



Ryerson University 2019 Sexual Violence Report

Reporting period between May 1, 2018 and April 30, 2019

December 16, 2019

INTRODUCTION

Ryerson University (the “**University**”) implemented its Sexual Violence Policy (the “**SVP**”) in June 2015 . In 2016, amendments to the SVP were made by the University to comply with the Ontario government’s requirements under the *Sexual Violence and Harassment Action Plan Act (Supporting Survivors and Challenging Sexual Violence and Harassment)* (“**Bill 132**”).

In Fall 2019, the University engaged in a “check in” of the SVP through community consultations with students, faculty, contract lecturers, staff, and other stakeholders. Following these consultations, the Board of Governors approved amendments to the SVP on November 28, 2019, which include: clarifications as to the scope of the policy and key definitions, increases transparency for the process where a complainant files a police report while also engaging the complaints process under the SVP, and changes to the timeline in which decision makers are required to provide their decision for complaints under the SVP.

The SVP reflects Ryerson’s commitment to addressing sexual violence in all forms in the University community and commits the University to initiatives that raise awareness on sexual violence, implementing strategies to prevent and reduce sexual violence, promoting a culture of consent in which everyone shares responsibility for preventing sexual violence and responding to the needs of survivors.

The SVP also outlines the complaint, investigation, and adjudication processes for sexual violence cases on campus. The processes established by the SVP afford the Complainants and Respondents in sexual violence with due process and have been carefully designed from a trauma-informed and intersectional approach.

Consent Comes First (“**CCF**”) works with and provides support to Ryerson students who disclose they have experienced sexual violence. They deliver education, prevention, training and awareness activities with campus partners. CCF has three full-time staff members, consisting of a Manager and two specialists.

Human Rights Services (“**HRS**”) manages the complaint and investigations process including inquiries, consultations, alternative resolutions, investigations related to sexual violence. It provides advice, consultation and training on reporting, complaints and investigation processes under this policy. HRS has six full-time staff, consisting of a Director, an intake and administrative officer and four investigation, resolution and partnership officers.

Effective July 1, 2019, the Ontario government requires post-secondary institutions to provide their governing bodies with an annual report that details the institution’s work and progress on addressing sexual violence. To that end, this report (“**Report**”) provides an update on the SVP’s progress in addressing sexual violence at Ryerson between May 1, 2018 and April 30, 2019. Subsequently, the Board will receive this Report each year in June.

This Report consists of the following parts:

Part I: Initiatives and Programs Established by Ryerson to Promote Awareness of its Sexual Violence Supports and Services Available to Students

Part II: Number of Disclosures and Times Supports, Services, and Accommodations Relating to Sexual Violence Were Requested and Obtained

Part III: Number of Incidents and Complaints of Sexual Violence Reported by Students

Part IV: The Implementation and Effectiveness of the SVP

PART I: Initiatives and Programs Established by the University to Promote Awareness of its Sexual Violence Supports and Services Available to Students

Consistent with its approach to addressing sexual violence from a trauma-informed and intersectional approach, the University has established a variety of initiatives and programs to prevent and respond to sexual violence and raise awareness on the supports and services made available to students. These include:

Bystander Intervention Training

- [TakeCareRU: Bystander Intervention to Address Sexual Violence](#) - Participants learn how to intervene when they witness sexual violence or harassment, the ABCs of bystander intervention and how to connect those affected by sexual violence to resources on or off campus.
- [Be BRAVE: Dealing with Disclosures and Reporting Sexual Violence](#) - Participants learn the difference between disclosure and reporting and how to support someone affected by sexual violence. Additional learnings include how to refer survivors to support on and off campus and how to practice self-care after trauma exposure.

Emergency Blue Phones

- The Emergency Blue Phones initiative on campus has been implemented. Blue phones provide duress stations where one can activate a blue pull station or call to be connected directly to Security. Ryerson Security will immediately be dispatched to your location. Ten phones are located across campus.

