

Sexualized Violence Prevention and Response

Annual Report 2024-2025

Sexualized Violence Prevention and Response (SVPR) within the Office of Student Affairs (OSA) which is in Student Services, delivers educational opportunities to members of the TRU community, supports the ongoing implementation of the Sexualized Violence BRD 25-0 Policy, and provides direct support to victim/survivors of sexualized and intimate partner violence.

SVPR provides personalized support services to all members of the campus community. Regardless of when or where the incident(s) occurred, SVPR ensures comprehensive assistance to all survivors of sexualized and domestic violence. This includes emotional support, safety planning, academic support, referrals to campus and community resources, information on reporting options, and support through formal reporting processes. SVPR values feedback from community members to improve its services. Feedback mechanisms include a webform accessible on the SVPR website, as well as anonymous surveys at the end of each training session.

Disclosures and Reports

Disclosures of sexualized violence	65
Disclosure of domestic violence	9
Number of formal reports to TRU	11
Number of TRU faculty/staff who have notified the SVPR of a disclosure	17

Supports Accessed

Individuals who accessed at least one kind of support	84
Support sessions overall	90
Emotional support, including written communication	137
Safety planning	23
Referrals to campus/community-based supports (counselling, housing support, outreach, advocacy, Victim Services, food security or substance/alcohol use)	120
Academic support (WEC, DEF, etc.)	7
Medical supports (support accessing campus medical clinic or hospital, help accessing medication)	1

Accessibility supports (support accessing or referral to campus service)	2
Housing needs	3
Financial supports	5
Information about reporting options	23
Support through formal processes	13
Information about other support strategies or services	76
Supporting the support person	10

Education and Prevention Activities*

*These charts do not include events listed under New Initiatives.

Student and Employee Orientation Activities

Type	Format	Number of participants
Adventure Student Orientation	In person presentation	37
New Faculty Orientation	Tabling	20
Winter 2025 International Student Orientation	In person presentation	350
Spring 2024 International Student Orientation	In person presentation	100
Fall 2024 International Student Orientation	In person presentation	600+
Back to School BBQ	Tabling	600+
Wolfpack Athlete Orientation*		
Law Student Orientation*		

*unable to attend due to staff shortage

Tools for Change Training

Program	Format	Number of participants
Residence Advisors	In person, 6 hours	27
Adventure Studies (First year students)	In person, 6 hours	37
Engineering (5 th year students)	In person, 6 hours	15
Engineering (First year students)	In person, 6 hours	25
Peer Mentors and Ambassadors *		

*unable to facilitate due to staff shortage

Introduction to SVPR Presentations

<i>Class/Club/Group</i>	<i>Number of participants</i>
Human Service Worker	25
Communications	16
University Library staff	6
Communications	16
House 5/Soup Circle	15
Queer Connections	10
Communications	14
Communications	18
Communications	25
Communications	14
Communications	17

Campaigns

Name	Duration	Format	Content	Collaborator
Red Zone Campaign	6 weeks	Tabling, social media, posters	Defining sexualized violence, consent, bystander intervention, online safety, safer partying, SVPR resources and services	Residence
16 Days of Action Against Gender-Based Violence	16 days	Social media, Student Street engagement activity, workshop		Writing Center
Sexual Assault Awareness Month	1 month	Tabling, social media, posters, events		Wellness Center, Writing Center, Community-Based Art Therapist

Movie Series

Collaborator	Number of participants	Content	Film
Orientation and Transitions	25	Introduction to SVPR, consent, bystander	Superbad

		intervention, safer partying, SVPR services and resources	
Gender and Sexual Diversity	2	Trans Awareness, SVPR services and resources	The Stroll
Orientation and Transitions	20	SVPR services and resources	Taylor Swift Eras Tour
Gender and Sexual Diversity	45	SVPR services and resources	Single All the Way

*Tabling/Wagon-ing**

*Ambassadors engaged in outreach across campus using a wagon full of prizes and resources.

