



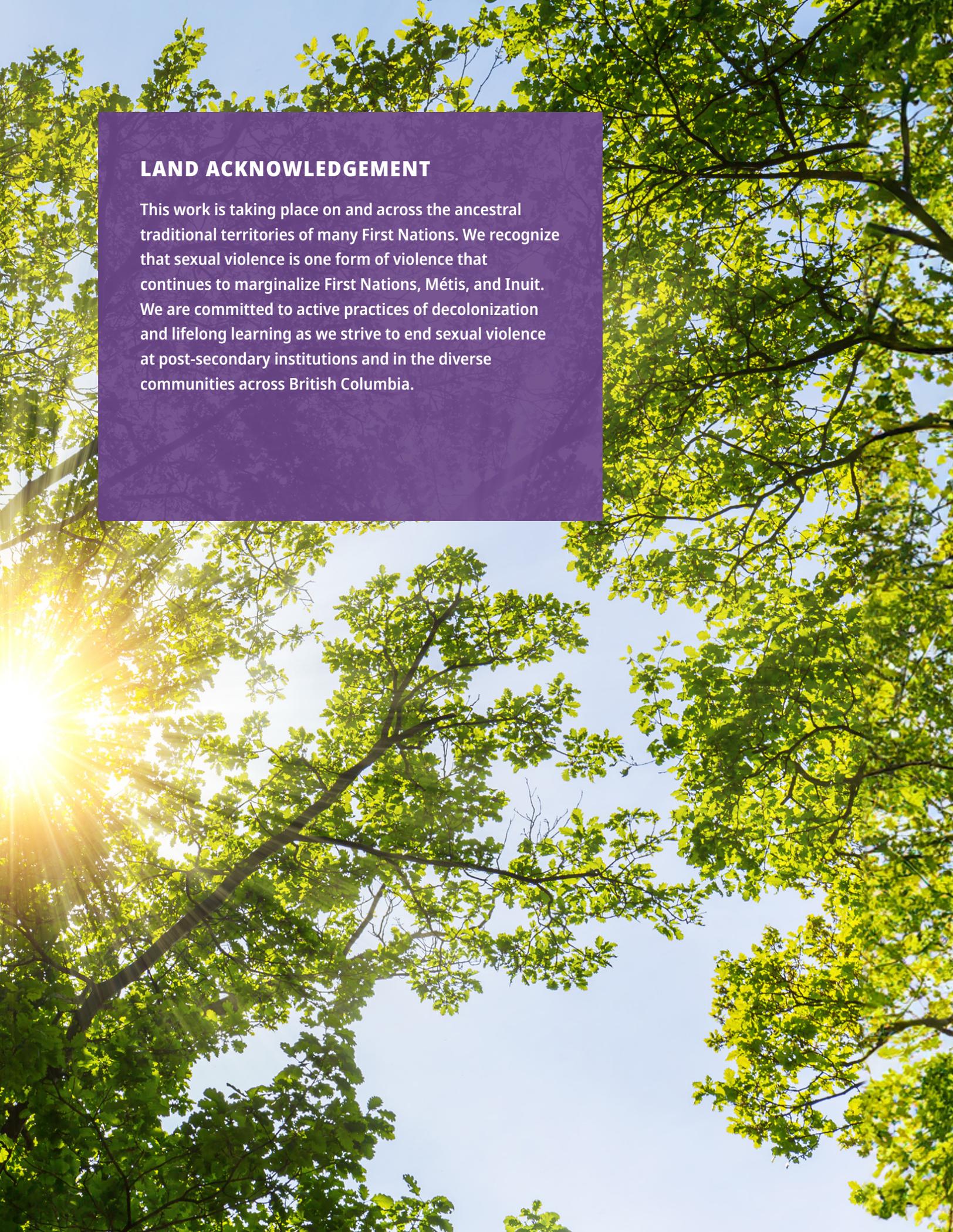
# StrongerBC

*for everyone*

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## **B.C.'S SEXUAL VIOLENCE ACTION PLAN:** *A Plan to Address Sexual Violence within Post-Secondary Communities*





## **LAND ACKNOWLEDGEMENT**

This work is taking place on and across the ancestral traditional territories of many First Nations. We recognize that sexual violence is one form of violence that continues to marginalize First Nations, Métis, and Inuit. We are committed to active practices of decolonization and lifelong learning as we strive to end sexual violence at post-secondary institutions and in the diverse communities across British Columbia.

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# Resources and Supports

**THIS DOCUMENT MAY CONTAIN INFORMATION THAT IS DIFFICULT OR DISTRESSING.**

**If you fear for your immediate safety, have been injured, are thinking about harming yourself or others, or if you have witnessed violence, resources are available to support you. Individuals and communities have varying experiences with some institutions, and some resources may not be appropriate or accessible to everyone.**

EMERGENCY SERVICES	IMMEDIATE ASSISTANCE FROM POLICE, FIRE, OR AMBULANCE	CALL 9-1-1 OR LOCAL POLICE STATION
<p><b>VictimLinkBC</b></p>	<p>A toll-free, confidential, multilingual service offering crisis support and information for victims of family violence, sexual violence, and all other crimes including referrals to over 470 local victim services and violence against women programs across the province. Available 24 hours a day, 7 days a week.</p>	<p>Call or text: <b>1-800-563-0808</b>            Email: <a href="mailto:211-VictimLinkBC@uwbc.ca">211-VictimLinkBC@uwbc.ca</a>  <a href="http://www2.gov.bc.ca/gov/content/justice/criminal-justice/victims-of-crime/victimlinkbc">www2.gov.bc.ca/gov/content/justice/criminal-justice/victims-of-crime/victimlinkbc</a></p>
<p><b>Crisis Centre of BC</b></p>	<p>A toll-free service for immediate, non-judgmental support and services. Available 24 hours a day, 7 days a week.</p>	<p><b>1-800-SUICIDE</b> (1-800-784-2433)  <a href="http://www.crisiscentre.bc.ca">www.crisiscentre.bc.ca</a></p>
<p><b>Here2Talk</b></p>	<p>Here2Talk is a free and confidential program that provides all students currently registered with a B.C. post-secondary school access to single-session 24/7 mental health support and community referral services via app, phone and web.</p>	<p>Canada-wide toll free, dial: <b>1-877-857-3397</b>            Canada-wide direct, dial: <b>604-642-5212</b>            If you are accessing from outside Canada. International calling charges may apply, dial: <b>+1-604-642-5212</b>  <a href="http://www.here2talk.ca">www.here2talk.ca</a></p>
<p><b>Salal Sexual Violence Support Centre</b></p>	<p>A crisis line to support survivors of gender-based violence, including sexual violence. Available 24 hours a day, 7 days a week.</p>	<p><b>604-255-6344</b> (Lower Mainland)  <b>1-877-392-7583</b>            (Toll-free national line)  <a href="http://www.salalsvsc.ca">www.salalsvsc.ca</a></p>
<p><b>Indian Residential School Survivors Society</b></p>	<p>Serving First Nations people in British Columbia with trauma-informed, emotionally, and culturally appropriate health and wellness support. The society operates a 24-hour crisis line to support survivors and families across British Columbia and beyond, including access to trauma-informed cultural supports to survivors of gender-based violence.</p>	<p><b>1-800-721-0066</b>  <a href="http://www.irsss.ca">www.irsss.ca</a></p>

