in February 2022, allowing students and employees to report incidents of sexual and gender-based violence online and thus provide anonymous data to the University. Data was collected for four months between February 2022 and May 31st, 2022. The reports that were submitted pertain to various forms of sexual and gender-based violence including inappropriate sexual comments and sexual assault. The University will continue to receive anonymous data reports from REES only once or twice per year to ensure the data remains anonymous and survivors/victims cannot be identified.

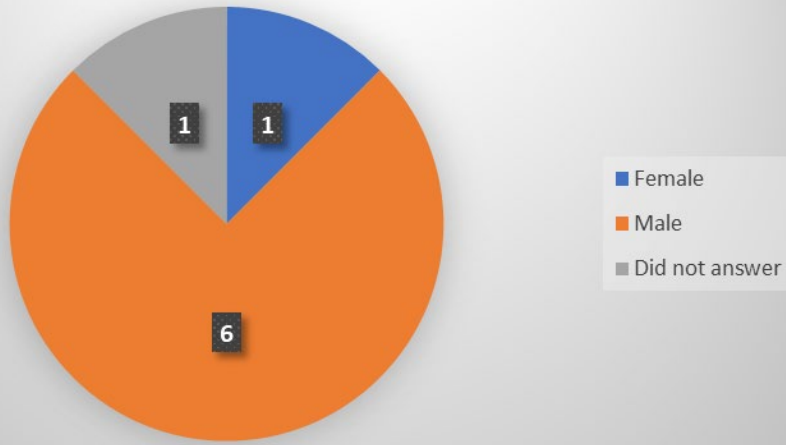
It is important to note that there is no way for the University to know the name of the perpetrators mentioned in the reports, nor who completed and submitted these reports. The University is also unable to verify whether these individuals also filled out a report, disclosed or filed a formal complaint with a University representative such as the Dean of Student Affairs, General Counsel or the SARC. Therefore, the data provided below should only be used as a snapshot to provide information that can help guide the University's prevention efforts; it should not replace the data collected by the University or be included in the school's reporting statistics.

During the four months of data collection:

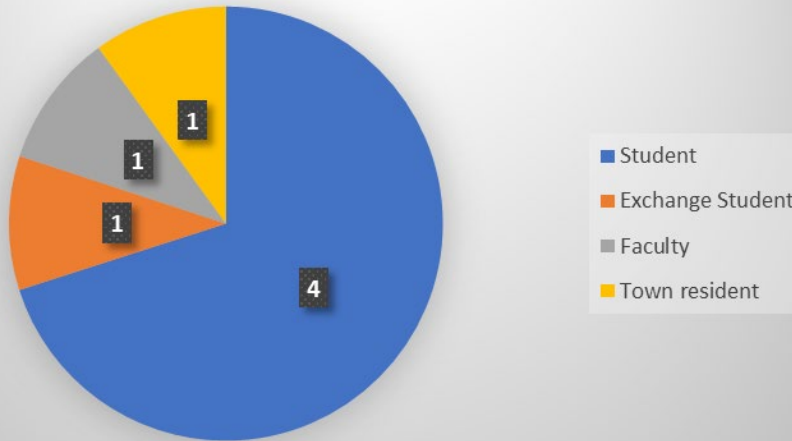
- Seven anonymous reports were created
- The reports were mostly, but not exclusively, created by students (71%)
- Five of the seven reports (71.4%) described repeated incidents
- 71% of incidents took place off campus
- 75% of the perpetrators were male
- 75% of the perpetrators were students



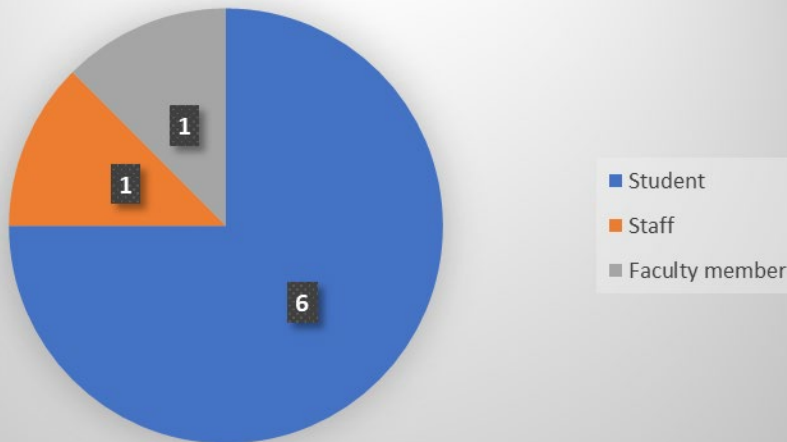
Perpetrator gender n = 8



Campus status of survivor n = 7



Campus status of perpetrator (n = 8)



CONCLUSION

Despite significant efforts made in the past four years (and prior) by the University to prevent and counter sexual and gender-based violence, it is clear that the fight against this social issue is far from over.

The creation of the Sexual Violence Support Centre (SVSC) in the fall of 2022 allowed us to centralize all our resources and make our services more visible and accessible to the Bishop's community. Unfortunately, the SVSC is currently located in a shared space that is also used by the BUnited Peer Supporters, Student Safety and Spectrum outside of business hours. We are aware that this situation is not ideal, as certain community members who wish to access the SVSC might not feel safe or comfortable coming to a multipurpose space to receive services. As recommended by the CCLISAR report, the SVSC should be housed in Memorial House for no longer than two years and be moved to a stand-alone and more discreet new location (yet to be determined) after September 2024.

In this upcoming year, the University plans on reviewing all existing training modules to assess what content should be updated and what should be added to our current training selection to better meet the needs of our community. The results obtained from the survey that was given to faculty and staff as previously discussed in this report will hopefully help guide us through this review process.

The Committee for the Prevention of Harassment and Sexual Violence will continue to meet bi-weekly when classes are in session to work on updating the Policy for the Prevention of Sexual Violence.

The SVSC will continue to collaborate with Champlain College to improve the various guidelines and procedures that are currently in place to address incidents of sexual and gender-based violence and ensure that our shared spaces and community can be as safe as possible for all.

The General Counsel, VP Student Affairs and SVRAs will work together to fine-tune the risk assessment procedure that is usually followed in all cases of sexual and gender-based violence that are brought to the University's attention. We believe that this will help us be more consistent and efficient in how we handle cases and provide support and services to survivors/victims.

The SVSC will explore the possibility of using restorative justice practices as requested by survivors/victims in certain cases of sexual or gender-based violence. Such practices might include reaching out to a perpetrator to address their problematic behaviour and providing them with education to reduce their risk of recidivism.

Finally, Campus Security will install more cameras inside various buildings this upcoming year to make our campus safer.

The University commits to publishing its next report to the Community in the fall of 2023, as well as every other fall semester from now on. It is important to keep in mind that next year's reports will not be as extensive or include data about disclosures and formal complaints of sexual or gender-based violence in order to protect the privacy of survivors/victims of sexual or gender-based violence.

For more information about the contents of this report or questions about the various services and initiatives offered by the SVSC or the University, please email us at svsc@ubishops.ca.