



## Sexual Violence Support Services

- Robin Begin
- 114 Johnston Hall
- Ext. 53020
- [rbegin@uoguelph.ca](mailto:rbegin@uoguelph.ca)



# Today

- Sexual Violence Policy and Student Procedure
- Disclosures/Formal Complaints
- Supporting a Student Survivor
- What can You do?



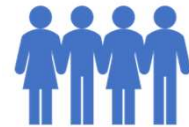
# Sexual Violence

- Ontario Legislation – Bill 132 – sexual violence policy and procedure
- Continuum of behaviour
- Point person for student disclosures of sexual violence
- Foster collaboration across department and resources to provide the best support possible for student survivors of sexual violence

# Sexual Violence Policy

- Applies to all university community members
- Alleged behaviour materially affects the safety of a university community member and is related to:
  - The university's learning environment
  - The university as a workplace
  - Regardless of where the alleged behaviour took place

Policy is on the Sexual Violence Support and Information website



# Disclosure vs. Formal Complaint

## **Disclosure**

- Student is looking for supports related to safety and academics
- Does not trigger any Resolution Process
- No action will be taken against a Person Accused

\*exceptions for safety interest

## **Formal Complaint**

- Written complaint through Diversity & Human Rights
- Opportunity for Mediation
- Interim measures for safety.
- Investigation
- Finding based on a Balance of Probabilities
- Report to VP Student Affairs with finding and suggested penalty
- Appeal process

# Penalties

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If the person accused is found responsible under the Policy. Penalties may include:

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Warning

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Non academic Probation

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Forbid Entry to Certain Premises

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Restriction of Computing Privileges

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Community Service or Educational Program

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Restricted Access to non-academic events or programs

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Recommendation for suspension or expulsion



## Fall 2017 and Winter 2018

- **Disclosures** to SV Support Services = 82\*  
(does not include disclosures to other units)
- Meetings to support students = 245
- Historical, while at university or a combination of both
- **Formal Complaints** to DHR = 6
- Student survivors can chose to use more than one formal proceeding e.g. criminal and/or professional hearing

## Survivor Supports

- Be treated with compassion, dignity and respect
- Information about university support services and community resources
- Disclosing and reporting options and the limits to confidentiality associated with each option
- Provided with appropriate academic consideration and other supports based on demonstrated need
- Formulate a personal safety plan



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## Their Decision

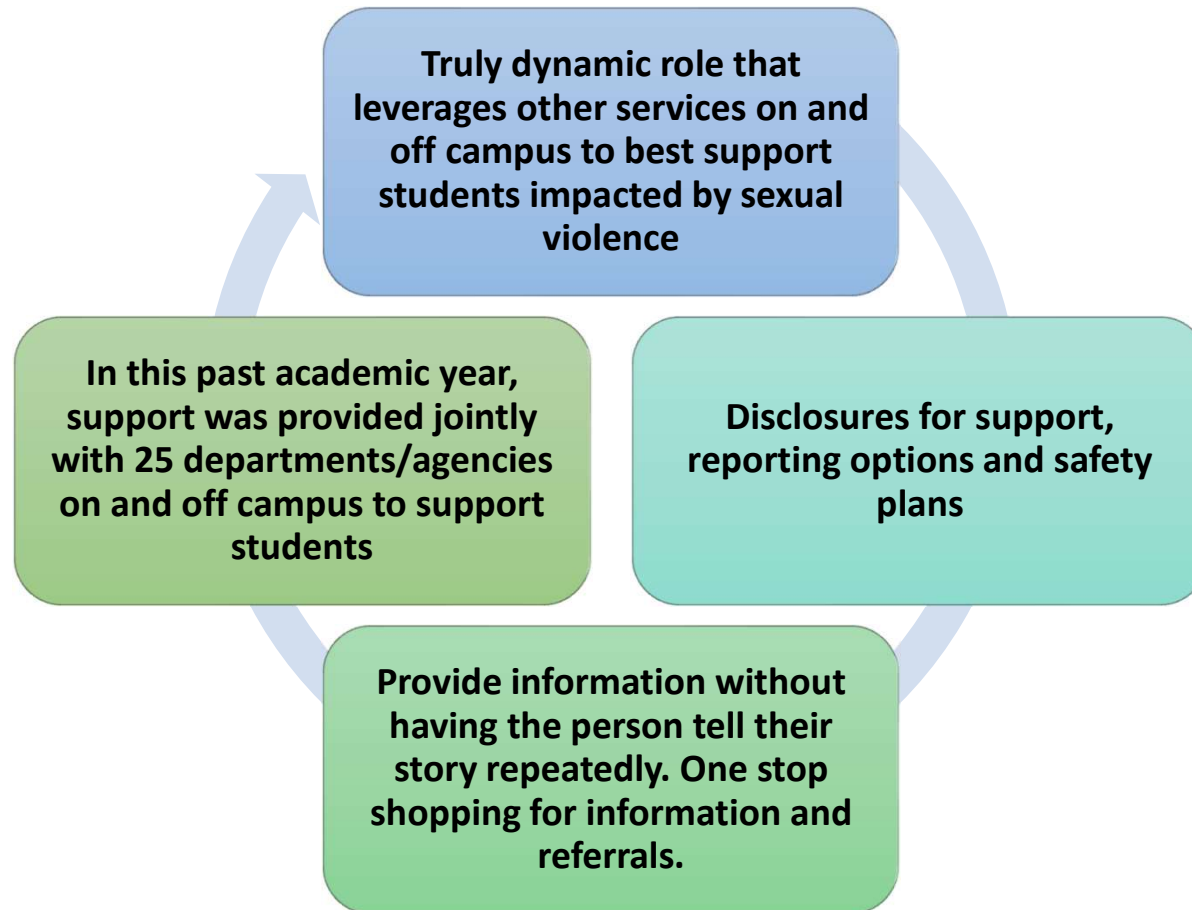
- Whether to engage in Resolution processes including filing a Formal Complaint
- Whether to access university support services and to choose the services they will be the most beneficial

