

Sexual Violence Prevention & Response: A Framework for Addressing Gender-Based Violence in Post-Secondary Institutions



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Sexual Violence
Prevention &
Response Task
Force



Land Acknowledgement

McMaster University is located on the traditional territories of the Haudenosaunee and Mississauga Nations and within the lands protected by the **Dish with One Spoon** wampum agreement.

GBV in PSIs

Gender Equity and Justice Framework

Social Equity/Justice

- Human Rights Framework: Dignity, Equality of Opportunity, Freedom from Discrimination/Harassment
- Anti-Oppressive Framework: Systemic Equity/Justice – Individual (Micro), Institutional (Meso), Societal (Macro)

Gender Equity/Justice

- Anti-Discrimination/Harassment:
 - based on gender-related grounds (sex, gender identity, gender expression, sexual orientation)
- Requires examining systems (structures and cultures) as well as interpersonal behaviours
 - patriarchy, misogyny, sexism, heterosexism, homophobia, transphobia (intersecting with other –isms)

Gender-Based Violence

- A continuum of harmful behaviours
 - rooted in and facilitated by systemic gender inequity and systems of oppression
- All forms of GBV are human rights violations and illegal in terms of administrative/human rights law
- Some forms of GBV are illegal in terms of the criminal code (e.g., sexual assault, criminal stalking,

GBV in PSIs

Government Directives

- 2001-2015 separate **Sexual Harassment** Policy and Anti-Discrimination Policy
- 2015-2017 **combined** Discrimination, Harassment & Sexual Harassment Policy
- Ontario (March 6, 2015) *It's Never Okay: An Action Plan to Stop Sexual Violence & Harassment*
- Ontario (March 8, 2016) Bill 132 (Sexual Violence and Harassment Action Plan Act)
- MTCU Act (January 1, 2017) O. Reg. 131/16 (Sexual Violence at Colleges and Universities)
- 2017 **first stand-alone Sexual Violence** Policy
- 2019 campus-wide consultation to revise Sexual Violence Policy, approved January 2020
- Status of Women (2019) Courage to Act: National Framework on GBV at PSIs (consultation)
- OUSA (2020) Gender-Based and Sexual Violence Prevention & Response (advocacy)
- MCU (January 27, 2021) Proposal to Amend O. Reg. 131/16 (two additional requirements)

GBV in PSIs

Policy Response and Prevention Education

Policy Response Best Practices

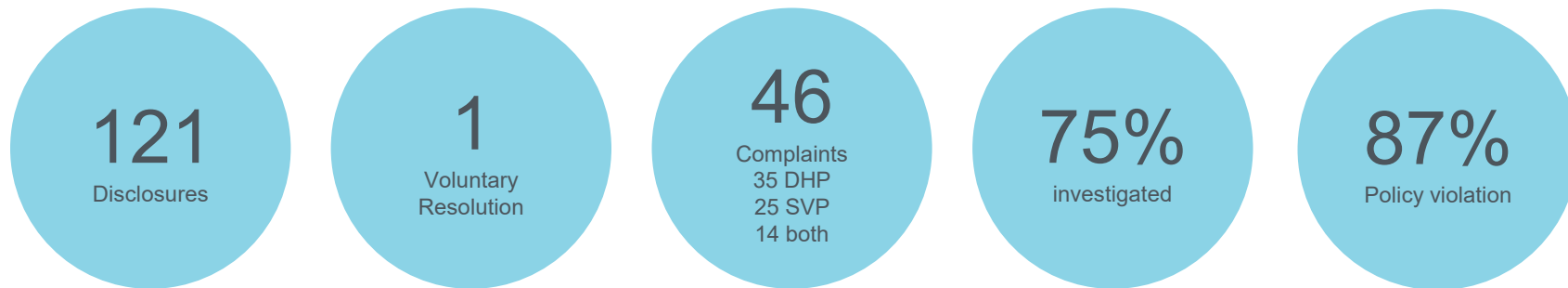
- Statement of commitment to violence-free environment
- Continuum of behaviour (improper to illegal, human rights/criminal law)
- Transparent, fair, confidential, and timely procedures
- Trauma-informed, anti-oppressive, intersectional, culturally relevant
- SVPRO intake personnel with critical analysis and clinical skill-set
- Disclosure protocols – recognize, respond, refer
- Duty to report, duty to care, duty to accommodate
- Policy is also a preventative measure

Prevention Education Best Practices

- Evidence-informed pedagogical approaches – what works for difference audiences and contexts?
- Early and sustained awareness-raising and training (attitudes, knowledge, skills) – orientation/transition programs and beyond
- Initiatives to change individual behaviours vs shift the culture
- Continuum of behaviour (threshold of socially/legally unacceptable?)
- Communication plan to foster disclosure/help-seeking and learning
- Education is also remedial policy response

EIO Annual Report

September 1, 2019 – August 31, 2020 Sexual Violence Statistics





When there is a finding of a policy violations, outcomes vary, depending on the circumstances of each case. Examples in 2019/20: **remedial educational initiatives; mandated training; professional coaching; no contact orders; designating PNG (persona non grata) prohibition from campus; documented discussions; and termination of employment.**

Outcomes



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