

2020 POLICY UPDATE VERSION

SEXUALIZED VIOLENCE

A GUIDE TO A SUPPORTIVE, COMPASSIONATE RESPONSE

The Sexual Violence Prevention and Response Office (SVPRO) is a confidential place for those who have been impacted by any form of sexual or gender-based violence, harassment, or harm, regardless of where or when it took place. SVPRO aims to be a safer space for all UBC students, faculty, and staff by respecting each person's unique and multiple identities and experiences. All genders and sexualities are welcome.

SVPRO is a survivor-centred space.
Reporting is NOT required to access support

SVPRO

1270 International Mews (Nicola townhome 12)

Office Hours: Monday to Friday, 8:30 a.m. to 4:30 p.m.

For 24/7 support:

svpro.okanagan@ubc.ca | svpro.ubc.ca

250 807 9640 (telephone support provided in partnership with WAVAW Rape Crisis Centre.)

WE BELIEVE YOU

UBC Sexual Violence Prevention and Response Office

WHAT IS SEXUAL VIOLENCE?

Sexualized violence is any sexual act whether physical or psychological in nature that is committed, threatened or attempted without someone's consent. This includes, but not limited to sexual harassment or cyber harassment, sexual assault (e.g. unwanted touching), stalking or cyber stalking (e.g. persistent unwanted messaging), sexual exploitation, distribution of intimate photos or videos without your consent.

SVPRO SERVICES FOR FACULTY

- Confidential consultations related to disclosures of sexualized violence, classroom climate, development of teaching or researching content related to sexualized violence.
- Support services for survivors*, including safety concessions, workplace supports, and more
- Education opportunities to learn about being trauma informed and creating a culture of consent

** not all individuals who have experienced sexualized violence will identify with the term "survivor". We use the term interchangeably with variations of "person who experienced harm" or "impacted/targeted by sexualized violence" to make room for the different ways people choose to identify.*



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KEY PRINCIPLES OF UBC'S SEXUAL MISCONDUCT POLICY

→ **INTERSECTIONALITY**

Everyone's experience is influenced by different aspects of a person's identities, histories, and geographies, which can expose them to overlapping forms of discrimination and marginalization; what is safe and accessible for each person may look different. We will respect and support every survivor's decisions.

→ **CULTURE CHANGE**

UBC recognizes the institution's role in countering rape culture, including the attitudes, behaviours, and policies that blame survivors and undermine equity and autonomy.

→ **TRAUMA-INFORMED**

The core principle of being trauma-informed is to respect the survivor's access and right to safety, choice, collaboration, transparency, and empowerment. Steps are taken to mitigate trauma activation and minimize barriers. Support from SVPRO is completely separate from the reporting system, which is overseen by the Investigations Office.

→ **POWER-INFORMED**

All faculty or staff are prohibited from engaging in a relationship with a student where it could impact their academics, work, or future career or studies.

→ **PROCEDURAL FAIRNESS**

An impartial process is rooted in transparency and upholding the right of all parties to be heard.

ROLE OF FACULTY UNDER THE SEXUAL MISCONDUCT POLICY

Faculty members play a critical role in supporting the wellbeing of survivors and achieving the goals of the Sexual Misconduct Policy in a number of areas:

- 1 Providing a trauma-informed response to a disclosure of sexualized violence (see next page)
- 2 Facilitating academic concessions for survivors in accordance with UBC's Academic Concession Policy.
- 3 Upholding privacy by not sharing any information regarding the disclosure until you have consulted with SVPRO about what (if anything) needs to be shared and with whom, in order to protect confidentiality and minimize retraumatization.
- 4 Maintaining the survivor's right to choice and control by respecting their decisions about reporting. Faculty are NOT to report a disclosure unless asked by the survivor to do so. Instead seek consultation from SVPRO
- 5 Taking responsibility for creating and sustaining a culture of consent in learning and research, in both physical and digital spaces

If you receive a disclosure that involves a possibility of harm to anyone in the UBC community
Please contact SVPRO immediately at 250 807 9640

SVPRO Academic Concession Request Process:

For in-term concessions, SVPRO may reach out to instructors or Associate Dean/Director or Advisor (survivor decides point of contact).

