
Simon Fraser University
Sexual Violence and
Misconduct Policy

2022 / 2023

Annual
Report

The 2022/2023 Annual Report

Simon Fraser University Sexual Violence and Misconduct Policy, GP 44

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I. Introduction and Acknowledgement

Sexual violence is a reality on post-secondary campuses, and it is one which is never acceptable. SFU is deeply committed to providing members of the University Community with a safe, supportive and respectful environment in which to live, learn and work.

An annual report is required under British Columbia's *Sexual Violence and Misconduct Policy Act*, which mandated all universities in BC to establish and implement a sexual misconduct policy by May 19, 2017. In response to this legislation, the University's Sexual Violence and Misconduct Prevention, Education and Support Policy, GP 44 (the Policy), was approved by the Board of Governors on March 30, 2017.

The following report reflects the work that has been taking place at SFU as it relates to the implementation of the Policy and largely reflects the efforts undertaken by SFU's Sexual Violence Support & Prevention Office. This annual report is the annual report required by the Act and encompasses the time period between September 1, 2022 to August 31, 2023.

We acknowledge the Sk̓wx̓wú7mesh Úxwumixw (Squamish), x̓m̓əθk̓w̓əy̓əm (Musqueam), səliłwətaʔl (Tsleil-Waututh), q̓íc̓əy̓ (Katzie), k̓w̓ik̓w̓əł̓əm (Kwkwetlem), Semiahmoo, Kwantlen, Qayqayt and Tsawwassen peoples, on whose traditional territories Simon Fraser University's three campuses stand.

II. Sexual Violence Support & Prevention Office

The Sexual Violence Support & Prevention Office (the Office) provides ongoing, confidential and free support for University Community members including students, staff and faculty, who are impacted by sexual violence. Anyone impacted by sexual violence can receive support regardless of when or where the incident(s) took place. The Office provides coordinated access to services at SFU and in the larger community to minimize the retelling of one's experience and works from a survivor centered and trauma and violence informed approach that empowers Survivors to determine their own needs for support and pathways to care.

The Office is committed to fostering a culture of care, consent and respect at SFU, which includes education and prevention services. Sexual violence prevention requires a holistic approach that takes a Survivor centered and trauma and violence informed lens. SFU's educational approach is one that looks to develop a comprehensive strategy composed of educational components that equip students, faculty and staff with the awareness, knowledge and skills required to make social change and prevent sexual violence.

In February 2020, with the renewal of the educational service agreement between Fraser International College (FIC) and SFU, the Office began providing support, referral and educational service to FIC Community members. With this in mind, we have included statistics below that represent support, referral and educational services provided to FIC Community members in this annual report. The Office and SFU does not presently support the intake of reports under the Policy when a FIC Community member is named as a Complainant and/or Respondent.

III. Advisory Panel

The Sexual Violence Support & Prevention Office Advisory Panel is composed of experts who have knowledge and experience in reducing, preventing and responding to sexual violence on campus and in communities. Membership includes SFU undergraduate and graduate students, staff and faculty members.

The primary purpose of the Advisory Panel is:

- To act as an advisory resource for the Office.
- To review and comment on the *Sexual Violence and Misconduct Policy Annual Report*.
- To act as an advisory resource for regularly reviewed Sexual Violence and Misconduct Policy GP 44, which takes place every 3 years.
- To provide input on approaches to support, prevention, awareness raising, education, policy and procedures.

IV. Policy Review

British Columbia's *Sexual Violence and Misconduct Policy Act* (2016) requires all post-secondary institutions within the province to review their sexual violence policies every 3 years. Last year's policy review was postponed by 1 year to allow BC's Ministry of Post-Secondary Education and Future Skills to undertake a review of all sexualized violence policies at public post-secondary institutions across the province. A report containing key findings, promising practices and proposals for changes to the *Sexual Violence and Misconduct Policy Act* is due to be released in Fall 2023. SFU's review of its policy began over the Summer of 2023 and will be ongoing until Spring 2024.

V. Community Outreach: Awareness and Education Initiatives

The Office's approach to education is one that strives to be comprehensive, ever evolving and multi-faceted and recognizes that there is no one way to learn and grow. Students, staff and faculty are encouraged to participate in learning opportunities which include such topics as active bystander intervention; consent, healthy relationships, and personal and professional boundaries; responding to disclosures of sexual violence and supporting Survivors and those impacted by sexual violence. The [2023-2024 SVSPO Education Plan](#) provides detailed information on the framework, methodology and desired outcomes of the Office's awareness and education initiatives.

