



UBC VANCOUVER
SEXUAL ASSAULT RESPONSE
AND SUPPORT PROTOCOL

FEBRUARY 2016

PURPOSE

This document reviews current UBC practices and procedures regarding sexual harassment and sexual assault. UBC is committed to moving forward to revise these practices and procedures in a variety of ways, including policy revision, educational programming, and institutional change. However, a key motivator in producing this document comes from knowing that what we do now is an important prelude to revision and reform. Given recent events surrounding sexual violence on campus, many people have asked about existing practices and procedures, and this document also responds to those questions.

Sexual Assault Awareness Month was instituted at UBC seven years ago and the release of this document now, in February of 2016, is also part of the continuing effort to raise awareness of institutional policies, their strengths and weaknesses, and to help as a stepping stone to new and better practices. How sexual violence is responded to by institutions is being considered widely in universities and colleges across Canada and in the U.S. As we move forward, we must listen and learn from those broader discussions, and from the local community, but we also need to understand what we do presently at UBC.

The material presented here comes from a variety of sources including current statements on UBC websites, material used in professional training, resources available on campus to support individuals, and present UBC policy documents (see Appendix A for sources). We are also in the midst of change in policies and procedures, and while what is included here refers to current protocols, these will change in the months ahead. The plans for how we are proceeding with consultation and change are sketched out briefly in Appendix B.

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PREAMBLE

UBC is committed to supporting the wellbeing of all members of our community (see for example, Policy 3 on Discrimination and Harassment).

The University of British Columbia has responsibility for and is committed to providing its students, staff and faculty with an environment dedicated to excellence, equity and mutual respect; one that is free of Discrimination and Harassment; and one in which the ability to freely work, live, examine, question, teach, learn, comment and criticize is protected.

Policy 3: <http://universitycounsel.ubc.ca/files/2013/08/policy3.pdf>

The University recognizes that sexual assault and gender-based violence are significant issues on our campus and in universities across Canada. Sexual violence is endemic in Canadian society and although precise rates are impossible to establish, existing evidence suggests the prevalence is high.¹ Sexual violence has persisted as a gendered and vastly underreported crime rooted in historical and contemporary social norms, attitudes, practices, and belief systems.

Universities represent a unique environment with a critical role to play in combatting sexual violence in society. On a direct level, statistics show that young women aged 15 to 24 are particularly vulnerable to sexual violence, with research showing that 15 to 25% of college and university-aged women will experience some form of sexual assault during their academic career.² Research also shows that 6.1% of male students in college and university experience some form of sexual assault.³ While data relating to sexual assault experience by transgendered individuals in Canada is lacking, a recent report by the American Association of Universities found that 1 in 4 transgender students have experienced sexual assault in US institutions.⁴

Recognizing this reality, the University has an obligation to ensure survivors have access to support services and accommodations, receive appropriate and supportive responses to their disclosures, and are provided with clear options for reporting sexual assault. Ingrained attitudes and societal narratives around sexual violence continue to make it difficult for survivors to come forward to seek the support services and accommodations they need and use the reporting options that might work for them. Providing access to services and support is a top priority for UBC. Both UBC Okanagan and Vancouver are working together to develop an institutional approach, building on the strengths of both campuses and adapting implementation to meet the local needs of each campus. In addition to ensuring that survivors are supported in a consistent, caring, and timely manner, the University must foster a safe, respectful, and inclusive environment for all members of our community through a proactive and educative approach addressing the individual and collective behaviours, attitudes, and actions that contribute to the perpetuation of sexual assault and gender-based violence on our campus. Institutional betrayal results when the actions, or inactions, of an organization exacerbate the impact of traumatic experiences.

¹ See Statistics Canada, "Trends in sexual offenses," <http://www.statcan.gc.ca/pub/85f0033m/2008019/findings-resultats/trends-tendances-eng.htm>.

² Developing a Response to Sexual Violence: A Resource Guide for Ontario's Colleges and Universities, Ontario Women's Directorate, 2013.

³ Krebs, C.P., Lindquist, C.H., Warner, T.D., Fisher, B.S., & Martin, S.L. (2007). The Campus Sexual Assault (CSA) Study. Washington, DC: National Institute of Justice, U.S. Department of Justice.

⁴ Cantor et al., Report on the AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct for American Association of Universities, 2015, https://www.aau.edu/registration/public/PAdocs/Survey_Communication_9-18/Final_Report_9-18-15.pdf.

On a broader level, universities hold a critical place in society. With that comes a mandate to contribute to advancing societal culture and understanding issues of importance such as sexual violence. Thus the role of universities lies not only in effectively supporting survivors who disclose a sexual assault, but also in both teaching and research. With respect to learning, this comes in fostering an environment that takes a proactive, educative approach to address the behaviours, attitudes, and actions of our community members. From a research perspective, it comes in continuing to contribute to the knowledge base on which good practices and policies are established. Through all of this, universities equip their students as future leaders with the tools and knowledge to effect change in their communities.

CURRENT PROTOCOL

During a period when we are reviewing and revising current protocol, it is still imperative that the university be clear with respect to existing information and tools that are available for responding appropriately to the disclosure of sexual assault, and provides support for members of its community who have been sexually assaulted. This document outlines the supports and resources available to members of the university community who may be directly or indirectly affected by sexual assault including procedures for responding to survivors of sexual assault in a consistent, caring, and timely manner.

This protocol was developed as part of an ongoing multilevel response to address gender-based violence, including sexual assault and the underlying sociocultural environment or 'rape culture' that fosters it. This response and support protocol is framed by a series of core commitments, both aspirational and practical, that the University aims to fulfill in all initiatives that comprise our ongoing and systemic response to combat sexual assault.

LANGUAGE

UBC's commitment and response to sexual assault is underscored by a gender inclusive approach that aims to develop strategies and resources that are supportive to all students. Sexual assault has been and remains a predominantly gendered crime with women being disproportionately victimized, and, in most cases, the violence is perpetrated by a man. Accordingly, many groups and organizations choose to utilize pronouns and language that reflect that majority. Such an approach is valid, important, and justified for the organizations that employ it.

However, UBC's community is diverse and the University is committed to ensuring that all members of our community feel safe, included, and supported.

While the overwhelming majority of sexual assault survivors are women, individuals of all gender and sexual identities may experience sexual assault, and there are survivors of all gender and sexual identities on our campus. As such, UBC uses gender inclusive language in all resources and communication related to sexual assault.

ACCOMPANYING RESOURCES AND CONTACTS

This document is a consolidated resource that brings together various sources of information to assist students, faculty, and staff in understanding and responding to sexual assault on campus. There are a number of other resources that have been developed to support survivors and University community members who may be supporting survivors. These include:

- **Web resources for students, faculty, and staff** – webpages cover sexual assault, consent, and healthy relationships, supporting survivors, and prevention: students.ubc.ca/sexual-assault and facultystaff.students.ubc.ca/sexual-assault-response-and-education.
- **Reporting Resource Document for Survivors (under development)** – provides an overview of reporting options for student survivors of sexual assault and detailed information on University reporting and disciplinary processes.
- **Sexual Assault: Assisting Student Survivors** – a two-page, printed step-by-step guide that provides information on how to respond to a disclosure of sexual assault and how to support a survivor.

Section 6 of this document provides a listing of UBC and community services and resources available to survivors of sexual assault. The following web resources reflect UBC's approach to and programming aimed at creating a safe, welcoming, and inclusive community, and preventing instances of sexual assault on our campuses.

- Creating a respectful learning and working environment: equity.ubc.ca
- Workplace health and wellbeing for faculty and staff: hr.ubc.ca/health
- Campus Safety Resources: students.ubc.ca/campus/safety
- Campus Safety Alerts: security.ubc.ca
- Really Campaign: really.ubc.ca
- VIP Connector: violenceprevention.ubc.ca
- Definition of consent: students.ubc.ca/consent
- Building Healthy Relationships: students.ubc.ca/livewell/topics/relationships-and-respect
- Sexual Assault Awareness Month: students.ubc.ca/saam

QUESTIONS, COMMENTS, CONCERNS

If you have any questions about or comments on this document, please contact:

Student Development & Services, Office of the Vice-President, Students: 604-827-2565 or vpsassist@mail.ubc.ca

SECTION 1: DEFINITION OF TERMS

Below is a general summary of the terms contained in the UBC Sexual Assault Response and Support Protocol. It is important to note that some of these definitions include reference to terms that are fully defined by the Criminal Code of Canada, which all members of the University community are legally obligated to abide by. The purpose of the definitions contained herein is to provide a general understanding, rather than a comprehensive accounting of the law on sexual assault and consent in Canada.

SEXUAL VIOLENCE

Sexual violence is a continuum of non-consensual sexual contact ranging from sexual harassment to sexual assault. It is any sexual act or behavior that is perpetrated against someone's will when someone does not or cannot consent. Victims of sexual violence may know the perpetrator(s) through their work, school, or friendship network, and/or may be involved in a dating or marital relationship with the perpetrator, or the perpetrator may be unknown to the victim. A person of any age or gender may be a victim of sexual violence although the vast majority of sexual violence is perpetrated by men against women.

SEXUAL ASSAULT

Sexual assault is any form of sexual contact without a person's consent, including the threat of sexual contact without consent. Sexual assault can range from unwanted sexual touching to forced sexual intercourse. It can involve situations where sexual activity is obtained by someone abusing a position of trust, power, or authority. It is often understood as the most egregious form of sexual harassment.

