



Student Support
Services

SA16 Policy Orientation

Purpose of today's orientation

- To accomplish the Algonquin College Business Plan goal 8.1
 - Increase the number of Employees who have completed training for policy SA16 Sexual Assault/Sexual Violence Policy
 - 100% - Administrators & employees with responsibilities designated through policy SA16
 - 50% - Remaining Employees

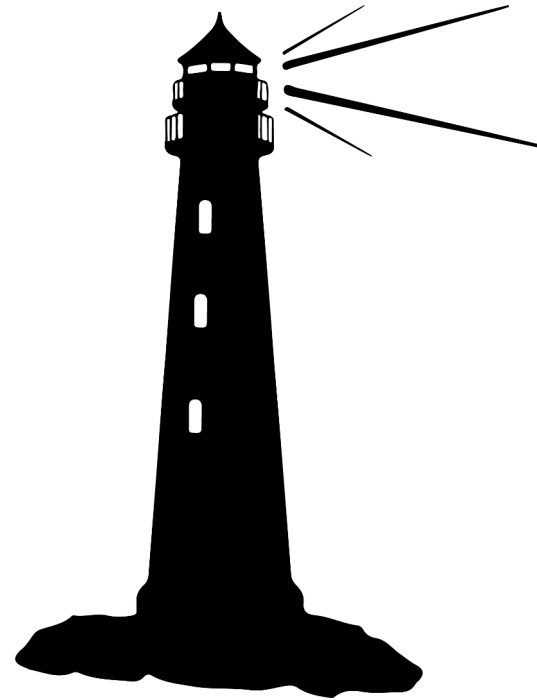
What this orientation isn't:

- Employee sexual or gender based harassment response & requirement: HR 22





Project
Lighthouse



Student Support
Services

Overview and Mission

Project Lighthouse, which aims to shine a light on the topic of sexual violence and help you navigate healthy sexual relationships. Through compassion, education, and awareness, this initiative aims to reduce sexual violence at Algonquin and provide support resources for survivors.



Today's Outcomes

- Better understand consent and sexual violence
- Understand the SA16 policy
- Learn how to respond to disclosures of sexual violence
- Learn about on and off campus supports for survivors of sexual violence



Consent

- The voluntary and explicit agreement to engage in the sexual activity in question. It is the act of clearly and willingly agreeing to engage in specific sexual behaviour, and requires that a person is able to freely choose between two options: yes and no. This means that there must be an understandable exchange of affirmative words which indicates a willingness to participate in mutually agreed upon sexual activity.



Sexual Violence

- Any sexual act or act targeting a person's sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person's consent, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation.