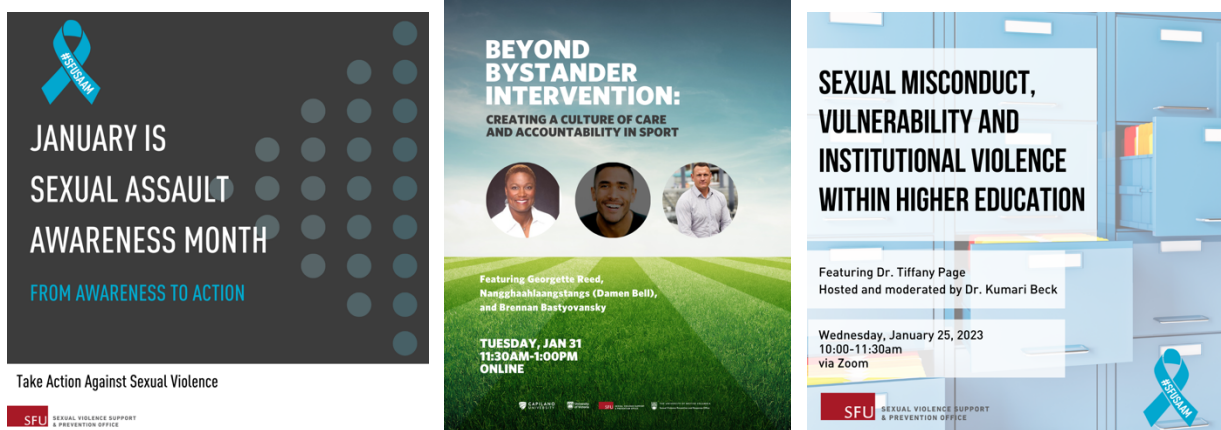
Collaboration and building community capacity are two foundational principles of the Office's educational programming. The Office's education team has actively worked with many SFU units and groups on ongoing, comprehensive programming including: Residence and Housing, Faculty of Arts and Social Sciences, Faculty of Science, Athletics and Recreation, Beedie School of Business, Simon Fraser Student Society, Health & Counselling Services and the Health Peers, Human Resources, Centre for Educational Excellence, Student Learning Commons, Human Rights Office, Bullying & Harassment Central Hub, SFU Surrey Administration, and Student Engagement and Retention, among others.

a. Awareness Campaigns

The Office organizes two main annual awareness-raising campaigns: Consent Matters in September and Sexual Assault Awareness Month (SAAM) in January.



The key message of the 2022 Consent Matters campaign was Practice Consent Everywhere. The campaign consisted of social media and print posters. Members of the SFU and FIC community were invited to submit ideas on how to practice consent in different types of relationships and spaces (i.e., in learning environments, in workplaces, in intimate relationships).



Inspired by [this article](#), which argues for the need to take concrete action against sexual violence, the theme of SAAM 2023 was From Awareness to Action. SFU and FIC community members were invited to identify actions that can be taken at various levels of the socio-ecological model to prevent sexual violence and support survivors. The highlight of SAAM 2023 was two virtual keynote events: Sexual Misconduct, Vulnerability, and Institutional Violence with Dr. Tiffany Page and Beyond Bystander Intervention: Creating a Culture of Care and Accountability in Sport, which was jointly hosted by SFU, the University of Victoria, UBC, and Capilano University.

b. Virtual and in-person events

The Office hosted four significant in-person or virtual events in 2022-2023:

Dec 6 Memorial: National Day of Remembrance and Action on Violence against Women – In Person at Burnaby	December 6, 2022	Co-organized with Women in Engineering, Academic Women, The Human Rights Office, Equity, Diversity, and Inclusion, and the SFSS Women’s Centre.
Sexual Misconduct, Vulnerability, and Institutional Violence	January 25, 2023	A virtual lecture by Dr. Tiffany Page on post-secondary institutions’ responses to sexual violence complaints involving faculty and staff. This event was hosted and moderated by Dr. Kumari Beck.
Beyond Bystander Intervention: Creating a Culture of Care and Accountability in Sport	January 31, 2023	A virtual panel on bystander intervention and accountability in sports cultures. This event was jointly hosted by SFU, the University of Victoria, UBC, and Capilano University.
Then, Now, and Things to Come: A Conversation with barbara findlay – In Person at Burnaby	June 29 2023	In honour of Pride Month, an in-person community conversation with visionary human rights lawyer barbara findlay on the past and future of 2SLGBTQIA+ rights in Canada.

