

# 2016-2017 Annual Report

Office of the Campus Sexual Assault Support Advocate

11-13-2017

## CONTENTS

Executive Summary .....	2
Sexual Assault on Campus: a Profile.....	2
Disclosures of Sexual Assault: Statistical Information .....	2
Addressing Complaints of Sexual Assault on Campus .....	3
Addressing sexual Assault on Campus Strategy .....	3
Interventions and Response.....	4
Fredericton .....	4
Saint John .....	4
Prevention & Education.....	5
Fredericton .....	5
Saint John .....	5
Policy Development.....	6
Fredericton .....	6
Saint John .....	6
Research & Evaluation.....	7
Fredericton .....	7
Saint John .....	7

## EXECUTIVE SUMMARY

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

This year marked the introduction of UNB's Sexual Assault Policy and Procedures which provided a Campus Sexual Assault Support Advocate (April Jendrosch) in Saint John as well as one (Maggie Forsythe) in Fredericton. This report covers the activities of the CSASAs over the initial reporting period of one full year, September 1, 2016 to September 1, 2017. This report speaks directly to the cases related to UNB and although some have been connected to the criminal justice system, details of those cases are not highlighted here.

The CSASAs function 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 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 Fredericton, UNB has seconded the CSASA position from the Fredericton Sexual Assault Centre (FSAC). With this partnership, the Fredericton campus community was given access to FSAC programs, training, and workshops to help bolster services supporting the Sexual Assault Policy. Initially, the Fredericton CSASA position was intended to serve solely UNB Fredericton students and staff. It quickly became clear that sexual violence does not respect the boundaries between the individual campuses that share one geographical location and it became essential that the Fredericton CSASA be available to individuals associated with UNB, STU, and NBCC Fredericton. Due to the small campus size, the Saint John CSASA performs these responsibilities alongside her regular duties as a member of UNB Saint John Counselling Services. The data represented in this report only reflects cases connected to UNB students.

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 CAMPUS: A PROFILE

Sexual assault is a label defined by a wide range of behaviours. UNB's Sexual Assault Policy uses the Canadian Criminal Code definition of sexual assault, which reads: *Sexual assault is any type of unwanted sexual act done by one person to another that violates the sexual integrity of the victim and involves a range of behaviours from any unwanted touching to penetration. 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, threatened, or that is carried out in circumstances to which the person has not freely agreed, consented, or is incapable of consenting.*

### Disclosures of Sexual Assault: Statistical Information

Throughout the 2016-2017 school-year, over **60** incidences of sexual violence against members of the campus community (including UNB Fredericton, UNB Saint John, STU and NBCC Fredericton) were disclosed to the CSASAs. 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 (**44%**) or non-consensual sexual penetration (**56%**). These incidences most often occur between people who know each other (**81%**) and in someone's home (**62%**).

Of the referrals received by the CSASAs, **38** were complainants affiliated with UNB (Fredericton, Saint John, or Moncton) who disclosed sexual violence occurred against them, with **92%** attending UNB Fredericton. Of the **21** sexual crimes reported to have occurred against UNB students during this reporting timeframe, the average span of time between disclosure and support seeking was **44** 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 (**94%** 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 UNB 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 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.



## Addressing Complaints of Sexual Assault on Campus

The Sexual Assault Policy creates three levels of disclosure:

- 1) Disclosure, where the complainant seeks support but no further action;
- 2) Informal Complaint, where the complainant wishes certain steps to be taken but does not wish to enter into a formal process that could lead to discipline against the respondent; and
- 3) Formal Complaint, where the complainant wishes to bring formal charges against the respondent (under the Student Discipline Code or under appropriate staff/faculty policies).

Of the total incidences of sexual assault disclosed during this timeframe, **28** name respondents associated with UNB (students or employees) and to whom UNB’s Sexual Assault Policy applies. **18%** of applicable incidences were forwarded as formal complaints to UNB Student Disciplinary Team. Due to small numbers, it would be unethical to release information on the outcomes of these files.

## ADDRESSING 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 UNB has been working to address sexual violence on campus.

## INTERVENTIONS AND RESPONSE

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

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)

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, **32%** of clients successfully sought interim measures through the CSART to help them feel safe and empowered at UNB. Interim 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 *“[UNB] acted quickly and took the matter extremely seriously.”* (From CSASA program evaluation)



