

## Memorandum

---

**To:** Dr. Kim Fenwick  
Vice-President (Academic and Research)

**From:** Scott Duguay  
Associate Vice-President – Enrolment Management

Brock Richardson  
Director – Student Services

**Date:** January 29, 2018

**Re:** *Office of the Campus Sexual Assault Support Advocate 2016-2017 Annual Report*

---

Attached please find the *Office of the Campus Sexual Assault Support Advocate – Annual Report 2016-17*.

This is the first report since the University of New Brunswick, St. Thomas University and New Brunswick Community College partnered with the Fredericton Sexual Assault Centre to develop a tri-campus sexual assault strategy. The partnership involves a commitment to three years of funding to provide full-time support and advocacy for complainants, promote public awareness and develop education and training for student leaders and staff.

The information in the *Report* speaks to 22 disclosures (including past incidents not in reporting timeframe) related to St. Thomas University of which 14 disclosures of incidents are within the report's timeframe. Of this number, two students were assisted with complaints to police and six formal complaints were made under our *Student Non-Academic Misconduct Policy*. As of this date, each of these complaint processes have been completed.

During the past year, Student Services also completed the following tasks:

- Audited and re-wrote the complaints procedure in the *Student Non-Academic Misconduct Policy* to ensure that procedures were aligned with values of the more recent *Sexual Violence Policy*
- Conducted Bystander Intervention Training for Welcome Week Leaders
- Provided Residence Assistants with Sexual Assault Crisis Intervention Training
- Completed awareness campaigns on campus via posters, booths and a panel discussion

Sexual violence is one of the most critical issues facing universities and this tri-campus partnership, ensuring coordinated and expert response to sexual violence, has improved our ability to support our students and develop more effective education resources.

Thank you.

# 2016-2017 Annual Report

Office of the Campus Sexual Assault Support Advocate

1-29-2018

# CONTENTS

Executive Summary.....	2
Sexual Assault on STU Campus: a Profile .....	2
Disclosures of Sexual Assault: Statistical Information .....	2
Campus-Wide .....	2
St. Thomas University Specific .....	3
Sexual Assault on Campus Strategy .....	3
Interventions and Response to Disclosures of Sexual Assault.....	3
Activities for Interventions and Response: .....	4
Prevention & Education .....	4
Activities for Prevention & Education:.....	5
Policy Development .....	5
Activities for Policy Development:.....	5
Research & Evaluation .....	6
Activities for Research and Evaluation:.....	6

## EXECUTIVE SUMMARY

### *Campus Sexual Assault Support Advocate (CSASA)*

The 2016-17 year marked the introduction of a Campus Sexual Assault Support Advocate for Fredericton campus who served all students from UNB, STU, and NBCC. The CSASA functions as the recommended first point of contact or referral for any member of the University Community who has experienced a sexual assault. The CSASA provides initial and ongoing support including confidential consultation, and assistance in accessing other services and resources both on campus and off campus. They maintain confidential records of incidents of sexual assault and assist in the creation of educational resources and in policy development.

In addition to providing therapeutic and advocacy services for complainants, the CSASA also participated in activities related to prevention and education on topics related to sexual assault, sexual assault policy development, as well as research and evaluation of strategies and actions related to sexual violence services on campus.

## SEXUAL ASSAULT ON STU CAMPUS: A PROFILE

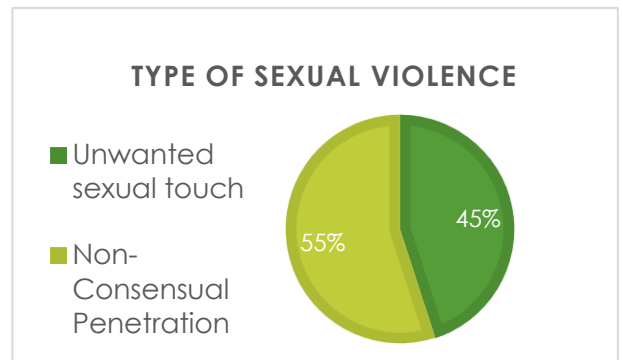
Sexual assault is a label defined by a wide range of behaviours. STU's Sexual Assault Policy defines sexual assault as *any type of unwanted sexual act committed by an individual against another that violates the sexual integrity of the individual to whom it is directed. Sexual assault is characterized by a broad range of behaviours that involve the use of force, threats, or control towards a person, which makes that person feel uncomfortable, distressed, frightened, and/or threatened. It is carried out in circumstances in which the person has not freely agreed, consented, or is incapable of consenting to the act.*

## Disclosures of Sexual Assault: Statistical Information

### CAMPUS-WIDE

Throughout the 2016-2017 school-year, Over **60** incidences of sexual violence against members of the campus community (including UNB F, UNB SJ, STU and NBCC) were disclosed to the CSASA. This represents a significant increase in the numbers of sexual assaults on campus reported to campus administration over previous years (a sure sign that the CSASA program is having a positive impact on the community) and provides a sufficient sample size to permit us to understand the issue better in our community.