<b>Missing and Murdered Indigenous Women and Girls Support Line</b>	A national, independent support line offering services in English, French, Cree, Anishnaabemowin (Ojibway) and Inuktitut. Available 24 hours a day, 7 days a week.	<b>1-844-413-6649</b> (Toll-free national line) <a href="http://www.mmiwg-ffada.ca/">www.mmiwg-ffada.ca/</a>
<b>Hope for Wellness Help Line</b>	Available 24 hours a day, 7 days a week, for Indigenous People across Canada.	<b>1-855-242-3310</b> Online chat at: <a href="http://www.hopeforwellness.ca">www.hopeforwellness.ca</a>
<b>Trans Lifeline</b>	A peer support phone service run by trans people for trans and questioning peers.	<b>1-877-330-6366</b> (Toll-free national line) <a href="http://www.translifeline.org">www.translifeline.org</a>
<b>QMUNITY</b>	A B.C. queer, trans, and Two-Spirit resource centre that offers free counselling, support groups and referral services.	<b>604-684-5307</b> <a href="http://www.qmunity.ca">www.qmunity.ca</a>
<b>Métis Crisis Line</b>	Free, 24-hour phone support for Métis people experiencing challenges like anxiety, grief and loss, abuse, bullying and more.	<b>1-833-Metis-BC</b> (1-833-638-4722)
<b>Métis Elder Line</b>	Toll-free phone line to provide health information and friendly conversation to Métis Elders, Monday to Friday from 8:30am-4:30pm	<b>1-833-For-Metis</b> (1-833-676-3847)
<b>Kids Help Phone</b>	Free, confidential e-mental health services.	<b>1-800-668-6868</b> Text: <b>68-68-68</b> (24 hours per day) <a href="http://www.kidshelpphone.ca">www.kidshelpphone.ca</a>
<b>Help Starts Here</b>	Information, articles, and links to over 2,500 service listings related to well-being, mental health, and substance use supports.	<a href="http://www.helpstartshere.gov.bc.ca">http://www.helpstartshere.gov.bc.ca</a>
<b>Ending Violence Association of BC</b>	Anti-violence services, transition houses and safe homes in B.C.	<a href="https://endingviolence.org/services-directory/">https://endingviolence.org/services-directory/</a>
<b>BC Society of Transition Houses</b>	Provides contact information for transition houses and safe homes throughout B.C.	<a href="https://bcsth.ca/get-help-now/">https://bcsth.ca/get-help-now/</a>
<b>Police Victim Services of BC</b>	Provides contact information for police-based victim services programs throughout B.C.	<a href="https://www.policevictimservices.bc.ca/">https://www.policevictimservices.bc.ca/</a>

# Minister's and Parliamentary Secretary's Message

Everyone should feel safe in post-secondary communities, regardless of age, gender, or cultural background. However, sexual violence remains highly prevalent within our post-secondary communities, causing harm to students, faculty and staff that can be devastating and life altering. Indigenous people, racialized people, newcomers, and 2SLGBTQIA+ people, as well as those living in poverty, in rural and remote communities, and those living with disabilities are more likely to experience sexual violence and face greater barriers to safety and support.

Sexual violence is preventable, and we remain committed to enhancing and strengthening our post-secondary response and prevention strategies.

Through our ongoing work with students, post-secondary institutions, and communities, we have taken important steps to support survivors and prevent and respond to sexual violence. Some of these actions include:

- Requiring all post-secondary institutions to have a sexual violence policy for their own post-secondary community.
- Supporting capacity-building at post-secondary institutions to implement sexual violence prevention and response initiatives. This includes a suite of training resources including Supporting Survivors, Active Bystander Intervention, and Safer Campuses for Everyone for post-secondary institutions, among other resources.
- Supporting B.C.'s 25 public post-secondary institutions to establish anonymous or confidential reporting infrastructure or to enhance existing reporting systems already in place at their institutions.

*B.C.'s Sexual Violence Action Plan: A Plan to Address Sexual Violence within Post-Secondary Communities* builds upon our important work to prevent and respond to sexual violence that occurs within post-secondary communities.

Through open dialogue with First Nations and Métis partners, public post-secondary institutions, student societies, student-led sexual violence organizations, subject-matter experts, community organizations, post-secondary sector associations, and staff and faculty unions, we've collaborated to take the next steps to make post-secondary communities safer for everyone.



With this Action Plan, we are continuing the vital work that is already underway and committing to 12 actions that will help post-secondary institutions strengthen their prevention and response efforts. Three of these actions have been completed in recent months.

We have developed a suite of open-access training resources that address sexual violence and the impacts on Indigenous, graduate, and international students, as well as training on technology-facilitated sexual violence (Actions 1 and 3). In addition, the Ministry has released a Toolkit for Data & Reporting to support post-secondary institutions in improving transparency, accountability, and understanding in reporting on sexual violence (Action 8).

Through the implementation of this Action Plan, which builds on work underway to address gender-based violence through *Safe and Supported, B.C.'s Gender-Based Violence Action Plan*, we will identify and bridge gaps, build on our expertise and collaborate with post-secondary communities across the province to respond to and prevent sexual violence within post-secondary communities across B.C.

We are grateful to everyone who engaged with this work and shared their lived experiences and expertise. Together, we will work collaboratively to make all students, staff, and faculty at our institutions safer.



**Jessie Sunner**  
Minister of Post-Secondary  
Education and Future Skills

A handwritten signature in black ink that reads "Jessie Sunner".



**Jennifer Blatherwick**  
Parliamentary Secretary  
for Gender Equity

A handwritten signature in black ink that reads "Jennifer Blatherwick".

# Introduction and Background

**A SURVEY FROM STATISTICS CANADA DEMONSTRATES THE PERVASIVENESS OF SEXUAL VIOLENCE WITHIN POST-SECONDARY COMMUNITIES.** According to this data, in BC 8% of students (including men, women, and gender-diverse people) were sexually assaulted and 25% had experienced unwanted sexual behaviours in a post-secondary setting in 2019. The same survey found “a majority (71%) of students at Canadian post-secondary schools witnessed or experienced unwanted sexualized behaviours in a postsecondary setting in 2019—either on campus, or in an off-campus situation that involved students or other people associated with the school”. This data is one indication of the prevalence of sexual violence – and it must end.

This Action Plan sets forward 12 key recommended actions for Government to prevent and respond to [sexual violence](#) within post-secondary communities. These actions, continued work,

and commitments to future work, entail working directly with First Nations, Métis and Inuit partners, students, and post-secondary institutions, to end sexual violence within post-secondary communities.

Government has already taken important steps to support survivors and prevent and respond to sexual violence in our post-secondary communities.

The *Sexual Violence and Misconduct Policy Act* was enacted on May 19, 2017. The *Act* requires all BC public post-secondary institutions to have a sexual misconduct policy. In December 2017, the Province launched the Outreach Engagement Campaign to determine future directions to support sexual violence initiatives. Since 2017, this Government has provided over \$2 million towards preventing and addressing sexual violence in post-secondary communities. These investments have focused on actions in three key areas: **legislative and policy requirements; outreach and awareness campaigns;** and **training and resources.**

## Legislative and policy requirements

- **April 2016** – *Sexual Violence and Misconduct Policy Act* received royal assent.
- **March 2017** – [\*Preventing and Responding to Sexual Violence and Misconduct at British Columbia Post-Secondary Institutions: A Guide for Developing Policies and Actions\*](#) released by the Ministry of Post-Secondary Education and Future Skills (the Ministry) to assist institutions with the development and implementation of sexual violence policies.
- **May 2017** – *Sexual Violence and Misconduct Policy Act* enacted.
- **June to October 2022** – The Ministry conducted a series of consultations with external partners to inform policy direction regarding the *Sexual Violence and Misconduct Policy Act*.
- **February to April 2024** – Three streams of engagement sessions were conducted to validate the draft Action Plan.

