

SEXUALIZED VIOLENCE PREVENTION AND RESPONSE IN PROFESSIONAL SETTINGS – THE UVIC APPROACH

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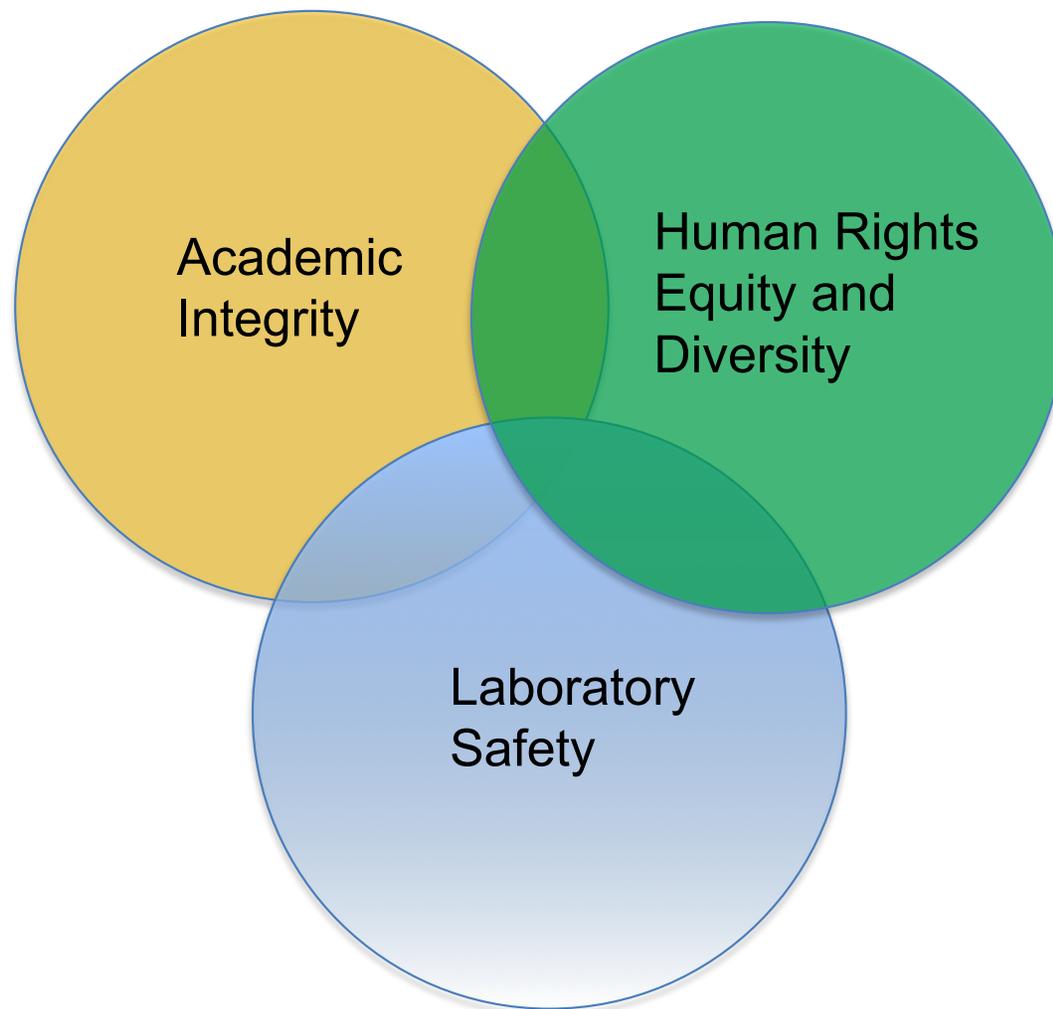


Is sexualized violence a problem in Chemistry ?