\*unless there are safety concerns for the university community

# Support

- No two students/survivors are the same
- Many are first year student who do not know processes or how to get help/support
- Most are victimized by someone they know – now who do they trust?
- May lack family and social support – don't want to reveal what happened to family and friends
- May have other struggles that are compounded by this incident
- Many struggle with concerns for their safety
- May affect their ability to concentrate and memorize information which can impact their academic success

# My Role



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Student went to Student Counselling

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Was referred to the SV Support Services

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In-take meeting, risk assessment and safety plan

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Helped relocate student from off campus to on campus (Housing)

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Information about breaking lease (Off Campus Living)

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Funds to support move (Student Financial Services)

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Moved into student residence (Housing)

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Temporary academic support (Student Accessibility Services)

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Connected with Physician (Health Services)

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Connected with Sexual Violence Care & Treatment Centre (GGH)

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Example (in 2 days with only 2 points of contact for the student)

# Academic Support



Extensions, deferred privileges, alternate examination, date/location



Appropriate academic consideration



39 students requested some form of academic support



My communication goes directly to Faculty/TA



Encourage student to reach out to Faculty/TA for support

## Disclosure to You

- **Understand** that trauma will affect the way that a survivor will think, behave, cope, interact and react
- **Believe** the survivor – don't ask blaming questions
- Be respectful of **privacy** and **confidentiality**
- **Provide** information/resources
- Ask them what **supports** they need – safety/academic
- Let the survivor make their **own decisions**
- **Respect** the survivor's right to tell people at their own pace, or not to tell

## Listen, Support and Refer

- Don't ask for details or question their choices
- Don't make them call the Police
- Empower them to make their own decision and to take control of their recovery
- Please feel free to refer student to my office. Other resources?
- What resources are available?

# What do I say?

- You seem upset, is everything ok?
- I'm here if you want to talk
- What do you need? What kind of support do you need?
- Do you want to look at some resources together?
- I'm sorry this happened to you
- Thank you for telling/trusting me
- What can I do to help?



