

2024 Prevention, Education and Response to Sexualized Violence Policy Annual Report

Prepared by the UFV Office of the VP, Students and by Human Resources

This report is provided in accordance with the requirements of the *British Columbia Sexualized Violence and Misconduct Policy Act (2017)*.

In the 2024 calendar year numerous initiatives and activities were conducted under the mission of preventing or responding to Sexualized Violence at UFV. These can be organized into three categories:

1. Policy review/revision
2. Education and prevention
3. Response and enforcement

Policy Review and Revision: University

The new Policy 236: *Prevention, Education and Response to Sexualized Violence Policy* was approved by the UFV Board of Governors at its June 20, 2024 meeting.

Draft procedures are close to completion as we wait on content from stakeholders. It's important to note that the [Student Rights and Responsibilities office](#) has a set of existing procedures for students that are in the process of being updated.

Education and Prevention: Students

The UFV SVP "In This Together" program was launched in 2017 after significant research, design, and consultation, resulting in three training modules: consent, receiving and responding to disclosures, and bystander intervention. These modules are delivered primarily by peer educators in small group settings and, as of 2020, as part of online Student Orientation modules. The launch of the UFV Campus Sexualized Violence Campus Climate Study in 2019 has also informed much of our work over the past three years. UFV plans to repeat the climate study again in the 2026 calendar year.

UFV offers SVP education through two venues: online modules as part of Student Orientation and in-person workshops. In Fall 2024, the online orientation modules offered as part of Student Orientation were accessed 436 times by students. The "In This Together" team, including 9 student peer educators, offered 21 in-person workshops and 3 online workshops to a total of 444 students in 2024, representing a 7.6% decrease in workshops and a 17.9% decrease in student participants compared to 2023. One of our primary opportunities for engaging large numbers of students in workshops was University 101. UNIV 101, offered by Arts and Integrated Studies (AIS), was a staple course for new international students. In 2024, AIS shifted to offering AIS 101: Fundamentals of Higher Education instead of UNIV 101. Where UNIV 101 was broader in its attention to student transition, AIS 101 is more focused on academic transition and success. In 2025 we will identify new possibilities for reaching broad numbers of students with SVP programming.

Education and Prevention: Employees

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Compliance Training: Respectful Workplace training, which includes sexual harassment, is a requirement for all employees at UFV. This ensures compliance with Policy 18 and WorkSafeBC. In 2024, 189 employees completed the online training.

Supplemental Training: Compliance training is supported by departmental specialized training in management responsibilities, employee assertiveness, and generalized respectful workplace practices through the Office of the AVP HR. A further 75 employees had supplemental Respectful Workplace training provided by the Special Advisor Conflict Resolution.

Considerations for 2025

The new Policy 236: *Prevention, Education and Response to Sexualized Violence Policy* requires “providing education designed to prevent Sexual Violence. This training will be provided to all new Students and Employees, within their first semester on campus, and re-training will be required for Employees every three years.” The steps that we are taking to fulfill this commitment include:

- Identifying the appropriate mechanism to deliver and track the completion of the training.
- Reviewing the “In This Together” program and associated online modules, and updating the content to ensure it is appropriate for all students.
- In 2025, UFV increased resources to HR, including the FTE attributed to the Conflict Resolution office and for Organization Development. Expected deliverables associated with these resource increases include the development of employee specific sexualized violence training and its incorporation with existing employee orientation and ongoing training initiatives.

Response and Enforcement: Students

In 2024 the Office of the Vice President, Students received four Complaints from students under the Policy 236: *Prevention, Education and Response to Sexualized Violence Policy*. There was one Complaint of sexual assault. The Complainant’s allegations were investigated, were substantiated, and the respondent was sanctioned. There were two Sexual Harassment Complaints and one Stalking Complaint investigated, none of which resulted in findings or sanctions.

Response and Enforcement: Employees

In 2024 the Office of the Associate Vice President, Human Resources, received 10 complaints from employees under Policy 18, Bullying, Harassment, and Discrimination. One of these complaints included allegations of sexual assault from an event more than 10 years prior; this historical incident has been referred to local police department for investigation. One other complainant included allegations of sexual harassment. This complaint was formally investigated, and allegations of sexual harassment were not substantiated