Training for Student Leaders

- Training for more than 3000 Ryerson Student Leaders and Incoming Residence Students
- Masc Off - Workshops, events, and leadership programming for male identifying student leaders on campus around masculinity, consent, and healthy relationships.
- Launched and developed the [Consent Action Team](#), a peer leadership program for Ryerson Students interested in addressing sexual violence on campus. 20 students participated in the inaugural year including:
 - Consultation on services, policy, and programming
 - Events (i.e. Feminist Hour, Consensual, Consent Week)
 - Media Creation (i.e. This is How You Take Care of Me sound installation)

Gender-Based Violence Prevention Training

- [Our Community, Our Responsibility: Addressing Sexual Violence from Policy to Supports](#) is a workshop designed to help Ryerson community members become knowledgeable on how to build consent culture on campus, including; Ryerson's commitment to supporting those affected by sexual violence as outlined in the policy; consent as an everyday practice; sexual violence and impacts of trauma; sexual harassment in the workplace; how to deal with disclosures and make referrals to supports on and off campus.
- Over 75 workshops and trainings were delivered to the Ryerson community, including Community Safety and Security, the Faculty of Science, Orientation, Student Affairs, Library Services, Student Groups, Ryerson Students' Union, Ted Rogers School of Management, the Faculty of Engineering and Architectural Science, Faculty Deans, Chairs, Faculty Departments, Academic Supports, the Board of Governors, Ryerson Student Life Staff, Human Rights Services, Human Resources, Office of the Vice-President, Equity and Community Inclusion, Student Affairs, Orientation Leaders, Orientation Team members, Students in Residence, Varsity Athletes, Coaches, Facilities Management and Development, Centre for Safer Sex and Sexual Violence Support, and the Ryerson Student Union Equity Centres.
- [Addressing Sexual Harassment in the Workplace](#) - Participants learn the different forms of sexual harassment that can occur in the workplace, how to practice consent in the workplace and relevant policies related to workplace safety, such as, Ryerson's Sexual Violence Policy, and the Occupational Health and Safety Act. Participants also learn about bystander intervention as part of the TakeCareRU campaign and how to connect staff and faculty to support on and off campus.

- Hosted a campus-wide event to talk about the rise in hate on line against women specifically as well as Black folks, Jewish folks and Muslim folks.
- [Women's Writing Circle](#) - Ryerson hosts a monthly writing circle to bring students who identify as women together on campus to write about their lives and experiences and express themselves in a group of support. The group aims to create a community of support for women on campus.
- Empowering Women through Networks, Support and Initiatives - Through its various initiatives, RyersonHRS creates networks of support for women, increases services and resources for varied groups of women on campus, and empowers and celebrates those who identify as women.
- [Orientation Guide](#) - Expanded and updated guide to help plan events for incoming students during Orientation week to ensure that consent comes first. Intended for Ryerson University professional staff, Orientation Week student staff, and students from the various student societies, groups, and course unions.
- [International Women's Day \(IWD\)](#) 12 events - Every year, faculty, staff, students and community members are invited to join Ryerson University in celebrating IWD, through a full week of events that include education, community engagement, education, reflection and discussions focused on the struggles and progress experienced by women.
- [Breast/chest feeding spaces](#) - Ryerson has identified breast/chest feeding spaces for students with babies/infants in various campus locations. Through multi-office partnerships, Ryerson has established a dedicated infant feeding space on campus .

Consent and Healthy Relationship Workshops

- Pleasure Principles is a series of health and healthy relationships workshops and an online campaign. Included events with sexual health educator Samantha Viarrule about sexual health, pleasure, and consent in Winter 2018, Fall 2018 and Winter 2019.
- Pleasure Principle Podcast was produced and developed with Ryerson students on healing after sexual violence released in Winter 2018.
- Distribute annual Valentine's Day card that celebrates pleasure, diverse relationships with self and others and LGBTQ community heroes.

Healthy Drinking/Drug/Alcohol Awareness

- [Consent On Tap](#): Partnership with local area bars and restaurants to provide bar staff and management the skills to intervene, support, and prevent sexual violence from occurring in their spaces or having their spaces use to facilitate sexual violence.

