EXECUTIVE SUMMARY

The Board approved amendments to SC17 – Sexual Misconduct Policy at the June Board meeting. This report is an update on the operational implementation of the Policy. The Vice-President, Students and Vice-President Human Resources provide oversight to the three offices charged with providing resources as well as education/prevention plans for the university; the Sexual Violence Prevention and Response Office, UBCV (SVPRO-V), the Sexual Violence Prevention and Response Office, UBCO (SVPRO-O) and the Investigations Office (IO). These groups work in collaboration with partners across UBC to implement Policy SC17. Their annual reports can be found in the appendices.

Implementation of Policy SC17 (formerly Policy 131) began in late May 2017. The Policy states UBC’s commitment to reviewing this Policy at least once every three years, in consultation with students and other members of the UBC Community. The formal three-year review was completed by the Office of the University Counsel in May 2020 and the Policy Review Committee included the Director of Investigations, Director, SVPRO UBC-O and a member of SVPRO-V. The amended policy was approved by the Board of Governors in June 2020.

In April of 2018, the Vice-President, Human Resources and Vice-President, Students agreed to undertake a retrospective assessment of the first year’s implementation to identify issues or gaps that require mitigation as well as to capture successes and learnings in order to guide the implementation. A formal implementation framework and several action plans were created, and approved by the PCI Committee in June of 2018 and the completion of implementation was planned for June 2020. Plans and key milestones are outlined below:
Resourcing and recruitment

In the last year, SVPRO V-&-O and IO continued to focus their recruitment and resourcing efforts to meet the growing operational demands of each of the units, in addition to addressing the campuses’ needs around support and education for Policy SC17. Key successes in recruitment over the past year include:

<table>
<thead>
<tr>
<th>Sexual Violence Prevention Office – UBCV</th>
<th>Director</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Sexual Violence Response, Indigenous Initiatives Support Specialist</td>
</tr>
<tr>
<td>Sexual Violence Prevention Office – UBCO</td>
<td>Male Education and Prevention Specialist (on hold now due to COVID) Support and Education Specialist</td>
</tr>
<tr>
<td>Investigations Office</td>
<td>Director</td>
</tr>
<tr>
<td></td>
<td>2 Investigators</td>
</tr>
<tr>
<td></td>
<td>Senior Investigator</td>
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<tr>
<td></td>
<td>Educator</td>
</tr>
<tr>
<td></td>
<td>Administrative Assistant</td>
</tr>
</tbody>
</table>

Training and professional development for staff is also an area of focus for the directors to ensure best practices and consistency in understanding within each unit. Efforts to ensure alignment with UBC’s Equity, Diversity and Inclusion priorities and industry best practices will continue to inform staff development and recruitment efforts.

Awareness & Communications Plan

The Awareness & Communication Plans for the units are continually refined through the implementation process. SVPROs and IO have pivoted their awareness and communication plans in response to the current COVID-19 situation with a focus on developing and piloting online engagement with various stakeholders. This effort will continue until the commencement of regular operations. Over the past year, IO, and the SVPROs collaborated with campus and community partners such as SASC, Equity and Inclusion Office, First Nations House of Learning, UBC Athletics, Ombuds Office, Aboriginal Programs and Services, UBCSUO, Campus Security, Food Services, Student Housing, Faculty of Medicine, Faculty of Arts, Peter A Allard School of Law, Faculty of Engineering, Sauder School of Business, School of Nursing and the Faculty of Dentistry. They co-presented to academic leaders on both campuses. SVPRO engaged in a number of successful campaigns including We Believe You, Sexual Assault Awareness Month, Moosehide Campaign and Consent Campaigns. In addition, engagement locally, nationally and internationally at conferences such as the IO leading a panel at the 2019 International Academy of Law and Mental Health Congress (Rome), and the IO and SVPRO working with stakeholders such as BC Campus Training and Resources Community of Practice with the Ministry of Advanced Education, Congress of the Humanities and Social Sciences, Central Okanagan Elizabeth Fry Society, Connection Counselling Society in Kelowna and the RCMP, to continue to build awareness of UBC’s efforts as well as contribute to the communities of practice in the area of sexual violence prevention, education and trauma-informed practices.

Education Plan

The SVPROs continue working with campus and community partners to develop educational curriculum and run workshops and groups related to sexual violence.
The IO focuses on creating curriculum on trauma-informed investigation approaches for students, staff and faculty and has pivoted to online delivery in response to the COVID-19 pandemic. Courses will be available to students, staff and faculty. A symposium on trauma-informed investigations is being planned for Spring 2021.

**Operating Model Plan**

Eleven areas of focus were identified to bring clarity about how the University resources and responds to sexual misconduct and achieve clarity in role accountabilities, application of policy and procedures, as well as procedural intersections with other policies; and workflow/processes. Development in the areas currently in progress will continue after the implementation process. The current status is as follows:

- Enhanced Organization Supports for Respondent – Okanagan –complete; Vancouver –in progress (targeted completion Fall 2020)
- Clarity and communication definitions & application of jurisdiction – complete
- Case Management System – in progress (targeted completion Fall 2020)
- Accommodation and Concession – complete (see Senate Policy V135)
- Address concerns related to Retaliation –complete (see Policy SC18)
- Review Policy 14 to ensure integration with Policy SC 17 – complete
- Enhance practices for communicating disciplinary outcomes following completion of investigation report findings leading to disciplinary measures – complete (see updated SC17 policy)
- Anonymous and Third Party complaints – in progress
- Enhance process to ensure timelines met and clarify disciplinary process – complete
- Integration on alignment of related and intersecting UBC policies and provincial policies – in progress
- Clarification on units and roles involved with Policy SC17 and overall visibility – complete (and ongoing)

**APPENDICES**

1. SVPRO – UBCV Annual Report
2. SVPRO – UBCO Annual Report
3. Investigations Office – Annual Report
The work of the Sexual Violence Prevention and Response Office (SVPRO) is performed from the territories that we occupy as part of the UBC Vancouver community. We recognize the privilege to be located on the land of the xʷməθk̕ʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səl̓ílwətaɬ (Tsleil-Waututh) nations. We also recognize this land was taken without consent. UBC’s location on the unceded, ancestral, and traditional territories of Indigenous nations means a sacred responsibility to hold Indigenous values of autonomy, resistance and healing at the center of supporting those affected by sexual misconduct and sexualized violence.

In the last year, our team filled all available staff positions, welcoming new Director Alicia Oeser in January 2020; Support Specialist Erin Offer in February of 2020, and Lauren Casey, Indigenous Educator and Support Specialist, in April of 2020. Alicia, Erin, and Lauren join Althea Evans, Administrative Manager; Ariana Barer, Educator; Sasha Wiley-Shaw, Educator; Dawn Nealon, Support Specialist; Habibatou Ba, Support Specialist; Ogake Angwenyi, Support Specialist; as well as one part-time student staff, Shiyali Toni. Collectively our team has extensive expertise working in the anti-violence field including (but not limited to) research areas of health communication, linguistic bias, cultural change, anti-oppressive pedagogy, higher education, and clinical social work. See the organization chart below:
SVPRO is a confidential place for those in the UBC community who have experienced, or been impacted by, any form of sexual or gender-based violence, harassment, or harm, regardless of where or when it took place. We recognize each individual is the expert of their own experience and is thus best situated to decide what type of support and or action suits their needs. We aim to be a safer space for all by respecting each person’s unique and multiple identities and experiences. All genders and sexualities are welcome at SVPRO.

