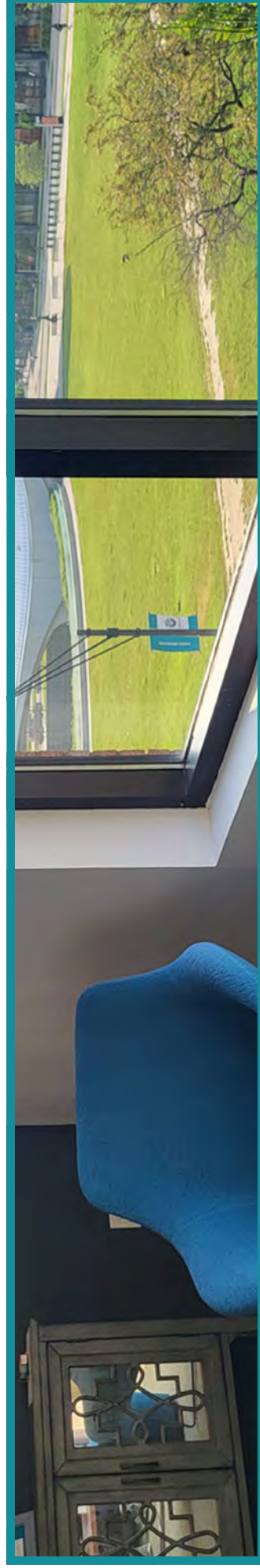




# The Centre for Sexual Violence Response, Support & Education Annual Report

May 1, 2023 to April 10, 2024



## About the Centre We're Here for You.

### OUR HISTORY

In the five years since its inception in July 2018, the Centre for Sexual Violence Response, Support & Education at York University has stood as a beacon of hope and resilience in the face of adversity. Guided by our unwavering commitment to survivors, we have provided a safe space for individuals to navigate their healing journey at their own pace, empowered by informed choices and supported by a framework rooted in feminism and anti-oppression. As we reflect on the challenges of the past years, we recognize the significant impact of the pandemic as it exacerbated a parallel pandemic of sexual violence.

Despite these trials, our dedication to serving our community has remained steadfast. We have adapted, innovated and persevered, continuing to offer comprehensive support, advocacy and education to ensure that no survivor walks alone. We share this annual report with a deep sense of gratitude for the trust placed in us and a renewed commitment to fostering a campus culture where safety, respect and healing prevail.

### WHAT WE DO

The Centre is staffed with qualified subject matter experts who operate with the highest levels of confidentiality and deep empathy. Supports offered through our office include the coordination of:

- academic accommodations;
- medical services;
- workplace accommodations;
- information about reporting options;
- safety planning;
- emergency financial assistance; and
- access to our safe house for those escaping imminent situations.

### OUR STAFF

Director  
Receptionist  
Service & Supports Coordinator (2 positions)  
Training & Education Specialist

### CELEBRATING THE CENTRE'S 5<sup>TH</sup> ANNIVERSARY

On **July 4, 2023**, The Centre celebrated its 5th anniversary. Over the past five years, there has been a steady increase in services provided and their uptake as the York community develops a greater awareness of the supports offered. This anniversary is an opportunity to remind our community of the work that The Centre does to ensure that all community members take an active role in contributing to a culture of consent.

### SUPPORTING YORK UNIVERSITY'S NEW EMPLOYEE SEXUAL MISCONDUCT POLICY

York University's new **Employee Sexual Misconduct Policy** came into effect on **July 1, 2023**. The new policy strengthens the University's response to sexual misconduct between an employee and a student. It outlines what constitutes sexual misconduct, the process for responding to complaints and potential disciplinary actions if an employee is found to have engaged in sexual misconduct.

This policy was developed in response to Bill 26, the **Strengthening Post-secondary Institutions and Students Act, 2022**. Bill 26 requires every post-secondary institution have an employee sexual misconduct policy that provides rules with respect to sexual behaviour between employees and students of the institution. It also includes examples of disciplinary measures that may be imposed on employees who contravene the policy.