Sexual assault is a crime, whatever the past or present relationship between the people involved (e.g. married or living together, dating, friends, acquaintances, strangers). Sexual assault is not about love, lust, or unsatisfied sexual desires. No one has the right to threaten or force another person to have sexual contact. No one has the right to abuse a position of trust, power, or authority to get another person to have sex (BC Ministry of Justice).

People of all ages and genders can experience sexual assault. Sexual assault can be perpetrated by students, faculty, staff, or others, and an individual from any of these groups can be a survivor of sexual assault.

Most people know the person who assaulted them. It can be someone the survivor knows a little, such as a first date, or very well, such as a good friend or partner. Many people do not tell anyone of their assault, or even realize it was an assault, until months or years later.

Note: sexual assault is further defined in the Criminal Code of Canada, sections 265(1) and (2), and 271-273.

SEXUAL HARASSMENT

Sexual harassment is a second form of sexual violence where the behaviour is i) non-consensual and ii) sexual or related to a person's sex. Whereas sexual assault is a crime prosecuted under the Criminal Code of Canada, sexual harassment is a civil offense coming under different legislation at the provincial and federal level.

Sexual harassment involves behaviour of a sexual nature that could reasonably be considered objectionable or offensive. Frequently, although not exclusively, sexually harassing behaviour occurs in relationships characterized by differences in power or authority between individuals (e.g. professor/student relations; senior professor/junior professor).

CONSENT

Consent is the voluntary agreement to engage in the sexual activity(s) in question and to continue to engage in the activity. If someone expresses, by words or conduct, a lack of agreement to engage in the activity or to continue to engage in the activity, there is no consent. Consenting to one kind of sexual activity does not mean that consent is given for another sexual activity, and consent only applies to each specific instance of sexual activity.

Consent:

- Cannot be assumed or implied
- Cannot be obtained if the agreement is expressed by the words or conduct of a person other than the person engaging in the activity
- Cannot be obtained if the person involved is incapable of consenting to the activity, such as when they are affected by alcohol or drugs, or if they are unconscious
- Cannot be obtained through the application of force, as the result of threats or fear of the application of force, by fraud, or by an exercise of authority
- Cannot be obtained if the perpetrator induces the survivor to engage in the activity by abusing a position of trust, power, or authority
- Can be revoked at any time

Note: consent as it relates to sexual assault is further defined in the Criminal Code of Canada sections 265(3) and 273.1.

UNIVERSITY COMMUNITY

The University community includes anyone who is a student, a member of the faculty, or a staff member employed by the university, anyone living in an official UBC residence (as opposed to living in the official University Neighbourhood in Vancouver), or anyone working or studying at one of the officially recognized UBC teaching sites throughout the province. It also includes students, faculty, and staff who are studying or working abroad under the auspices of the University.

DISCLOSURE

Disclosure involves the sharing of information – explicit or general, intentional or accidental – regarding an incident(s) of sexual violence by a survivor to another individual(s). Disclosures can be made to anyone, and are usually made to a person who the survivor knows and/or trusts.

Reasons for disclosures differ, as do the needs of a survivor who may disclose. There is no singular response or process associated with a disclosure; it is an individualized process that is driven by the needs and wishes of the survivor. Most survivors who choose to disclose may not wish to report the incident, and may instead be looking for information about resources, supports, and/or accommodations.

REPORTING

Reporting refers to providing a formal account or statement about a sexual assault to an individual or institution that has the authority to take actions to address incidents of sexual assault. A report can be made by a survivor, or in some cases by a third party.

Reporting can be an outcome of disclosure, but it is not the only possible outcome. Reasons for reporting can differ from concern for community safety to seeking disciplinary or criminal actions against the perpetrator.

Survivors can report an assault to local law enforcement, the University, neither, or both. At UBC there is no mandatory 'duty to report,' and any reporting has to be agreed to by the survivor.

SECTION 2: CONTEXT

RAPE CULTURE AND SEXUAL ASSAULT

Rape culture, an academic term coined in the 1970s, is defined as a “complex set of beliefs that encourage male sexual aggression and supports violence against women” (Women Against Violence Against Women; wavaw.ca).⁵ In a rape culture, women perceive a continuum of threatened violence that ranges from sexual remarks to sexual touching to sexual assault itself. Common characteristics of rape culture include oversexualization of women, victim blaming and trivializing of rape, and acceptance of sexual violence. A rape culture condones physical and emotional violence against women as the norm. Universities are not immune to wider social environments, gender biases, and rape culture. Our students come from around the world and interact heavily with popular culture within which rape culture and gender-based violence are endemic. It is important for us to reflect on what the term is describing and the tangible impacts that a rape culture has on fostering a respectful and equitable environment for all community members.

Rape culture reinforces the overuse of alcohol as an acceptable means to obtain and engage in sexual activity. Alcohol is involved in over 80% of sexual assaults and is often used as a weapon to incapacitate individuals. People are responsible for their actions whether or not they are under the influence of drugs or alcohol. This responsibility includes determining whether consent is being given before and during the sexual activity. Perpetrators cannot use their intoxication as a defense to suggest they didn't understand that no consent was given.

Sexual Assault is Underreported

Statistics show that only a small percentage of survivors of sexual assault report their assault to authorities such as law enforcement.⁶ However, many survivors choose to disclose their experience to someone they trust.

While disclosure is a more likely step for survivors to take, it is still⁷ a difficult one and the response that a survivor receives in their initial disclosure often has a profound impact.

⁵ UBC President's Task Force on Gender-based Violence and Aboriginal Stereotypes, <https://equity2.sites.olt.ubc.ca/files/2014/05/Task-Force-on-IGBVAS-Final-Report-March-28-2014.pdf>.

⁶ Canadian Centre for Justice Statistics, Juristat, “Sexual offences in Canada,” Volume 23(6), p. 1.

⁷ Developing a Response to Sexual Violence: A Resource Guide for Ontario's Colleges and Universities, Ontario Women's Directorate, 2013.

Common Barriers to Disclosure and Reporting

Disclosure and reporting of sexual assault are connected but are not synonymous. While they are distinct experiences and processes, many associated fears and apprehensions are similar and connected. Some common barriers include:

- Unclear on what constitutes an assault
- Fear of not being believed, or of being blamed, made to feel guilty, or shamed
- Fear of discrimination due to identity or personal background
- Fear that the survivor will have to repeat their story multiple times to be heard or believed, or to have action taken
- Concerns about reporting process and associated questions, judgement, and investigations
- Concerns about confidentiality and privacy
- Perceived loss of control once report or disclosure is made
- Systemic distrust of formal support services and/or law enforcement organizations.
- Fear that law enforcement will become involved
- Fear of sanctions or police investigation when underage drinking or illegal drugs are involved
- Fear of retribution by perpetrator or others
- Concern for safety

As noted above, institutional betrayal is a term used to refer to the actions, or inactions, of an organization that can exacerbate the impact of traumatic experiences.⁸ In the case of sexual violence, this framing points to the imperative of institutions to have in place practices and procedures that support survivors of sexual trauma, and to have protocols that ensure people in the organization have sufficient awareness of, and training in, responsive and supportive processes.

⁸ Carly Smith and Jennifer Freyd, 2014, "Institutional Betrayal," *American Psychologist* 69(6): 575-87.

SECTION 3: COMMITMENTS

COMMITMENT TO A RESPONSIVE AND SUPPORTIVE COMMUNITY

Sexual assault is a serious crime and is never the fault of the survivor. Coming forward to share an experience or make a report is a difficult, personal, and complex process for survivors. UBC is committed to ensuring that survivors have access to the support, resources, and information they need to make the decisions that are right for them.

Research shows that survivors are most likely to first share their experience by disclosing to a person they trust such as a friend, family member, roommate, classmate, or staff or faculty member.⁹ Research also shows that the response to this first instance of disclosure has profound impacts on the wellbeing of a survivor and the subsequent decisions they make about reporting and seeking support. This means that everyone in our community has a role to play in ensuring that survivors are met with a supportive, accurate, and timely response upon disclosure.

The University recognizes that for its community members who may receive disclosures, it can also be difficult to know what to say or do, or to know what a survivor's options are for support and reporting. As such, the University is committed to making information and educational resources available to all of its community members to ensure that we are collectively in a position to provide survivors with the supportive, responsive, and understanding environment they deserve. The ways in which we, as a community, discuss issues of sexual assault and how we respond to individual disclosures have a real impact on the campus culture and climate for survivors, and are therefore of the utmost importance.

COMMITMENT TO SUPPORTING SURVIVORS

Sexual assault is a violation of the body, mind, and spirit, and can profoundly affect a person's physical and emotional health and wellbeing. All survivors who disclose or report their experience to the University will be provided with compassionate, non-judgmental, and respectful support. There is no right or wrong way for a survivor to react following a sexual assault.

The University recognizes that survivors are the experts in determining what is best for their own wellbeing and safety, and that this may change over time. Accordingly, the University is committed to ensuring that survivors who seek support from the University have access to the information they need to make the decisions that are right for them and that they are leading the process at all times. To enable this, all survivors have a right to seek information about reporting options, including the University disciplinary process, without having to provide details of their experience.

The University maintains the rights of survivors to decide whether, when, and to whom they would like to report their experience. Regardless of whether a survivor chooses to make a report to the RCMP or the University, the University is committed to providing safety planning, academic, and work-related accommodations as well as access to on-campus support services and referrals to off-campus support services.