## Outreach and Awareness Campaigns

- **Since Fall 2018**, the BC Government has run several information campaigns to prevent sexual violence on and around post-secondary institutions.
- **June 2019** – The “...Is Not Yes” Sexual Violence Awareness Campaign was developed to enhance students’ understanding of consent.<sup>1</sup>

## Training and Resources

- **June 2019** – The Ministry supported capacity-building at post-secondary institutions to implement sexual violence prevention and response initiatives.
  - This included the creation and launch of a suite of synchronous and asynchronous training resources in 2021. The resources covered Consent and Sexual Violence, Supporting Survivors, Accountability and Repairing Relationships, Active Bystander Intervention, and Safer Campuses for Everyone for Post-Secondary Institutions.<sup>2</sup>
- **Late 2021** – The Ministry secured new funding from Women and Gender Equality Canada for a two-year project to develop a second suite of [intersectional](#) training resources (completed Summer 2024) to address [technology-facilitated sexual violence](#) and the impacts of sexual violence on Indigenous, graduate, and international students.<sup>3</sup>
- **March 2022** – The Ministry provided year-end funding to public post-secondary institutions to establish or enhance existing anonymous or confidential sexual violence reporting systems.

Guided by the plan’s five priorities, and in consultation with First Nations and Métis partners, and with expertise and advice from students and post-secondary partners, this Action Plan builds on current work and responds to what partners and advocates have told us is needed to further prevent and respond to sexual violence in post-secondary education.

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1 BC Government. (n.d.). [Making Campuses Safe](#).  
2 BCcampus. (n.d.). [Sexual Violence Resources](#).  
3 BCcampus. (n.d.). [Sexual Violence Resources](#).

# Action Plan Consultation Process

**THIS ACTION PLAN** was informed by the voices and ideas of First Nations and Métis partners, public post-secondary institutions, student societies, student-led sexual violence organizations, subject-matter experts, community organizations, post-secondary sector associations, and staff and faculty unions. The early advice and recommendations from consultations with post-secondary communities and partners in 2022 shaped the elements of this plan. Further engagement in early 2024 on this plan was undertaken to validate what was learned from

previous engagements and provide space to adapt to any emerging issues or priorities. This approach acknowledged the significant consultation recently undertaken with the post-secondary sector and was an opportunity to demonstrate responsiveness to previous feedback and consultations. This plan is aligned with [\*Safe and Supported: British Columbia's Gender-Based Violence Action Plan\*](#) to link to provincial priorities and enable connections across initiatives.

## SECTOR ENGAGEMENT

**IN THE SUMMER OF 2022**, the Ministry conducted a series of broad-based consultations with external partners to help inform policy direction regarding the *Sexual Violence and Misconduct Policy Act*. The Ministry met with First Nations and Métis partners, students, faculty, staff, and additional post-secondary community partners. In Fall 2022, the Ministry conducted a series of intersectional focus groups with students from public post-secondary institutions across the province. A What We Learned summary report was shared with the sector in October 2023 and has informed the current Action Plan.

Between February to April 2024, three streams of engagement sessions were conducted to validate the draft Sexual Violence Action Plan. Students and post-secondary partners were invited to participate in one of ten virtual engagements hosted by Naqsmist. Six sessions were conducted with post-secondary partners, including institution staff, administration and other parties involved in safety on campus. Four engagements were conducted with students. Mahihkan invited partners and students who are First Nations and Inuit to participate in six virtual engagement sessions. Lastly, Métis Nation BC conducted four in-person engagement sessions with Métis citizens and those self-identifying as Métis, many of which were students and/or community members.

# Sexual Violence Action Plan for Post-Secondary Institutions

The Sexual Violence Action Plan (the “Action Plan”) focuses on the interrelated causes and effects of sexual violence within the context of the post-secondary community. The Action Plan supports the prevention of, and responses to, sexual violence within post-secondary communities<sup>4</sup> in British Columbia. Through this Action Plan, the Ministry will work to identify and bridge gaps, build on promising practices, and create opportunities for coordination and collaboration within and across post-secondary communities. The Action Plan details proposed next steps for Government to respond to and prevent sexual violence in post-secondary communities.

This Action Plan is guided by an intersectional approach that acknowledges that sexual violence impacts members of our communities in different ways. Students, staff, and faculty with historically and socially marginalized identities are more likely to experience sexual violence and face greater barriers to safety and support. These identities include First Nations, Métis, and Inuit, racialized people, transgender and [gender-diverse](#) people, people with diverse sexual orientations, people

living with disabilities, neurodivergent people, people living in rural and remote communities, immigrants and newcomers, and sex workers. This increased risk exists due to the impacts of structural and systemic discrimination, which can create power imbalances, and in turn, make it easier for people to cause harm and avoid being held accountable for sexual violence.

The Action Plan is responsive to the feedback we heard during engagement with the post-secondary sector and includes 12 actions under five priority areas the Ministry will continue to focus on.

- 1. LIFTING UP Indigenous approaches**
- 2. INCREASING prevention through awareness and training**
- 3. IMPROVING post-secondary responses to sexual violence**
- 4. IMPROVING data collection and reporting on sexual violence**
- 5. STRENGTHENING privacy and confidentiality**

<sup>4</sup> The post-secondary community includes students, faculty, employees, board members, contractors and volunteers.





## Lifting up Indigenous Approaches

**THE PROVINCE IS COMMITTED TO RECONCILIATION WITH INDIGENOUS PEOPLES** and to upholding its obligations to the United Nations *Declaration on the Rights of Indigenous Peoples*, as outlined in the *Declaration on the Rights of Indigenous Peoples Act* of BC.

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**This priority aligns with *Safe and Supported's* priority, *Lifting up Indigenous-led Approaches*.**

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This Action Plan recognizes that Indigenous People — including First Nations, Métis, and Inuit — are more likely to experience sexual violence, particularly when intersecting with historically and socially marginalized identity factors.

Provincial institutions, including post-secondary institutions, must take responsibility for transforming harmful colonial and racist systems, approaches, and processes. To do so, this Action Plan considers recommendations from *Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls* and its [\*Calls for Justice\*](#) and [\*Truth and Reconciliation Commission of Canada: Calls to Action\*](#) (*Calls to Action*) and opportunities to be responsive to the *Calls to Actions* and *Calls to Justice* within the actions. The actions outlined here complement and advance the BC Government's response and commitments laid out in [\*A Path Forward: Priorities and Early Strategies for BC\*](#), released in 2021.

### DATA FROM STATISTICS CANADA

- ▶ More than six in ten (63%) Indigenous women have experienced physical or sexual assault in their lifetime. Almost six in ten (56%) Indigenous women have experienced physical assault while almost half (46%) of Indigenous women have experienced sexual assault.
- ▶ In comparison, about a third of non-Indigenous women have experienced physical assault (34%) or sexual assault (33%) in their lifetime.
- ▶ About two-thirds of First Nations (64%) and Métis (65%) women have experienced violent victimization in their lifetime.
- ▶ Certain characteristics were associated with a higher likelihood of experiencing lifetime violent victimization among Indigenous women, including having a disability or ever experiencing homelessness ([\*Heidinger, 2022, p. 3\*](#)).

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*2018 Survey of Safety in Public and Private Spaces*

To continue moving towards reconciliation, the Ministry is guided by the principle of respectful collaboration and recognizes that preventing and responding to sexual violence requires respect for Indigenous values, beliefs, knowledge systems, and cultural practices. Additionally, the Ministry recognizes Indigenous Peoples' right to self-determination, and supports the principle "nothing about us without us". This principle acknowledges the importance of ensuring that Indigenous People, First Nations, Métis, and Inuit, are involved in the decision-making process to determine how best to move forward in preventing and addressing sexual violence in post-secondary communities in ways that build on Indigenous strength.