SVPRO acts as a central point of contact to receive disclosures, to minimize harm and re-traumatization and support academic and workplace success, health, safety, healing and resilience. From May 2019-April 2020, there were 179 new disclosures of sexualized violence, as compared to 255 in the same time period the year prior. This may seem like a dramatic difference, but two important factors must be considered. First, until February SVPRO was outpacing 18-19 numbers, but when we left campus as a result of the pandemic, we saw a steep decline in the number of people seeking services. We can only speculate that people may be seeking resources closer to home as opposed to through school. There may also be less safety or privacy for individuals who have moved in with family, partners, or friends as a result of the pandemic.

Additionally, SVPRO Vancouver changed the way we distinguish callers from clients, affecting our total numbers. In the 18-19 year, every disclosure made to the office (in emails, at events, at education workshops) were counted even if the person did not book an appointment with a Specialist. For example, if during an SVPRO Education workshop a student disclosed during/after the workshop to a support specialist that they experienced SV, a Referral Form was completed and the disclosure was counted.

This year, only individuals who completed an intake and at least one, one-hour session with a Support Specialist were counted. We continued to receive inquiries, consultations, and spontaneous disclosures so
it should not be evidence of fewer people seeking out services with our office. We are still streamlining the way we collect data to provide the most meaningful information possible. We will use the parameters for counting clients established this year, moving forward.

Client sessions may include emotional support, information, reporting options and accompaniment, forensic evidence collection accompaniment, safety planning, academic concessions, workplace accommodations, and referrals reflective of the needs and identities of each unique client.

In addition, to individual services we also provided group options: yoga for trauma survivors and a trauma group co-hosted with Counseling, called safety and resilience. On average, we have about 10-12 participants in the groups. Feedback from the trauma group was very positive, folks identified that the group was helpful in creating a community with shared experiences (i.e., not feeling alone), learning new tools to cope and fostering self-compassion.
SVPRO’s work is grounded in intersectional feminist, anti-oppression, strengths-based, survivor-centred principles. We design our education and prevention programming using a multi-disciplinary approach, drawing from the fields of public health, education, psychology, social work, critical race studies, community planning, and public policy. This list is by no means exhaustive, but rather a sample of the influences we seek out to create programming that is relevant, effective, and new. We are committed to fresh and innovative programming that allows us to be responsive as we learn and grow.

Social change happens at different levels illustrated in the social ecological model. As individuals we are influenced by each level, it is how we come to understand the world around us. To effectively create change, we need to engage at all levels across the social-ecological model (SEM) with programming that challenges and disrupts harmful narratives. This involves our individual growth, the health of our relationships, our participation in communities, and transforming societal mores and policies to center the safety and well-being of individuals and communities who have been oppressed. We provide training to students, faculty, and staff. This year we reached ≈512 staff and faculty and more than 2000 students.
Our strategy for prevention is multi-faceted. Through outreach, event planning/support, panel participation, presentations/Q&A, workshops/training, and consultations, we work toward attitudinal and behavioural as well as social and systemic change. We track our programs based on the type of prevention applied, as seen in the charts above. A description of each type follows.

**PRIMARY:** This type of prevention aims to prevent incidents from occurring long before they might begin. Successful programs of this type will ask individuals to reflect on how they learned about the values they now hold and how those values are represented in their attitudes and actions. Topics may include culture change; identity & values; anti-oppression; media literacy; and accountability. This year we had 21 programs coded as Primary Prevention. These programs frequently overlap with the Societal and Individual levels of the SEM.

**SECONDARY:** Prevention at this level addresses incidents as they are already occurring. Upstander (or bystander) intervention is a great example of this. Stopping one incident from occurring does not stop other incidents from occurring. Other secondary prevention topics may include healthy relationships, trauma-informed organizations, and the neurobiology of trauma & tonic immobility. We recorded 14 programs of this type. These programs frequently overlap with the relationship and community levels of the SEM.

**TERTIARY:** This type of prevention is demonstrated through our support of survivors. Tertiary prevention assumes an incident has already occurred but serves as a means of preventing future incidents by responding in a supportive matter to people who have experienced harm. This support sends the message that we believe the person and that what happened to them was not okay. Eventually, we reach a critical mass of people supporting survivors, therefore sending a message to the community that rape supportive attitudes and behaviors are not acceptable. Program topics may include, responding to disclosures, supporting survivors, and healing. We recorded 63 tertiary programs. These programs overlap significantly with individual and relationship levels of the SEM.

**AWARENESS:** The fourth category we tracked does not constitute prevention, but does increase awareness of our services (both support and education) that correlates with service utilization rates. We participated in 31 awareness raising events. We do not track the number of individuals who interact with us at these events.
With a total of 108 events, 77 of which constituted prevention programming, hours of service delivery amounts to 187. Of the 77 prevention programs delivered, we had 2586 participants. At this time we do not have a way to track unique participants so this number represents the audience total from each event as opposed to each individual person across all events.

PHOTOS FROM AWARENESS EVENT

VOLUNTEERS

These positions were created in January 2020 to address the high demand for SVPRO boothing across campus, particularly during Sexual Assault Awareness Month and the start of Term 2.

The SVPRO Outreach Volunteers are a group of student leaders who raise awareness about sexualized violence, SVPRO services, and prevention initiatives through peer engagement on campus. Using a peer-to-peer approach, SVPRO Outreach Volunteers share information with the goal of working towards building and sustaining respectful environments for all students, staff and faculty at UBC.

Volunteers meet weekly for training and skill building on principles of culture change, intersecting forms of harm that contribute and relate to sexualized violence, and UBC’s systems for prevention and response. Volunteers create connections between students and SVPRO through boothing, social media, and creative programming.

CAMPAIGNS

In addition to various workshops, we also organized several campaigns: We Believe You campaign (August-September); Sexual Assault Awareness Month (January), Consent campaign (Aug-March)
We Believe You Campaign (August-October 2019)

One of these campaigns that SVPRO runs every year in Term 1 is the “We Believe You” campaign. This campaign is designed to reduce the barriers and stigma of reaching out and getting help. During August and September, this campaign reached thousands of incoming and returning students. We used posters and digital signage across campus with print resources shared to student leaders and various departments including, but not limited to, Equity and Inclusion Office, Advising, Centre for Accessibility, International Programs and Services, the First Nations House of Learning, and Residence Life.

Sexual Assault Awareness Month (January 2020)

At UBC, January is Sexual Assault Awareness Month (SAAM), a month-long series of events aimed at raising awareness and encouraging people to take action to prevent sexualized violence.

For the past 10 years, SAAM at UBC has adopted many themes for the month – including “Start Talking,” “Join the Conversation,” and “Creating a Culture of Consent.” This year’s theme “From Awareness to Action” encourages community members to move beyond awareness and take action, however big or small, against sexualized violence.