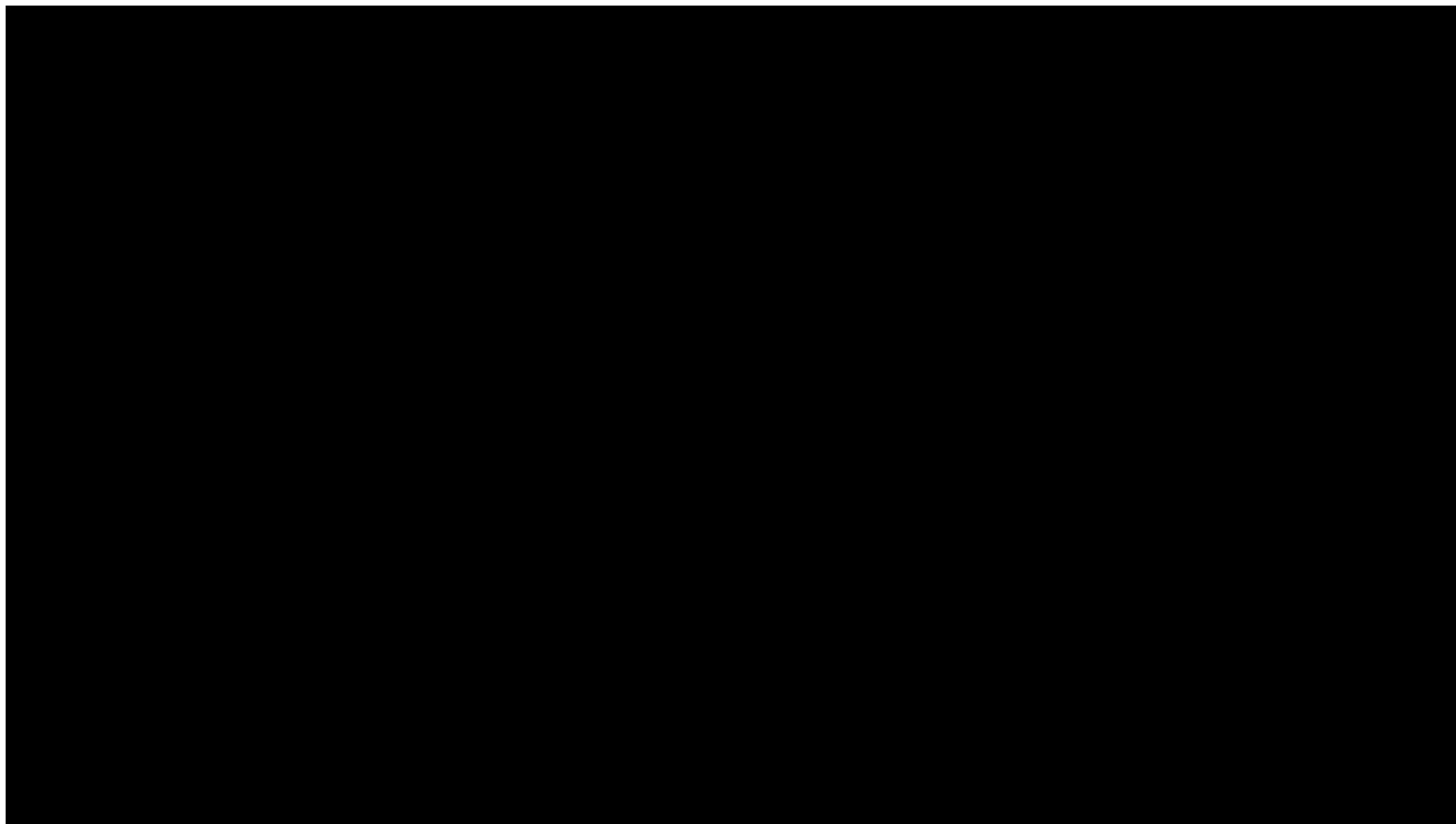
# Resources

Counselling	Student Counselling Services GW Women In Crisis (on & off campus) Helplines/Crisis Lines Text Line
Medical	Student Health Service Sexual Assault Treatment Centre, Guelph General Hospital
Peer Support	Student Support Network Wellness Education Centre
Academic	Program Counsellors Faculty Advisors Faculty/T/A
Safety	Campus Community Police SafeGryphon Peace Bonds

# Additional Training and Resources

- Sexual Violence Support and Information website  
[www.uoguelph.ca/studentaffairs/sacd-front](http://www.uoguelph.ca/studentaffairs/sacd-front)
- Faculty and staff training on **Courselink**: Sexual Violence Response and Support
- Sexual Violence modules on Student Affairs website  
[www.uoguelph.ca/studentaffairs/sexual-violence-student-modules](http://www.uoguelph.ca/studentaffairs/sexual-violence-student-modules)

What is consent?



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Questions?

*Healing is a long and difficult process, and how long it takes and what that process will look like is different for everyone.*

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