The Ministry will continue to use a distinctions-based approach to work with Indigenous partners to prevent and respond to sexual violence against Indigenous people. This includes consulting with First Nations, Métis, and Inuit partners<sup>5</sup> to revise the Ministry's sexual violence awareness campaign so it is responsive to the needs of the sector and resonates with Indigenous students. In working with Indigenous partners, the Ministry is committed to considering capacity, reciprocity, relationship building, and appropriate protocols that may be involved to reflect our commitment to reconciliation. This includes exploring opportunities to support initiatives led by First Nations, Métis, or Indigenous partners.

## **DISTINCTIONS-BASED APPROACH**

Under BC's *Declaration on the Rights of Indigenous Peoples Act*, the Province must consider the rights of Indigenous Peoples in the province, including the distinct languages, cultures, customs, practices, rights, legal traditions, institutions, governance structures, relationships to territories, and knowledge systems. This distinctions-based approach was upheld throughout the development of this plan, including through Indigenous-led engagement on proposed actions. This approach respects that there are over 200 individual First Nations, as well as urban off-reserve Indigenous Peoples, rural and remote off-reserve Indigenous Peoples, Métis people, and Inuit living in the Province of BC.

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**5** Partners who are First Nations, Métis, and Inuit may include the First Nations Education Steering Committee; Métis Nation BC; First Nations, Métis, and Inuit students, staff, and faculty; post-secondary institutional staff and faculty who support First Nations, Métis, and Inuit students; and additional partners as appropriate.

Building on this work, the Ministry will take the following actions towards *Lifting up Indigenous Approaches*, which aim to be culturally responsive to the needs of Indigenous People, including First Nations, Métis, and Inuit.

- 1. Work with Indigenous partners to provide an intersectional sexual violence training resource for post-secondary institutions that is responsive to the needs of Indigenous students and supports reconciliation as part of the post-secondary sector's prevention and awareness initiatives.**

✓ COMPLETED

This resource was funded through Women and Gender Equality Canada, managed by BCcampus, and completed in Summer 2024. For more information, please visit [Sexual Violence Resources](#). This resource focuses on supporting non-Indigenous administrators, staff, and faculty to unlearn colonial ways of being, take active steps towards reconciliation, and improve their capacity to support Indigenous students, particularly those who are survivors of sexual violence.



## 2. Set standards for public post-secondary institutions so that:

- i. Institutions' sexual violence policies are responsive to the United Nations *Declaration on the Rights of Indigenous Peoples*, the *Calls to Justice*, and the *Calls to Action*; and
- ii. Institutions consult with First Nations, Métis, and Inuit students and partners as part of their 3-year policy review cycle.

Standards could include specifying which parts of the United Nations *Declaration on the Rights of Indigenous Peoples*, the *Calls for Justice*, and the *Calls to Action* post-secondary institutions could consider in their development and review of their sexual violence policies and procedures. Institutions would also be encouraged to seek direction from students and Indigenous partners<sup>6</sup> who are First Nations (including the First Nation(s) on whose territory the post-secondary institution operates), Métis, and Inuit to determine which commitments could be prioritized.

<sup>6</sup> Including First Nations, Métis, Inuit and additional Indigenous communities, Elders/Knowledge Keepers, those living on reserve, on campus, off-campus, urban Indigenous People, status, or non-status.



## Increasing Prevention through Awareness and Training

**IT IS CRITICAL TO PROVIDE AWARENESS AND TRAINING** to the post-secondary sector to increase the prevention of sexual violence for students, staff, and faculty. Awareness and training provides a proactive approach to addressing sexual violence that allows the sector to take steps to prevent sexual violence before it occurs. Effective training and awareness materials are [trauma-informed](#), [culturally safe](#), and regularly reviewed. These materials also need to be intersectional and consider survivors, witnesses, as well as persons who have caused (or may cause) harm.

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**This priority aligns with [Safe and Supported's](#) priority, [Breaking Cycles of Violence Through Prevention, Healing, and Accountability](#).**

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Education and training for the post-secondary sector on prevention and response to sexual violence is necessary to promote a culture of consent across post-secondary communities. To support this, the Ministry created a collection of training resources in 2021<sup>7</sup>, which provided introductory training to all students, staff, and faculty, and developed a second set of intersectional training resources in 2024 to address technology-facilitated sexual violence and the impacts of sexual violence on Indigenous, graduate, and international students.<sup>8</sup>

It is also important to recognize the value of coordinating efforts to proactively address sexual violence. As youth move from secondary school into post-secondary settings, information and resources on consent, healthy relationships, boundaries, and sexual violence must be consistent throughout their educational journey. As such, we will continue to collaborate with the Ministry responsible for K-12 education on the use of language and terminology in educational materials.<sup>9</sup>

Increased awareness of sexual violence, consent, and providing information where survivors can access resources and support, is another important proactive approach to preventing sexual violence. To resonate with diverse student populations, awareness campaigns will aim to be trauma-informed, [survivor-centred](#), adopt a sex positive approach, include online resources and messaging (available in multiple languages), and be adaptable to different institutional contexts. The Ministry will continue to run awareness campaigns at post-secondary institutions and annually acknowledge the third week in September as Consent Awareness Week.<sup>10</sup>

7 BCcampus. (n.d.). [Sexual Violence Resources](#).

8 BCcampus. (n.d.). [Sexual Violence Resources](#).

9 For example, see [Supporting Student Health Secondary](#) and [Supporting Student Health Elementary](#)

10 Possibility Seeds' national [Consent Awareness Week](#) is acknowledged in September due to the first six weeks of post-secondary education (including orientation week) being designated the Red Zone, when there is a significant increase in sexual violence at post-secondary institutions.

In addition, the Ministry will take the following Actions to support *Increasing Prevention Through Awareness and Training*:

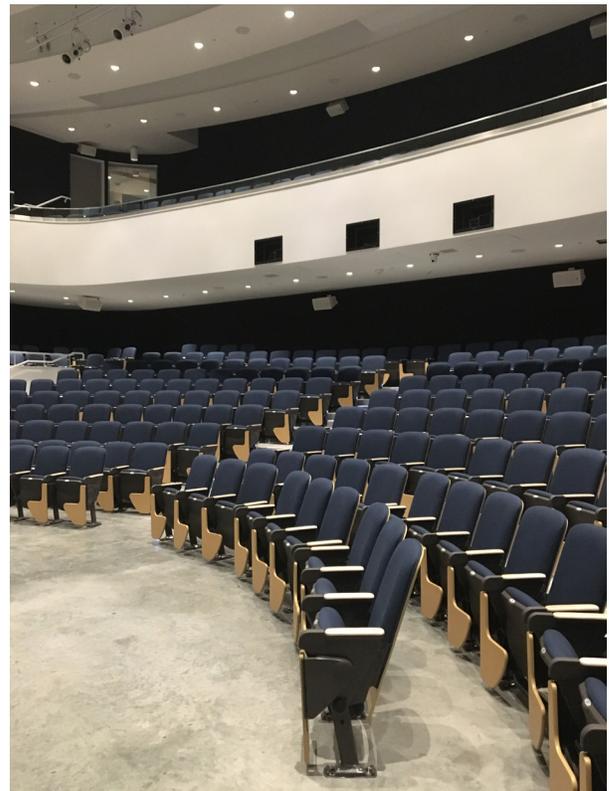
**3. Provide intersectional training resources for the post-secondary sector that are responsive to the needs of international and graduate students and provide training on technology-facilitated sexual violence.**

✓ COMPLETED

These resources were funded through Women and Gender Equality Canada, managed by BCcampus, and were launched in Summer 2024. For more information, please visit [Sexual Violence Resources](#). These training resources supplement the first suite of resources and address gap areas that were identified by the post-secondary sector. This includes resources tailored for international and graduate students,<sup>11</sup> as well as resources to support survivors – and institution staff who respond to survivors – who experience technology-facilitated sexual violence. To align with best practices, the Ministry will look for opportunities for these resources to be regularly reviewed.