SAAM is the product of the ongoing hard work and advocacy demonstrated by anti-violence allies and organizations. Particularly at UBC, SAAM is grounded in student leadership and activism and on the 10-year anniversary of SAAM, the intention was to return to its student advocacy roots.

To promote involvement among UBC students, SVPRO offered funding and mentorship to student-led clubs, organizations, individuals, or initiatives to organize their own SAAM event. Student projects that were approved for funding by our student Selection Committee included:
1. Self Defence class and discussion with SVPRO hosted by the Krava Maga club
2. ‘UBCare Kits’ booting by a student to generate supportive content for survivor self-care kits
3. ‘Let’s Talk Consent’ booting by members of the Pharmacy Undergrad Society
5. Film Night hosted by SASC student volunteers and UBC Film Society
6. Pop up Book Club hosted by a student to discuss Chanel Miller’s new book, ‘Know My Name’
7. ‘Failure to Consult, Failure of Consent’ organized by a student and co-sponsored by Equity & Inclusion Office (organized for March, cancelled due to COVID)

In total, 17 workshops, presentations, panels, and events were offered by SVPRO, a number of which included collaboration with other departments, including the Investigations Office (IO), Athletics, the Global Lounge, Residential Life, and the First Nations House of Learning, among others. SVPRO also helped support a number of SAAM events hosted by other organizations such as the AMS Sexual Assault Support Center (SASC). Student funding initiative events totaled $2,475.

Booths were held weekly during the month of January, as well as by request. SVPRO hosted a total of 6 tabling events during SAAM.

 Consent Campaign (August through March Term 2)

We also redeveloped the Consent Campaign in Term 2. The campaign used the tagline “Consent starts here” to inspire students to talk to their friends when they see or hear attitudes or behaviours that normalize rape culture or encourage sexualized violence. Two of the poster images distributed across campus are below.
Social Media Campaign

SVPRO launched two Social Media accounts in April of 2020. We have identified objectives for our social media usage as well as the platforms we will use:

1. Increase overall awareness of SVPRO services
2. Increase survivors utilizing the services
3. Build trust with and increase safety for communities who have not typically used SVPRO
4. Increase use of services by survivors of color
5. Increase use of services by queer, trans, 2S, and non-binary survivors
6. Increase awareness and prevention knowledge
7. Increase number of individuals and groups that access our educational resources

- **SVPRO Website:** Information, resources, educational materials
- **Facebook:** Events, article sharing, statements (seen below)
- **Instagram:** Self-care, empowerment messages, statements (seen below)
LOOKING FORWARD

SVPRO has many exciting projects for the year 20-21. We are working on digitizing our content to ensure our services remain accessible, despite physical limitations due to the health pandemic or other unforeseen circumstances. This includes a cloud-based Case Management System (CMS) to improve record keeping,
security, and data tracking. Having a CMS will streamline the way we count and identify cases and predict trends. This will provide us with more meaningful data and a more efficient way of accessing it.

Another project we have prioritized is an overhaul of our website and other communications. At this point some of the information on our website is out of date and it does not reflect the scope of our services or our approach to the work. We hope to develop a website that is informative, thorough, and easy to use. We plan to add new pages specifically for staff and faculty as well as a page for educational programming that allows people to request programs through the site. The goal is to increase engagement with SVPRO services and to provide survivors and those supporting survivors with enough information to feel comfortable reaching out for support.

Already we have produced a statement on racialized violence, “Racism, Anti-racism, and Our Way Forward,” in response to these socially and politically turbulent times. In our statement we outline a number of commitments that we intend to pursue throughout the year that I will share here.

At SVPRO we are committed to taking an active role in combating racism, within our office, our institution, and from society.

1. **We will seek out conversations about race, privilege, and oppression.** There is not a moment of our lives that is not touched by race which means we must be aware of the impact of racial privilege in everything we do, even when it seems unrelated. Not having to think about race is a privilege.

2. **We will do the work.** We recognize the labor, emotional and physical, that goes into teaching white people about race. Our White team members and team members of mixed ancestry are committed to finding ways to learn and support our Black and Indigenous colleagues by pursuing our own education. We will read, we will listen, we will watch, we will learn, and we will add our bodies and our voices to the movement to end racialized violence and racism in its entirety.

3. **We understand the difference between intention and impact.** We will not question the experiences of people of color, including when we are told we have caused harm with our words or actions. It is not okay for a person of privilege to seek to understand at the expense of a person of color. That person becomes responsible for educating the person (or people) with privilege as well as proving why what happened was harmful. It falls to those of us with privilege to believe and be accountable without questioning, regardless of our intent.

4. **We will not allow ignorance to be an excuse for not speaking up against racism.** We will speak up even if our privilege makes us feel uncomfortable doing so. Uncomfortable is not the same thing as unsafe and we will own how privilege accounts for both greater safety and greater discomfort. To deny it, we are complicit. At any given turn, those of us at SVPRO who find ourselves occupying a position of privilege commit to breaking our silence.

5. **We will work closely with our partners on and off campus** to create an internal assessment and review this semi-annually to maintain our accountability to each other and the community. Likewise, we want to hear from you about how we are doing. Whether it’s perception, our programs, our services, we will seek your input and provide safe ways for you to share this with us.
Part of holding ourselves accountable is our pursuit of our own continuing education as well as the type of education we provide to the community. We have undertaken the process of Indigenizing, queering, and making accessible our existing content. We are creating online learning opportunities that we hope will speak to the diverse communities and individuals we serve. We are writing our own curriculum for programs that can be tailored to each audience, but are based on thorough research and evaluation instruments.

We are looking forward to a continued pursuit of new, creative and impactful ways to approach prevention and support for the UBC community.
The Sexual Violence Prevention and Response Office (SVPRO) recognizes that it is located on the unceded, ancestral and traditional territories of the Syilx Okanagan Nation. This land has been colonized without the consent of Indigenous peoples and it is ongoing today. Sexualized violence links back to Canada’s own history of using violence against indigenous peoples’ land, bodies and culture. At SVPRO, we think about how we create structural change and cultures of care, respect and consent where everyone can work, study and live in an environment free from sexualized violence.

SVPRO employs a holistic framework that provides support services to individuals and the greater UBC community affected by sexualized violence, as well as, prevention at multiple levels. In the last year, our team expanded to 3 full time staff (Shilo St. Cyr, Director; Jannah Jais, Generalist; Shirin Abtahie, Generalist) and 2 part time student staff (Tessa Baatz and Laxshana Srikanthan). We received funding for an additional staff, the Healthy Masculinities Program manager, however, this position is on hold due to COVID budgetary cuts. Collectively, we bring extensive expertise working in the anti-violence field and various educational backgrounds with master degrees in public health, clinical counselling and social work. See the organization chart below:
SUPPORT SERVICES

SVPRO acts as a single point of contact to receive disclosures to minimize harm and re-traumatization and support academic and workplace success, health, safety, healing and resilience. From May 2019-April 2020, there were 136 new disclosures of sexualized violence. We observed an increase in the number of disclosures as compared to the last reporting periods where we had 114 disclosures in 2018-2019 and only 37 disclosures in 2017-2018. We provided options, information and referrals to counselling and health care, safety planning, academic concessions, workplace accommodations. For the one on one services, we a provided information, support and assistance if someone decided to make a report to the university or police (formal, informal and third party reporting).