⁹ Lindsay, M., 2014. A survey of survivors of sexual assault in three Canadian cities, Research and Statistics Division, Department of Justice Canada, http://www.justice.gc.ca/eng/rp-pr/cj-jp/victim/rr13_19/rr13_19.pdf.

COMMITMENT TO CAMPUS SAFETY

UBC aims to foster a campus climate and culture that promotes respect, inclusivity, and safety for all of its members. The University does not tolerate sexual violence and is committed to responding swiftly and effectively to individual and community risks to safety.

The University is committed to ensuring the confidentiality and privacy of both survivors and alleged perpetrators of sexual assault, while also maintaining the safety of survivors and the campus community. In cases of ongoing or immediate threats to safety, the University may be legally required to report a case to the RCMP.

COMMITMENT TO SOCIAL CHANGE

Addressing deeply rooted societal phenomena manifested on our campus takes more than being ready to respond to an incident when it happens, but rather requires an active commitment to creating a safe and respectful campus environment.

We are not immune to incidents of sexual assault occurring on our campus, and we are in a position to take systemic and progressive action. We have a responsibility to do so as educators of future global leaders and as a public institution entrusted with a social mission to produce and advance scholarship and dialogue on matters of societal importance.

SECTION 4: PROCESS WHEN SOMEONE DISCLOSES OR REPORTS A SEXUAL ASSAULT

CONFIDENTIALITY

The University is committed to ensuring the confidentiality and privacy of both survivors and alleged perpetrators of sexual assault. However, there are exceptional circumstances where the University will be legally obliged to release information to maintain the safety of survivors and the campus community.

In cases of ongoing or immediate threats to health or safety, the University may need to report a case to the RCMP or other relevant law enforcement authorities, issue a Campus Safety Alert, take action under Policy #14 – Response to At-Risk Behaviour, and/or launch an internal investigation. In such cases, general, non-identifying details about an incident may need to be released to the University community. In addition, the University is required to disclose information to child protection authorities where there is evidence of abuse or neglect of a minor by their parent.

In these situations, the survivor who has come forward will be notified directly and the University will continue its commitment to providing support services and any safety planning the survivor may need.

DISCLOSURE

Disclosure and reporting of sexual assault are connected but are not synonymous. They are distinct experiences that often come with a unique set of circumstances, barriers, and responses.

The goal of the University is to ensure that all survivors of sexual assault are connected to the necessary supports and accommodations to address the impacts of sexual assault. Disclosures are the entry point for UBC to respond to sexual assault. Once a student discloses an assault to a member of the University community, there is an opportunity for a coordinated response to support the survivor.

Disclosing a sexual assault to a University staff or faculty member will not automatically result in a formal report being filed. A formal report will only be made if the survivor determines that is the step they would want to take. The University will not require or compel a survivor to participate in any formal reporting or disciplinary processes.

Expectations for Community Members Who Receive a Disclosure of Sexual Assault

1. Attend to the safety of the survivor
 - Call 9-1-1 if someone is in immediate danger or needs urgent medical attention.
 - Encourage survivors to seek medical care and ensure they have somewhere safe to stay.
2. Be caring and compassionate
 - Respect and support the survivor by believing them, listening without interrupting, and encouraging them to seek the support of a trained professional.
3. Provide information on resources
 - Ensure the survivor is aware of UBC and community support services.
 - The list of key resources can be found:
 - i. In Section 6 of this document
 - ii. Online at facultystaff.students.ubc.ca/sexual-assault-response-and-education/sexual-assault-assisting-student-survivors

iii. In the two-page Sexual Assault: Assisting Student Survivors resource, found in the Green Folder

4. Ensure the survivor is aware of reporting options

- Refer the survivor to one of the offices that can provide information on reporting options and facilitate the reporting process.
 - i. Student support, Office of the Vice-President, Students; Counselling Services; Student Health Service; a Residence Life Manager; Campus Security; the Equity and Inclusion Office; or the Student Conduct Manager
Note: refer to the end of Section 6 for contact information for these offices and for other resources referenced throughout this document
- Provide information on where a survivor can learn more about reporting options:
 - i. Online at students.ubc.ca/livewell/topics/sexual-assault#if
 - ii. In the two-page Sexual Assault: Assisting Student Survivors resource, found in the Green Folder

Disclosing to UBC for Streamlined Access to Support and Accommodations

Survivors have a right to disclose their experience to anyone they feel comfortable to approach for support. However, the University recognizes that it can be difficult to disclose or share an experience of sexual assault with multiple people to get the supports a survivor is looking for. As such, the University has identified the following locations/contacts where survivors can disclose directly to receive streamlined access to the accommodations listed in the next section below or to discuss other accommodation options:

UBC Vancouver

Student support, Office of the Vice-Presidents, Students

AMS Sexual Assault Support Centre

Counselling Services

Student Health Service

Student Conduct Manager

Residence Life Manager

Equity and Inclusion Office

Accommodations for Student Survivors

Survivors do not need to make a formal report in order to access accommodations or support. The following is a list of some of the accommodations the University can provide to students who disclose that they have been assaulted:

- Safety planning
- Residence re-location
- Class schedule changes
- Academic accommodations
- Alternative work or activity scheduling

REPORTING

Survivors can report an assault to local law enforcement, the University, neither, or both. Each reporting option involves a distinct process and can result in different outcomes for alleged perpetrators. There is no right or wrong reporting option. Survivors have full agency in deciding if and how they would like to report and what option is best for their circumstances and needs. The University does not require that a survivor go through any particular reporting process and will continue to offer support services and necessary accommodations in any scenario.

Reporting Timelines

There are no time limitations on when a sexual assault can be reported. Reporting a few months or even years after an assault occurred is not uncommon. Survivors are encouraged to report when they feel ready to do so. However, the University can only proceed with an investigative and disciplinary process if the alleged perpetrator is still a University student or employee. If the alleged perpetrator graduates or leaves the University, the University no longer has jurisdiction over them. A criminal complaint could still be lodged, of course.

Assistance with Reporting

Student support professionals in the Office of the Vice-President, Students can work with students to put the appropriate supports and accommodations in place, provide information on reporting options, and facilitate the reporting process should a student choose to make a report. Please contact the Office of the Vice-President, Students at 604-827-2565 or email urgent.vps@ubc.ca.

Counselling Services, Student Health Service, a Residence Life Manager, the Equity and Inclusion Office, or the Student Conduct Manager can also provide information on reporting options, and facilitate the reporting process should a student choose to make a report.

The AMS Sexual Assault Support Centre can also inform survivors about reporting options, and what to expect after making a report. They can also accompany survivors to RCMP or University offices.

Reporting Options

A survivor may choose to report an assault to local law enforcement (the RCMP or the police, depending on where the incident occurred). If the alleged perpetrator is a student, staff, or faculty member at the University, they may report the assault under the Student Code of Conduct or through the Human Resources employee disciplinary processes. Survivors can report to either or both local law enforcement and the University, or to neither.

The University and local law enforcement agencies are distinct entities; as such, the reporting processes differ and reports made to one entity will not be shared with the other except with the survivor's consent or as authorized by law.

University Processes

- Alleged perpetrator is a student – Non-Academic Discipline under the Student Code of Conduct
- Alleged perpetrator is UBC faculty or staff – Equity and Inclusion Office
- Alleged perpetrator is student, faculty or staff – Reporting to University without Discipline Process (i.e. survivor/victim not wanting disciplinary action)

External

- RCMP/Police for Action
- RCMP/Police for Registering Incident
- Civil action

University and local law are distinct from one another, which means that if a report is made to both local law enforcement and the University, the processes can take place in parallel.

Making a Report

Sexual assault is different from other violations of University standards of conduct because of the highly personal nature of such assaults. As such, reporting procedures for allegations of sexual assault under University processes are designed to be flexible and responsive to what we know about survivor needs and the barriers to reporting.

Survivors can make a formal report to any of the following offices when they are ready:

UBC Vancouver

Student Conduct Manager

Campus Security

Human Resources

Equity and Inclusion Office

Survivors are invited to bring an individual they trust or a support resource with them when making a report or seeking information about University processes, regardless of where they make a report.

When making a formal report to the University, a survivor will be asked to provide a statement. The individual taking the report will be trained in taking statements and will know the appropriate information to gather in order to move forward with University disciplinary processes. The report taker may ask the survivor follow-up questions and will make notes on the statement provided. Once the statement has been taken, it will be transcribed by the individual who took the report and sent to the survivor to review for accuracy.

University Processes

The process for investigation, decision, and disciplinary action from a report made to the University depends on the relationship of the alleged perpetrator to the University.

Alleged Perpetrator is a Student - Non-Academic Discipline under the Student Code of Conduct

The UBC Student Code of Conduct sets out the standards of conduct expected of students. It holds individuals and groups responsible for the consequences of their actions. Sexual assault falls under section 4.2.1, Misconduct Against Persons.

Under the process set out in the Student Code of Conduct, cases of student misconduct are investigated and, if misconduct is found, disciplinary measures may be imposed by the President.

The Student Code of Conduct applies to incidents where the alleged perpetrator is a UBC student and the incident took place on campus or, in certain circumstances, off campus.

It is important to note that the University's non-academic discipline process is not a substitute for criminal proceedings, and the University does not have the jurisdiction that local law enforcement has. The University is only able to impose disciplinary measures that relate to the relationship between the student and the University.