Public Awareness

- A project was undertaken to design of concise and easy to understand communication information about the policies, procedures and regarding the Sexual Violence Policy and relevant rights and responsibilities of the Ryerson community. Pamphlets, postcards and folders of information were created. Infographics and communications materials included a [visual map of sexual violence complaints process](#) and discrimination and harassment complaints process.

Self-Defense Workshops

- Series of [Wen-Do self-defense workshops](#) delivered to Ryerson community members on campus that cover a wide variety of physical and verbal self-defense techniques, awareness and avoidance of threatening situations, and discussions of psychological, social, and legal issues involved in self-defense.

Online Modules

- A [student e-learning module](#) was created by Ryerson students.
 - The pilot launched in September 2018. 10,000 students enrolled, 66% of modules (6,787) are active or completed.
- A staff e-learning module will be launched in January 2020. Our e-Learning modules allow for participants to engage with the material at their own pace in spaces that feel safe for them.

Social Media Campaigns on Sexual Violence

- #ConsentComesFirst - Broadening community understanding of consent
- #TakeCareRU30 - Slate of events honouring women and non binary people in STEM
- [#TakeCareRU](#), This is How We Take Care of Each Other - explores ways staff, students and faculty can be active bystanders - expanding this year to STEM, Athletics, Experiential Learning

Prevention through Consultation and Education

- Training as a part of sanctions post-investigation
- Coaching and consultation with students

Additional Programming

- [Begin by Listening - 3rd colouring](#) book downloaded by more than 300 post-secondary institutions, law firms, governments, Sexual Assault Centres, Victim Witness Assistance Programs, across North America and Europe.
- Pride Programming - Love Letters to our Community, LGBTQ craft event during Pride Month; LGBTQ Mixer during Orientation Fall 2018/Winter 2019
- [Can Justice Heal?](#) - A symposium on using models of restorative and transformative justice in postsecondary institutions to address sexual violence. Sold out conference with 200 attendees from across Canada.
- [December 6th - National Day of Remembrance and Action on Violence Against Women](#). Every year Ryerson hosts a memorial to mourn lives lost then and in the current year to femicide. Together we reflect and renew a commitment to end violence against women.
- [Feminist Hour](#) - Monthly workshop series that explores gender justice in collaboration with Student Affairs. 2018/2019 featured conversations on intergenerational sexual violence organizing and with #MeToo Founder Tarana Burke.
- Consent Action Week - Ryerson works with other Ontario universities to host an annual Consent Week to explore prevention, intervention, and support to address sexual violence on campus.
- [We Believe You \(self-care newsletter 450+\)](#) - content includes artwork, events, programming, resources, and self-care tips for survivors and allies.
- Take Back the Night - Organized a Ryerson contingency to participate in the annual Take Back the Night Rally with Residence Life Staff and over 30 students.

PART II: Number of Supports, Services and Accommodations Relating to Sexual Violence Requested and Obtained by Students

Disclosures Made by Students

Between May 1, 2018 and April 30, 2019, 144 students accessed the services and disclosed 179 accounts of sexual violence. A number of these students disclosed multiple instances of

sexual violence arising from the same occurrence, which accounts for why more disclosures of sexual violence were made than the number of students who accessed services and supports.

Supports, Services, and Accommodations

Ryerson works closely with survivors, complainants and respondents to provide supports, services, and accommodations from a trauma-informed approach.

Supports

Supports are made available to students collaboratively. These include:

- Helping survivors identify, process, and navigate the traumas they have experienced;
- Guiding complainants, respondents and witnesses to navigate complaint processes;
- Providing support in every stage of the University's investigation process under the SVP;
- Advising and assisting survivors with options external to the University that are available to them, including reporting an incident to the Police;
- Assisting survivors in court proceedings, including gathering information and communicating with the Crown Attorney in criminal proceedings;
- Supporting survivors in making an application for financial compensation through the Criminal Injuries Compensation Board;
- Referring and/or accompanying survivors to medical appointments, including on and off-campus counselling;
- Helping survivors navigate the Ontario Students Assistance Program to secure financial support;
- Accessing housing support;
- Providing letters of support for academic considerations, course drops and withdrawals, and grade appeals;
- Developing and implementing safety plans for survivors;
- Facilitating support for student Respondents during the course of an SVP investigation, including academic consideration, financial support, access to counselling, and referrals to other internal and external resources.
- Working with Respondents after decisions are issued to ensure the completion of sanctions, compliance with remedies/penalties;
- Helping student Respondents transition back to the University after suspensions.