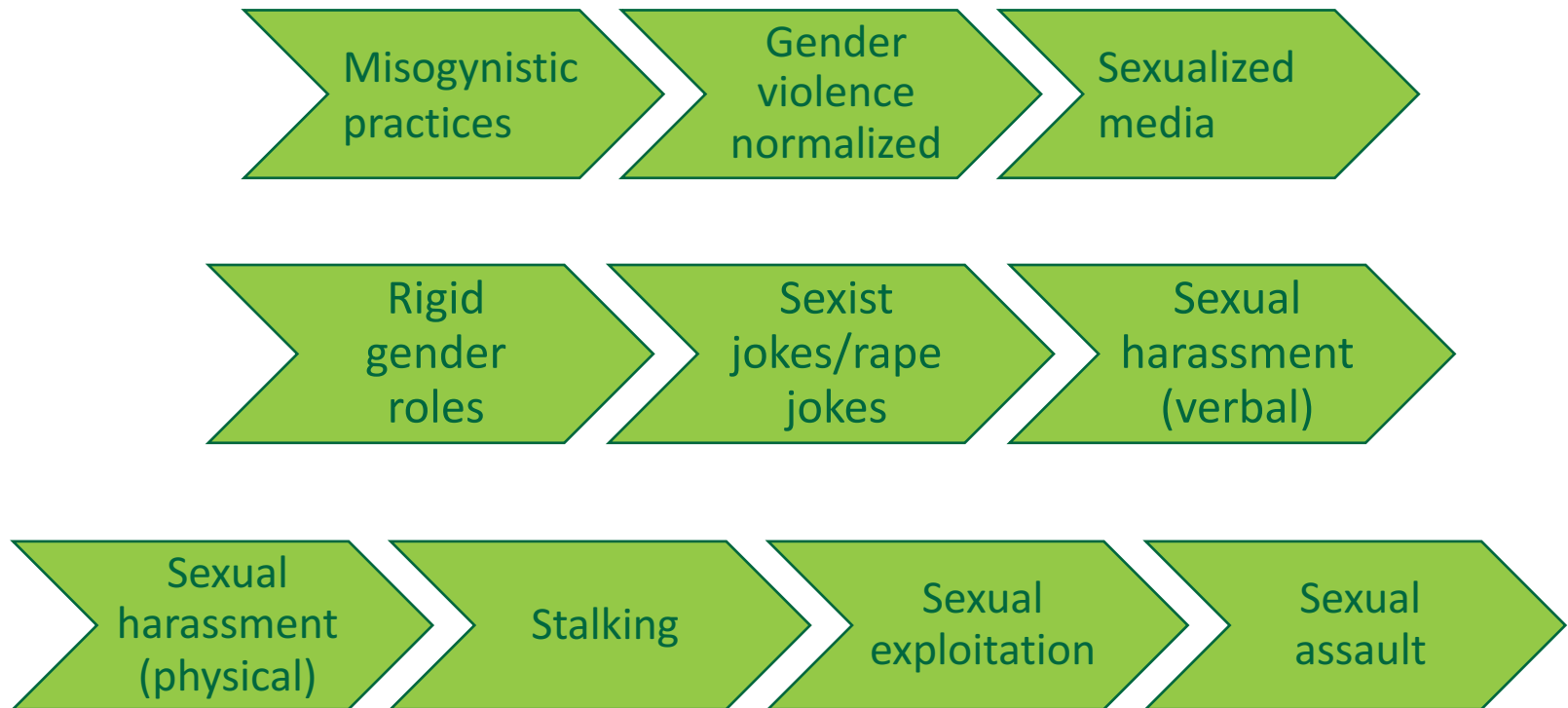


What is sexual violence?

A word cloud on a dark grey background featuring various terms related to sexual violence. The most prominent words are 'sexual violence' and 'non-consensual' in large blue font. Other terms include 'coercion', 'rape', 'stalking', 'forced touching', 'unwanted sexual comments', 'pressured sexual activity', 'unwanted sexual jokes', 'wolf-whistling', 'unwanted groping', 'forced kissing', 'unwanted sexual emails', 'sexual harassment', and 'cat-calling'. The words are arranged in a horizontal line, with some oriented vertically.



Sexual Violence occurs on a continuum



What does the world portray sexual violence?

- How does the media portray sexual violence
- Where are people most likely to be sexually assaulted?
- Who are people most likely to be assaulted by?
- What are survivors reactions to sexual violence?



MTCU ACT and REG. 131-16

Bill 132 created a framework and obligations for various bodies, including colleges and universities. Under the act, a college or university in Ontario shall have a sexual violence policy that,

- A. addresses sexual violence involving students enrolled at the college or university;
- B. sets out the process for how the college or university will respond to and address incidents and complaints of sexual violence involving students enrolled at the college or university, and includes the elements specified in the regulations relating to the process;



Purpose of the Policy/Procedure

- A clear, easy to access document and includes essential information for individuals who have experienced sexual assault and violence.