**4. Establish requirements on education and training for institutions to proactively respond to sexual violence.**

Establishing requirements on education and training supports increased institutional responsibility. This proposed action would help to shift the response to sexual violence from a reactive to a preventative approach to countering sexual violence. As outlined in [Action 9](#), as part of the institution’s annual report, institutions could be required to proactively report out on the education and training they provide to their post-secondary community.



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<sup>11</sup> The graduate student resources were adapted from resources from Simon Fraser University and Courage to Act’s Possibility Seeds. They focus on power dynamics within the various professional relationships that graduate students must navigate.



## Improving Post-Secondary Responses to Sexual Violence

### **BC HAS AN EXTENSIVE NETWORK OF SERVICES AND SUPPORTS FOR SURVIVORS.**

However, it can still be difficult to find information or access help where and when survivors need it and in ways that meet their individual needs. This Action Plan acknowledges the needs and priorities unique to the post-secondary sector, and a desire for increased supports and services<sup>12</sup> that are available directly within institutions. The Ministry will continue to identify options to support public post-secondary institutions in their work to prevent and respond to sexual violence, including identifying connections to community resources and services, and mental health supports, paying particular attention to requests to address the need for support for survivors who are First Nations, Métis, and Inuit, gender-diverse, members of the 2SLGBTQIA+ community, people living with disabilities, racialized communities, and neurodivergent people.

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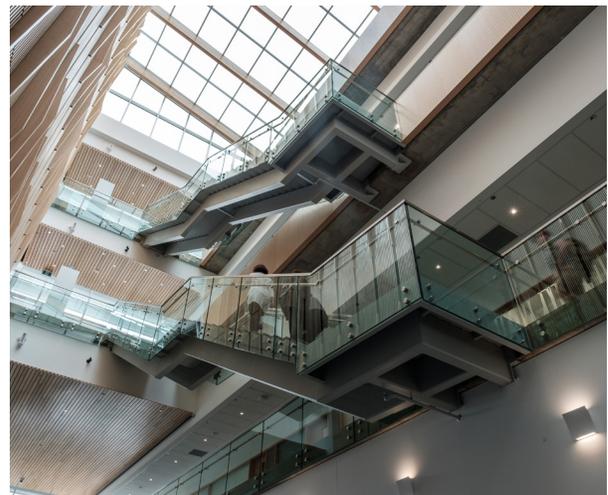
**This priority aligns with *Safe and Supported's* priority, *Increasing Safety and Supports for Survivors.***

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Improving policy standards creates opportunities to ensure that post-secondary institutions integrate effective policies that are trauma-informed, survivor-centred, and acknowledge the intersectional impacts of sexual violence upon diverse populations. The Ministry is committed to updating "[\*A Guide for Developing Policies and Actions\*](#)" to provide further

policy guidance to the sector to improve responses to sexual violence in a culturally safe, trauma-informed, and survivor-centred manner.<sup>13</sup> The Ministry is also committed to continuing to support private institutions and updating guidance and the template policy to support them in creating and reviewing their sexual violence policies.

Additionally, policies and procedures outlining mechanisms for disclosing and/or making formal allegations about incidents of sexual violence need to be written in plain and accessible language to reduce barriers to accessing supports and services. The Ministry will continue to work with post-secondary institutions to ensure policies and procedures are accessible and written in plain language,<sup>14</sup> which could include developing visual aids.



- .....
- 12** This feedback reflected a need for distinct resources and support for survivors, witnesses, persons who have caused harm (or who may cause harm), and people who receive disclosures and/or formal allegations of sexual violence (including staff and faculty at post-secondary institutions).
  - 13** The Ministry acknowledges requests for the guidelines to provide direction on [scope](#) (who, when, and where the policy applies), defining [jurisdiction](#) (and how it differs from scope), trauma-informed approaches, and concurrent criminal investigations. The guidelines will consider an equitable approach which recognizes post-secondary institutions have different resources and capacity to engage in this work.
  - 14** The Ministry previously provided the post-secondary sector with the following resource, [Plain Language Best Practices](#), to support creating plain language sexual violence policies and procedures.

In addition, the Ministry will take the following actions towards *Improving Post-Secondary Responses to Sexual Violence*:

- 5. Support improvements to post-secondary institutions' investigative processes into formal allegations of sexual violence by developing:**
  - i.** guidelines for conducting trauma-informed and survivor-centred sexual violence investigations, including appropriate options for sharing information on case outcomes with survivors,
  - ii.** a roster of investigators who are trained to conduct trauma-informed investigations into formal allegations of sexual violence, and
  - iii.** guidelines on the use of [accountability measures](#), including [non-adjudicative measures](#), and appropriate options for sharing information on sanctions with survivors.

The roster of investigators will be maintained by the Ministry and vetted by students and the post-secondary sector through the provincial [Sexual Violence Advisory Group](#). In consultation with sector partners, parameters will be developed to ensure that the investigators are culturally trained, survivor-centred, trauma-informed, and reflect diverse communities, which could include First Nations, Métis and Inuit, gender-diverse people, the 2SLGBTQIA+ community, people living with disabilities, racialized communities, and neurodivergent people.

Guidelines on accountability measures will provide direction to the post-secondary sector on appropriate responses when a person is found to have violated the institution's sexual violence policy. While historically there have been requests for punitive measures (e.g., expulsion and/or firing), recent feedback from the 2022 and 2024 engagement sessions more frequently requested non-adjudicative measures as options to increase accountability for persons who have caused harm. Non-adjudicative measures include, but are not limited to, restorative or transformative justice approaches.

- 6. Develop options to establish consistent policy standards and support public post-secondary institutions to:**
  - i.** establish an institutional advisory committee with an appropriate level of student representation, and
  - ii.** be timely and transparent in their communications to survivors about the status of investigations.

Such options would be responsive to requests from students<sup>15</sup> for provincial policy standards, the creation of an advisory committee with diverse student representation, and specific timelines for institutions to conduct investigations.

Including an appropriate level of student representation on the institutional advisory committee reflects recommendations from students, while also considering feedback from post-secondary institutions about challenges in recruiting and retaining student representatives. The main purpose of the committee would be to provide recommendations to their institution on their sexual violence policy review and overall prevention

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**15** [Our Call to Action to the BC Government | The Anti-Violence Project and Students for Consent Culture.](#)

and response initiatives to sexual violence. The guidelines document would provide institutions with direction to ensure the advisory committee is representative of diverse community members, including, but not limited to, First Nations, Métis, and Inuit, gender-diverse people, the 2SLGBTQIA+ community, people living with disabilities, racialized communities, and neurodivergent people.<sup>16</sup> The guidelines may also provide recommendations on who else should be invited to participate on the committee, training opportunities for committee members, and appropriately acknowledging contributions of the committee members.