**32%**

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

### ACTIVITIES FOR INTERVENTIONS AND RESPONSE:

FREDERICTON	SAINT JOHN
<ul style="list-style-type: none"> <li>• <b>Provided advocacy and support</b> to students from a client-centred, trauma-informed perspective.</li> <li>• <b>Connected students</b> to sexual trauma-specific counselling, support groups, and/or crisis support services in Fredericton.</li> <li>• Helped complainants access medical care and <b>follow-up services</b> in a timely fashion.</li> <li>• Provided support and advocacy through the court process.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Provided advocacy and support</b> to students from a client-centred, trauma-informed perspective.</li> <li>• <b>Attended Sexual Assault Crisis Intervention Training</b> by FSAC to gain awareness of processes, interventions and skills to help respond to students in sexual assault crisis.</li> <li>• Worked with the Campus Sexual Assault Response Team to support students coming forward with complaints of sexual violence and <b>consider trends in existing disclosures.</b></li> <li>• <b>Attending Counselling Survivors of Sexual Violence: Training for Counselling Practitioners</b> to enhance counselling skills</li> </ul>

- Worked with the Campus Sexual Assault Response Team to support students coming forward with complaints of sexual violence and **consider trends in existing disclosures**.

for students who have experienced sexual assault.

- **Consulted** with UNBF CSASA as needed.

## 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:

#### FREDERICTON

- 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 student orientation activities
- **Promotion** of CSASA program with UNB counselling, health centre staff, campus patrol & security, residence staff, judiciary committees, 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, board of deans & residence life staff.
- Prevention **campaign**: Consent “Rules of the Road” posters created and distributed.
- New UNB sexual assault **website created**.
- 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.

#### SAINT JOHN

- **Promotion** of CSASA program with UNB counselling, health centre staff, campus patrol & security, residence staff, peer mentors, and Campus Sexual Assault Response Team members.
- Provided **workshops** for all student leaders and athletes on being prosocial bystanders “Bringing in the Bystander” Training.
- 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).
- Prevention **Campaign**: Consent “Rules of the Road” posters created and distributed.
- New UNB sexual assault **website created**.
- Partnered with Domestic Violence
- Outreach Action Committee to **host an event on Trauma Informed Systems: Understanding the Neurobiology of Trauma**, as well as exploring ways to help trauma survivors receive better service in the Emergency Room.
- Co-created **CSASA awareness posters**.

- 
- Partnered with UNB Security to begin a training program that will **educate security officers** on campus sexual assault investigations.
  - Taught classes on **sexual assault feminist counselling** and sexual assault myths/consent in Women's Studies and Social Work classes.
  - Partnered with White Ribbon Fredericton to host an **event on positive masculinity**.
  - Co-created **CSASA awareness posters**.
  - Supported the student union in developing an **awareness campaign #BreaktheSilence** which used statistics from the UNB Sexual Assault Climate Survey by Fuller, O'Sullivan, & Belu (2016).
  - Facilitated a **Lunch and Learn** on UNB's Sexual Assault Policy with the Muriel McQueen Ferguson Centre for Family Violence Research.
  - 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.
  - Cultivated relationship with **Aitken House** to make FSAC a House Charity and to plan fundraising events that will raise awareness about sexual violence on campus.
  - 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.
  - Brought the student union **awareness campaign #BreaktheSilence** to UNBSJ with SRC, which used statistics from the UNB Sexual Assault Climate Survey by Fuller, O'Sullivan, & Belu (2016).
  - **Interviewed for The Baron**: Campus Paper to raise awareness of the CSASA position and new policy.
- 

## 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 are 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. We have worked diligently to clarify and promote the new UNB sexual assault policy, educating staff and students on the parameters of what UNB can do for complainants of sexual violence.

### ACTIVITIES FOR POLICY DEVELOPMENT:

FREDERICTON	SAINT JOHN
<ul style="list-style-type: none"> <li>• <b>Elicited feedback</b> from students and staff on the functionality of the sexual assault policy.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Elicited feedback</b> from students and staff on the functionality of the sexual assault policy.</li> </ul>

---

- 
- Gained feedback from students considering the **complaints process** as to barriers within the policy.
  - 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.
  - Supervised **work placement from the Law Faculty** to review current complaints procedures for sexual assault, gather research on best practices from other Canadian institutions, and form a proposal for improved system.
- 

## 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:

FREDERICTON	SAINT JOHN
<ul style="list-style-type: none"> <li>• Collaborated with campus members to initiate conversations around <b>developing an evaluation framework</b> for the UNB Sexual Assault Policy.</li> <li>• <b>Collected and compiled data</b> coming from the CSASA workload to give a picture of the issue of sexual violence at both UNBF and UNBSJ.</li> <li>• Constructed a <b>method of feedback</b> for clients to describe their experiences with the CSASA.</li> <li>• Collaborated on ways to <b>evaluate prevention strategies</b> for the coming years.</li> </ul>	<ul style="list-style-type: none"> <li>• Collaborated with campus members to initiate conversations around <b>developing an evaluation framework</b> for the UNB Sexual Assault Policy.</li> <li>• <b>Collected and compiled data</b> coming from the CSASA workload to give a picture of the issue of sexual violence at both UNBF and UNBSJ.</li> <li>• Collaborated on ways to evaluate <b>prevention strategies</b> for the coming years.</li> </ul>

---