- As of 2015, it was reported that 62% of undergraduates and 44% of graduate students had experienced sexualized violence of some degree
(*Source: C&E News 2017*)
- Collecting data on sexualized assault is an inexact science
- Estimates of unreported cases are probably too low
- Barriers to reporting exist both culturally and institutionally
 - Fear of career consequences
 - Fear of reprisal
 - Emotions associated with events often lead to shame or blame of the victim
 - Lack of support
 - Lack of clear reporting procedures



Creating a respectful and safe environment for all individuals in the chemistry community



Education
Mentoring
Safe spaces
Policy



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How does UVic define sexualized violence?

- **Sexualized Violence** refers to any non-consensual, unwanted behavior that is actual, attempted, or threatened and that is carried out through sexual means or by targeting a person's sex, sexual identity, or gender identity or expression.
- SV can take place through any form or means of communication.
- SV includes but is not limited to:
 - sexual assault
 - exploitation
 - harassment and stalking
 - indecent exposure and voyeurism
 - distribution of sexually explicit photographs or videos without consent.

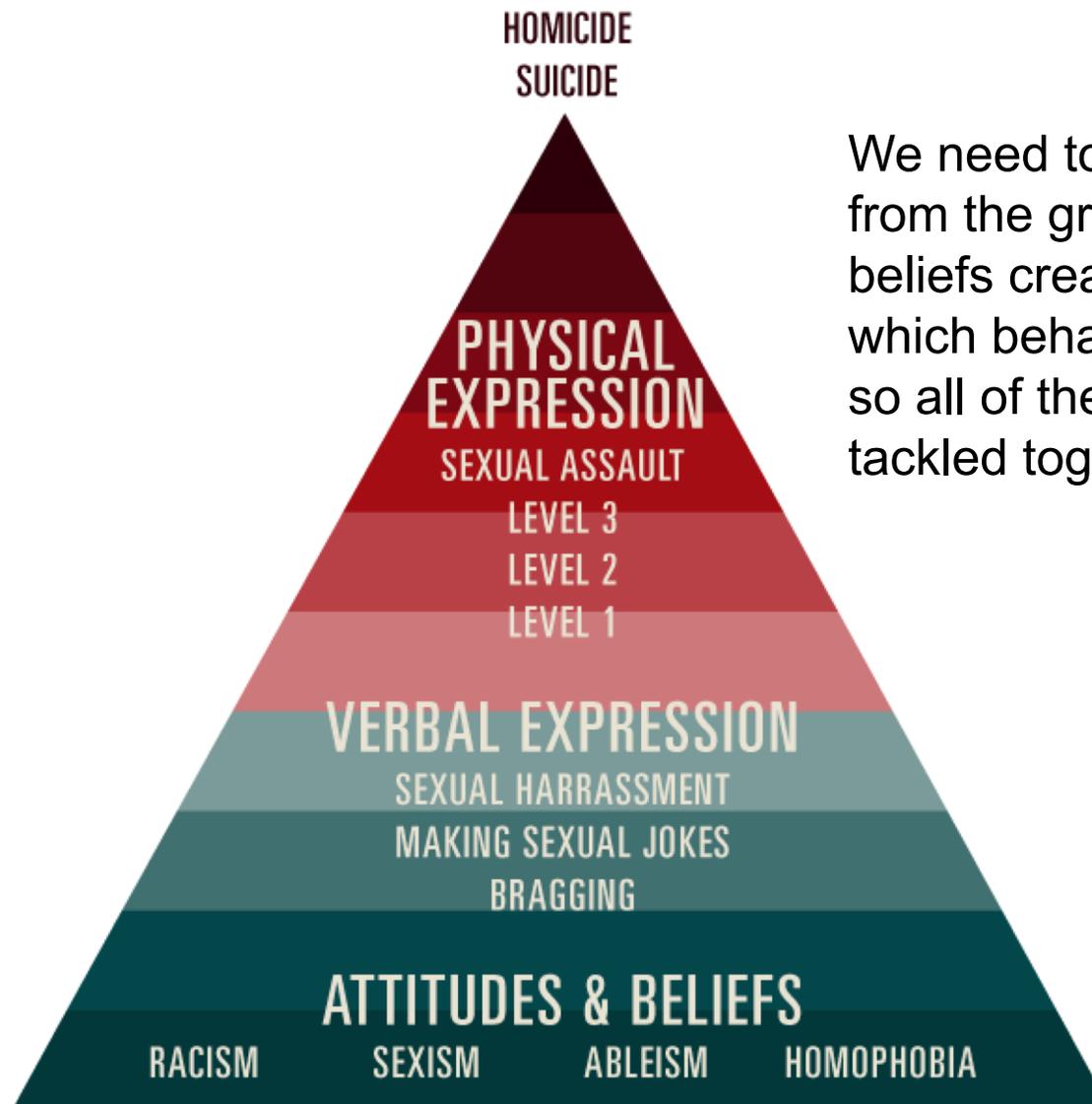


What about non-verbal/non-physical forms of sexualized violence?

- **Includes:** sexualized remarks, looks, come-ons, or jokes;
 - While different people have different thresholds for this kind of behaviour it **IS** sexualized violence because the behaviours are rooted in gender inequality and discrimination;