Associated with	Number of participants	Content
Red Zone Campaign: Tabling in Residence	410	SVPR services, safer parting, online safety, consent, bystander intervention, healthy relationships
Red Zone Campaign: Wagon-ing On Campus	55	
<i>Perceptions of Sexualized Violence</i> Survey Promotion	157	Survey promotion, SVPR services, SVPR Moodle course

Resource Fairs

Host	Number of participants
TRUSU Pride Parade and Resource Fair	26
North Tower Residence Halloween Resource Fair	35
Student Life Winter Resource Fair	48

Pop Up Events

Host	Number of participants
Writing Center	15
House 5 / Cplul'kw'ten	5

Other

Type	Audience	Collaborator	Number of participants
Workshop: Spoken Word Poetry	Students, employees	The Writing Center	9
Workshop: The Art of Resistance	Students, employees	Pamela Fry, community-based art therapist	8
Workshop: Writing Advocacy Letters	Students, employees	The Writing Center	6
Event: Consent Tea	Students, employees	The Wellness Center	62
Speaker Event: Meghan Gardiner, "The Power of Sharing Your Story"	Students, employees	The Wellness Center	73
Radio Interview	Students, employees	Mark Zhang from Counseling services	Unknown
Student Newspaper Interview	Students, employees	The Omega	unknown
Guest Lecture: Wellness in Helping Profession/Nature-based programming	Students	Adventure Studies	13
Responding to Disclosures training	Community based peer program participants	Kamloops Sexual Assault Counseling Center, Kamloops Mental Health and Substance Use	6
Take Back the Night March	Kamloops community	Kamloops Sexual Assault Counseling Center	unknown
Workshop: Burnout/Wellness in Helping Professions	TRU employees	none	6
Guest Lecture: Intimate Partner Violence Social Work Class	TRU students	Andrei Ouspenski, HUMS and Social Work	14
Indigenous Wellness Circle	TRU students	Andrea Brassard, Counseling	2
"Dissolve": Theatre Performance	Kamloops community	Y Women's Emergency Shelter	20

Throughout 2024-2025, the Sexualized Violence Prevention and Response Office (SVPRO) explored new education and prevention strategies that are rooted in community-building, accessibility, and peer-support. The Office is working from the belief that a strong sense of community and connection to each other *is* preventative. Programming for the 2024-2025 year focused on developing and disseminating materials that can be accessed remotely or facilitated by multiple members of the TRU community. Our goal was to increase access to training and empower active participation by staff, faculty, and student leaders rather than solely relying on material that is delivered in person by an SVPRO Manager. These efforts are well aligned with TRU's vision of the university as a place of belonging "where all people are empowered to transform themselves, their communities, and the world" and the Secwépemc values *Kw'seltknéws* (we are all related and interconnected with nature, each other, and all things) and *Me7 Plúlkwt es Knucwentwécw-kt* (we come together to help one another).

SVPR also increased high-visibility engagement activities to introduce students to the Office's services and TRU's policy, through increased tabling on Student Street and in Residence and by piloting a Peer Ambassador Program. The creation of the Ambassador program was in response to feedback from the Ministry of Advanced Education's 2022 survey that indicated that students want consistent Sexualized Violence Prevention related activities on campus that are highly visible.

New Education/Prevention Initiatives

This section only covers new initiatives. For a list of ongoing initiatives ran in 2024-25, please see the Education and Prevention Activities section above.

Updated Online Faculty/Staff Responding to Disclosures Training

SVPR staff and People and Culture collaborated over the last year to rebuild the Responding to Disclosures training with new engagement activities and updated content on a new virtual platform. Each month, participants are entered into a draw to win a \$50 gift card to campus food services. Participants are invited to share a statement about the importance of the training to be used in institutional promotional marketing. This February, staff worked with TRU's Marketing and Communications team to pilot a short-term compliance measure mechanized through TRU Connect, campus-wide employee communications system, in which readers were flagged to read a statement regarding the mandatory nature of the training. Since launching in October 2024, 237 TRU employees have completed the new training.