In addition, to individual services we also provided group options: community nights (art, social, games) and a trauma group, called Safety and Resilience. On average, we have about 10-12 participants in the groups. Feedback from the trauma group was very positive, folks identified that the group was helpful in creating a community with shared experiences (i.e., not feeling alone) learning new tools to cope and fostering self-compassion.

The increase in disclosures over the past few years doesn’t necessarily mean that more sexualized violence is happening. This rise in disclosures reflects that students, staff and faculty are becoming more aware of SVPRO and that they feel more comfortable accessing it. It has been at the forefront of SVPRO initiatives and campaigns to make the most comfortable, transparent, compassionate, survivor-centered and informative space to support survivors.

EDUCATION

SVPRO uses comprehensive prevention strategies to address violence and re-traumatization at all levels. We utilize The Social-Ecological Model which considers the connection between individual, relationship, community, and societal factors. From this approach comes the understanding that all four of these levels are interconnected and changes within one system may impact the others. The diverse events, workshops and opportunities offered address prevention across all four levels. Education and events have reached 3418 students and staff (exclusive of campaigns). Some examples include:

Individual. Prevention targeted at the individual level promotes attitudes, beliefs, and behaviours that prevent violence. Examples include: “Can I Kiss You,” 16 educational sessions with over 500 students around the concepts of sex, dating and consent in relationships and how their individual’s understanding is rooted in rape culture and sex scripts through media, culture and society. This workshops aims to prevent harm at the individual level.

Relationship. Prevention at this level targets a person’s close support systems such as their partners, peer group, and family members; examples include “Responding to Disclosures”, a training that equips students, staff and faculty with tools on how to support survivors of sexualized violence; and “Active Bystander Intervention,” a training to prepare folks to intervene when they see behaviours that perpetrate or normalize
sexualized violence. Both of these workshops attempt to counter victim blaming attitudes to promote a more compassionate and survivor centered approach and counter rape culture between folks who are peers thus preventing harm.

Community. Prevention at the community level aims to shift community-wide, workplace, institutional social norms. For example, the UBCSUO’s “We Believe Survivors” banner displayed all month long during Sexual Assault Awareness and the closing picture event to encourage everyone to get involved. This initiative promotes a community that believes survivors, no matter what their experiences may have been.

Societal. Prevention at this final level addresses broader, systemic factors that extend beyond a particular community, workplace, or institution. For example, the “Unfounded: Panel Discussion” brought together a panel of survivors and anti-violence advocates to explore RCMP responses to sexual assault cases and how to bring about structural change for survivors accessing the justice system in the future. This event was co-hosted with the Central Okanagan Elizabeth Fry Society and moderated by Alya Ramandan from CBC Radio One’s Daybreak South.

Here is a list of the Education activity we provided during 2019-2020.

<table>
<thead>
<tr>
<th>Month</th>
<th># of sessions</th>
<th># Attendees</th>
<th>Partners and Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>May 2019</td>
<td>2</td>
<td>60</td>
<td>Food Services Staff and Graduate Students</td>
</tr>
<tr>
<td>June 2019</td>
<td>5</td>
<td>178</td>
<td>Food Services Staff, Administrative Staff,</td>
</tr>
<tr>
<td>July 2019</td>
<td>4</td>
<td>75</td>
<td>Faculty and Staff, Food Services</td>
</tr>
<tr>
<td>August 2019</td>
<td>12</td>
<td>858</td>
<td>Student Staff, First Year Students, Staff and Faculty, Food Services, Housing,</td>
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<td></td>
<td></td>
<td></td>
<td>Student Experience Office, International Programs and Services</td>
</tr>
<tr>
<td>September 2019</td>
<td>5</td>
<td>1383</td>
<td>UBCSUO, Clubs, Student Staff, Student Experience Office, First Year students, Volunteers,</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>College of Graduate Students</td>
</tr>
<tr>
<td>October 2019</td>
<td>7</td>
<td>204</td>
<td>Graduate Students, Housing, Students in Residence, Nursing, Faculty of Engineering,</td>
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<td></td>
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<td></td>
<td>Health and Wellness</td>
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<tr>
<td>November 2019</td>
<td>8</td>
<td>140</td>
<td>Food Services, Graduate Students, Faculty of Engineering, Human Resources, College of</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Graduate Students</td>
</tr>
<tr>
<td>December 2019</td>
<td>1</td>
<td>30</td>
<td>Food Services, Staff</td>
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<td>January 2020</td>
<td>18</td>
<td>390</td>
<td>UBCSUO, Student Clubs, Food Services, Student Volunteers, Students, Staff, College of</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Graduate Students</td>
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<tr>
<td>February 2020</td>
<td>2</td>
<td>75</td>
<td>Housing, Students In Residence, Residence Advisors, Faculty of Engineering, Graduate</td>
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<td></td>
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<td></td>
<td>Students</td>
</tr>
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<td>March 2020</td>
<td>2</td>
<td>25</td>
<td>Graduate Students, College of Graduate Students, Faculty of Engineering, Housing,</td>
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<td></td>
<td>Student Leaders</td>
</tr>
<tr>
<td>April 2020</td>
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<td>All workshops and events were cancelled due to COVID response</td>
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<tr>
<td>Totals:</td>
<td>66</td>
<td>3418</td>
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Healthy Masculinities Program

This year, SVPRO expanded its prevention efforts to include working with men or folks who identify as men which targeted all levels of prevention. One of the root causes of sexualized violence is rape culture and toxic masculinity. So SVPRO partnered with a non-profit agency, called Next Gen Men, to co-develop and deliver educational programming to a small group of students. It was a closed group that was offered weekly for 9 weeks and 10 folks attended the entire program. The group explored gender roles, stereotypes, masculinity, power and privilege, mental health (suicide, substance use, body image), stigma of getting help, dealing with anger and coping strategies, respectful relationships (intimate, sexual, friends and family), consent vs. coercion, and dealing with rejection. The goal of the workshop was to create a community for men to talk about underlying root causes of sexualized violence (rape culture and toxic masculinity) ultimately to promote respectful, equitable relationships, while also preventing sexualized violence. The secondary goals were to improve mental health and build self-capacity and coping strategies. A poster to advertise the group is provided below.
CAMPAIGNS

In addition to various workshops, we also organized several campaigns: We Believe You Campaign (August-September); Sexual Assault Awareness Month (January); Moosehide campaign to honour the Missing and Murdered Indigenous Women (Feb); Consent Campaign (March).

We Believe You Campaign (August-October 2019)

One of these campaigns that SVPRO runs every year in Term 1 is the “We Believe You” campaign. This campaign is designed to reduce the barriers and stigma of reaching out and getting help. During August and September, this campaign reached thousands of incoming and returning students. There was an art display, collateral distributed to students living on campus, student leaders and various departments across campus inclusive of Advising, Disability Resource Centre, International Programs and Services and Aboriginal Programs and Services.