For detailed information on Discipline for Non-Academic Misconduct: Student Code of Conduct, including the processes and procedures, see: calendar.ubc.ca/Vancouver/index.cfm?tree=3,54,750,0.

Alleged Perpetrator is UBC Faculty or Staff - Equity and Inclusion Office

If the assault was committed by a UBC employee, and it occurred on or, in certain circumstances, off campus, the incident can be brought to the Equity and Inclusion Office, which will work with Human Resources or Faculty Relations and the unit involved on support, reporting, and investigation.

For more information about UBC's approach to investigatory and disciplinary processes for all UBC employees, see: hr.ubc.ca/administrators/employee-relations/discipline-in-the-workplace/.

Reporting without Disciplinary Process

In cases of reporting to the University or to local law enforcement, if a survivor does not wish to proceed with a process, they may still provide information on the assault to ensure that the appropriate authorities are aware of the incident and the perpetrator, for the survivor's personal safety or community safety, or for future investigative purposes.

If a student chooses to make a report to the University and is not sure if they would like to proceed with the disciplinary process right away, the University can keep the statement on file for the future and the survivor may take their time to determine if they would like to proceed. However, it is important to keep in mind that if the alleged perpetrator graduates or leaves the institution in the interim, the University will no longer have jurisdiction over them and will not be able to proceed.

External

RCMP/Police

If a survivor is seeking criminal charges against a perpetrator, or the incident does not fall within the University's jurisdiction, or they are seeking measures that the University cannot impose, they can make a report to local law enforcement (the RCMP or the police, depending on where the incident occurred). They may also report to local law enforcement if they wish to make them aware of the incident for broader safety or investigative purposes, but do not wish to pursue criminal charges against the perpetrator.

Civil Claims

Civil claims may be another option for survivors of sexual assault. Civil claims are separate from criminal proceedings. As such, a civil case can be filed even if an individual is found not guilty through a criminal process.

An individual found to be liable in a civil claim will not be put in prison or face other criminal disciplinary measures but may be ordered to pay damages to the survivor. More information about civil processes can be found through the following resources:

bwss.org/services/law-reform/legal-resources/

owjn.org/owjn_2009/legal-information/aboriginal-law/97

Other

Alleged Perpetrator is Not a Member of the University Community

The University is only able to take direct disciplinary actions against members of the University community. In a case where a student is reporting an assault involving an individual who is not a student, or faculty or staff member, the University may be able to restrict a non-University community member's access to campus under Policy 14 – Response to At-Risk Behaviour, but cannot impose restrictions beyond the physical campus.

If unwanted interactions with the alleged perpetrator are primarily likely to occur beyond campus, a survivor should consider reporting to local law enforcement, whose jurisdiction is broader than that of the University.

For more information about UBC Policy 14, see: universitycounsel.ubc.ca/files/2011/06/policy14.pdf.

Anonymous and Third Party Reports to the University

When submitting an anonymous or third party report, it is important to know that the University will not be in a position to pursue any disciplinary process as a result of the report unless there are other external circumstances (such as other reports in which the same individual is identified) which warrant doing so. If there are broader campus safety concerns associated with the report, the University will take appropriate action to ensure the safety of the campus community.

Anonymous Reporting

A survivor may choose to report anonymously to the University; in such cases, no details are recorded about the student who has brought forward the report. You may share the name of the alleged perpetrator and what transpired.

Third Party Reporting

A third party (including the AMS Sexual Assault Support Centre or University community members who have had a sexual assault disclosed to them) may report an incident on behalf of a survivor. If a third party report is made on a student's behalf, the student will not be contacted or required to take any actions unless they wish to do so, or if there is an immediate threat to anybody's safety that requires the University to act.

With both anonymous and third party reporting, the University will use the information provided for reporting of statistics and informing ongoing safety considerations. The University will also keep a record should the individual named in the report be identified in other reports.

Anonymous and Third Party Reports to the RCMP

Community support services can file third party reports to the RCMP on a survivor's behalf. The following UBC services can also make a third party report on a survivor's behalf to the RCMP:

UBC Vancouver

AMS Sexual Assault Support Centre

Campus Security

Student Conduct Manager

CAMPUS SAFETY ALERTS

In cases where the safety of the UBC community is in question, a safety alert may be issued. Safety Alerts provide information to the campus community regarding sexual assaults that have occurred to promote safety. The language of Safety Alerts is empowering, inclusive, and respectful in voice and tone, and encourages positive community and individual action.

Campus alerts are issued if the following criteria are met:

- a serious incident has occurred; or
- there is a risk of a crime or serious incident recurring; or
- an RCMP investigation will be assisted by bringing forward witnesses and information.

Campus safety alerts are issued using a standard template that contains only factual information. No personal information or identifying information of survivors are included in alerts. Alerts generally include the following information:

- A description of the incident and suspects involved
- A request for any information from the public
- A statement outlining the rationale for issuing the alerts to the campus community
- Safety tips focused on personal safety
- Victim or survivor resources and support services available

Once a campus safety alert is issued, the University may issue campus safety updates as necessary.

SECTION 5: SUPPORTING A SURVIVOR OF SEXUAL ASSAULT

The first person a survivor discloses sexual assault to is generally referred to as the “first responder”. The primary role of first responders is to be supportive and validating, and to provide information on helpful resources for the survivor. The following are key elements of effective responding, written for those responding to a disclosure of sexual assault. A more comprehensive resource guide to supporting survivors can be found in Appendix C.

Remember, sexual assault is never the fault of the survivor. What clothes a person wore, where they were, who they were with, or whether they were under the influence of drugs or alcohol at the time of their assault is irrelevant. The only person responsible for a sexual assault is the person who commits the crime.

Sexual assault is a violation of the body, mind, and spirit, and can profoundly affect a person’s physical and emotional health and wellbeing. Each person can react differently; however, the following are some reactions that are commonly experienced by survivors of sexual assault:

- A change in how they feel about themselves – for example: lowered self-esteem or confidence
- A change in how they feel about their body – for example: feeling unclean, detached from your body, wanting to clean or harm your body
- Physical symptoms such as headaches, stomach problems, eating and sleeping problems
- Emotional symptoms such as mood swings, feelings of loss or grief, anger, rage, irritability, or feelings of depression (extreme sadness or feeling numb, not caring about the things you used to care about, not wanting to be around other people, etc.)
- Using alcohol, drugs, food, exercise, or other ways to cope with intense feelings
- Lack of motivation and difficulty concentrating
- Problems with sexual intimacy – for example: wanting less or more sex, change in pleasure (lack of orgasm, not feeling emotionally connected to your partner, etc.)

Survivors may be experiencing some of the above reactions to varying degrees. Survivors are the experts in determining which steps and supports are the best for them. The best thing to do is to be caring and compassionate, have a respectful and supportive conversation with the survivor, and then provide an overview of options and support whichever choices a survivor makes.

1. SAFETY: When you are made aware of a sexual assault, your first priority is to ensure the safety of the survivor. If they are in immediate danger or need urgent medical attention, call 911.

2. SUPPORT: Support and validation are instrumental in the survivor's healing process. While there is not one "right" way to support someone who has been sexually assaulted, the following clarifies what is helpful and unhelpful.

Helpful Responses:

- Listen without interrupting. Encourage the student to take his/her time, if necessary.
- Don't panic. Remain calm and concerned.
- Respect the language the student uses to identify what's happened.
- Understand that all individuals express or experience their reactions to an assault in different ways, which may involve the presence or absence of intense emotions.
- Allow for tears and expression of feelings, keeping in mind individual responses may vary.
- Validate the student's experiences or reactions.
- Believe and support the student.
- Acknowledge courage and discomfort.
- Remind the student they are not at fault.
- Help the student identify safe individuals within their existing support system.
- Encourage the student to seek medical attention and/or counselling if they want it.
- Allow the student to make her/his own decisions.
- Ask what you can do to be supportive.
- Provide resources and options as outlined in Sections 3 and 4.

Unhelpful Responses:

- Asking "why" questions or other questions that might imply blame (e.g. "Why didn't you yell?" "What were you doing there?").
- Blaming or judging the student's actions (e.g. "You shouldn't have had so much to drink.").
- Dismissing the student's feelings or minimizing their experience (e.g. "You should just forget about it.").
- Trying to "fix" the problem (e.g. pressuring them to report and/or telling them what to do).
- Trying to assess the assault or determine whether or not the assault actually occurred (it is the responsibility of others to take a formal report).

Sometimes, first responders are overwhelmed by just having heard someone's story and feel "pressured" to do something. You don't have to do or say anything. You do not have to have all of the answers. If someone is disclosing to you, it typically means you are someone they trust and often times they just want to be heard. Don't be afraid to tell them that you don't know the answers, and use that as a point for referral.

3. REFERRAL: A critical part of being helpful to a survivor of sexual assault is facilitating referral to appropriate services and resources.

How to make a referral:

The following are some examples of how you can talk to a survivor of sexual assault about referral:

- "I am here to listen and support you, but it would be helpful for you to talk to someone who has specialized knowledge in this area."
- "There are places that you can go to get information or confidential support."
- "Even if you don't know what you want to do right now, it can be helpful to talk to someone about your options."
- "I would be happy to go with you to talk to someone."
- "What would make it feel safe for you to go talk to someone?"