c. Asynchronous Training

Initially introduced in August 2023 as part of SFU 101, the Office launched an online non-credit course on sexual violence prevention and response for all SFU students. Administered through Canvas, *Safer Campuses for Everyone: Sexual Violence Prevention and Response for the SFU Community* addresses the following topics through interactive features: the prevalence and forms of sexual violence; consent and healthy relationships; active bystander intervention; and responding to disclosures and supporting people who have been impacted by sexual violence. Students may [self-enroll](#) for this course, which is eligible for Co-Curricular Credit. All Varsity athletes are required to complete this course as part of SFU’s obligations as a member of the NCAA.

d. Card Game: InterroBang

In March 2023, the Office launched its new card game [InterroBang](#). This game was co-created by the Office, Precious Ile, and game developer Tucky Aalto in response to a series of student focus groups. The game is designed to evoke thoughtful discussion on topics such as consent, relationships, communication and culture. Members of the SFU and FIC community may borrow an InterroBang play set from the Office to organize their own InterroBang events.

e. Active Bystander Network (ABN)

The Active Bystander Network (ABN) is a group of student volunteers who help raise awareness about sexual violence prevention and how to create a culture of consent and care at SFU. In 2022-2023, the ABN developed and supported several initiatives, including:

- In partnership with CJSF’s IntraVenus Program, the ABN developed [two podcast episodes](#) tackling such issues as bystander intervention, “toxic masculinities,” and consent.
- Hosted tabling events and Instalive sessions titled “Traction towards action” which focused on how to be an active bystander in one’s everyday life.
- “Sending Love”, a St Valentine’s Day event that invited participants to write affirmative postcards to those they care for.

f. In-person and Virtual Workshops

In addition to the key events and campaigns outlined above, the Office developed and delivered a variety of workshops for SFU and FIC students, faculty and staff. The following table provides an overview of these workshops.

Table 1 Workshops for SFU Community Members: September 1, 2022 to August 31, 2023

Workshop / Presentation Topic	Student Sessions		Employee Sessions	
	# of sessions	Total # of participants	# of sessions	Total # of participants
Responding to Disclosures	3	52	11	170
SVSPO / GP 44 Overview	2	65	5	156
Professional/Peer Boundaries & Healthy Relationships	9	132	1	40
Bystander Intervention	7	150	0	0
Customized Workshops	1	40	2	26
Total	22	439	19	392

Table 2 Workshops for FIC Community Members: September 1, 2022 to August 31, 2023

Workshop / Presentation Topic	Student Sessions		Employee Sessions	
	# of sessions	Total # of participants	# of sessions	Total # of participants
Responding to Disclosures	1	9	1	13

Peer Boundaries and Consent	2	61	0	0
Total	3	70	1	13

g. Goals for 2023-2024

Over the coming academic year, the Office will focus on the following key deliverables:

- Continue to develop relationships with university partners and embed The Office’s educational programming into existing learning opportunities;
- Develop and implement an evaluation framework for all the Office’s workshops and educational programming;
- Develop a certificate program on sexual violence prevention and response for SFU and FIC faculty and staff;
- Create a sexual violence communications guide for the SFU and FIC communities; and,
- Develop an educational comic to raise awareness about anonymous disclosure options, how to respond to a disclosure and how to access support services at the Office.

VI. Support Services: Responding to Disclosures and Reporting Sexual Violence

The Office offers free and confidential support to SFU and FIC community members who have been impacted by sexual violence, such as sexual assault and sexual harassment, regardless of when or where it took place. The Office’s support services are available in-person on each of SFU’s campuses by appointment as well as by phone, email, text and by Zoom drop-ins and virtual support calls. This low barrier approach to approach to client care ensures that the Office’s staff can meet clients in ways that make sense to them.

