



## Sexual Violence Prevention Policy – 2021-2024 Public Report

### Overview

In June 2018, UWinnipeg approved the [Sexual Violence Prevention Policy and Procedures](#) (SVPP) outlining the University's commitment to raise awareness, provide education for students, faculty, and staff, and respond to disclosures and reports of sexual violence. UWinnipeg recognizes that sexual violence is a significant and systemic social and campus issue and acknowledges the particular ways that rape culture condones, normalizes, and trivializes sexual violence, often discrediting survivors of sexual violence.

The [Human Rights and Diversity Office](#), along with the [Sexual Violence Response Team](#) (SVRT), is responsible for activities under the SVPP. In addition to Human Rights and Diversity office staff, the SVRT is comprised of a team of senior managers from Student Support Services, Campus Living, Campus Security, and a Wellness Centre Counselor.

Key features of the SVPP include a comprehensive definition of sexual violence, disclosing and reporting options with no time limits, formal and informal resolution options, drug/alcohol immunity clause, survivor-centred responses with mandatory trauma-informed training for key staff, and ongoing training of students and faculty. The SVPP also recognizes the impact of intersectionality and need to provide culturally appropriate responses tailored to individual survivor needs.

In 2020 UWinnipeg created the [Sexual Violence and Human Rights Advisor](#) (SVHRA) position, a role dedicated to responding to disclosures and critical incidents of sexual violence, in addition to creating educational materials and providing training. The SVHRA works in conjunction with the SVRT and [Human Rights and Diversity Officer](#) (HRDO).

### Supports and Reporting

The SVHRA is responsible for the coordination of internal and external resources designed to provide confidential, survivor-centred and trauma-informed support to students who disclose sexual violence. In alignment with the SVPP, the SVHRA meets with individual students to provide emotional support, assess immediate safety needs (physical and psychological), assist with the reporting process(es) (if any), and facilitate access to academic and other accommodations including referrals to counseling, security supports, and referrals to external resources as needed. Internal supports and accommodations are facilitated by senior managers within the SVRT and UWinnipeg student counseling (Wellness Centre).

In addition to on-campus supports and accommodations, the SVHRA connects students with 24-hour crisis services and supports through community-based resources such as the Clinic Sexual

Assault Crisis program, Ka Ni Kanichihk's Heart Medicine Lodge, Health Sciences Centre Sexual Assault Nurse Examiner, child welfare organizations and, where appropriate, law enforcement.

The HRDO receives disclosures of sexual violence from faculty and staff and facilitates needed accommodations, offers advice to members of the university community, provides training, and directs the overall UWinnipeg response to sexual violence. The HRDO also accepts reports of sexual violence, and offers formal and informal resolutions to survivors including but not limited to investigations, mediations, and restorative justice.

## **Prevention and Education**

The SVHRA and HRDO play a key role in the prevention of sexual violence by various education and awareness initiatives for the University community designed to prevent and ensure appropriate responses to sexual violence. Training is delivered annually throughout the year in both open sessions and for targeted audiences of faculty, staff, and students.

Faculty and staff sexual violence training was reviewed and updated for the 2020-2021 year, and again in 2023-2024. Faculty and staff education are focused on the pillars of a compassionate response to disclosures of sexual violence, key policy features, prevalence of sexual violence, myths/attitudes, definitions, impacts of sexual violence, and available resources and supports. Both open sessions and department-specific sessions are held in person and via Zoom. A new, in-depth Responding to Disclosures training was created by the SVHRA and delivered to staff and faculty in open sessions in 2021 and onwards. A [recorded training session](#) was also added to the sexual violence [webpage/hub](#). Once SVPP revisions are complete, educational sessions will be held for the UWinnipeg community to ensure understanding of changes and to refresh their knowledge of the policy and sexual violence.

All students receive training during first year orientation, with specialized sessions offered for certain groups including graduate students, Residence Assistants, students in residence, English Language Program students, Peer Wellness Educators, Women and Gender Studies students, student athletes, and Athletic Therapy students. A [video](#) was created for the general fall/spring online orientations during the COVID shut down featuring key staff members responsible for the UWinnipeg sexual violence response and provides information on consent and compassionate responses to disclosures, by-stander intervention, and available internal and external supports that are non-judgemental, trauma-informed, and culturally supportive. After the University of Winnipeg resumed in-person classes in 2021/22, the sexual violence training [video](#) continues to be shown at general orientation in tandem with specialized orientation sessions with the SVHRA.

In addition to orientation training, workshops about consent/healthy relationships and 2SLGBTQ+ focused sessions were also conducted in 2022-2024 and will continue to be offered.

New and revised resources created by the SVHRA for students, staff, and faculty include information on response options and how to support an individual who has experienced sexual violence, which are available on our website and in key campus locations.

The Human Rights and Diversity Office also participates in University of Winnipeg Students' Association (UWSA) Roll Call to increase awareness of available services and engage with students.

The sexual violence prevention [webpage/hub](#) contains the policy and procedures, plain language explanations about processes including the difference between reporting and disclosing, online and other reporting options, how to give and get support about sexual violence, available campus services, links to related off-campus services, and cultural resources, in addition to information raising awareness about sexual violence, consent, statistics, myths, and intersectionality. The [webpage/hub](#) also contains a [recorded training session](#) for faculty and staff.

## **Consultation and Feedback**

UWinnipeg has been in the process of updating and revising the [Sexual Violence Prevention Policy and Procedures](#). To inform the policy revisions, during the 2022-23 year the SVHRA and HRDO conducted 14 consultation sessions open to University of Winnipeg students, staff, and faculty. Consultation sessions were offered in-person and online via Zoom. A confidential [online feedback form](#) was also created and promoted amongst students via social media, tabling at events, television monitors throughout campus, and via other staff/faculty. Consultation sessions provided the opportunity for students to engage and learn further about the SVPP, consent, sexual violence, responding to disclosures, reporting options, and resources available on and off-campus, as well as opportunities to provide feedback.

The 14 consultation sessions were delivered with the above-noted educational components and participants were asked a series of questions. As an example of this, students were asked what supports should be provided, and they noted the importance of culturally appropriate supports, which UWinnipeg offers through the Indigenous Student Services Centre (ISSC) and via external referrals. In addition to these consultations, the SVHRA and HRDO seek and receive feedback on an ongoing basis.

To inform policy revisions, an environmental scan and literature review were also conducted, as well as interviews with key staff involved with the SVPP.

Feedback has been overwhelmingly positive and reinforced the University's current response to sexual violence. As it did appear that students (and others) could benefit from increased awareness of sexual violence supports/responses on campus, the SVHRA began reaching out to Deans/faculty about our services, visiting classrooms, requested inclusion of information in course syllabi, increased social media and other promotional activities, and held additional training sessions.

## **Looking Forward**

The Human Rights and Diversity Office's 2024-25 sexual violence prevention efforts include a renewed campus information campaign, continued student and staff education regarding sexual

violence and consent/healthy relationships, updates to the Sexual Violence Prevention Policy and Procedures, and increased visibility and promotion of SVHRA.

In collaboration with Marketing and Communications, sexual violence supports and education will be highlighted in UWinnipeg email newsletters, on social media, and via promotional materials. The SVHRA and HRDO will also continue to work in partnership with UWSA to promote our services and increase awareness.

In addition to increased awareness of Sexual Violence supports, UWinnipeg recognizes that Indigenizing our policy will allow for a safe(r) and inclusive campus. The SVHRA and HRDO are working on further incorporating *MMIWG Calls for Justice* into our work and, budget permitting, will be seeking external internal or external consultation to further these efforts.