General Principles:

- Provide choices (support, reporting, accommodations)
- Believe the reporter
- Have an investigative procedure
- Provide education and prevention strategies
- Address harmful attitudes (rape culture/ victim blaming)



SA 16 Policy Overview

1. assisting those who have been affected by sexual assault/sexual violence by providing choices
2. ensuring that the right to dignity and respect is protected throughout the process of disclosure, investigation and institutional response;
3. addressing harmful attitudes and behaviours surrounding sexual violence
4. treating individuals who disclose sexual assault/sexual violence with compassion recognizing that they are the decision-makers about their own best interests;



SA 16 Policy Overview continued

5. ensuring that on-campus (internal) investigation procedures are available
6. engaging in appropriate procedures for investigation and adjudication of a complaint
7. ensuring coordination and communication among the various departments who are most likely to be involved in the response to incidents of sexual violence on campus;
8. engaging in public education and prevention activities;



SA 16 Policy Overview continued

9. providing information to the College community about our sexual assault/sexual violence policies and protocols;
10. providing appropriate education and training to the College community about responding to the disclosure of sexual assault/sexual violence;
11. actively promoting a campus atmosphere in which sexual assault/sexual violence is not tolerated; and,
12. monitoring and updating our policies and protocols to ensure that they remain effective and in line with other existing policies and best practices.
13. Collect data to meet the ministry mandates



SA/SV Procedure: Reporting Options

- **All college reports are to be made to campus security**
- Informational/Informal (Always necessary when disclosure is made)
 - Staff are obligated to report
 - The survivor wants to report an incident without requesting an investigation
 - Can be confidential – in person, over the phone with security
 - Survivor can report online
- Formal College Report
 - Not anonymous – security services will investigate
 - Investigation will commence with the possibility of sanctions
- Police Report
 - Security services can assist in contacting police



SEXUAL ASSAULT DISCLOSURE CHART FOR EMPLOYEES

INTRODUCTION

I appreciate you telling me this, I want to make sure that I help you in the best way I can. Before you tell me anything else, I want to let you know that, as an Algonquin College employee, I am obligated to report all disclosures of sexual violence. The report can be made without disclosing the identities of anyone involved, unless you give me permission to use your name.

1

DO YOU NEED ANY EMERGENCY SERVICES?

Ottawa Hospital-Civic Campus 24/7 Sexual Assault and Partner Abuse Program 613-798-5555 ext. 13770	Algonquin College Security Services Available 24/7 Emergency: 613-727-4723 ext. 5000 Non-Emergency: 613-727-4723 ext. 5010	Ottawa Emergency Services Emergency: 911 Non-Emergency: 613-230-6211
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2

Would you like to speak with someone? There are many great services in Ottawa, on and off campus, that are able to support you.

YES

NO

Would you like to speak to someone **confidentially** (information remains between the student and the source only) or **privately** (information will be reported to Security Services; you remain anonymous without your expressed consent to include your name).

WOULD YOU LIKE TO MAKE AN ANONYMOUS REPORT TO SECURITY SERVICES?

CONFIDENTIALLY

PRIVATELY

YES

NO

All disclosures that are reported to on-campus supports must be reported to Security Services in person or by calling 613-727-4723 ext. 5010.

You can contact the following to make an anonymous report: algonquincollege.com/safety-security-services/sexual-assault-violence-reporting Or 613-727-4723 ext. 5010	That is okay, you do not have to. Please know there are services available to you, some are even available 24/7. You can always ask for help later. (Provide resource list, available at algonquincollege.com/projectlighthouse .)
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ON CAMPUS <ul style="list-style-type: none"> • Counselling Services • Health Services • Security Services 	OFF CAMPUS <ul style="list-style-type: none"> • The Sexual Assault and Partner Abuse program at the Ottawa Hospital-Civic Campus • The Ottawa Rape Crisis Centre • The Sexual Assault Support Centre of Ottawa • The Assaulted Women's Helpline 	ON CAMPUS <ul style="list-style-type: none"> • Residence staff • Faculty • Algonquin College staff • The Pride Centre staff • The Mamiidosewin Centre staff (other than their counsellor)
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PLEASE AVOID:

- Writing information down
- Asking who/what/where/when/why
- Saying "I think you should..." or "You need to..."