The Centre plays a pivotal role in fostering a campus culture of awareness, prevention and support. Committed to empowering the York community, we diligently educate and train individuals across all departments and faculties. Through comprehensive initiatives we disseminate vital information on York's Sexual Violence Policy and facilitate educational programs. We enable transformative change by challenging harmful attitudes and behaviours to create a safe and supportive environment for survivors.







## Training & Education

York University and the Centre for Sexual Violence Response, Support & Education are committed to educating the York community about sexual violence and providing training to community members. The Centre offers training and education aimed at preventing sexual violence and improving supports to survivors. This includes:

- Building awareness of, and disseminating information on, the Sexual Violence Policy, and implementing processes for responding to and addressing sexual violence;
- Educating members of the governing board, senior administrators, faculty, staff, contractors and students about the Sexual Violence Policy;
- Developing education initiatives for the University community that promote a change in the attitudes and behaviours that perpetuate sexual violence and create a more supportive environment for survivors.

The Centre's programming addresses systemic issues contributing to sexual violence and aims to challenge rape culture and other forms of discrimination and hate. These initiatives take an intersectional and anti-oppressive approach to addressing the issue of sexual violence and recognizing different experiences of violence.

### DEVELOPING GREATER CAPACITY THROUGH TRAINING

The Centre offers two training modules, focusing on policies and procedures pertaining to sexual violence response at York, for students, staff and faculty. Certificates of completion are provided to participants.

- **Module One:** Sexual Violence Response & Awareness is an introductory course that provides information about policies and procedures. This module is accessible through The Centre's website.
- **Module Two:** Responding to Disclosures of Sexual Violence uses scenario-based interactive learning to engage the participant in identifying and evaluating effective responses to disclosures of sexual violence.



**150+** community members have completed training modules

The Centre also held several events and conducted unique training sessions for departments, student groups and various staff initiatives. Presentations delivered by our team focused on creating an interactive environment where participants had the opportunity to learn and unlearn.



**6,200+** students, staff and faculty attended presentations.

## Statistical Information

### CASES OF CARE & SUPPORT

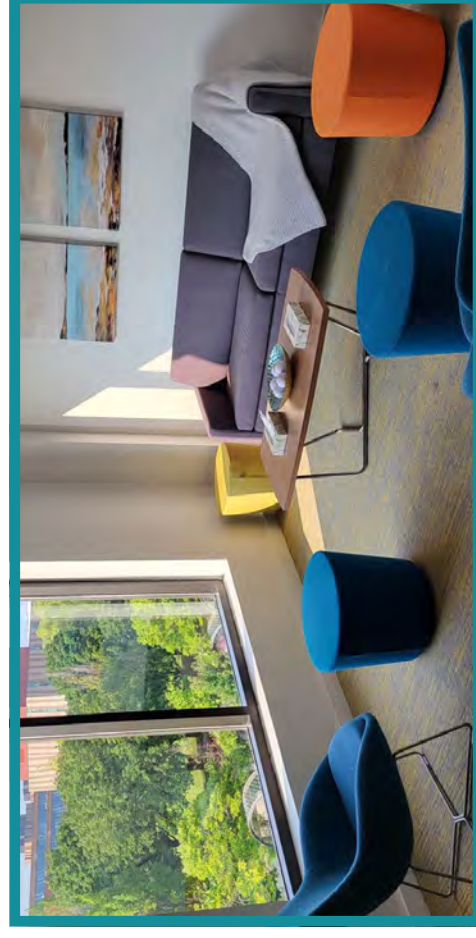
**410** individuals supported from May 1, 2023 to April 10, 2024

### Breakdown of incidents of sexual violence reported through the Policy on Sexual Violence:

## 44 Total Number of Complaints

Of the 44 complaints:

- 23** Complaints in progress (pending informal resolution or investigation)
- 8** Complaints held in abeyance (two of these complaints have been consolidated into one)
- 15** Ongoing
- 21** Complaints resolved
  - 15** Informal resolution
  - 0** Formal resolution
  - 6** Referral./Dismissed





## Leading unique programs to build awareness

### ACTIVE BYSTANDER PROGRAM

Our Active Bystander program aims to educate York community members to intervene when witnessing any form of sexual violence. Through training programs and initiatives, the program works to educate the community on what sexual violence is and how consent can be incorporated in our daily lives. It also empowers individuals to act when witnessing different forms of sexual violence.