The next section provides a listing of support services and resources available to student survivors of sexual assault. You can also photocopy or print the very last page of this document and give it to a student survivor.

4. SELF CARE: Supporting a survivor can be an emotional and triggering experience. It is important for students, staff, and faculty members who help others to take care of themselves. There are resources available through the University to provide assistance and support.

Faculty and staff can access counselling support through the Employee Family Assistance Program.

Students can access support through Counselling Services.

SECTION 6: RESOURCES FOR SURVIVORS OF SEXUAL ASSAULT

The following UBC and community resources are available to survivors of sexual assault.

Note: Contact information for each resource is provided at the very end of this section (organized alphabetically).

SAFETY

Call 9-1-1 if someone is in immediate danger or needs urgent medical attention, and ensure they have somewhere safe to stay.

Campus Security

Refer survivor to Campus Security for assistance with safety planning.

Student Housing & Hospitality Services (SHHS)

Refer survivor to SHHS if they require emergency on-campus housing, which is available through the Commuter Student Hostel.

MEDICAL ATTENTION

Vancouver General Hospital Sexual Assault Service

Refer survivor to the Vancouver General Hospital Emergency Department, where they should ask for the Sexual Assault Service.

If the survivor is on campus, Campus Security or Student Health Service will provide them with immediate transport to Vancouver General Hospital.

Student Health Service

Refer survivor to Student Health Service for medical services. (Note: this does not include forensic exams.) It is important to inform students that they are not required to pay for medical services at Student Health Service.

EMOTIONAL SUPPORT

Counselling Services

Refer survivor to Counselling Services at UBC for confidential, free, and one-to-one counselling support.

AMS Sexual Assault Support Centre (SASC)

Refer survivor to SASC for free and confidential short-term and crisis emotional support. SASC can also assist survivors with resources, referrals, and advocacy services relevant to individual need.

Women Against Violence Against Women (WAVAW)

Refer female survivors to WAVAW for support. WAVAW Rape Crisis Centre counsellors are also available to accompany a survivor to, or meet a survivor at, the Sexual Assault Service at Vancouver General Hospital if requested. WAVAW also offers a 24/7 crisis line for anyone who has been affected by sexual violence.

VictimLink BC

The above represent a number of the key UBC and community supports. If a survivor chooses to seek support from services closer to their home community, refer them to VictimLink BC, which connects people to a network of community, social, health, justice, and government resources, including victim services, transition houses, and counselling resources.

ASSISTANCE WITH HOUSING, ACADEMIC, AND OTHER ACCOMMODATIONS

Accommodations can be coordinated through Counselling Services, Student Health Service, a Residence Life Manager, the Equity and Inclusion Office, or directly through the student support team in the Office of the Vice-President, Students

Student support, Office of the Vice-President, Students

As a starting point, a survivor can be referred to the student support team for assistance with understanding and accessing the different accommodations available.

Student Housing & Hospitality Services (SHHS)

If a survivor requires help with relocation in order to feel safe or emergency on-campus housing, refer them to SHHS.

Academic Advising

If a survivor requires support with their studies, including accessing academic concessions as appropriate, refer them to their Faculty Academic Advising Office. Inform the student that they can choose whether to disclose sexual assault or state that they have experienced personal crisis.

Additional Resource for Accommodation Support

The AMS Sexual Assault Support Centre will also work with everyone, including the student support team, to put in place accommodations.

ASSISTANCE WITH REPORTING

Student support, Office of the Vice-President, Students

Survivors can be referred to the student support team in the Office of the Vice-President, Students for information on reporting options, and for help with the reporting process should a student choose to make a report.

Additional Resources for Assistance with Reporting

Counselling Services, Student Health Service, a Residence Life Manager, UBC's Equity and Inclusion Office, or the Student Conduct Manager can also provide information on reporting options, and facilitate the reporting process should a student choose to make a report.

The AMS Sexual Assault Support Centre can also inform survivors about reporting options, and what to expect after making a report. They can also accompany survivors to RCMP or University offices.

SELF CARE

Supporting a survivor can be an emotional and triggering experience. It is important that students, staff, and faculty members who help others also take care of themselves. There are resources available through the University to provide assistance and support.

Counselling Services

If you are a UBC student, access Counselling Services for support.

Employee and Family Assistance Program (EFAP)

If you are UBC faculty or staff, access EFAP for support.

OPTIONS FOR STUDENTS STUDYING ABROAD OR OFF CAMPUS

The University is committed to working with survivors of sexual assault wherever they are in the world. Students who are studying abroad or engaged in experiential learning off campus can choose to reach out to an on-site resource, or to the following units to be connected to appropriate campus resources. Through our partnership networks, the University can also connect students to resources in their country of study and ensure they receive the necessary support to navigate these resources.

Campus Security

Refer survivors to Campus Security for support at any time (available 24/7).

Counselling Services

Refer survivors studying abroad to Counselling Services for emotional support. Counselling can be provided remotely (via phone or Skype),

Program Office

Advise students that they may also reach out to the administration of their program, if they choose to, during local working hours.

ALPHABETICAL LIST OF UBC AND COMMUNITY RESOURCES

Academic Advising

Works with the survivor to support their studies, including providing academic concessions as appropriate. Students can choose whether to disclose sexual assault or state that they have experienced personal crisis.

For more information on faculty and department specific academic advising units, please visit: students.ubc.ca/enrolment/courses/registration/academic-planning/academic-advising-offices

AMS Sexual Assault Support Centre

Provides information, advocacy, support with reporting, and connection to services. Services are confidential and free of charge, and are provided in a supportive, inclusive space.

Nest

6133 University Boulevard, Room 3127

604-822-3475

sasc@ams.ubc.ca

amssasc.ca

Campus Security

Provides assistance in safety planning and 24/7 response. Campus Security staff members are trained to support survivors and provide a safe, welcoming, and confidential environment for students. Campus Security also keeps records of each sexual assault that is reported.

2133 East Mall

604-822-2222

security.ubc.ca

Counselling Services

Provides one-to-one counselling to support UBC students who have been sexually assaulted and/or impacted by sexual abuse or other forms of sexualized violence. Counselling Services provides a respectful, safe, and supportive environment. Same day appointments are available.

All services are confidential and free of charge. Counselling services can also provide referrals to community emotional and counselling support services.

Brock Hall

1874 East Mall, Room 1040

Lower Mall Research Station

2259 Lower Mall, Room 358

604-822-3811

students.ubc.ca/counselling

Equity and Inclusion Office

Offers a space for confidential conversations to assist survivors in understanding the range of responses available to them in cases of sexual assault, sexual harassment, and human rights violations. Where appropriate, referrals can be made to other offices, agencies, and resources.

Brock Hall

1874 East Mall, Room 2306
604-822-6353
equity.ubc.ca

Employee and Family Assistance Program

Provides counselling support for UBC faculty and staff.

1-800-663-1142
hr.ubc.ca/benefits/efap

RCMP UBC Detachment

Provides a range of victim services and information on various reporting options. Personnel are available to accompany the survivor to Vancouver General Hospital Sexual Assault Services if desired.

2990 Wesbrook Mall
604-244-1322
rcmp-grc.gc.ca/detach/en/d/256

Student Conduct & Safety

Survivors and/or witnesses can choose to report the sexual assault to the Student Conduct Manager at the Student Conduct & Safety Office, which will investigate and follow through with possible disciplinary action for the student accused through the non-academic student misconduct process under the Student Code of Conduct. The Student Conduct & Safety Office will provide information to the survivor and alleged perpetrator on the process of investigation.

604-822-1602
universitycounsel.ubc.ca/discipline/non-academic-misconduct/
students.ubc.ca/campus/student-code-conduct

Student Health Service

Provides medical services (not including forensic exams) for UBC students in a caring, safe, and confidential space. It is important to inform students that they are not required to pay for medical services at Student Health Service.

UBC Hospital

2211 Wesbrook Mall, Room M334
604-822-7011
students.ubc.ca/student-health-service

Student Housing & Hospitality Services

Facilitates relocation in order to help a survivor feel safe. On-campus emergency housing is also available through the Commuter Student Hostel.

Daytime contact:

604-822-5412
604-827-5724
604-822-5779

After hours: Campus Security

604-822-2222

vancouver.housing.ubc.ca/other-housing/commuter-student-hostel

Student support, Office of the Vice-President, Students

Works with students to put the appropriate supports and accommodations in place, provide information on reporting options, and facilitate the reporting process should a student choose to make a report. The student support team falls with Student Development & Services, a unit within the Office of the Vice-President, Students.

604.827.2565
urgent.vps@ubc.ca

Vancouver General Hospital Sexual Assault Service

Provides medical care and emotional support to anyone who has been sexually assaulted within the past 7 days. Services include assessment and treatment of injuries, sexually transmitted infections, pregnancy prevention, referral to health, legal, and community-based support services, information about legal options, and forensic sample collection. The Sexual Assault Service is available 24/7.

Vancouver General Hospital (Emergency Department)

920 West 10th Avenue

604-875-4111

bcwomens.ca/our-services/specialized-services/sexual-assault-service

VictimLink BC

Provides emotional support and information related to all of the other community supports available.

VictimLink is a 24/7 province-wide, multilingual crisis and referral line with counsellors who have training in responding to sexual assault.