During the reporting period, September 1, 2022 to August 31, 2023, the Office noted the following:

- Experienced an increase of clients seeking support who have experienced domestic violence and voyeurism.
- This year the Office was able to take a moment to reflect on the last four years of annual reporting. The Office has witnessed a steady increase of clients accessing services over the last four years.

a. Community Collaborations

Collaboration and building strong relationships are two foundational principles of the Office’s support service model. Over the last year, the Office has been working to solidify relationships and partnerships with offices, organizations and services both on and off campus.

In collaboration with SFU’s Health and Counselling Services, the Office supports a shared Counsellor, Sexual Violence position. Through this unique partnership, SFU is able to provide streamlined access to supports and services between both offices. Key accomplishments over the reporting year include:

- Developed seamless services for students to see a medical professional or seek mental health support;
- Created priority referral and triage for students with any recent sexual violence experiences which means they are no longer on a waitlist for services;
- Supported on-going trauma-informed therapist led support group that has new intake every semester; and,
- Developed a reciprocal release of information form to further reduce barriers in students access to timely care between Offices.

The Office’s off-campus relationships already include many community-based support services and agencies and the Office has been working to broaden its reach by initiating relationships with Family Services of Greater Vancouver, Vancouver Lower Mainland Multicultural Family Support Services, Cameray, Mosaic, DIVERSEcity, South Asian Community Hub, Migrant Workers Center, Community Legal Assistance Society and with police-based victim services agencies in the Lower Mainland District and Metro Vancouver.

b. Intakes

We know that sexualized violence is underreported due to the multiple barriers people experience in sharing their experience. We believe that there are many more disclosures made across the University (i.e., to areas other than the Office) that ultimately are not captured in this annual report. Every effort is made to encourage Survivors and those impacted by sexual violence to connect with the Office to access coordinated supports and resources and explore reporting options available through both the Policy and elsewhere. The Office is committed to and actively engaged in building relationships to reduce barriers and support the increase of University Community members accessing supports and services.

Table 3 Intake Type: September 1, 2022 to August 31, 2023

Intake type	Count
Disclosures	143
Consultations with Community Member*	100
Report	4
Total**	247

*Some consultations with Community Members may also involve the same incidents shared by Survivors during a disclosure, therefore, each number counted is not necessarily a unique instance of sexual violence.