- **Standard:** is known or ought to be known to be unwelcome and/or constitute sexualized violence;
- **Critical:** to educate about UVic standards, definitions, and principles in relation to sexualized violence;
- **Doesn't mean:** we start policing people's experiences for them – it means we believe people when they say they have experienced sexualized violence even when it might not fit our threshold.



Why does UVic define sexualized violence so broadly?



We need to address the problem from the ground up. Attitudes and beliefs create an environment in which behaviours are condoned, so all of these problems must be tackled together

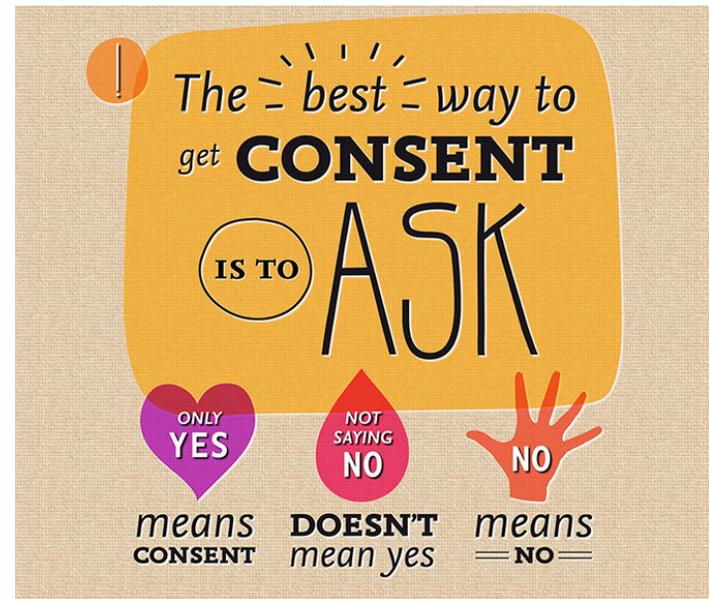


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Consent: means the voluntary agreement to engage in physical contact or sexual activity and to continue to engage in the contact or activity and:

1. must be on-going;
2. can be withdrawn at anytime;
3. previous does not imply future;
4. cannot happen if incapacitated;
5. is the responsibility of the initiator;
6. cannot be given by a third-party;
7. is **absent when there is an abuse of power**;
8. is not implied by silence or the absence of “no”.



A couple more quick definitions

- **Survivors and those impacted by sexualized violence** – include persons who have experienced sexual violence, as well as witnesses, family and friends of survivors, as well as those who have received disclosures.
- **Respondents** – a person alleged to have violated the policy; or who has been found to cause harm.