Phone: 1-800-563-0808

TTY: 604-875-0885

Text: 604-836-6381

victimlinkbc.ca

Women Against Violence Against Women (WAVAW)

Offers a 24/7 crisis line for anyone who has been affected by sexual violence. WAVAW provides support for women who have experienced sexual violence. WAVAW staff are also available to accompany a survivor to the Sexual Assault Service at Vancouver General Hospital if requested.

604-255-6344

1-877-392-7583

wavaw.ca

SECTION 7: SUPPORT FOR INDIVIDUALS ACCUSED OF SEXUAL ASSAULT

STUDENTS

Students accused of sexual assault are encouraged to contact Counselling Services for counselling support. Same day appointments are available. All services are confidential and free of charge.

Brock Hall

1874 East Mall, Room 1040

Lower Mall Research Station

2259 Lower Mall, Room 358

604-822-3811

students.ubc.ca/counselling-services

FACULTY AND STAFF

Faculty and staff accused of sexual assault are encouraged to contact the Employee Family Assistance Program (EFAP) for counselling support.

1-800-663-1142

hr.ubc.ca/benefits/efap

SECTION 8: SEXUAL ASSAULT INTERVENTION AND PREVENTION EDUCATION

BACKGROUND

Sexual violence has always been a significant issue on university campuses. Recent events and media attention have led to a renewed focus on education and dialogue. These incidents are indicators of larger systemic issues present in our North American culture. Educational institutions have a special opportunity to help our students – in fact, all members of our community – learn to engage in critical analysis that enables them to identify, address, and respond to the systemic nature of rape culture that surrounds us all. By educating all community members – from senior university administrators to students, universities can create a campus culture that addresses sexual violence head on, ensures that community members are active bystanders in the prevention of sexual violence in all the roles they have, and responds to survivors of sexual assault in a caring and respectful manner.

As an academic institution, we are committed to grounding this approach in research and evidence-based practice. A review of literature on sexual assault and programming on college and university campuses revealed the following:

- Evidence suggests that 60% of sexual assaults are committed by repeat offenders (Lisak and Miller, 2002) and that the opportunity to influence behaviour of potential perpetrators has passed by the time individuals reach college and university.
- 65% of survivors report incidents of sexual assault – the first person they talk to will influence how and whether they talk about it again (Lindsay, 2014).
- Research demonstrates that bystander intervention training increases bystander behavior -improving a student’s ability to intervene when a fellow student is at risk and decreasing their support of comments, jokes, and attitudes that reinforce rape culture in post-secondary settings (Casey, E. A., & Lindhorst, T. P., 2009; Paul, L. A., & Gray, M. J., 2011; Schewe, P. A., 2007; Vladutiu, C. J., Martin, S. L., & Macy, R. J., 2011).
- Bystander intervention training should be delivered to groups of the same gender, be delivered by at least one peer of the same gender, and be at least 3 hours in length (Casey, E. A., & Lindhorst, T. P., 2009; Paul, L. A., & Gray, M. J., 2011; Schewe, P. A., 2007; Vladutiu, C. J., Martin, S. L., & Macy, R. J., 2011).

SEXUAL ASSAULT PREVENTION TEAM

UBC has established a Sexual Assault Prevention Team which is responsible for developing and coordinating the development of a holistic and comprehensive campus-wide approach to sexual assault intervention and prevention for UBC. A rigorous community consultation, including opportunities to engage with campus experts, will form the basis for a long term plan. In the interim, a plan for the 2015/16 academic year has been developed.

In developing this plan, our goal is to reach as many members of our community as possible – to raise awareness; build a sense of commitment to and collective capacity for the development of a caring and safe community; promote healthy and respectful relationships; and foster communities of students, faculty, and staff committed to taking action. This plan is not intended to be a stand-alone document or approach. Rather, the messages and approaches proposed are consistent with and support important work already underway through student leadership development, and professional development for staff and faculty.

An Education Framework has been developed to guide the plan. The Framework is structured around a continuum of actions from awareness-raising to educational initiatives designed to change behavior and foster action. The Framework has been informed by a review of existing research and literature, a survey of existing programming on both campuses, and best and promising practices derived from other universities.

An assessment and evaluation plan for educational initiatives is in development.

Desired Outcomes:

1. Reduce the incidence of sexual assault by promoting a culture of bystander intervention across all sectors of the UBC community and offering resistance (self-defense) training to foster a greater understanding of acquaintance sexual assault, and the impact of culture and socialization, as well as to promote student/employee agency.
2. Promote healthy, respectful relationships - which includes developing educational opportunities to engage topics such as consent, personal responsibility, cultural competency, impact of alcohol and drugs, and healthy sexuality.
3. Support the successful implementation of the University's Sexual Assault Response and Support Protocol - which includes informing all community members; building the capacity of staff, faculty, and key student leaders to respond appropriately to a disclosure of sexual assault (first responder level 1); and training and developing on-going professional development for first responders expected to support a survivor and document a report (level 2).
4. Create safe and respectful campus environments - which include fostering the capacity to engage critically with popular culture such as song lyrics, advertising, movies, books, social networking; building capacity to recognize and understand the impact of rape culture; enhancing the capacity of key staff/administrators/faculty and student leaders to address systemic causes of sexual violence.

SECTION 9: PRIORITIES AND ACTIONS 2015/16

This section of the protocol will be actively updated to reflect our evolving actions and priorities as they are informed by greater community conversations and engagement with subject matter experts (see also Appendix B).

APPROACH

Clarity around sexual assault response and support for students at UBC is a top priority for the University. UBC Okanagan and Vancouver are working together to develop an institutional approach, building on the strengths of both campuses, and adapting implementation to meet the needs of each campus.

The University is approaching this issue in deep collaboration with other post-secondary institutions and community partners. UBC is actively engaging with other western Canadian universities and the Research Universities Council of British Columbia to share best practices.

The University is working with the AMS Sexual Assault Support Centre (SASC) to share University actions with community partners for feedback and advice through the Community Engagement Group that SASC has convened, which consists of community organizations that provide sexual assault support and advocacy.

GOVERNANCE

UBC is undertaking several concurrent strategies designed to support a culture on campus that fosters a respectful environment, and specifically improves policy and practice to address sexual assault and sexual harassment. See Appendix B for detail.

KEY ACTIONS FOR 2015/16 ACADEMIC YEAR

An Action Plan is being developed and will be continuously updated to guide the University's response in priority areas:

1. Intervention and Prevention
2. Survivor Support and Resources
3. Reporting and Non-Academic Discipline
4. Communication

There have been a number of actions taken to strategically focus on intervention and prevention, and to strengthen our current response systems and communication of these systems for this academic year. SASC is providing significant and valuable support and expertise to a number of the actions underway.

Intervention and Prevention

Supporting the effective implementation of the University's Sexual Assault Response and Support Protocol.

Strategies will include: broad awareness campaigns, information sessions, and training and resources for community members likely to receive a disclosure of a sexual assault.

UBC has partnered with the Ending Violence Association of BC (EVA BC) to develop a workshop that builds individual capacity to respond to disclosures of sexual assault. The workshop was developed in the summer and piloted with the Residence Life Advisors (RAs) on both the UBC Vancouver and UBC Okanagan campuses in September 2015. The workshop will be ready for a larger scale rollout in January 2016.

Expanding bystander intervention education with a focus on gender-based violence and sexual assault, utilizing a peer based train-the-trainer approach.

UBC began focusing on bystander intervention as a means to promote safe, respectful, and inclusive communities in 2010. Through our Bystander Awareness programs, such as Be More Than A Bystander (a partnership with the EVA BC, the BC Lions, and UBC Varsity Football), the Really? Campaign and active witness training, we have given over 3,700 student leaders the skills to intervene and assist when a fellow student is at risk.

Developing and implementing a consent campaign targeted at all members of the community but focused on new students.

The goals of the campaign are to: introduce consent in an attention-grabbing, approachable, and empowering way; reinforce that consent is part of having healthy relationships and being part of a caring community; and direct students to where they can find more information, support, and resources regarding consent and sexual assault. In the fall of 2015, the campaign ran from September 10 to 18 and had a strong digital reach to over 4,300 members of our community through social media. (From September 11 to October 16, 2015, there were 4,359 webpage views with time on page averaging 5 minutes and 26 seconds, 2,362 Facebook posts, and approximately 7,000 Twitter impressions.) Over 1,000 students attended a presentation by Laci Green, titled "The Best Sex Ever," in September following the campaign.

An assessment and evaluation plan for educational initiatives is in development.

Survivor Support and Resources

A sexual assault response and support protocol for the campus community has been developed. A two-page insert for the Green Folder¹⁰(guide to supporting students in distress) has been developed for faculty and staff with information on how to effectively respond to disclosures of sexual assault and support survivors.

Reporting and Non-Academic Discipline

Student Code of Conduct

The VP Students Office, Legal Counsel, and SASC collectively identified issues and barriers with the current Student Code of Conduct and non-academic discipline process that may prevent survivors from reporting sexual assaults. This group is also identifying necessary changes to the Student Code of Conduct to address potential barriers to reporting of sexual assault.

Student Code of Conduct Resource

A supportive and informative resource document will be developed to accompany the Student Code of Conduct. The resource document provides survivors with information on what they can expect from the process if they choose to make a report under the Code, including resources available to support them throughout the process. The goal is to increase transparency and accessibility of information around reporting and the non-academic discipline process. SASC is actively involved and is contributing to the development of this resource.

¹⁰ "Faculty and staff: Assisting students in distress", UBC Student Services, <http://students.ubc.ca/livewell/concerned-about-student/faculty-staff-assisting-students-distress>.