Sexual Assault Awareness Month (January 2020)

At UBC, January is Sexual Assault Awareness Month (SAAM), a month-long series of events aimed at raising awareness and encouraging people to take action to prevent sexualized violence.

For the past 10 years, SAAM at UBC has adopted many themes for the month – including “Start Talking,” “Join the Conversation,” and “Creating a Culture of Consent.” This year’s theme “From Awareness to Action” encourages community members to move beyond awareness and take action, however big or small, against sexualized violence.
SAAM is the product of the ongoing hard work and advocacy demonstrated by anti-violence allies and organizations. Particularly at UBC, SAAM is grounded in student leadership and activism and on the 10-year anniversary of SAAM, the intention was to return to its student advocacy roots.

To promote involvement among UBC students, SVPRO offered funding and mentorship to student-led clubs, organizations, or initiatives to organize their own SAAM event. Student club recipients of this funding include:

- Ballroom Dance Club
- Consent Taste Sweet
- Girls in Tech
- Nourishing Futures
- Pride Resource Centre
- Sexual Assault and Rape Awareness (SARA)

In total, 24 SAAM events were organized in collaboration with 15 student clubs, associations, and student support services.

In addition to these events, 13 SAAM Ambassadors (“SAAMbassadors”) volunteered their time to raise awareness about SAAM and SVPRO’s services by hosting pop up booths across campus. Booths were held for 2 hours every weekday during the month of January.

For an extensive list of all SAAM 2020 events and descriptions, please see table below:

<table>
<thead>
<tr>
<th>Event Name</th>
<th>Organizers</th>
<th>Date/Time</th>
<th>Location</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cupcakes for a Cause</td>
<td>UBCO Food Services</td>
<td>All month</td>
<td>Picnic, Comma, and Sunshine Cafeterias</td>
<td>If you’re looking for an afternoon pick-me-up, these limited edition teal cupcakes are the perfect sweet treat. Not only are they delicious (they’re lemon and lavender with buttercream icing!), but they support an important cause. All the proceeds from their sale go to the Central Okanagan Elizabeth Fry Society.</td>
</tr>
<tr>
<td>SAAMbassador Pop Up Booths</td>
<td>SVPRO Volunteers</td>
<td>All month</td>
<td>Across all buildings on campus</td>
<td>Learn more about how you can prevent sexualized violence at UBC! Find our pop up booths across campus hosted by student SAAM Ambassadors (“SAAMbassadors”) to learn about SAAM and SVPRO services.</td>
</tr>
<tr>
<td>We Believe Survivors Banner Display</td>
<td>UBCSUO</td>
<td>All month</td>
<td>Outside of UNC</td>
<td>January is Sexual Assault Awareness Month at UBC and for the entire month of January, your UBCSUO is sharing their commitment to supporting survivors on this campus. Check out their banner outside of UNC all month long.</td>
</tr>
<tr>
<td>Coffee &amp; Consent Information Booth</td>
<td>UBCSUO</td>
<td>Every Wednesday in January</td>
<td>Commons Foyer</td>
<td>Your UBCSUO leadership team is hosting booths every Wednesday with information and resources about consent. Cookies provided!</td>
</tr>
<tr>
<td>Event Title</td>
<td>Organizer(s)</td>
<td>Date(s)</td>
<td>Location</td>
<td>Description</td>
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</tr>
<tr>
<td>Clotheslines Project</td>
<td>SVPRO</td>
<td>January 6 to 17</td>
<td>Fipke Foyer</td>
<td>The Clothesline Project is a movement to educate and create a visual representation of the violence that occurs in our communities. Completed shirts designed by the UBC community are placed on display until January 17, 2020.</td>
</tr>
<tr>
<td>Clothesline Project</td>
<td>SVPRO</td>
<td>January 7, 11:00am – 1:00pm</td>
<td>Fipke Foyer</td>
<td>Join us in Fipke all week to honour survivors of violence by designing a t-shirt with supportive designs, messages, affirmations. Completed T-shirts will be hung on a clothesline for students, staff, and faculty to view for the rest of the week.</td>
</tr>
<tr>
<td>SAAM Training</td>
<td>SVPRO</td>
<td>January 8, 12:00 – 2:00pm, January 16, 12:30 – 2:30pm</td>
<td>UNC 334</td>
<td>Student volunteers, leaders, and allies will gain practical tools on preventing and responding to sexual violence in a volunteer role and setting. Some topics covered include: responding to disclosures of sexual violence; and challenging harmful comments and behaviours by being an active bystander and anti-violence ally.</td>
</tr>
<tr>
<td>March for Survivors: The Ultimate Safe Walk</td>
<td>UBCSUO</td>
<td>January 10, 12:00 – 2:00pm</td>
<td>All across campus</td>
<td>The purpose of the event is to bring awareness to the issues around consent and safety on our campus. We will be marching across campus to demonstrate our dedication to changing the narratives of sexualized violence and misconduct. Our hope is that the 'ultimate safe walk' will demonstrate to survivors our commitment to creating a safe campus.</td>
</tr>
<tr>
<td>Breakfast for a Cause Supporting Survivors of Sexual Violence during SAAM</td>
<td>Central Okanagan Elizabeth Fry Society, SVPRO</td>
<td>January 15, 9:00 – 11:00am</td>
<td>UNC 200 (Ballroom)</td>
<td>Take Action during SAAM by joining SVPRO and Elizabeth Fry Society for breakfast. The waitlist for trauma counselling at EFRY is 6 months. All donations for this event will go to providing more counselling sessions for survivors.</td>
</tr>
<tr>
<td>Cats Against Cat Calls</td>
<td>UBCO Equity and Inclusion Office</td>
<td>January 16, 4:30 – 6:00pm</td>
<td>ADM 026</td>
<td>The Equity Ambassadors present an interactive workshop to practice comebacks against sexist micro-aggressions.</td>
</tr>
<tr>
<td>Denim Day</td>
<td>SVPRO</td>
<td>January 17 (all day)</td>
<td>All across campus</td>
<td>Denim Day is about raising awareness and protesting against erroneous beliefs and myths about sexual assault. UBC students, staff, and faculty are invited to come to school and work wearing denim to show...</td>
</tr>
<tr>
<td>Event Name</td>
<td>Organizers</td>
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<tr>
<td>Denim Day Themed Art Hive</td>
<td>Health and Wellness, SVPRO</td>
<td>January 17</td>
<td>UNC 337 Lounge</td>
<td>Join us at the Art Hive to decorate, design denim in support of Denim Day.</td>
</tr>
<tr>
<td>Consent &amp; Communication</td>
<td>Sex Positivity Club</td>
<td>January 17</td>
<td>LIB 306</td>
<td>This peer-organized, discussion-based workshop will focus on the topics of consent, communication, and boundaries. Join us for conversations around what consent means, how to navigate ongoing consent, methods of establishing your own boundaries, and being comfortable with communication about sex.</td>
</tr>
<tr>
<td>GIF and Sticker Contest</td>
<td>Girls In Tech</td>
<td>January 21</td>
<td>Fipke Foyer</td>
<td>Girls In Tech is calling all doodlers, artists and allies to create Instagram/Snapchat Giphy gif stickers centralized around the theme: consent - being an active bystander. All submitted designs will be gif stickers and credited to the designers. Four (4) designs will be picked by our panel of judges - and printed out as stickers for the designer to distribute! And from the four, one winning design will be selected to be able to get a Wacom Intuos Drawing Tablet worth $100.</td>
</tr>
<tr>
<td>Forty Percent Unfounded: From Awareness to Action Panel Discussion</td>
<td>Central Okanagan Elizabeth Fry Society, SVPRO</td>
<td>January 22</td>
<td>UNC 200 (Ballroom)</td>
<td>Aden Wither’s experience with the RCMP is not an outlier. Her report is among the 5,000 cases of sexual assaults that are closed by police in Canada every year. Join us for a panel discussion on Wednesday, January 22nd to explore how we can bring about structural change for survivors moving forward</td>
</tr>
<tr>
<td>Tea Talk: How to Support Survivors</td>
<td>UBCSUO’s Womens Resource Centre</td>
<td>January 23</td>
<td>UNC 132</td>
<td>The first Tea talk of the year! Come sip tea with us as we discuss ways we can support the people in our lives who are sexual assault survivors</td>
</tr>
<tr>
<td>Policy SC17 Consultation and Townhall</td>
<td>UBC Equity and Inclusion Office</td>
<td>January 27</td>
<td>UNC 200 (Ballroom)</td>
<td>UBC’s policy on sexualized violence is being reviewed and revised, and the consultation period is underway. Join your Equity and Inclusion Office and SVPRO to learn about UBC’s policy and the proposed changes and have your say!</td>
</tr>
<tr>
<td>Responding to Disclosures Training</td>
<td>College of Graduate Studies</td>
<td>January 29</td>
<td>COM 311</td>
<td>Join Shirin Abtahie, SVPRO Advisor, of the Sexual Violence Prevention and Response Office to learn and practice the first steps of dealing with</td>
</tr>
</tbody>
</table>
disclosures of sexual violence. Drawing on relevant case scenarios, staff will learn the difference between disclosure and reporting, how to support, and how to refer someone affected by sexual violence.