For Late Withdrawals, Deferred Standing, Aegrotat Standing, Retroactive Course Drop, SVPRO will reach out to the associate dean or director or their designate.

For questions about a concession request related to sexualized violence, please contact SVPRO for a consultation.

SVPRO SUPPORT SERVICES

- Safety planning
- Coordination and implementation of safety measures
- Student residence re-location or short-term emergency housing (for staff and faculty)
- Accompaniment and referral to healthcare and reporting options (UBC or police)
- Class schedule changes
- Academic concessions
- Temporary work reassignment, location reassignment, or scheduling change

Faculty may also access support services for incidents of sexualized or gender-based violence or harassment.

SVPRO also offers training and resources around responding to classroom incidents, anti-sexism/ harassment, supporting survivors/responding to disclosures, and more. This training supports faculty and teaching staff in working towards cultures of consent. Connect with SVPRO to learn more.

Syllabus language to support survivors and consent culture

It is recommended that faculty include a statement about resources to support survivors:

Eg. Sexual Violence Prevention and Response Office (SVPRO)

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Nicola Townhome 120 | 250 807 9640
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PROVIDING A TRAUMA-INFORMED RESPONSE TO A DISCLOSURE

1 RECOGNIZE A DISCLOSURE

- Someone tells you about their experience. It may be recent, or something from the past. Sometimes people do not explicitly state that they have experienced sexualized violence. If sexuality or gender is involved and harm occurred, it is a disclosure.
- People who have been harmed present in very different ways, including emotional expression that can be heightened or appear non-existent. How someone presents does not give us information about seriousness/severity, or that person's needs.
- A disclosure is not the same thing as a report. Reports are made to the Investigations Office (IO) if the person who experienced harm chooses to report to UBC. It is entirely up to them. The IO can provide confidential consultations to anyone who is thinking of making a report.

2 RESPOND WITH EMPATHY

- Focus on supporting the person who disclosed to you rather than finding out what happened. In order to mitigate trauma impact, the most vital messages to communicate are that it is not their fault, you believe them, and they deserve support—whatever way that looks for them.

3 REFER FOR SUPPORT

- Centre the survivor and their wishes. Ask what support they need right now. Let them know what supports are available. Help make a connection to support.
- Sometimes someone discloses for a specific purpose, such as a need for an academic concession or a safe place to stay. If so, connect them to a resource that meets their needs. SVPRO can help survivors access and coordinate campus services without having to retell their story.

ADDITIONAL SUPPORT SERVICES

In addition to offering a referral to SVPRO, you can also share these resources when someone discloses:

Central Okanagan Elizabeth Fry Society

649 Leon Avenue, Kelowna
250 763 4613 | empowerific.com

Provides support to individuals and families affected by domestic and sexual violence. Supports include community-based victim services, court accompaniment, and sexual abuse counselling.

VictimLinkBC

1 800 563 0808 | VictimLinkBC@bc211.ca
Available by phone or email 24/7
Toll-free, confidential, multilingual telephone service available across B.C. and the Yukon

Do not use Early Alert for sexualized violence

To help maintain privacy and in order to help survivors connect with support as quickly as possible, you are encouraged to offer a referral to and/or reach out directly to SVPRO instead of entering an Early Alert.



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YOU**



THE UNIVERSITY
OF BRITISH COLUMBIA

Okanagan Campus

Territory acknowledgement

SVPRO content is created on the unceded, occupied, traditional territories of the Sylix Okanagan Nation. Anti-violence work, and our work in SVPRO would not be possible without knowledge shared by Indigenous Peoples.

We acknowledge that colonization is an ongoing process of violence against land, against peoples, against cultures, against nations, and against bodies.

We must be accountable to this legacy and work towards cultures that respect autonomy and self-determination.

We invite you to join us in building a culture of consent that takes us from solemn acknowledgement to supportive action.