As part of the consultation regarding the *Sexual Violence and Misconduct Policy Act*, student societies and student-led sexual violence organizations provided feedback about establishing clear and consistent timelines for responding to [formal allegations](#) and [disclosures](#) of sexual violence, which helps to increase transparency and accountability. However, post-secondary institutions, unions, and sector associations expressed concern with prescribing investigation timelines, as each formal allegation of sexual violence is unique and requires varying timelines to undertake an investigation in a trauma-informed manner. Timelines also need to consider capacity of institutions to complete the work, and any other requirements that may come into effect (e.g., collective agreements).

Creating standards for post-secondary institutions to be timely and transparent in their communications to survivors engaging in their processes acknowledges the complexity of sexual violence investigations, while also ensuring responsibility for transparent and timely communications to survivors.

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**16** The guidelines will recommend care be taken when recruiting committee members to ensure safety for representatives and not require individuals to disclose their personal information to join the committee.

## 7. Align ministry policies and standards on sexual violence prevention and response for public and private post-secondary institutions.

The regulation of sexual violence policies at private post-secondary institutions<sup>17</sup> in British Columbia is beyond the current scope of the *Sexual Violence and Misconduct Policy Act*, which only applies to public post-secondary institutions.

Although there are different laws, policies, and requirements that govern private institutions (including the *Private Training Regulations*<sup>18</sup> under the *Private Training Act*, the *Degree Authorization Act*, and Education Quality Assurance designation<sup>19</sup>), there are opportunities to strengthen the standards for sexual violence policies at private post-secondary institutions to enhance protections for students at those institutions.



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**17** Private institutions include those certified under the *Private Training Act* and private degree granting institutions which are regulated under the *Degree Authorization Act*.

**18** *Private Training Act*. Private Training Regulation. [Sexual misconduct policy compliance standards](#).

**19** Ministry of Post-Secondary Education and Future Skills. (March 2022). [Education Quality Assurance: Policy and Procedures Manual](#).



## Improving Data Collection and Reporting on Sexual Violence

**EFFECTIVELY PREVENTING AND RESPONDING TO SEXUAL VIOLENCE** within the post-secondary sector depends on continuous learning about what works and taking action to change what doesn't. That's why collecting data, conducting research, and supporting ongoing community dialogue with advocates, survivors, and post-secondary partners is imperative to respond to and prevent sexual violence within the post-secondary sector.

**This priority aligns with *Safe and Supported's* priority, Learning From and Monitoring Our Progress.**

The Ministry will continue to work on enhancing reporting requirements for post-secondary institutions to collect and report on data related to sexual violence<sup>20</sup> – including through existing mechanisms like the annual Institutional Accountability Plans and Reports. This work will follow a trauma-informed and survivor-centred approach<sup>21</sup> to the collection and reporting of data related to sexual violence and will be informed by reports and recommendations from subject matter experts, including from Possibility Seeds' Courage to Act.

In addition, the Ministry will take the following actions to support *Improving Data Collection and Reporting on Sexual Violence*:

- 8. Release a Toolkit to guide public post-secondary institutions in preparing and disseminating their institution's annual report.**

✓ **COMPLETED**

*Creating a Culture of Accountability: A Toolkit for Data & Reporting on Sexual Violence Response and Support at Public Post-Secondary Institutions in British Columbia* (the Toolkit) assists staff and administrators responsible for implementing stand-alone sexual violence policies and preparing and disseminating their institution's annual report, as required by the *Sexual Violence and Misconduct Policy Act*. It highlights promising practices and provides guidance to public post-secondary institutions through the process of collecting and reporting sexual violence data in ways that acknowledge the unique context, policies, and practices of each institution.

The Toolkit was developed with a *working group of post-secondary partners* and was informed by student recommendations and feedback from First Nations and Métis partners.

20 The Ministry acknowledges feedback from the sector requesting the following data: prevention and education initiatives, cases, and case outcomes, including intersectional data on survivors and persons who have caused harm, accommodations offered to survivors, typology/theme of formal allegations, and who was consulted as part of the institutions' sexual violence policy review.

21 This approach balances the privacy of survivors who disclose or make a formal allegation with the value data would offer.

**9. Develop policy standards for public post-secondary institutions to publish a more comprehensive annual report beyond policy implementation.**

The *Sexual Violence and Misconduct Policy Act* requires post-secondary institutions to report to their board annually on the implementation of their policy. This requirement aligns with the original intent of the *Act* to ensure all public post-secondary institutions have a sexual violence policy. Developing policy standards for post-secondary institutions to publish a more comprehensive report would arguably address requests for increased transparency in annual reporting and provide more comprehensive reports that reflect the current state of post-secondary institutions. As noted previously, the *policy guidelines* would be updated to provide guidance to post-secondary institutions on revising their policies.

**10. Create a schedule for future iterations of the *Student Perceptions of Sexual Violence Survey* and publish reports summarizing the results from future surveys.**

The *Sexual Violence and Misconduct Policy Act* empowers the Minister of Post-Secondary Education and Future Skills to direct post-secondary institutions to conduct surveys on sexual violence at their institution. The Ministry has conducted the *Student Perceptions of Sexual Violence Survey* in 2022 and in early 2025, and is committed to developing future iterations of the survey. The first iterations of the survey were developed in consultation with post-secondary partners and subject-matter experts, and the Ministry is committed to ensuring that future iterations of the survey are also developed in consultation with post-secondary partners and subject matter experts and consider strategies to increase student response rate to the survey.





## Strengthening Privacy and Confidentiality

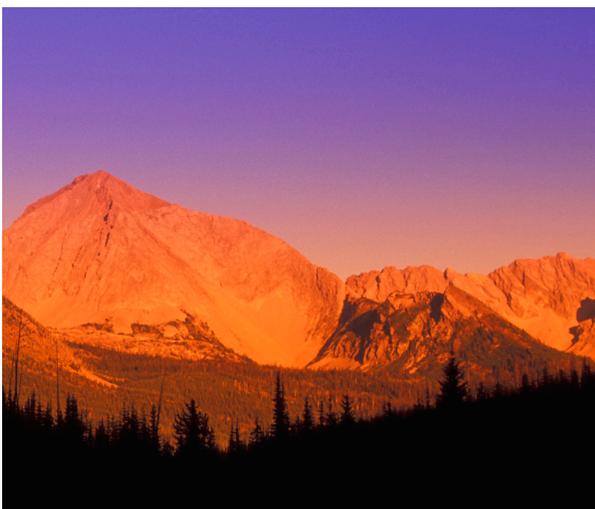
### CONCERNS ABOUT PRIVACY AND CONFIDENTIALITY CAN BE A BARRIER

for survivors accessing service and supports. Giving post-secondary institutions the option to share case outcomes with survivors can promote healing and safety in the formal allegation process for survivors and others impacted by sexual violence and increases accountability for the person(s) who caused harm.

The Ministry will consider the following actions:

**11. Develop standards for public post-secondary institutions on confidentiality in cases of sexual violence.**

**12. Develop guidance for post-secondary institutions on the use of non-disclosure agreements in cases of sexual and gender-based violence.**



A legal non-disclosure agreement, or a gag order, can prevent survivors and other parties from disclosing an incident of sexual violence, including discussing their experience with their support system. While there are situations where non-disclosure agreements benefit the survivor – such as when there is fear of retaliation within a community – these agreements can often do more to protect the institution and/or the person(s) who caused harm. If non-disclosure agreements are used, they need to consider the wishes of the survivor and enable survivors to access support.