<table>
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<tbody>
<tr>
<td>Bubble Tea Fundraiser</td>
<td>Nourishing Futures</td>
<td>January 30, 11:30am – 3:00pm</td>
<td>UNC Foyer</td>
<td>All proceeds will be going to little warriors and their mission on awareness, prevention, and treatment of child sexual abuse. We will be supporting SVPRO’s Sexual Assault Awareness Month as well.</td>
</tr>
<tr>
<td>SAAM-Themed Games Night</td>
<td>Consent Taste Sweet</td>
<td>January 30, 5:30 – 7:30pm</td>
<td>ARTS 204</td>
<td>Come join us on Thursday at UBCO in ARTS 204 for a variety of games, including boundaries activity, consent wheel, consent bingo, and an art station.</td>
</tr>
<tr>
<td>Naughty Bingo &amp; Queer Trivia</td>
<td>UBCSUO’s Pride Resource Centre</td>
<td>January 30, starting at 6:30pm</td>
<td>The Well Student Pub</td>
<td>A game that isn’t just for grandmas, our bingo will have you busting out your blotters! This is Naughty Bingo: where winning a dildo is a possibility and where some dirty talk is encouraged. Hosted by the beautiful drag queen, Freida Whales! Let’s Get Consensual! This is a Sexual Assault Awareness Month event, presented by the Pride Resource Centre and the UBCSUO.</td>
</tr>
<tr>
<td>SAAM Group Photo</td>
<td>SVPRO</td>
<td>January 31, 11:30am – 12:30pm</td>
<td>Outside of UNC</td>
<td>Let’s celebrate an incredible month of events, workshops, fundraisers, and discussions. Of course, the work doesn’t end when January is over and it’s on all of us to end sexual violence. Show your support by joining us for a group photo.</td>
</tr>
<tr>
<td>BDSM 101</td>
<td>Sex Positivity Club</td>
<td>January 31, 5:00 – 7:00pm</td>
<td>LIB 306</td>
<td>This peer-organized, discussion-based workshop that will focus on the topics of consent and communication within BDSM. We will cover an introduction to what BDSM is, as well as ways of having healthy communication and boundaries within BDSM relationships.</td>
</tr>
<tr>
<td>Etiquette and Consent Dance Lesson</td>
<td>Ballroom Dance Club</td>
<td>January 31, starting at 5:00pm</td>
<td>UNC 200 (Ballroom)</td>
<td>We’re raising awareness by hosting an Etiquette and Consent Dance Lesson tonight! It will focus on etiquette and consent in social dancing. After the lesson there will be refreshments and a Q&amp;A panel!</td>
</tr>
</tbody>
</table>
SVPRO partnered with the Aboriginal Programs and Services (APS), Equity and Inclusion Office and Office of the Ombudsperson to hold an event during the Provincial Moosehide campaign to honour Missing and Murdered Indigenous Women. This event was aligned with UBC Indigenous Strategic Plan, 2020. Action 8, Goal 2, encouraging UBC units to provide free and publicly accessible events for indigenous community. The purpose of the event was to advocate for truth and promote the implementation of national inquiry for National Inquiry into Missing and Murdered Indigenous Women and Girls’ Calls for Justice. Furthermore, we recognized that the event was about the lived experiences of Indigenous people. So, it was imperative to involve Indigenous elders, leaders, students and community members in all stages of the event. Indigenous students were involved in planning, preparation, promotion and execution of the event. An indigenous alumni from UBCO designed the posters and social media advertisements.

Prior to the event, we displayed red dresses along with several books on Indigenous history and culture in the library. The display was inspired by the REDress Project which was created by an Indigenous Artist, Jamie Black. Guest speakers were Indigenous community members, elders and a student who identified as a survivor. The student shared her story and journey of healing and resilience. Another speaker drew attention to the ongoing nature of the violence and demanded justice and accountability for perpetrators. Various folks attended the event, inclusive of Indigenous community members, UBCO students, staff and faculty members. Embracing a sense of community, we ended the event with a meal.

**Missing and Murdered Indigenous Women (February 2020)**

SVPRO partnered with the Aboriginal Programs and Services (APS), Equity and Inclusion Office and Office of the Ombudsperson to hold an event during the Provincial Moosehide campaign to honour Missing and Murdered Indigenous Women. This event was aligned with UBC Indigenous Strategic Plan, 2020. Action 8, Goal 2, encouraging UBC units to provide free and publicly accessible events for indigenous community. The purpose of the event was to advocate for truth and promote the implementation of national inquiry for National Inquiry into Missing and Murdered Indigenous Women and Girls’ Calls for Justice. Furthermore, we recognized that the event was about the lived experiences of Indigenous people. So, it was imperative to involve Indigenous elders, leaders, students and community members in all stages of the event. Indigenous students were involved in planning, preparation, promotion and execution of the event. An indigenous alumni from UBCO designed the posters and social media advertisements.