Services

Ryerson provides expedited referrals to counselling for students affected by sexual violence twice a week. Ryerson offers students:

- Crisis counselling, individual therapy, and group therapy.
- Psychoeducational sessions to Respondents involved in the SVP disciplinary process. This includes consent training on a variety of topics, including, but not limited to: accountability, toxic masculinity, healthy relationships, the role of drugs/alcohol in harmful behaviours, and healthy sexuality.

Accommodations

Ryerson provides students with accommodations that are carefully tailored to the circumstances of each student. Such accommodations include:

- Academic considerations (short-term modifications to students' coursework, having regard to the student's experience(s) of trauma)
- Workplace accommodations (for students that have concurrent staff roles), and housing accommodations (for the purpose of safety planning).

The Numbers

Between May 1, 2018, and April 30, 2019, 158 students requested and obtained support. This includes survivors requesting supports, services, and accommodations as a result of disclosures, as well as respondents requesting supports, services and accommodations as a result of an investigation. The breakdown of these supports, services, and accommodations for the reporting period is as follows:

	Number of Students Making Requests	Supports Requested and Obtained	Services Requested and Obtained	Accommodations Requested and Obtained
Total	158	535	133	103

Table 1

PART III: Number of Incidents and Complaints of Sexual Violence Reported by Students

In the past two years, there has been an increase in sexual violence complaints at the University. This is likely a result of a combination of factors, including:

- Global increases in Ontario and Canada of the reporting of sexual violence;
- Increased awareness of Bill 132 and of reporting processes on campus; and

- Effective education and outreach, initiatives, and training to community members to ensure that they are aware of reporting mechanisms, investigation processes, and supports available.

Between May 1, 2018 and April 30, 2019, the total number of complaints received by students and investigated by the University is reflected in the following table:

Incidents and Complaints of Sexual Violence Reported by Students May 1, 2018 to April 30, 2019	Number
Total incidents and complaints reported to the University This number includes incidents and complaints from students who wish to remain anonymous, incidents reported by students other than the complainant/survivor, and student reports to security regarding sexual violence that have no identifiable respondent etc.	237
Complaints of Sexual Violence Reported by Students Investigated by the University under the Sexual Violence Policy May 1, 2018 to April 30, 2019	
Total complaints investigated	39
Type of Complaints investigated*	
Number of complaints of sexual harassment	32
Number of complaints of sexual assault	6
Number of complaints/reports of stalking	3
Number of complaints/reports of indecent exposure	1
Number of complaints/reports of voyeurism	0
Number of complaints/reports of sexual exploitation	0

Table 2

*In some cases reported, the complaint included allegations of more than just one type of sexual violence. This accounts for why the number and types of incidents investigated is greater than total complaints investigated during the reporting period.

PART IV: Implementation and Effectiveness of the SVP

Ryerson's Sexual Violence Policy commits the University to a number of proactive measures to prevent sexual violence, processes through which to deal with complaints and respond to the needs of survivors with the objective of promoting a culture of consent and shared responsibility.

The policy also commits the university to the collection of statistics and to a review every two years to be conducted with extensive consultation with members of the Ryerson community. Our most recent check in of the SVP included several areas of refinement to better align the SVP with the needs of the community.

Significant resources have been invested in improving and implementing the SVP over the last several years. The university will continue to use the policy-mandated data and community input to evaluate and refine the policy and associated supports. Outside this formal process, the offices responsible for sexual violence education, prevention, and compliance will continue to refine and improve supports based on user feedback and experiences. As the newest version of the policy is implemented over the next several years, it is anticipated that future report-backs will include additional details regarding these efforts, and Ryerson's framework for formal evaluation.