



Sexualized Violence Prevention, Education and Awareness at B.C. Public Post-Secondary Institutions Presentation to



The Indigenous Adult
& Higher Learning
Association

Jody Gordon, Senior Consultant, AACRAO Consulting and formerly
the Vice President, Students and Enrolment Management at The
University of the Fraser Valley

Jody Gordon, B.A. (Hons.), M.A.

- Have worked in public post-secondary administration for over 29 years
- SFU, KPU then UFV until May of this year
- Also teach first year Criminology
- For the past 6 years have worked for AACRAO Consulting where we provide best practice, evidence based student services audits and strategic enrolment management planning development

Presentation Overview

1. How universities and colleges got here – Social media movement
2. Key Elements of the B.C. Sexualized Violence Misconduct Act
3. B.C. Provincial Protocol on Best Practices for Sexualized Violence Policy Development
4. Sexualized Violence Policy and the Intersection with Non-Academic Conduct Policy/Harassment Policy and WorkSafe BC
5. Key Elements of Prevention and Awareness Programming
6. Possible Next Steps and Questions

Trigger Warning...

- The material I am about to cover can be upsetting to some and may be a trigger warning to one's past trauma
- We want to ensure we all feel safe
- Should you need to get up and leave the session please feel free to do so; but please also reach out to someone close to you for support
- We are not alone

1. Social Media Movement

- Documentary “The Hunting Ground” about rape on US college and university campuses
- Failure of Administration to respond
- Canadian experiences
- Lack of understanding of Privacy law and the role universities and colleges should and should not play when it comes to alleged criminal behaviour

2. Key Elements of the B.C. Act

- Passed in May 2016 by the Provincial Government – *Sexualized Violence and Misconduct Act*
- Required all public post-secondary institutions in B.C. to have a stand-alone policy on sexualized violence for students
- Elements of the Act also included requirements for institutions to have a process for reporting and responding to allegations of sexualized violence

3. B.C. Provincial Protocol

Preventing and Responding to
Sexual Misconduct at British Columbia
Post-Secondary Institutions:
A GUIDE FOR DEVELOPING POLICIES AND ACTIONS

3. B.C. Provincial Protocol

- Drawing on work from a number of other provinces the protocol provides best practices for:
 - defining sexualized violence
 - distinguishing between a report of sexualized violence for the purposes of support and a report for the purposes of action and/or investigation
 - education and awareness programming
 - service resources

4. Sexualized Violence Policy at Public Post-Secondary Institutions

- Students, Staff and Faculty
- Inclusive language:
 - The term sexualized violence is considered in a broad sense, and can include any unwanted act, physical, written and/or verbal, or psychological, carried out through sexual means or by targeting sexuality. It recognizes that there are many different forms of sexualized violence, and that gender exists along a continuum and people of all genders may experience sexualized violence.

4. Sexualized Violence Policy at Public Post-Secondary Institutions

- Large portions of the policy devoted to the institution's commitment to prevention, education, awareness and support
- For more information see:
 - [https://www.ufv.ca/media/assets/secretariat/policies/Prevention,-Education-and-Response-to-Sexualized-Violence-\(236\).pdf](https://www.ufv.ca/media/assets/secretariat/policies/Prevention,-Education-and-Response-to-Sexualized-Violence-(236).pdf)

4. Sexualized Violence Policy at Public Post-Secondary Institutions

- Must be survivor-centric; the survivor determines the best path forward for them
- Reporting for the purposes of seeking support versus seeking action/investigation
- When seeking action/investigation this is where other policies intersect
- And it is where rights of the respondent are also critical to recognize

4. Intersection between Sexualized Violence Policy and Non-Academic Misconduct Policy/Harassment Policy

- Can still manage requests under non-academic conduct policy for academic and living accommodations when criminal allegations are received
- Harassment (when not criminal in nature) can be investigated and adjudicated under policy
- Where our language changes to complainant(s) and respondent(s)

4. Intersection between Sexualized Violence Policy and WorkSafe BC

- Collective agreement language and other institutional policies ensure that harassment (of any type including sexual) is investigated
- WorkSafe BC also requires employers to ensure measures are in place to reduce violence in the workplace

5. Prevention and Awareness Programing

In This Together

If you have immediate safety concerns for yourself or others, call:

Campus Security (if you're on campus): 1-855-239-7654

Emergency services (if off campus): 911

[Leave this page now](#)



If you or someone you know has experienced sexualized violence, we're here to help.

Get help



Has someone disclosed to you that they have experienced sexualized violence?

Support someone



You can contribute to a safer, more inclusive campus community.

Be the change

5. Prevention and Awareness Programing

Healthy Relationships and Consent

- This workshop introduces participants to the fundamentals of all healthy, consensual intimate relationships. Participants are encouraged to apply these principles to their own intimate relationships and to use this knowledge to assess situations that may lead to sexualized violence.

Active Bystander Intervention

- This workshop addresses the reasons why bystanders often do not intervene in potentially harmful situations. Participants learn a variety of ways to safely and effectively intervene in these kinds of situations.

Responding to Disclosures of Sexualized Violence

- In this workshop, participants learn how to respond appropriately and sensitively to disclosures of sexualized violence. On- and off-campus support resources, as well as reporting options, are also introduced.

5. Prevention and Awareness Programing

- Responding to disclosures of sexualized violence – the B.R.A.V.E.R.Y. approach:
 - **B**egin by listening
 - **R**espect confidentiality
 - **A**sk what support looks like for them
 - **V**alidate their experience
 - **E**mpathize
 - **R**efers them to campus supports
 - **Y**ou practice self-care

5. Prevention and Awareness Programing

- Some best practices include:
 - Where possible make it mandatory for some groups (students living in residence; varsity athletes; club leaders; *etc...*) and offer the training to staff and faculty
 - Use multiple delivery approaches – in person and on-line
 - Involve students as developers and facilitators
- To learn more go to:
 - <https://www.ufv.ca/sexualized-violence-prevention/>

6. Next Steps

- We don't need an act passed in order to take action; develop your own policy and prevention programming
- Can be interwoven with existing practices such as restorative justice
- Integrate with any existing policies such as Harassment policy
- Recommended that it is not just for students but applicable to staff and faculty – Be the Change!

Thank you for your time today

Jody Gordon, Senior Consultant, AACRAO
Consulting

Email: jodykathleen.gordon@gmail.com

Twitter: [jodyloveshockey](https://twitter.com/jodyloveshockey)

Discussion Questions

1. What barriers, if any, exist at my institution that would prevent the development of a stand-alone sexualized violence policy? How will we overcome those barriers?
2. Who will I need to involve at my institution in order to develop a sexualized violence policy?
3. What prevention programming already exists at my institution? What services already exist? What do we need to add?
4. What resources in our community already exist to support survivors? Do we have strong links to those resources? If not, how will we improve them?