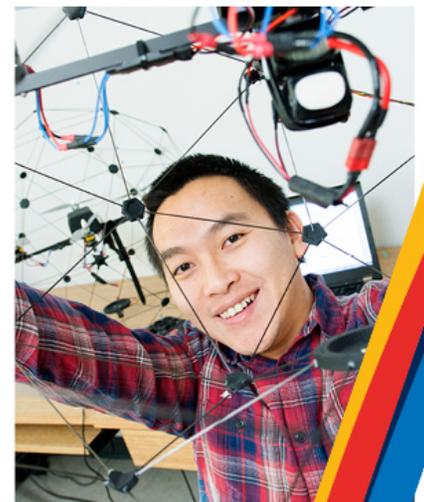
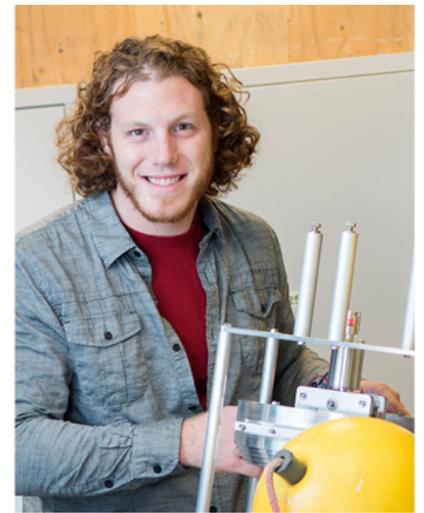
UVic's Policy Approach to Sexualized Violence

1. Focus is on both prevention and response;
2. Sexualized violence is unacceptable and prohibited; we all have a right to freedom from sexualized violence;
3. Prevention begins by building a campus community built on the principles of consent and respect;
4. SV must be understood from an intersectional perspective - must be linked to broader goals of equity and anti-discrimination;
5. We all have individual, collective, and institutional responsibility to prevent SV and respond in survivor-centre & trauma-informed ways.

Who does this policy apply to?

Who: All members of the Uvic university community are subject to this policy and may access support under the policy: students, staff, and faculty.

Staff at the university have specific responsibilities under the policy.





When and where does the policy apply?

Where:

- on property controlled by the university/used for university purposes;
- at any events/activities sponsored by the university – e.g., athletic events/games, field schools, distance courses, co-ops;
- when the respondent is/was in a position of power over a survivor's academic/employment status at UVic;

When: no time limits, people can come forward anytime;

Limits: there are no jurisdictional limits to support.

Options under the policy

- Disclosure
- Report
- Grievance
- Direct or third party statement of a crime to police
- Human rights complaint
- Civil suit





What is a disclosure?

- Telling someone what happened to you (could be a past incident);
- People often disclose to access some form of support;
- Disclosures **are not** reports and **do not** initiate an investigation;
- **Anyone** on campus can receive a disclosure at **anytime**;
- If you receive a disclosure you can contact your supervisor &/or the Sexualized Violence Resource Office in EQHR for advice and support on what to do.

What does it mean to be survivor-centred and trauma-informed?

SUPPORTING A SURVIVOR
OF SEXUAL ASSAULT



- Prioritizing the safety and choices of survivors and those impacted by sexualized violence;
- Incorporating an understanding of the impact that sexualized violence has on a person's life, to **reduce or eliminate shame**, minimize re-victimization, and **facilitate healing and empowerment**.



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Some basic principals for being survivor-centred and trauma-informed support

- Listen non-judgmentally and empathetically;
- Believe and validate;
- Offer support;
- Provide options;
- There is no typical response;
- Respect personal boundaries;
- Understand the importance and limitations of providing confidentiality.

B **Begin by listening.**
Don't pry or press for additional details.

R **Respect confidentiality.**
Ensure they understand how and when you will share the information they have provided to you.

A **Ask them what support looks like for them.**
Let go of assumptions. Reporting to the police is not every survivor's vision of justice.

V **Validate them.**
Remind them it is not their fault and they are believed.

E **Empathize.**
Understand everyone has a different way of healing from violence.