Communication

A range of communication plans, print and digital resources, and educational/informational materials that align with UBC's sexual assault awareness, prevention, and education programming have been developed, as well as the protocol for supporting survivors. These include:

General information:

- Sexual assault wellness topic page for students – students.ubc.ca/sexual-assault
- Sexual assault response and education page for faculty and staff – facultystaff.students.ubc.ca/sexual-assault-response-and-education

Intervention and Prevention Education:

- Communications plan, materials, and web content for the passive programming and events outlined in the UBC Sexual Assault Intervention and Prevention Education, 2015/16 Education Plan
- Sexual Assault Awareness Month webpage – students.ubc.ca/saam
- Support survivors and end the violence webpage – students.ubc.ca/support-sexual-assault-survivors-help-end-violence
- Consent campaign – students.ubc.ca/consent

Supporting survivors:

- Two-page print Sexual Assault: Assisting Student Survivors resource, found in the Green Folder
- Sexual assault wellness topic page for students – students.ubc.ca/sexual-assault
- Sexual assault: assisting student survivors webpage for faculty and staff – facultystaff.students.ubc.ca/sexual-assault-response-and-education/sexual-assault-assisting-student-survivors

Additional communications materials are under development including:

- Visual of the disclosure, support, and reporting process for survivors
- Supplemental web content to provide richer descriptions of the different elements of the response protocol and reporting process

APPENDICES

APPENDIX A: CONTENT INFORMING THE PROTOCOL

This protocol document and UBC's approach to addressing sexual assault are informed by the following internal reports:

1. UBC President's Task Force on Intersectional Gender-based Violence and Aboriginal Stereotypes produced a report (equity.ubc.ca/files/2014/05/RENEWING-OUR-COMMITMENT-TO-EQUITY-AND-DIVERSITY-FINAL-02.pdf) outlining recommendations to continue creating a culture of equality and accountability. If students are targets of sexual assault, they are often not able to take full advantage of and contribute to what the University has to offer.

"The fostering of a culture of academic and cultural integrity contrasts with and displaces its opposite, including the fostering of a rape culture or the replication of colonialist attitudes toward Indigenous peoples." (p. 7 of Draft Recommendations for Community Consultation - Task Force on Intersectional Gender-based Violence and Aboriginal Stereotypes)
2. UBC Point Grey Campus Safety Working Group (vpstudents.sites.olt.ubc.ca/files/2014/02/Interim-Report-from-the-UBC-Point-Grey-Campus-Safety-Working-Group.pdf) makes several recommendations to create a safer community at UBC. These include developing a Sexual Assault Response and Support Protocol, improving lighting on campus, and expanding existing sexual assault awareness and training for staff, faculty, and students.

The following external reports have informed the development of the UBC Vancouver Sexual Assault Response and Support Protocol:

1. *NOT ALONE: The First Report of the White House Task Force to Protect Students from Sexual Assault*. This report, presented by President Barack Obama on January 22, 2014, outlines action steps and recommendations for colleges and universities including campus surveys, prevention, effective response to survivors, effective misconduct policy, training, and partnerships with community.
2. *Developing a Response to Sexual Violence: A Resource Guide for Ontario's Colleges and Universities*. Created by the Ontario Women's Directorate in January 2013, this comprehensive guide provides an understanding of campus sexual assault, recommended responses, and resources.
3. *The National Centre for Higher Education Risk Management (NCHERM): A Model Campus Sexual Assault Response Protocol*. Created by Brett A. Sokolow, JD in 2004, this response protocol outlines policies and procedures for responding to sexual assault on college and university campuses.
4. *2012 Campus Report Card, Connecticut Sexual Assault Crisis Services (CONNSACS)*. Created by CONNSACS to identify best practices, gaps, and areas for improvement in the sexual assault response of Connecticut universities, this document explores content of policies, mandatory training of different groups, Sexual Assault Response Team roles, and the discipline process.
5. *Task Force on Sexual Assault Prevention and Response - Final Report: Goals and Recommendations (University of Washington)*. This report identifies 8 goals and 18 recommendations based on a Task Force Review. The goals include easily accessible/visible resources/support, education, disciplinary process, comply with laws (only in US), and generate data for decision making, establish policies and procedures to guide work, provide oversight for process.

APPENDIX B: MOVING FORWARD - A SKETCH OF THE UBC CHANGE PROCESS (2016)

Moving Forward: Plan of Actions

Sexual Harassment and Sexual Assault

The University of British Columbia

UBC is undertaking several concurrent strategies designed to support a culture on campus that fosters a respectful environment, and specifically improves policy and practice to address sexual assault and sexual harassment. These strategies are as follows:

1. The development of a Sexual Assault Policy, a first draft of which will be ready for review and consultation in June 2016.
2. The establishment of a University Panel to provide high level advice on policy and practices, due to report in April of 2016.
3. Faculty-led community consultation process to ensure the concerns of the entire academic community are heard and respected, and that we benefit from the expertise within our community.
4. A specific case review conducted by Paula Butler and launched in December of 2015 to investigate specific concerns of sexual harassment and assault. The report is due to the President in early February 2016.
5. The design of a broad and robust Action Plan and coordinating committee that move well beyond policy and procedure to instantiate processes that will help to: 1) shape a campus culture which fosters a respectful environment, and 2) specifically improve policy and practice to address sexual assault and sexual harassment.

Both the Sexual Assault Policy and Action Plan should be presented in final form by October 2016. Resources will be allocated to the above priorities as necessary.

APPENDIX C: DETAILED INFORMATION ON SUPPORTING SURVIVORS

If someone discloses that they have been sexually assaulted, your first priority is to make sure they are safe, whether the assault occurred recently or at some point in the past. Of equal importance is letting the survivor know that you believe them. This is a critical step in helping them to begin to heal.

Second, let them know that they are not alone. Surviving a sexual assault can be an isolating and lonely experience, and this information can help alleviate the isolation.

Third, support any decision that the survivor makes. Whether or not they choose to go to Campus Security, the RCMP UBC detachment, the AMS Sexual Assault Support Centre (SASC) on the UBC Vancouver campus, the Sexual Assault Service at Vancouver General Hospital, or access any other sexual assault support services, as long as they are not making a decision that endangers them further, it is important that they feel that they have made the best decision for themselves, without judgment.

Let the Survivor Know They are Not Alone

- Most survivors are sexually assaulted in a private home or vehicle by someone they know, an acquaintance, family member, or intimate partner.
- Survivors are not to blame for the aggressions of others, even if they were intoxicated, got into a car with the perpetrator, were on a date, or invited the person home.
- There are an estimated 677,000 sexual assaults in Canada every year - 1 in 3 women will be sexually assaulted in their lifetime.
- A 2007 American study found that 6.1% of male students in college and university experience some form of sexual assault.
- A 2015 Association of American University's report found that 1 in 4 transgender students have experienced sexual assault in US institutions.
- Sexual assault is the most underreported of all violent crimes, with less than 10% reported to police.
- False reports of sexual assault are no more common than false reports of any kind (2%).
- It is not easy for someone to disclose that they have been sexually assaulted, especially because many survivors:
 - o Feel embarrassed, ashamed, or guilty, especially if the assault happened while on a date, or if there were drugs or alcohol involved.
 - o Fear they will not be believed or will be blamed, especially if this has been their experience in the past.
 - o Are confused about whether or not it was sexual assault.
 - o Fear for their safety, or the safety of their loved ones, especially if threats were involved.
 - o Fear gossip, judgment, or ostracism from their friends, family, or community.
 - o Feel conflicted about the perpetrator getting into trouble, especially if assaulted by someone they know (e.g. friend, intimate partner, family), or if the perpetrator is part of the University community. (This is especially true if the perpetrator is in a position of authority, for example, in the case where a faculty member has sexually assaulted a student, or an employer has sexually assaulted their employee.)
 - o Fear the response of the police and the justice system, or the response of the University administration, or fear nothing will come of reporting.
 - o Hope to put it behind them quickly by avoiding talking about it or avoiding having contact with the perpetrator.

You might hear a range of experiences and see a range of emotional responses from survivors as they disclose:

- The survivor may tell you that they fought back.
- They may describe being immobile or unable to speak, or feeling like they were looking at themselves from above – all common responses to terrifying trauma that relate to the body being flooded with stress hormones and the brain's function during trauma.
- They may appear anywhere on a continuum from calm and collected to frantic and distraught – all are ways of coping.
- If you are hearing about a sexual assault immediately after it happens, you may see the survivor expressing anxiety, confusion, shock, and disbelief. They may be disoriented and their recall may not be very coherent. If you believe that they are in imminent danger or need medical attention, call 911.
- If you are hearing about a sexual assault that happened some time ago, you might hear the survivor describing anger, fear, nightmares and sleep disturbances, invasive memories, changes in appetite, depression, self-isolating, self-blame, and difficulty trusting others.
- They may not want to report the sexual assault to anyone. Respect their wishes. The response to sexual assault should be focused on re-empowering the person after what was likely THE most dis-empowering experience of their life.
- They may wish to report to Campus Security, to the UBC RCMP detachment, and/or another law enforcement agency. Refer them to any of the the following resources on campus for assistance in identifying and moving forward with their reporting options:
 - o Student support professionals in the Office of the Vice-President, Students
 - o Counselling Services
 - o Student Health Service
 - o a Residence Life Manager
 - o Equity and Inclusion Office
 - o Student Conduct Manager
 - o AMS Sexual Assault Support Centre
- Help the survivor to recognize that these reactions are normal responses and attempts to manage their feelings following a sexual assault, and assure them that they are not “going crazy”.