New Student-Facing Moodle Course

SVPR teamed with People and Culture and TRU's Moodle support team to launch a new asynchronous student-facing training on Moodle, *Safer Campuses for Everyone*. This 60-minute online training provides students with information about how to support survivors,

consent, bystander intervention, strategies to act on this issue, and resources on and off campus. Participants who complete this training receive a certificate of completion. This training was marketed in November, December, and January to accompany two of SVPR's annual campaigns: *16 Days of Action Against Gender Based Violence* and SAAM (*Sexual Assault Awareness Month*). SVPRO also used social media, prize draws and tabling to promote this training. As of March 10th, 2025, **70** TRU students have enrolled in the training, and **30** students have completed the course and received their certificate. TRU's Culinary Arts program also mandated this training to all incoming first year students moving forward. Upon completing the online training, **18** students engaged in a one hour in-person follow up session with SVPR staff to further enhance their learning. This may provide a new opportunity to engage smaller cohorts on campus who do not have the capacity to attend a 6-hour *Tools for Change* training.

SVPR Support Source/Drop in Group

This initiative is offered in collaboration with a new sexualized-violence focused Counseling role in Student Services. This open group is offered every week for two hours, during which students and staff can drop in, meet staff, ask questions, and connect with peers. Refreshments and light activities are provided. Between mid-January and March 31 of 2025, **9** students have attended in total, with **3-4 students attending each week**. Of note, half of the students are trans or non-binary which is a group that was under represented in accessing SVPRO services prior to starting this group.

Make and Learn Sessions

This initiative provides low-barrier, accessible opportunities to meet SVPR staff, build community, and engage in professional development related to sexualized violence. Using Student Services' new Wellness and Inclusion room and artmaking as an engagement activity, SVPR staff facilitate informal conversation and present resources and information related to sexualized violence and supporting survivors. Four sessions were offered over July and August of last summer, and an additional 2 sessions were offered during the winter semester. On average, **6** employees attended **per session**.

SVPR Student Ambassadors

Feedback from the 2022 Ministry of Advanced Education Survey indicated that the TRU community wants the Office to engage in more high visibility activities. To address this gap, SVPR piloted a Peer Ambassador Program. Two students were hired to work 3-5 hours per week from September 2024 to April 2025. Ambassadors have primarily focused student outreach and engagement activities including tabling, pop-up events in popular student-service locations like Residence, Indigenous Student Services, and the Writing Center, and short introductory presentations in classrooms. Ambassadors ran 1-2 activities per month. They have also supported the development of 4 workshop tool kits to be used by Residence Advisors to ensure that student perspectives and voice are included.

Residences Programming Tool Kits

This collaboration between Residence and SVPR is designed to increase the reach of SVPR peer-led programming. SVPR staff, Ambassadors, Residence staff and a BSW social work practicum student worked towards the development of four workshop tool kits on supporting survivors, consent, bystander intervention and healthy relationships. These tool kits are being designed for Residence Advisors with the goal of creating accessible, peer-led SV programming that can be ran and easily modified year to year. Each tool kit contains a slide deck of content and resources, and a cache of games, activities and discussion questions that Residence Advisors can “mix and match” to create their own event. These workshops will be piloted and evaluated next academic year.

Faculty “Introduction to SVPR” Slide Deck

This slide deck is designed for faculty to incorporate a short overview of TRU’s SVPR services into their classroom orientations and includes brief suggestions for introducing the conversation to the classroom. This resource was promoted during the *16 Days of Activism Against Gender-Based Violence* campaign, *January’s SAAM (Sexual Assault Awareness Month)* campaign, and is available on the SVPR website.

“Supporting SVPR” Employee Checklists

Three action-oriented checklists were created to give CUPE staff, faculty and administrators concrete strategies to support SVPR’s work. These resources were promoted during the *16 Days of Activism Against Gender-Based Violence* campaign and *January’s SAAM (Sexual Assault Awareness Month)* campaign. They are available on the SVPR website.