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#ConsentComesFirst





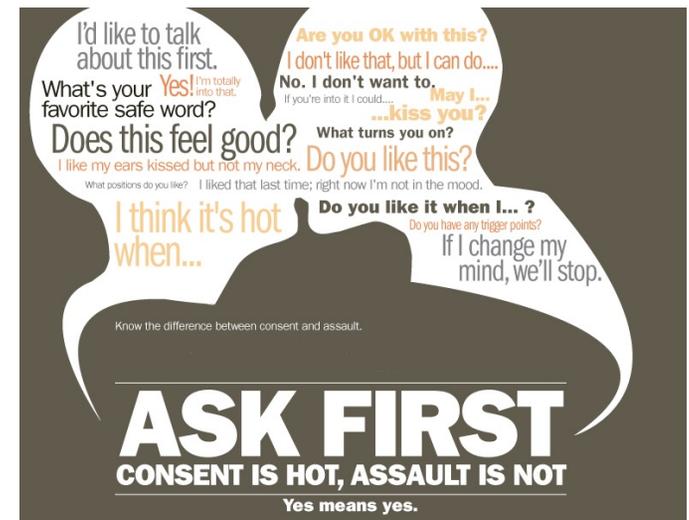
Confidentiality continued...

- Confidentiality is integral to making people feel safe to disclose SV;
- At the same time, as student staff members you have a **responsibility to inform your supervisor** of workplace disclosures;
- To avoid upsetting people, tell survivors that you are required to tell your supervisor;
- Wherever possible, **consent should be obtained before sharing any information** about person who disclosed;



What can I do to prevent sexualized violence (*individual responsibility*)?

1. Model consent and respect in all your interactions [examples];
2. Where possible, clearly communicate and maintain boundaries [examples];
3. Be a proactive bystander who safely calls out harmful behaviour and/or intervenes as appropriate [examples];
4. Educate myself, friends/peers about what constitutes SV and why harmful.



What do I need to do as an employee (colleague, etc) (*collective responsibility to the survivor*)?

1. Believe survivors and provide them with support;
2. When there is an imminent threat to health and safety call 911 and then campus security;
3. If not, ask them what they would like to see happen next.

Provide options:

- a. Do they want campus security called?
- b. Do they want someone to talk to the person identified as breaching the policy?*
- c. Do they just want someone to know?