** Some intakes involve more than one person.

Table 4 Intake Type: September 1, 2019 to August 31, 2023

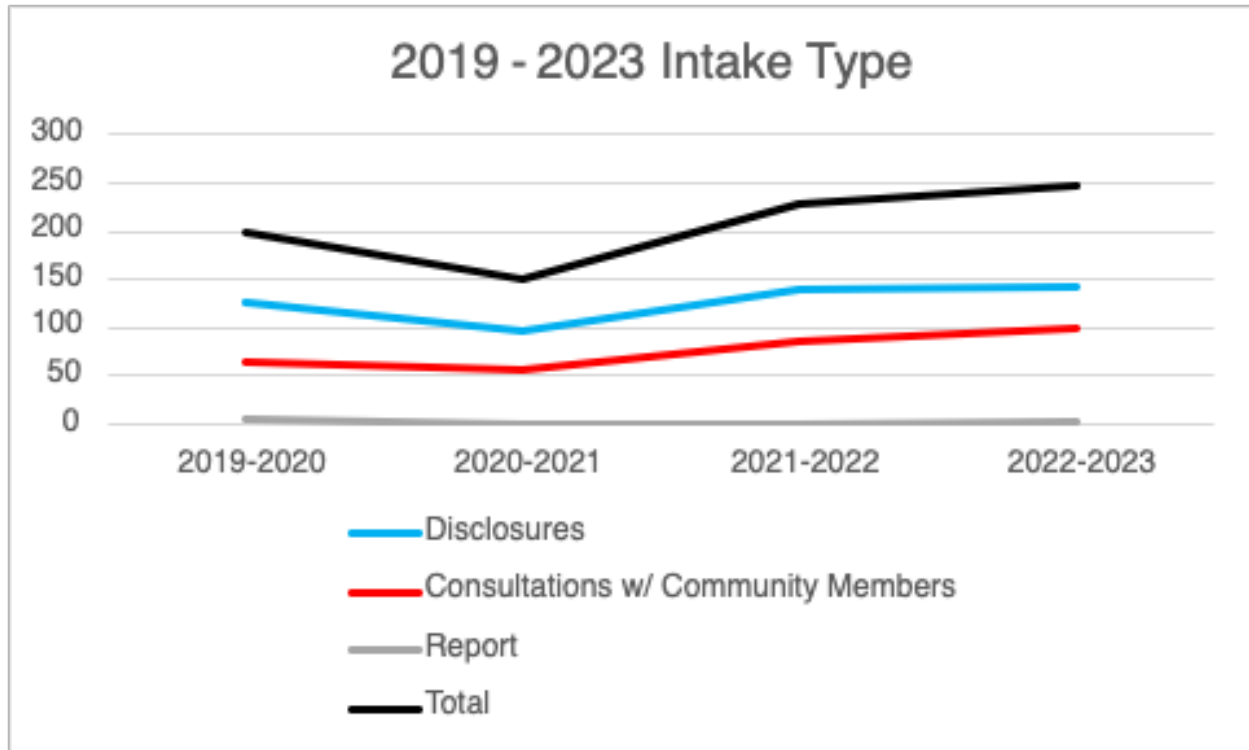


Table 5 Affiliation Type: September 1, 2022 to August 31, 2023

Affiliation Type	Count
SFU Students*	152
SFU Faculty	9
SFU Staff	53
FIC Community Member	7
Undisclosed**	26
Total	247

* Includes both SFU undergraduate and graduate students.

** Undisclosed includes Contractor, Non-SFU, Alumni and unknown.

Table 6 Affiliation Type: September 1, 2019 to August 31, 2023

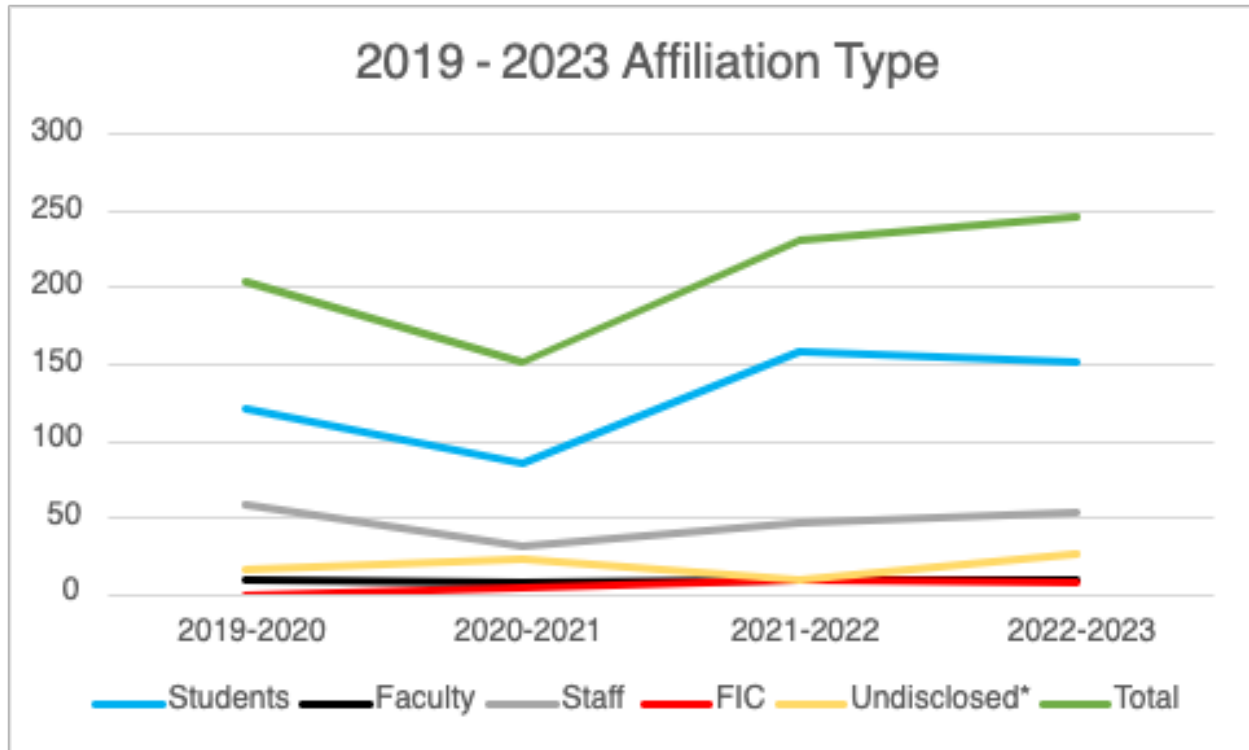


Table 7 Types of Sexual Violence: September 1, 2022 to August 31, 2023*

Type of sexual violence	Count
Distribution of sexually explicit photos or videos	8
Domestic violence	39
Indecent exposure	6
Sexual assault	113
Sexual exploitation	4
Sexual harassment	41
Sexual violence – undisclosed	35
Stalking	25
Voyeurism	7