### NON-DISCLOSURE AGREEMENTS

Future guidance on non-disclosure agreements will consider the work done by Possibility Seeds' Courage to Act project, *A Comprehensive Guide to Campus Gender-Based Violence Complaints: Strategies for Procedurally Fair, Trauma-Informed Processes to Reduce Harm*, and the *Can't Buy My Silence* campaign.

# Commitment to Future Work

## IN ADDITION TO THE 12 ACTIONS PROPOSED

in the Action Plan and undertaking any necessary analysis needed to ensure their effective implementation, the Ministry is committed to continue working on items that require additional research and/or further consultation before formal actions can be pursued.

Recognizing and supporting Indigenous Peoples' right to self-determination means putting resources in the hands of First Nations, Métis, and Inuit to determine how best to move forward on preventing and addressing the elevated risk of sexual violence that Indigenous People face as a product of systemic colonial harms. The Ministry is committed to identifying options to further support public post-secondary institutions to work in partnership with BC First Nations and Indigenous organizations to develop initiatives to prevent sexual violence for students, staff, and faculty who are First Nations, Métis, and Inuit.

Appropriate and relevant education and training for the post-secondary sector is critical to increase awareness and prevention of sexual violence. The Ministry will continue to identify options and considerations for:

- **SUPPORTING** post-secondary institutions to provide education and training to their community, for example, training specific to fraternities, sororities, and sports teams.
- **STRENGTHENING** innovative sexual violence education and training initiatives for diverse survivors and communities.
- **BUILDING** on existing resources to address requests for resources on accountability mechanisms and increased engagement from men at post-secondary institutions.
- **IMPLEMENTING** training requirements for students, staff, and faculty at post-secondary institutions.

Enhanced mechanisms for disclosing and/or making a formal allegation of sexual violence, such as providing options for making anonymous disclosures and/or formal allegations, can reduce barriers for survivors. For students, this can create a pathway for them to engage with the institution in a safe manner and may help to increase trust in the institution.

## ENGAGEMENT FEEDBACK

Recent engagement with Métis people highlighted concerns about institutions self-regulating, the related desire for an outside organization to receive formal allegations, and the availability of culturally safe structures for survivors. There was also a desire from Indigenous partners and students for anonymous options for making formal allegations, such as web-based tools, to protect the identity of the survivor as the formal allegation process was seen as invasive. Similar concerns were echoed by BC Public Service Indigenous Youth Interns in the consultation on the *Sexual Violence and Misconduct Policy Act*, commenting that Indigenous students needed to feel safe to make a formal allegation of sexual violence to their institution.



The Ministry will identify options for enhanced mechanisms to disclose and/or make a formal allegation about incidents of sexual violence in the post-secondary sector, while considering procedural fairness and rejecting shame-based narratives that make it difficult for survivors to disclose.

Students have the right to safe spaces regardless of location. More work is needed to prevent sexual violence in work integrated learning settings. While many institutional sexual violence policies include students in work integrated learning, an outlying question remains as to how students in work integrated learning settings simultaneously navigate institutional and work policies and procedures when they experience sexual violence. This is a grey area in institutional sexual violence policy and procedures as it becomes unclear who is responsible for ensuring safety – the institution or the workplace, or both. This work will involve collaborating with relevant Government (e.g., WorkSafe), post-secondary, and employment partners (e.g., trades associations) to create best practices to respond to sexual violence in work integrated learning settings, and to ensure students in work integrated learning settings are included in workplace violence, discrimination, and harassment policies and procedures.

## **GUIDANCE FOR FUTURE WORK**

Future work will consider the extensive research conducted by Possibility Seeds' Courage to Act project on Sexual Harassment in Experiential Learning, including the following reports:

- ***Sexual Harassment in Experiential Learning: A Price Students Shouldn't Have to Pay***
- ***Responding to Sexual Harassment in Experiential Learning: A Toolkit for Staff and Faculty at Post-Secondary Institutions***
- ***Building a Protocol for Post-Secondary Institutions to Respond to Sexual Harassment and/or Violence in Experiential Learning***
- ***Policy and Legislative Recommendations to Protect Students from Sexual Harassment in Experiential Learning***

# Reflections and Next Steps

## **AS THE MINISTRY CONTINUES ITS WORK TO IMPLEMENT THESE ACTIONS**

in the coming years, we will embrace opportunities to communicate progress and share stories about what we are learning as we work to end sexual violence in post-secondary communities.

The Ministry is committed to this work and recognizes that it must proceed with ongoing consultation and cooperation with partners who are First Nations, Métis, and Inuit, and in dialogue with community members. The Ministry will continue to seek ongoing recommendations and feedback on its strategic direction, programs, and initiatives, including the implementation of the Action Plan, from the provincial [\*Sexual Violence Advisory Group\*](#),

which is a main connection point between the Ministry, post-secondary institutions, students/student associations, Indigenous partners, subject matter experts, and associations representing community organizations specific to sexual violence. As we work on implementing the actions, the Ministry will consider opportunities to measure the overall success of the Action Plan in preventing and responding to sexual violence in post-secondary communities.

Finally, this work is represented as a key action within the provincial Gender-based Violence Action Plan, [\*Safe and Supported\*](#), and reflects an all-of-Government approach on responding to and preventing gender-based and sexual violence in BC.



# Summary of Actions

## COMPLETED IN 2024

### Lifting up Indigenous Approaches

- ▶ Provide an intersectional training resource that is responsive to the needs of Indigenous students (#1).

### Increasing Prevention through Awareness and Training

- ▶ Provide intersectional training resources that are responsive to the needs of international and graduate students and provide training on technology-facilitated sexual violence (#3).

### Improving Data Collection and Reporting on Sexual Violence

- ▶ Release a Toolkit to guide public post-secondary institutions in preparing and disseminating their institution's annual report (#8).



## LAUNCH IN 2025 AND BEYOND

### Develop options to:

- Ensure post-secondary institutions:
  - » have sexual violence policies that are responsive to the United Nations *Declaration on the Rights of Indigenous Peoples*, the *Calls to Justice*, and the *Calls to Action* (#2.i).
  - » consult with First Nations, Métis, and Inuit students and partners as part of their 3-year policy review cycle (#2.ii).
  - » establish an institutional advisory committee, with an appropriate level of student representation (#6.i).
  - » are timely and transparent in their communications to survivors about the status of investigations (#6.ii).
  - » publish a more comprehensive annual report beyond policy implementation (#9).
- Establish requirements on education and training (#4).
- Develop standards on confidentiality in cases of sexual violence (#11).

### Improving Post-Secondary Responses to Sexual Violence

- Support improvements to post-secondary institutions' investigative processes into formal allegations of sexual violence (#5).
- Align ministry policies and standards on sexual violence prevention and response for public and private post-secondary institutions (#7).

### Improving Data Collection and Reporting on Sexual Violence

- Create a schedule for future iterations of the *Student Perceptions of Sexual Violence Survey* and publish reports summarizing the results from future surveys (#10).

### Strengthening Privacy and Confidentiality

- Develop guidance for post-secondary institutions on the use of non-disclosure agreements in cases of sexual and gender-based violence (#12).

## CONTINUING WORK

### Lifting up Indigenous Approaches

- Work with Indigenous partners, including First Nations, Métis, and Inuit, to prevent and respond to sexual violence.
- Revise the sexual violence awareness campaign so it is responsive to the needs of the sector and resonates with Indigenous students.
- Consider time, reciprocity, and appropriate protocols that may be involved to reflect our commitment to reconciliation.

### Increasing Prevention through Awareness and Training

- Collaborate with the Ministry responsible for K-12 education to ensure messaging is consistent in educational materials on consent, healthy relationships, and sexual violence.
- Continue to run awareness campaigns at post-secondary institutions and annually acknowledge the third week in September as Consent Awareness Week.