Sexual violence may often appear in the media, but incidences of sexual violence are highly underreported. Numerous barriers make it difficult for survivors to openly seek support or report their experiences with sexual violence. Training offered by the Active Bystander program teaches students, staff and faculty how to:

- Disrupt conversations that engage in rape culture;
- Provide resources and support to individuals who need it; and
- Use their skills to be active bystanders.

Thanks to our partnership with the York Federation of Students, all club leaders had the opportunity to receive training in the Active Bystander program, with a specific focus on various scenarios club executives may face. Training was held for student leaders, varsity athletes and students living in residence at the Keele and Glendon campuses.



**500+**  
students were trained in the Active Bystander program at Orient the Leader

### PARTNERING WITH LASSONDE

The Lassonde School of Engineering and The Centre have partnered to provide a curated Active Bystander training session for all first-year engineering students. This partnership aims to teach students in engineering how to access support resources and take preventative measures, highlighting research that shows the higher rates of sexual violence that women in STEM experience.



**2,687**  
students at Lassonde have received this training thus far

### TRAINING NUMBERS



**3,740**  
community members completed Active Bystander training



**7,474**  
community members attended training presentations and workshops hosted by The Centre



## Highlights

Various campaigns, presentations and events were created and launched between May 2023 and April 2024:

- 1. Safer Spaces Toolkit Presentation**  
Discusses what a safer space is, what goes into cultivating a safer space, how to create safer spaces with survivors in mind and the importance of pronouns.
- 2. Active Bystander Training Presentation & Workshop**  
Our Active Bystander program aims to educate our community members to intervene when witnessing any form of sexual violence.
- 3. How to Respond to Disclosures Presentation**  
Provides scenarios and addresses ways in which a person can receive a disclosure in a supportive way. We also workshop what an unsupportive response to a disclosure looks like.
- 4. The Centre Presentation**  
Covers who we are and what we do, what is sexual violence, reporting vs disclosure and the reporting process.
- 5. Healthy Relationships Workshop**  
Addresses how to respond to and connect individuals in unhealthy relationships to resources for support.
- 6. Technology-Facilitated Sexual Violence (TFSV) Workshop**  
Explores technology-facilitated violence and abuse, including terminology, myths surrounding TFSV, barriers to accessing support, tips for digital safety, what to do if you are impacted and how to support those who are impacted.
- 7. Sexual Scripts Workshop**  
Encourages participants to reflect on societal influences and personal experiences and how they impact our understanding of sex and sexuality in an effort to challenge these norms and expectations.

### OUR IMPACT

By sharing feedback and quotes from community members, we demonstrate the difference made by The Centre's efforts to support, educate and empower in the face of sexual violence. We would also like to acknowledge the resilience and courage of those who have sought assistance and amplify the voices of those who have directly benefited from our services and training as we reaffirm our commitment to fostering a culture of healing, advocacy and solidarity.



Super helpful for self-esteem and claiming your power.

The training was very inclusive, inviting and encouraging.

Thank you again very much for all of your help, it really does mean a lot to me!