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Consent Campaign (Feb and March Term 2)

We also redeveloped the Consent Campaign in Term 2. The campaign used the tagline “Consent starts here” to inspire students to “call in/out” their friends when they see or hear communications or behaviours that normalize rape culture or perpetrate sexualized violence. I have provided two of the poster images below which were distributed across campus.
The volunteer program was created in 2019 to engage and involve students across campus in efforts to prevent sexualized violence, provide career learning and increase awareness of supports for survivors.

Our volunteer program expanded this year from 10 volunteers in 2918-2019 to 32 volunteers in 2019-2020. The students volunteered a total of 225 hours. The volunteers are provided with extensive training, skill building and check-ins to debrief and learn. The volunteers participate through tabling, organizing events, presenting workshops, chairing committee meetings, providing safe walk services at parties, being active bystanders in school events and being peer mentors in the healthy masculinities programming.
SOCIAL MEDIA

SVPRO uses multiple platforms to provide information and resources though our website, advertise events, share articles through facebook account and posts photos and messages through Instagram to create a community of care, learning, empowerment and activism. Our social media aims to increase awareness of sexualized violence and SVPRO services, reduce barriers in accessing SVPRO especially for survivors colour and queer, trans, 2S, and non-binary survivors. The social media accounts also promote local artists, community partners and local and global movements.
LOOKING FORWARD

In the upcoming year of 2021-2020, SVPRO will continue to create projects and programming in new, creative and impactful ways to address prevention and response in our UBC community.

We are working on digitizing our content to ensure our services remain accessible, despite physical limitations due to the health pandemic or other unforeseen circumstances. This includes a cloud-based Case Management System (CMS) to improve record keeping, security, and data tracking. Having a CMS will streamline the way we count and identify cases and predict trends. This will provide us with more meaningful data and a more efficient way of accessing it.

We are also working to increase the numbers of support groups to meet a growing demand of community connection. SVPRO partnered with a community non-profit, Connect Counselling Society, and received a provincial grant to develop and run a counselling group to promote empowerment and learn skills and behaviours to create healthy relationships.

SVPRO is committed to taking an active role in combating racism, within our office, our institution, and from society. We will add our voices to the movement to end racialized violence, colonialism and racism in its entirety. We will speak up against racism and colonialism even if doing so is uncomfortable. SVPRO team members who occupy positions of privilege will commit to breaking the silence. We will work closely and seek feedback with our partners to shift our perceptions, programs and services to combat racism and colonialism.
The Investigations Office ("IO") was created in 2017 under UBC Policy SC17: Sexual Assault and Other Sexual Misconduct, ("Policy SC17") in response to the enactment of British Columbia’s Sexual Violence and Misconduct Policy Act and a commitment by the UBC Board of Governors. Our office investigates allegations of sexual misconduct and discrimination involving all staff, faculty and students of UBC, under Policy SC17 and UBC Policy SC7: Discrimination ("Policy SC7"). We are committed to conducting arm’s length and impartial investigations in accordance with the following principles:

- **Fairness**: Investigations are conducted in accordance with procedural fairness and due process to ensure a fair, unbiased process.
- **Impartial**: We are a neutral office, committed to ensuring that everyone’s rights are respected. We do not advocate for complainants or respondents in sexual misconduct matters. Evidence in all investigations is assessed on a balance of probabilities.
- **Trauma-Informed**: Our investigators use a trauma-informed approach, and they are experienced with conducting impartial investigations in law, policing, Indigenous practices, oversight and regulation, as well as human rights contexts.

### 2017: Creation of the office
- Policy #131* (now SC17) approved by the Board Of Governors
- Policy #131 implemented, Independent Investigations Office (IIIO) created
- IIIO begins investigations under Policy #131 & Policy #3** (now SC7)
- Appointment of Director of Investigations (DOI)
- 100% files assigned to external investigators

*Policy #131 (now SC17)- Sexual Assault and Other Sexual Misconduct
** Policy #3 (now SC7)- Discrimination

### 2018: Assessing needs
- 2 Internal Investigators hired
- 2 Advisors hired
- Part-time Alternative Dispute (ADR) Specialist hired
- 70% files assigned to external investigators
Our office operates under the leadership of the Director of Investigations (DOI) who provides direction and oversight to the Investigations and Education and Reporting Units. Our staff are all multi-disciplinary, with backgrounds in investigations, law, law enforcement, social work, human rights, Indigenous practices, human resources, mental health and medical-legal investigations, trauma-informed approaches and Alternative Resolution Processes (ARP). Our office structure continues to evolve to meet the growing needs for all UBC Community Members on both campuses. We are currently an office of nine internal staff:

- The Director of Investigations
- Senior Investigator
- Investigators (2)
- Educator
- Reporting support (temporary position)
- Administration staff (2)
- Part time Legal Researcher
- Due to COVID-19, hiring is on hold for 2.5 full-time positions

The Investigations Unit has broad and significant experience. A variety of options are required to be responsive to the needs of students, faculty, and staff, and as such, there are options to proceed with
SC17 complaints via formal investigations or an ARP, including restorative justice, facilitated dialogue, shuttle mediation and online resolution. External Investigators are retained by the DOI when required.

The Education and Reporting Unit includes an Educator and support roles. The unit leads education, outreach, training and prevention initiatives, for students, staff and faculty groups. It also tracks and analyses data from investigation reports and supports the DOI in developing key stakeholder relationships through consistent engagement across Vancouver and Okanagan campuses.
Reports received from May 1 2019 to April 30 2020

49 Total Reports were received by IO involving Students, Staff & Faculty
- 38 were from UBC-V
- 11 were from UBC-O

37 (76%) were SC17 Reports
12 (24%) were SC7 Reports

59% (29) Reports were received from May-Dec 2019
41% (20) Reports were received from Jan-April 2020

Investigations completed from May 1 2019 to April 30 2020

25 Reports were investigated by IO involving Students, Staff & Faculty
- 19 were from UBC-V
- 6 were from UBC-O

20 (80%) were SC17 Reports
5 (20%) were SC7 Reports

12 (48%) resulted in a ‘No Breach’
7 (28%) resulted in a ‘Breach’
3 (12%) resulted in an ‘ARP’
2 (8%) complaints were ‘Withdrawn’
1 (4%) complaint was ‘Suspended’
**IO Highlights for 2019-2020**

- Complainants were UBC students in over half of all sexual misconduct Reports
- Respondents were UBC students in over half of all sexual misconduct Reports
- Complainants and Respondents in most SC17 investigations had a pre-existing personal or professional relationship
- Approximately 75% of the sexual misconduct Reports came from students, staff and faculty at UBCV; 25% came from UBCO students, staff and faculty
- Investigators also made findings of misconduct under the Respectful Environment Statement in 1 case
- Investigators referred findings to the Conflict of Interest Committee in 2 cases
- Investigators interviewed more than 50 witnesses
- By enhancing internal investigations capacity, the IO saved a minimum of $125/hour in the cost of investigations

**Education and Reporting**

Education and Reporting is also a key focus of our office with the goal of increasing awareness of the office as the only office for reporting sexual misconduct. We engaged in educating the UBC community about trauma-informed approaches to investigations, ARP and also began to collect data on trends and patterns, to inform strategy and operations going forward. Sexual misconduct is significantly under-reported and accordingly, we expect an increase in the number of reports and investigations, to align with our increased education and outreach initiatives over the next 3 to 4 years, as we continue to build awareness and trust in the UBC community.