Additional Activities Undertaken by SVPR

Student Perceptions of Sexualized Violence Survey

The *Student Perceptions of Sexualized Violence Survey* was launched by the Ministry on February 10th. **1392** TRU students completed the survey, with a response rate of 12%. TRU’s SVPR Office and Student Ambassador’s collaborated with TRU’s Student Service’s Communications team and TRU’s Residence staff to promote the survey through social media and tabling activities both on campus and within Residence. The initial survey report can be found on the [SVPR website](#). Notable highlights of the survey include:

- TRU outranked all other institutions in students’ perceptions related to *prevention efforts* and *trust in institutional response*;
- 29% of students identified SVPR staff as the person they were most likely to disclose to, with all other PSI’s ranking between 22%-25%;
- TRU outranked every other institution in 6 different areas of *awareness of and access to resources*

Policy Revision Update

Student Services, with the assistance of General Counsel and People and Culture, reviewed the Policy and suggested amendments to the processes outlined in the SV Policy. A working group provided community consultation on and off campus. Six consultations were held with student, faculty and community groups along with an online form for anonymous submissions. The AVP Students, the Director of Student Affairs, and the Sexualized Violence Prevention and Response Managers drew on resources organized by the Ministry of Advanced Education, Skills and Training; Kamloops Sexual Assault and Counselling Center; and BC Campus.

Student Services welcomed feedback on the proposed amendments from February 14 through April 11, 2024. In-person and virtual meetings were held with partners that included TRUFA, TRUFA's Gender Equity Committee, TRU Student Union, CUPE, People and Culture, Legal Counsel, TRU's Gender and Sexual Diversity Manager, and Indigenous Student Services. The amendments were passed and are now included in the Policy.

Below are some of the key proposed amendments to the Policy and the rationale:

1. **Clarifications to previous Definitions**, including: a) **Consent**: Added the age of consent to align with Canadian legislation; b) **Responsible Officer**: Changed the Responsible Officer for non-students from the Dean of Law to AVP People and Culture and added who to report to if the Report involves a member of leadership within the institution or a Responsible Officer of the Policy; c) **Sexualized Violence**: Expanded this definition to include technology and facilitated violence which will assist the University in responding to Reports of online harassment, virtual distribution of sexually explicit photographs, and online stalking; d) **Student** and **University Community**. Updated these definitions to align with current wording in other institutional policies.
2. **Added new Definitions**, including: a) **Accommodations**: This definition will support academic concessions for people who experience sexualized violence; b) **Retaliation**: This definition will clarify what action constitutes acts of retaliation.
3. **Further defined Scope**: These changes align with the Harassment and Discrimination Prevention Policy and allow provisions to apply while determining scope.
4. **Clarification of what constitutes Disclosure and Support**. This provides clarification of what information is needed by the SVPRO when there is a disclosure.
5. **Clarifications on when a third-party report** will be accepted for investigation.
6. **Clarification in the investigation processes** with the timeline for interim measures review extended from 14 days to 20 days which better aligns with the time needed for investigations.

7. Direction on who is responsible for storing records involving investigations of sexualized violence.

In addition to the Policy updates , the Sexualized Violence Prevention and Response Office met with the General Manager of Residence Services to review Campus Living Center's addendum on the Policy for responding to and documenting disclosures in Residence by staff to ensure alignment with campus practices.

Conclusion:

In summary, in 2024-2025, SVPRO focused heavily on creating training and resources that increase access to students and employees who may have limited ability to engage in longer sessions. These were added to supplement existent in person training. Tool development also focused on practical tools that can be used by faculty in class. SVPRO focused on increased visibility with the continuation of the Peer Ambassadors who make in person connections with students to promote resources. Access to survivor support was increased with group and drop-in sessions that were successfully piloted. Survivor support numbers remained steady. We look forward to applying survey results to training and tool development in the upcoming year.