Incidences disclosed to the CSASA program range on a continuum of sexually aggressive and abusive behaviour. From unwanted sexual touching to non-consensual sexual penetration. Disclosed incidences can be generally divided into two categories: non-consensual sexual touching (**45%**) or non-consensual sexual penetration (**55%**). These incidences most often occur between people who know each other (**71%**) and in someone's home (**100%**).



## ST. THOMAS UNIVERSITY SPECIFIC

Of the referrals received by the CSASA, **22** were survivors affiliated with St. Thomas University. Of the **14** sexual crimes reported to have occurred against STU students during this reporting timeframe, the average span of time between disclosure and seeking support was **34** days.

While it is standard to organize data in relation to sex/gender, it is essential that there is an understanding of gender identity when analyzing the data. Sexual violence in adulthood is a gendered crime and is experienced predominately by those who identify as female (**92%** of CSASA clientele). Furthermore, Canadian research shows transgender individuals are at a further increased risk of many forms of violence and harassment, including sexual violence (Longman, Scheim, Bauer, & Redman, 2013). Though numbers are too small to disclose without releasing identifying information, the STU Trans population is represented within the CSASA client base, highlighting their increased risk to this type of violence and a need to create stronger preventative measures and cultural change.

Those who have been identified to have perpetrated sexual violence (considered “Respondents”) are overwhelmingly gendered as well, with **96%** of disclosures identifying male respondents. This statistic is important



*of complainants were familiar with the person who assaulted them.*



*of disclosed incidences of sexual assault occurred in someone's home.*

to highlight as we continue to shape prevention strategies and cultural awareness. Trends of gender roles, privilege and oppression, and consent should all be tailored with the goal of dismantling the cultural norms that facilitate these crimes.

## SEXUAL ASSAULT ON CAMPUS STRATEGY

Addressing the issue of sexual violence requires thoughtful planning and strategy. Communities would be remiss to only consider one side of the matter, such as interventions, without careful consideration of prevention and others. The following five key result areas: Policy Development, Prevention and Education, Interventions and Response, and Research and Evaluation are pillars that form a sturdy foundation for addressing sexual violence on campus. With these key result areas, Fredericton Post – Secondary campuses will have a stronger approach to addressing this issue. The pillars to this strategy are outlined below to highlight the ways in which STU has been working to address sexual violence on campus.

## INTERVENTIONS AND RESPONSE TO DISCLOSURES OF SEXUAL ASSAULT

Sexual violence has one of the lowest reporting rates for all criminal offences. Survivors often feel frustrated, blamed, and shamed by society which in turn silences their hopes in achieving justice.

The Policy on Sexual Violence creates two types of disclosure within the university environment:

- 1) Disclosure, where the complainant seeks support but no further action;
- 2) Formal Complaint, where the complainant wishes to bring formal charges against the respondent (under the Non Academic Misconduct Policy or under appropriate staff/faculty policies.

Of the total incidences of sexual assault disclosed during this timeframe, **9** name respondents associated with STU (students or employees) and to whom STU's Policy on Sexual Violence applies. **67%** (6) of applicable incidences

were forwarded as formal complaints to STU's Policy on Non-Academic Misconduct. **100%** of these cases were resolved through the university's complaints process.

Of the cases that were adjudicated through administrative processes, the following actions were taken:

- Moving from one Residence to another
- Banned from Residence
- Essay writing Requirement
- Banned from certain locations on Campus

Informal measures were often chosen in lieu of formal complaints as students were more interested in pursuing safety and empowerment rather than to discipline their respondents, or when the respondent was not a member of the STU community.

Depending on the nature of the sexual violence, many types of interventions are required. A complainant may need emergency and ongoing health care, police services, crisis intervention, counselling, community programs, advocacy, as well as victim and court support services. Our focus on campus has been to mitigate the secondary wounding that occurs through the process of a person reaching out for help, to offer support, and effective response in a timely fashion. One client described the interventions she received as *"very approachable and understanding. I never felt pressured or judged, it was a very comfortable environment in which I felt okay expressing my innermost feelings and insecurities."* (From CSASA program evaluation)



*44% Of complainants successfully sought out and received informal measures to create safety in their lives.*

The Campus Sexual Assault Response Team (CSART) consists of campus service providers, such as Counselling, Health, Residence Life, and Security, who have abilities to intervene in support of a complainant disclosing sexual violence. Though many complainants did not wish to undertake the disciplinary process, **44%** of clients successfully sought interim measures through the CSART to help them feel safe and empowered at STU. Informal measures that were taken include:

- Exclusion from other institutions on Campus
- No-Contact Orders
- Exclusion from Residence & Meal Halls
- Moving from one Residence to another