An IO Educator was hired in late 2019 to lead engagement and outreach activities at UBCV and UBCO campuses. From May 1, 2019 to April 30, 2020, we conducted 66 outreach and education events on both campuses. Due to the COVID-19 pandemic, the total outreach events were less for March and April 2020, however we are currently finalizing an online course about sexual misconduct, and trauma-informed investigation approaches for staff, students and faculty. Targeted completion date is Fall 2020.
Our office recognizes the importance of building trust among the UBC Community by conducting competent, timely and trauma-informed investigations and engaging UBC community members in education events and initiatives. Building collaborative relationships with student, staff and faculty stakeholders is a critical part of achieving this objective. In addition to conducting investigations under two policies, over the past year some of our key accomplishments were:

- The DOI participated in the three-year review of SC17 as a member of the Policy Review Committee
- Increased education and outreach efforts, ongoing revisions to our website
- Development of a reporting function to identify patterns and inform outreach initiatives
- Revision of the name of the office to ‘Investigations Office’ to more accurately reflect our relationship to UBC
- Increased internal investigations capacity by hiring two additional investigators
- Increased outreach and education capacity by hiring an IO Educator
- Updating our online form to report sexual misconduct so that it is automatically uploaded to the DOI’s email inbox
- Revised the online form to report sexual misconduct to capture more meaningful information from complainants
- Created FAQs for complainants, respondents, ARPs and Jurisdiction to Investigate, and posted them on our website
- The DOI and IO staff presented about UBC’s innovative response to responding to sexual misconduct at the International Academy of Law and Mental Health Congress, in Rome, Italy, in July 2019
- The DOI and IO staff delivered training and presentations to key stakeholders in Campus Security, Human Resources, the Faculty of Medicine, Faculty of Engineering, Deans and Associate Deans, and numerous other faculties and departments, in collaboration with SVPRO
• Developed education and communication plans for training to the broader UBC community on trauma-informed approaches to investigations and ARPs (in progress)
• Partnered with UBC Studios to develop a social media campaign
• Collected feedback from respondents about their experiences with the investigation process (in progress)
• Created a position description for a respondent services role at UBCV with input from SVPRO, Employee Relations, Faculty Relations, the Vice-President of Students, and the Vice-President of Human Resources
• Developed educational resources for online delivery due to COVID-19 (in progress)

Summary of 2019-2020

• We developed in-house expertise by hiring investigators with experience in conducting trauma-informed investigations, and AR processes which reduced the dependency on external investigators and resulted in a significant reduction in external costs (approximately $125/hour)
• Outreach and education events increased across both campuses with greater awareness of the Sexual Misconduct Policy and our office at the Academic leadership level
• Sexual misconduct complaints have steadily increased. This suggests an increase in trust in the UBC internal investigations process and a growing willingness of complainants to report alleged incidents. It also suggests a positive impact of the IO and SVPRO offices and the Board’s commitment to SC17 overall. This trend in increased reporting is expected to continue in the next few years
• We mobilized to ensure continuity of service and pivoted to deliver education online in response to the COVID-19 pandemic

Looking ahead to 2020-2021

• Increased reporting of sexual misconduct incidents will enable the IO to gather more in-depth insights and will facilitate further customization of education and outreach initiatives
• The shift to an online format for courses due to COVID-19 is likely to result in more reports of incidents that occur in an online context
• The availability of AR processes for SC17 complaints (where appropriate) provides an option for those who want a process other than a formal investigation
• Creation of a service/support position for respondents will help to balance the university’s response to sexual misconduct and engender trust from those who are named in a sexual misconduct matter
• Continued development of internal processes will enhance the consistency of the office operations and allow for increased statistical analysis to inform education initiatives across both campuses
• Providing training on trauma-informed approaches in investigations will advance knowledge and understanding across the UBC community
• Establishment of listening sessions in partnership with UBC School of Nursing (Fall 2020) will increase awareness of the sexual misconduct policy and provide an opportunity for feedback from UBC Students who are the largest population of the UBC community involved in sexual misconduct reporting and investigations
Policy SC17
Implementation Update
People, Community & International Committee

Marcia Buchholz, Vice-President, Human Resources
Ainsley Carry, Vice-President, Students
Shilo St. Cyr, Director, SVPRO UBCO
Alicia Oeser, Director, SVPRO, UBCV
Shelley Ball, Director, Investigations Office
Investigations Office - Annual Report Highlights

- Enhanced internal capacity - DOI appointment, two internal Investigators, IO Educator, developed statistical reporting systems, achieved consistency in Investigation Reports
- Increased capacity for Alternative Resolution options
- Increased outreach and awareness – 66 events including presentations to the Deans and Associate Deans (UBCV and UBCO), FOM, presented at the IALMH international conference
- Development of trauma-informed training for staff, students, faculty and adjudicators (in progress)
Reports to the Investigations Office
(May 1 2019 – April 30 2020)

<table>
<thead>
<tr>
<th>SC17- Sexual Misconduct</th>
<th>SC7- Discrimination</th>
</tr>
</thead>
<tbody>
<tr>
<td>37 reports</td>
<td>20 investigations</td>
</tr>
<tr>
<td>12 complaints</td>
<td>5 investigations</td>
</tr>
</tbody>
</table>

Looking Ahead 20-21

- Policy amendments
- Respondent Support/Services position
- Enhancing IO Alternative Resolution processes
- Shifting to online format for outreach and education initiatives
- Trauma-informed investigations training
SVPRO Okanagan
Annual Report Highlights

• Healthy Masculinities Program launched; first cohort graduated
• New hiring of an Educator/Support Specialist
• Partnered across campuses and community (SAAM, MMIW event, Moosehide campaign, trauma support group, virtual yoga)
• Workshops and events reached more than 3,400 students, staff and faculty
• 136 Disclosures from May 2019 – April 2020
SVPRO Vancouver
Annual Report Highlights

• 179 Disclosures from May 2019 – April 2020
• Recruited and onboarded new staff (Director and Indigenous Support Specialist/Educator)
• Operationalized data collection parameters
• Launched yoga for survivors
• Established a volunteer program
SVPRO Vancouver
Annual Report Highlights

- Completed 110 awareness*, primary, secondary, and tertiary prevention programs. *Awareness program participants are not tracked

SVPRO PREVENTION MODEL

BREAKDOWN OF PARTICIPANTS BY PROGRAM TYPE

TERTIARY 40%
PRIMARY 42%
SECONDARY 18%
SVPRO-Okanagan & Vancouver Next Steps

- New Case Management System to track data with year-to-year consistency, predict trends, identify gaps in services.
- Digitize content and services
- Perform active outreach to communities
- Continue Anti-racism and anti-colonial initiatives
Reviewed Policy and Next Steps

- Respondent focused staff positions (hired at UBCO and interim hired at UBCV)
- Communications and Awareness Plan
- Trauma Informed Training (decision makers and first responders)
- Implementation Committees to update stakeholders and students