Actively Listen

- Find a private place to talk, and tell them you are glad they told you.
- Let them know that you will keep what they share with you confidential.
- Be patient and let them tell you as little or as much as they want at their own pace, without interrupting. Talking about how they feel can be as helpful or more helpful than telling all the details.
- Some people think they have to share all the details, and find themselves flooded with emotions.
- Respect their personal space. They may not want to be touched right now.
- Even if you think they want a hug or to be held, resist your urge to do so. Always follow their lead.

Believe What They are Telling You

- Remain calm. Reassure them that you are glad they told you, and that you will do whatever you can to support them.
- Keep validating their feelings and assure them that these are normal reactions to a very traumatic event, and avoid promising them that everything will be okay.
- Assure them that it was not their fault (but be aware that many survivors struggle with those feelings), and that responsibility for sexual assault lies solely with the perpetrator. This is true regardless of whether they were drinking, got into the perpetrator's car, brought them home to their apartment, etc. It does not matter what the survivor did or did not do before, during, or after the assault – it is never their fault.
- Tell them you will stay with them and help them get the support they need.

Empower Them to Heal

- Sexual assault is an experience of domination, and loss of power and control. You can help the survivor take back control over their life by trusting them to make their own choices.
- Offer them options and resources, rather than telling them what to do or giving them advice. Keep your initial information simple and straightforward. Respect their decision about which (if any) of the options they choose.
- They may feel overwhelmed by the decisions they have to make. Reassure them that they can take their time, and that overwhelmed is another normal response to a traumatic event.
- Find out if they need medical assistance. Encourage them to seek medical treatment with a specialized sexual assault program (if available) or with their family doctor.
- Make appropriate referrals as soon as possible to a local specialized sexual assault support program, and support them in accessing available services.

It is not your job to do everything for the survivor. It is your role to help them get connected to the appropriate people who can help. A list of resources is provided in Appendix D.

SEXUAL ASSAULT | ASSISTING STUDENT SURVIVORS

A resource for faculty and staff responding to students who disclose that they have been sexually assaulted

WHAT IS SEXUAL ASSAULT?

- ✓ Sexual assault is any unwanted sexual contact within or outside a relationship
- ✓ Sexual assault is a crime and is never the fault of the survivor
- ✓ Sexual assault happens to people of all ages, genders, and sexualities

WHAT TO EXPECT WHEN SOMEONE DISCLOSES A SEXUAL ASSAULT

Survivors of sexual assault will express a range of emotional and physical symptoms. Sexual assault is never the fault of the survivor and each may react differently. Survivors are the experts in determining what steps and supports are best for them.

YOUR ROLE

Responding to and supporting someone who has been sexually assaulted can be complex but chances are they have come to you because they trust you. Be compassionate, respectful, and supportive. Ensure they can access resources.

HOW TO ASSIST

1 ATTEND TO SAFETY

! If someone is in immediate danger or needs urgent medical attention, call **Emergency Services: 9.1.1**

Encourage the student to seek medical care and confirm they have somewhere safe to stay.

📍 VANCOUVER GENERAL HOSPITAL SEXUAL ASSAULT SERVICE (24-HOUR SERVICE)

Assessment and treatment of injuries, sexually transmitted infections, and pregnancy prevention as well as forensic evidence collection and emotional support. Campus Security or Student Health Service will arrange and provide a coupon for taxi service to VGH.
Vancouver General Hospital - Jim Pattison Pavilion
899 West 12th Avenue
604.875.2881

📍 STUDENT HEALTH SERVICE

Provides medical services (not including forensic exams) in a caring, safe, and confidential space.
UBC Hospital
2211 Wesbrook Mall, Room M334
604.822.7011
students.ubc.ca/student-health-service

📍 EMERGENCY UBC STUDENT HOUSING

On-campus emergency housing is available through the Commuter Student Hostel.
Assistant Director, Residence Life
604.827.5724 or 604.822.5412
Director, Residence Life and Administration
604.822.5779
After hours: Campus Security 604.822.2222

2 LISTEN AND SHOW YOUR SUPPORT

- ✓ Allow the survivor to lead the conversation.
- ✓ Listen without interrupting. Encourage the survivor to take their time if necessary.
- ✓ Respect the words they use to describe what's happened to them.
- ✓ Believe and support the survivor. Remind them they are not at fault.
- ✓ Encourage the survivor to seek the support they need and allow them to make their own decisions.
- ✓ Ask what you can do to be supportive. Ease any concerns the student might have about academic considerations in the moment.

I'm here to listen and can help connect you to any supports you feel you need.

UBC has places you can go to get information or support confidentially.

Even if you don't know what you want to do right now, it can be helpful to talk to someone about your options.

3 PROVIDE INFORMATION ON RESOURCES BY COPYING THE BACK PAGE

Be sure the student is aware of UBC and community support services listed on the back page.

You don't need to know or recommend which service the student might want to follow up with. Simply providing the options supports the student.



Taking care of your own wellbeing is important. You can get support through UBC EFAP: 1.800.387.4765

If you'd like to speak with someone about how to refer a student to specific support services or to put the appropriate accommodations in place, please call Student Development & Services in the Vice-President, Students office at 604.827.2565 or email urgent.vps@ubc.ca.



a place of mind

SEXUAL ASSAULT | SUPPORT FOR STUDENT SURVIVORS

RESOURCES FOR STUDENTS

📍 AMS SEXUAL ASSAULT SUPPORT CENTRE (SASC)

Provides information, advocacy, and support with reporting and connection to services.

Nest 3127
6133 University Blvd.
604.827.5180
sasc@ams.ubc.ca
amssasc.ca

📍 COUNSELLING SERVICES

Provides free one-on-one counselling to support students who have been sexually assaulted and/or impacted by sexual abuse and other forms of sexualized violence.

Brock Hall
1874 East Mall, Room 1040

Lower Mall Research Station
2259 Lower Mall, Room 358

604.822.3811
students.ubc.ca/counselling

📍 STUDENT HEALTH SERVICE

Provides medical services (not including forensic exams) in a caring, safe, and confidential space.

UBC Hospital
2211 Wesbrook Mall, Room M334
604.822.7011
students.ubc.ca/student-health-service

🌙 24-HOUR CONTACTS

📍 VANCOUVER GENERAL HOSPITAL SEXUAL ASSAULT SERVICE (24-HOUR SERVICE)

Assessment and treatment of injuries, sexually transmitted infections, and pregnancy prevention as well as forensic evidence collection and emotional support. Campus Security or Student Health Service will arrange and provide a coupon for taxi service to VGH.

Vancouver General Hospital -
Jim Pattison Pavilion
899 West 12th Avenue
604.875.2881

📍 EMERGENCY UBC STUDENT HOUSING

On-campus emergency housing is available through the Commuter Student Hostel.

Daytime contact:
604.822.5412
604.827.5724
604.822.5779
After hours: Campus Security
604.822.2222
vancouver.housing.ubc.ca/
other-housing/commuter-student-hostel

📞 UBC CAMPUS SECURITY

Provides 24/7 response and assistance with safety planning. Also keeps records of each sexual assault reported to Campus Security.

604.822.2222
security.ubc.ca

📞 VICTIMLINK

24-hour, multilingual service.

1.800.563.0808
TTY: 604.875.0885
Text: 604.836.6381
victimlinkbc.ca

📞 WOMEN AGAINST VIOLENCE AGAINST WOMEN (WAWAW)

24-hour service including hospital accompaniment.

604.255.6344
1.877.392.7583

💻 STUDENT SERVICES WEBSITE

The sexual assault page on the Student Services website provides more information and resources for survivors.

students.ubc.ca/sexual-assault

REPORTING OPTIONS

A survivor can report an assault to local law enforcement, the University, neither or both. UBC does not require a survivor to report an assault, and will provide support services and necessary accommodations.

LAW ENFORCEMENT

ROYAL CANADIAN MOUNTED POLICE (RCMP) UBC DETACHMENT

If the assault took place on campus.

604.224.1322
rcmp-grc.gc.ca/detach/en/d/256

LOCAL POLICE DEPARTMENT

If the assault took place off campus, it can be reported to the police department or law enforcement agency for the district where the assault occurred.

UNIVERSITY PROCESSES

STUDENT CODE OF CONDUCT

If the assault took place on campus or, in certain circumstances, off campus, and the assault was committed by a UBC student, it can be reported to the Student Conduct Manager or Campus Security under the Student Code of Conduct.

604.822.1602
students.ubc.ca/campus/student-code-conduct

EQUITY AND INCLUSION OFFICE

If the assault was committed by any UBC employee, and it occurred on or, in certain circumstances, off campus, the assault can be brought to the Equity and Inclusion Office, which will work with Human Resources or Faculty Relations and the unit involved on support, reporting, and investigation.

604.822.6353
equity.ubc.ca

ASSISTANCE WITH REPORTING

Student support professionals in the Vice-President, Students office can work with students to put the appropriate supports and accommodations in place, provide information on reporting options, and facilitate the reporting process should a student choose to make a report. Please contact the Vice-President, Students office at 604.827.2565 or email urgent.vps@ubc.ca



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