ALL DISCLOSURES THAT ARE REPORTED TO ON-CAMPUS SUPPORTS MUST BE REPORTED TO SECURITY SERVICES IN PERSON OR BY CALLING 613-727-4723 EXT. 5010.

SA/SV Procedure: Immediate Response

Ensure the person disclosing is safe

Sexual Assault and Partner Abuse Program available 24/7

The Ottawa Hospital-Civic Campus

- Medical and Forensic Services for survivors who have experienced **recent** sexual violence.
- Available for information and support 24/7. (613-798-5555 ext. 13770)
- Get medical attention .
 - Patient guided medical care – no police involvement without consent
 - Crisis Intervention and ongoing counselling support
 - Free testing and medications (STI, pregnancy/morning after pill, HIV)
- Seek out support and counselling (on campus, Hospital, etc.)
- Get advice on reporting



What can I do? Receiving a Disclosure

1. Make sure they feel safe – move them to a private location if they are disclosing in person. Be aware: power, ‘privacy’ can be intimidating.

- Assess any critical /imminent medical, safety or support needs.
- Obtain assistance as required by the situation.
- Always report the disclosure to security services



Receiving a Disclosure Continued...

2. Reassure the Student –

- Communicate that sexual violence is **never** the responsibility of the survivor
- Listen without judgement and accept the disclosure as true. Avoid asking "blame" types of questions, like "why were you in their room?"
- **Respect the individual's choices as to what and how much they disclose**
- Let them know that they have the right to not answer any questions or do anything that makes them feel uncomfortable

3. Provide information about the options available –

Counselling, health or emergency care, reporting, accommodation, documenting



Receiving a Disclosure Continued...

4. Confidentiality and Consent

- Confidentiality is extremely important! Survivors identity will remain anonymous unless given **consent**
 - Survivors are final decision makers
 - Limits to confidentiality (safety)
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- Informed consent is necessary if disclosing
 - Be specific on what will be shared and to who
 - Purpose of the disclosure
 - Any special instructions the survivor wants to include
 - What may occur after reporting (within reason)



Receiving a Disclosure Continued...

5. Reporting and Referrals

- Counselling services must fill out a formal report on clockwork,
- You may be the person that the survivor wants as a support person when making a report
- If the survivor wants, you can do a report together online or in person
- You are supported as well and may wish to seek out supervision or EAP support for having to listen to a story of someone else's trauma



SA/SV Procedure: Accommodations

Accommodation can be implemented at any time

- No formal report necessary
- No 'verdict' or substantiation of report necessary
- Counselling may request accommodation on behalf of student

Accommodations may include, but not be limited to:

- extended time on assignments,
- changing classroom or work proximity of the survivor and/or accused,
- implementing scheduling of service access times for the survivor to ensure the offender is not present.

Employees and students can speak with the ombudsman



An Example: Nada's Story

http://respondingtodisclosuresoncampus.com/course/story_html5.html



Remember...

- No one is a perfect ‘helper’, non-judgmental, empathetic listening is top priority.
 - You may never be able to make the survivor feel ‘better’, but you can make them feel safe and heard.
- It is important to know and check your assumptions about sexual violence
 - Who is a good “victim”?
 - Is this just a misunderstanding?
- Recognize that recall of events may be limited
- It can be traumatic for you too. Seek EAP if you need to.



Questions?



Please Ask!



If you remember nothing else please remember:

- **Always believe a report(er)**
- Never ask 'victim-blaming' questions
- Compassionate, non-judgmental listening
- 3 reporting options – respect their decision
- Know about and offer supports (on and off campus)
- You have the power to 'call out' inappropriate sexual behaviour or language.
- You can make a difference as an active bystander
 - Directly or indirectly