*These numbers reflect the types of sexual violence shared with the Office when disclosed by clients. Some clients may experience multiple forms of sexual violence so the numbers above will not equal the number of clients supported in every reporting cycle.

c. Accommodations

Table 8 Types of Assistance: September 1, 2022 to August 31, 2023*

Type of assistance	Count
Academic accommodations	178
Counselling, referral/streamlining	152
Medical Referral	17
Police/Victim Services	35
Safety Planning	53
Workplace Accommodations	4
Total	439

* These numbers reflect when actual "actions" are taken by the Office within the categories.

The count provided in table above reflect the support given to individuals who are new clients to the Office between the period of September 1, 2022 and August 31, 2023. These numbers do not reflect the ongoing support being provided to University Community members who first contacted the Office prior to this timeframe.

d. Reporting by Jurisdiction and Category of Complainant and Respondent

Four Reports were made under the jurisdiction of the Policy in this reporting period.

Reporting by categories will only occur when the number of incidences is greater than five to prevent inadvertently identifying individuals.

VII. Conclusion

Ending sexual violence and supporting those impacted by sexual violence is a responsibility shared by all within the University Community. The Sexual Violence Support & Prevention Office would like to acknowledge the ongoing efforts put forward by the many departments, groups and individuals at Simon Fraser University and Fraser International College who have shown dedication and solidarity towards this goal. The Office is committed to strengthening our existing partnerships, establishing new relationships and working to reduce barriers for everyone in the University Community to access supports, services and education surrounding sexual violence.

Appendix A

a) Definitions

The following definitions were drawn from SFU *Sexual Violence and Misconduct Prevention, Education and Support Policy* (GP 44) and amended, when appropriate, for reporting purposes. For a more detailed list of definitions visit <https://www.sfu.ca/policies/gazette/general/gp44.html>.

Sexual violence and misconduct is an umbrella term that encompasses a broad range of behaviour. It means a sexual act or an act targeting a person's sexuality, gender identity or gender expression that is committed, threatened or attempted against a person without the person's Consent. Such behaviour may or may not involve physical contact. It includes but is not limited to: sexual assault, sexual exploitation, sexual harassment, stalking, indecent exposure, voyeurism, stealthing and the distribution of sexually explicit photographs or videos of a person without their Consent.

Disclosure, for the purposes of annual statistics, occurs when a Survivor tells a member of the Sexual Violence Support & Prevention Office that they have experienced Sexual Violence and Misconduct. Disclosure, in the context of education and training, includes providing SFU and FIC Community Members with the tools needed to respond appropriately when someone discloses experiences of sexual violence to them.

Survivor means a member of the University Community who identifies as someone who has experienced Sexual Violence and Misconduct. The University recognizes that an individual may not wish to use the term Survivor and will therefore respect an individual's preferred term, such as Complainant, Victim, or Discloser, in its interactions with that person. A Survivor can access confidential assistance and support, referrals and information from the Sexual Violence Support and Prevention Office, and can request accommodation as defined in this policy, regardless of where or when the Sexual Violence and Misconduct occurred or the parties involved.

Report means a Survivor telling the Sexual Violence Support and Prevention Office about an incident of Sexual Violence and Misconduct with the intention of initiating a process.

Respondent means a member or members of the University Community against whom a Report has been made pursuant to this policy.

University Community means all students and employees of the University and all people who have a status at the University mandated by legislation or other University policies, including research assistants, post-doctoral fellows, members of Senate and the Board of Governors, volunteers, visiting and emeritus faculty, and visiting researchers.

Consultation by University Community Members refers to the instances where we have supported a member of the University Community who is indirectly impacted by sexual violence and misconduct and includes students, staff and faculty members supporting someone who disclosed to them.