Interim measures were often chosen in lieu of formal complaints as clients were more interested in pursuing safety and empowerment rather than to discipline their respondents. One client described the most prominent strength of the Campus Sexual Assault Response to be that *"[CSART] acted quickly and took the matter extremely seriously."* (From CSASA program evaluation)

### **ACTIVITIES FOR INTERVENTIONS AND RESPONSE:**

- **Provided advocacy and support** to students from a client-centred, trauma-informed perspective.
- Helped complainants access medical care and **follow-up services** in a timely fashion.
- Provided support and advocacy through the court process.
- Worked with the Campus Sexual Assault Response Team to support students coming forward with complaints of sexual violence and **consider trends in existing disclosures.**

## **PREVENTION & EDUCATION**

Awareness is crucial to enhancing our response to sexual violence. In order to decrease the amount of sexual violence on campus, a cultural shift away from sexual assault myths, victim-blaming attitudes, and the objectification of women and gender minorities needs to occur. Greater community awareness, of the dynamics that facilitate sexual violence and the strategies we are implementing to address these, leads to a greater

understanding of the issue and a dismantling of the secrecy that isolates those who experience violence. We used education with students and staff to strengthen awareness of the issue as well as fortify response measures through individual mandates.

### ACTIVITIES FOR PREVENTION & EDUCATION:

---

- Developed a **public awareness strategy** for future years.
- Worked with **Sexual Violence Prevention Team** throughout summer months in preparation for the new school year.
- **Awareness Booths** at Welcome Week activities **Promotion** of CSASA program with Counselling, Health Centre staff, campus security, residence staff, orientation leaders, peer mentors, and Campus Sexual Assault Response Team members.
- Provided **workshops** for students that address why sexual violence happens (including education on myths and stereotypes, gender roles, privilege and oppression, as well as consent and coercion)
- **Professional Training** for counsellors, residence life staff, and Welcome Week leaders
- Enhanced prevention messages through **social media** channels (Facebook, Twitter, Instagram)
- Developed a **Facebook page titled Campus Sexual Assault Support and Advocacy** that promotes campaigns, events, and articles about sexual violence on campus.
- Partnered with Security to begin a training program that will **educate security officers** on campus sexual assault investigations.
- Partnered with White Ribbon Fredericton to host an **event on positive masculinity**.
- Co-Created **CSASA awareness posters**
- Participated in a **panel** put on by STU students about sexual violence on campus
- Participated in a **radio show** put on by the NB Media Coop discussing the Sexual Assault Climate Survey and the CSASA position.
- Revised the **Bystander Intervention Training** that Orientation and Student Leaders receive in the Fall.
- Facilitated the (Week long) **Counselling Survivors of Sexual Violence training** for Campus Counsellors.

## POLICY DEVELOPMENT

Institutional policies and protocols outline the vision, stance, and structure from which sexual violence is addressed. While each institution may vary on the details of how reports of sexual violence is handled internally, it is essential that there is a cohesive perspective through which sexual violence is understood. Policies need to be clear and relatable to campus community members so that individuals can see themselves within the definition of sexual violence and know where to go to receive support. Over the past year STU rewrote their complaint procedures (Non-Academic Misconduct Policy), to ensure that dynamics of sexual violence cases were taken into account procedurally.

### ACTIVITIES FOR POLICY DEVELOPMENT:

---

- **Elicited feedback** from students and staff on the functionality of the sexual assault policy.
- Gained feedback from students, researched best practices to revise the Non-Academic Misconduct Policy, which acts as the **complaints process** for the Policy on Sexual Violence.
- Collected and stored suggestions from students and staff on potential **updates for the policy** upon revision.
- Performed ongoing research as to **best practices** at post-secondary institutions across North America.
- **Compiled suggestions** from research on best and promising practices.
- Offered feedback, from the perspective of supporting members within the policy, as to potential adaptations and improvements.

- Were invited to present at the National Conference on Campus Sexual Assault for University Administrators on the new Tri-campus Sexual Assault Strategy.

## RESEARCH & EVALUATION

Research is an important step in fully understanding the complexities and impacts of sexual violence on complainants and campus communities. Research is the foundation of building innovative and effective responses, policies, and prevention strategies to ultimately end sexual violence. It is important to monitor and evaluate the progress when implementing strategies to determine if they are achieving their mission of preventing and responding to sexual violence on Campus.

---

### ACTIVITIES FOR RESEARCH AND EVALUATION:

---

- Collaborated with campus members to initiate conversations around *developing an evaluation framework* for the Policy on Sexual Violence.
  - *Collected and compiled data* coming from the CSASA workload to give a picture of the issue of sexual violence at STU.
  - Constructed a *method of feedback* for clients to describe their experiences with the CSASA.
  - Collaborated on ways to *evaluate prevention strategies* for the coming years.
-