consent
RESPECT



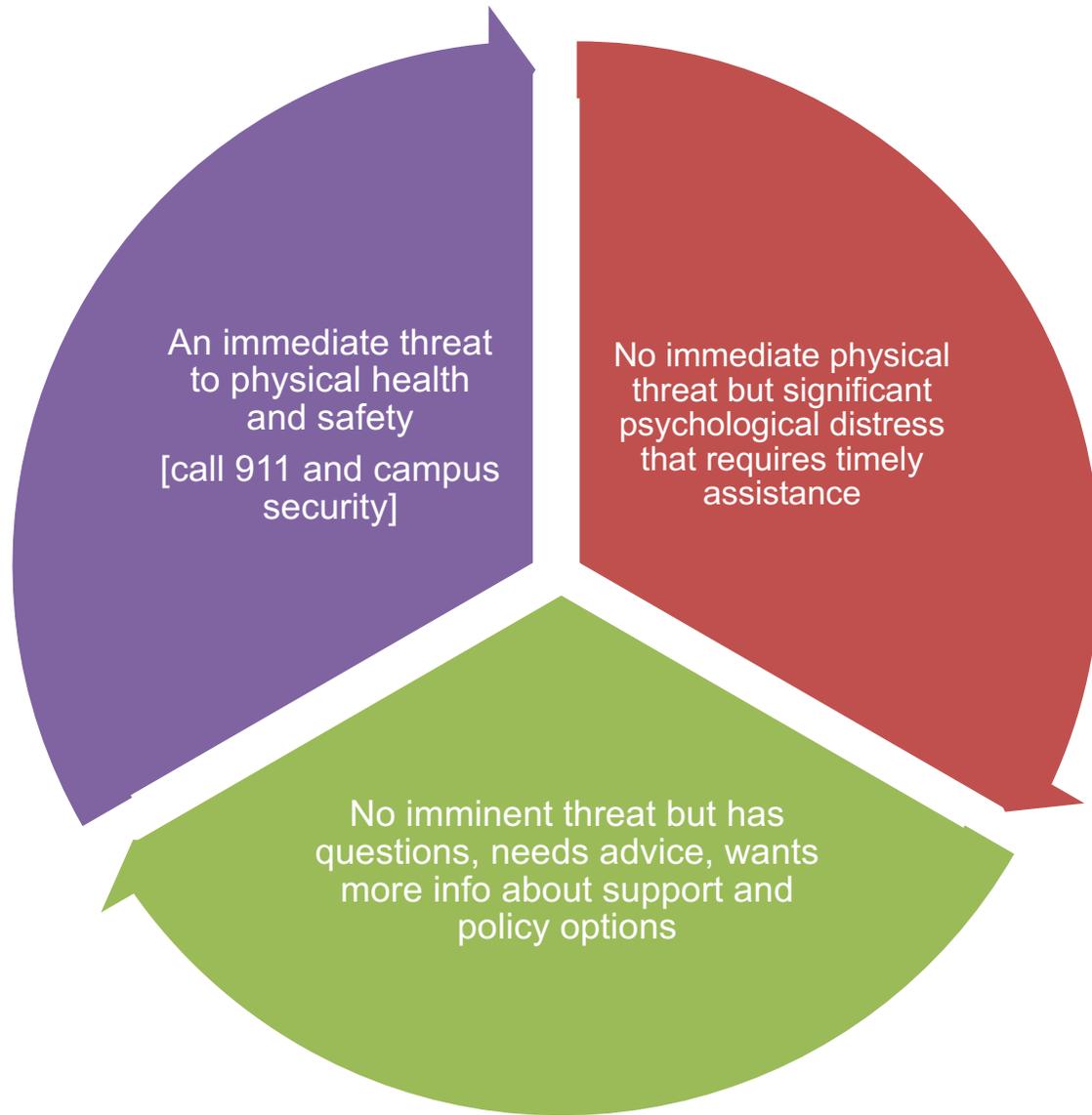
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What do I need to do as a UVic employee (*collective responsibility to the respondent*)?

1. Speaking to a “respondent” about their behaviour is the responsibility of supervisors, not student staff;
2. As possible try to identify the person identified as breaching the policy so that your supervisor can more easily connect with them;
3. Respect the privacy and confidentiality of all people involved – only share information on a need to know basis, otherwise you may be inadvertently causing harm.





Resources can arise from the university, community and family

Sexualized Violence Resource Office

- Central UVic hub for all information, advice, support, and options re: SV
- Open 8:30 - 4:30 Monday to Friday

Vancouver Island Crisis Line

24/7 support for those experiencing a life crisis - can be reached by text and available for chat between 6-10 nightly.

Victoria Sexual Assault Clinic

- Community Resource that can be accessed 24/7 for incidences of SV that occurred in last 7 days and requiring nurse examiners, police, &/or counselling

Anti-Violence Project

- On-campus peer-led confidential support;
- Check website for drop-in support hours.

Connect with close family and friends

- Who can bridge support



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What does UVic do? (*institutional responsibility*)



- We are committed to:
 - Creating a SV response network that is survivor-centred and trauma-informed;
 - Providing clear, transparent information and advice to everyone impacted (including respondents);
 - Providing everyone impacted (including respondents) with support options;
 - Fair process for everyone involves;
 - Prevention through targeted and tailored awareness and education for all students, staff, and faculty.



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Acknowledgements

Dr. Leah Shumka

Sexualized Violence Education and Prevention Coordinator

Equity and Human Rights Office, University of Victoria

- Collaborates with key university units and stakeholders to coordinate sexualized violence education, prevention and response on campus.
- Develops tailored information and education about UVic's expectations, support options, and trauma informed responses to disclosures or reports of sexualized violence for diverse groups on campus.
- Provides advise on matters related to sexualized violence, prevention and response.



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