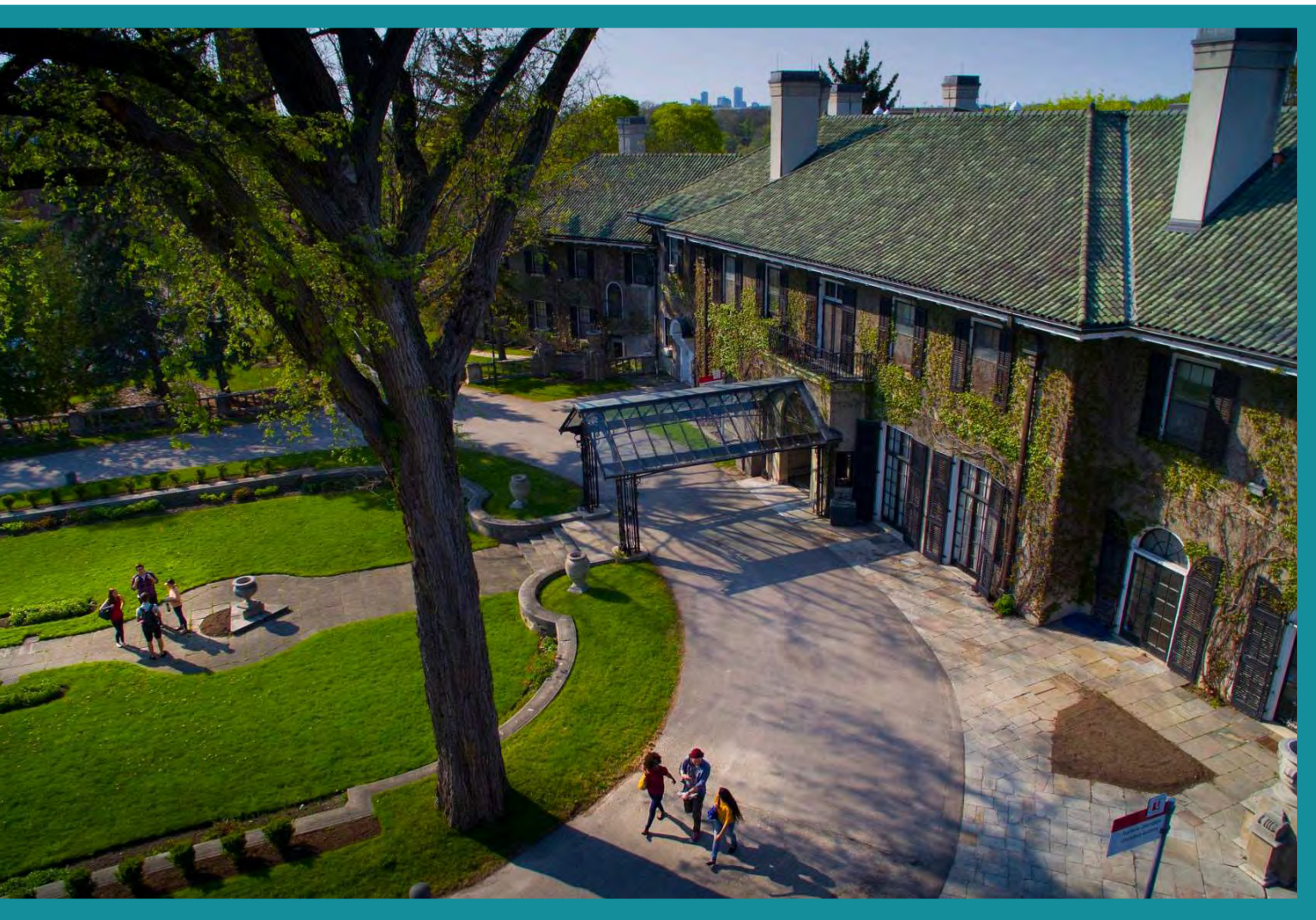
I have used some of the helplines you provided, and they gave me helpful advice for dealing with my situation.

Keep it up, keep finding fun ways to get folks involved in the training.

Thank you for your help, I would not have been able to take steps without your guidance and support.







## We're here for you.

If you require support or information,  
please **reach out to The Centre.**

**Phone:** 416-736-5211

**Website:** [yorku.ca/thecentre](http://yorku.ca/thecentre)

**Email:** [thecentre@yorku.ca](mailto:thecentre@yorku.ca)