### Improving Post-Secondary Responses to Sexual Violence

- Identify options to support public post-secondary institutions in their work to prevent and respond to sexual violence.
- Update “A Guide for Developing Policies and Actions” document.
- Update guidance and the current template policy to support private institutions in creating and reviewing their sexual violence policies.
- Work with post-secondary institutions to ensure policies and procedures are accessible and written in plain language.

## FUTURE WORK

### Lifting up Indigenous Approaches

- Identify options to support public post-secondary institutions to work in partnership with BC First Nations and Indigenous organizations to develop initiatives to prevent sexual violence for students, staff, and faculty who are First Nations, Métis, and Inuit.

### Increasing Prevention through Awareness and Training

- Identify options to support post-secondary institutions to provide education and training to their community.
- Identify opportunities to support innovative sexual violence education and training initiatives for diverse survivors and communities.
- Identify opportunities to build on existing resources to address requests for resources on accountability mechanisms and increased engagement from men.
- Identify options and considerations for implementing training requirements for students, staff, and faculty at post-secondary institutions.

### Improving Post-Secondary Responses to Sexual Violence

- Identify options for enhanced mechanisms to disclose and/or make a formal allegation about incidents of sexual violence in the post-secondary sector.
- Create best practices to respond to sexual violence in work integrated learning settings.

# Glossary

**2SLGBTQIA+:** Sexual orientation and gender identity or expression have different meanings and are subjective and circumstantial to the individual. It's also important to note that 2SLGBTQIA+ is an acronym that represents many, but not all, groups specifically. The acronym refers to Two-Spirit, lesbian, gay, bisexual, trans, queer, intersex, asexual and the '+' recognizes that there are many more identities as well.

**Accountability measures:** "An umbrella term for sanctions, disciplinary actions, outcomes, and other remedies imposed by the post-secondary institution"<sup>22</sup> after a determination that a violation of the sexual violence policy has occurred. Accountability measures may also include alternative measures, such as restorative or transformative justice approaches.

**Colonialism:** Colonialism occurs when a group of people take control of other lands, regions, or territories outside of their own by turning those other lands, regions, or territories into a colony. Colonialism remains embedded in the legal, political, and economic context of Canada today.

**Culturally Safe:** Includes actions and approaches, which recognize and respect the cultural identities of all people and safely meets their needs, expectations, and rights. In educational spaces, cultural safety is about shared respect, shared meaning, and shared knowledge. It also includes a commitment to anti-racism: the practice of actively identifying, challenging, preventing, eliminating, and changing the values, structures, policies, programs, practices, and behaviours that perpetuate racism.

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**22** Erkes, D., De Costa, B. & Jafry, Z. (2020). *A Comprehensive Guide to Campus Gender Based Violence Complaints: Strategies for Procedurally Fair, Trauma-Informed Processes to Reduce Harm. Courage to Act: Addressing and Preventing Gender-Based Violence at Post-Secondary Institutions in Canada.* (p.5).

**Disclosure:** A disclosure is when a survivor tells someone that they experienced sexual violence. Anyone can receive a disclosure, including family, friends, faculty, or staff at a post-secondary institution. A survivor may choose to tell someone at their post-secondary institution they experienced sexual violence for the purpose of accessing support. A disclosure is distinct from a formal allegation.

**Formal allegation:** Separate from the decision to tell someone is the decision to make a formal allegation that you experienced sexual violence. Making a formal allegation at a post-secondary institution starts an investigation to determine whether an incident of sexual violence has occurred, in accordance with the institution's sexual violence policy.

**Gender-based violence:** Gender-based violence is violence committed against someone based on their gender, gender identity, gender expression or perceived gender, and can be verbal, physical, sexual, emotional, psychological, financial, or online. Gender-based violence manifests in many ways, such as intimate partner violence, sexual harassment, sexual assault, child abuse, sex trafficking, coercion, non-consensual disclosure of intimate images and other forms of technology-facilitated violence, femicide and homicide, among many other forms of gender-based violence. People who face overlapping experiences of sexism, misogyny, racism, colonialism, transphobia, homophobia, poverty, stigma, ableism, ageism and/or criminalization (among other systems of discrimination and inequity) are at greater risk of being targeted with gender-based violence.

**Gender-diverse person:** An individual who does not self-identify as exclusively man or woman. Some individuals self-identify as non-binary, while others use terms such as genderfluid, genderqueer, agender, or Two-Spirit.

**Intersectional/intersectionality:** Coined by American scholar and civil rights advocate, Kimberlé Crenshaw in 1989, intersectionality describes the ways in which systems of inequity based on gender identity/expression, race, ethnicity, Indigeneity, sexual orientation, disability, class, and other forms of discrimination “intersect” to create unique dynamics and effects.

**Jurisdiction:** a legal term for the “authority for an institution to launch an investigation and determine outcomes for the incident in question”. Jurisdiction is “established in the enabling statute(s) and post-secondary institution policies, this authority is non-negotiable”. It is up to the institution to determine their jurisdiction.<sup>23</sup>

**Non-adjudicative measures:** an umbrella term to refer to accountability measures that do not involve punitive or disciplinary measures.<sup>24</sup>

**Non-disclosure agreement:** “A non-disclosure agreement or an NDA is a signed legal document that restricts sharing information with others that is designated as “confidential”. This means at minimum the whole agreement and its terms, and sometimes more. An NDA has no time limits and is intended to bind the parties to stay silent forever. These agreements are sometimes referred to as confidentiality or compromise agreements”.<sup>25</sup>

**Scope:** The “who, where, and when [to which] the [sexual violence] policy applies”.<sup>26</sup>

**Sexual violence:** Any unwanted sexual act that is attempted or is carried out. It may include physical, verbal, or psychological acts. There are many different types of sexual violence, and people of all genders may experience it. Such behaviour may or may not involve physical contact and can occur in online/virtual environments.

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23, 24 Eerkes, D., De Costa, B. & Jafry, Z. (2020). *A Comprehensive Guide to Campus Gender Based Violence Complaints: Strategies for Procedurally Fair, Trauma-Informed Processes to Reduce Harm. Courage to Act: Addressing and Preventing Gender-Based Violence at Post-Secondary Institutions in Canada.*

25 *NDA INFO — Can't Buy My Silence (cantbuymysilence.com)*

26 Khan, F., Rowe, C. J., and Bidgood, R. (2019). *Courage to Act: Developing a National Framework to Address and Prevent Gender-Based Violence at Post-Secondary Institutions in Canada.* Toronto, ON: Possibility Seeds. (p. 59)

Sexual violence can range from unwanted sexual behaviours to assault.<sup>27</sup>

**Survivor-centred:** Survivor-centred approaches are grounded in the lived experiences of survivors of sexual violence. Being survivor-centred means prioritizing the rights, needs, and wishes of survivors in all processes and responses to sexual violence. Survivor-centred approaches to preventing and responding to sexual violence challenge victim-blaming attitudes, use supportive strategies that assume survivors are present in all types of situations, including learning environments, and ensure training initiatives and resources include the input and experiences of survivors.

**Technology-facilitated sexual violence:**

Technology-facilitated sexual violence acknowledges the scope and pervasiveness of sexual violence in different contexts where technology is used to cause harm. It is important to recognize the wide spectrum of behaviours that can be used to perpetuate violence online. Technology-facilitated sexual violence refers to a spectrum of activities and behaviours that involve technology as a central aspect of perpetuating sexual violence, abuse, or harassment, including but not limited to social media and messaging platforms, digital cameras, and dating apps.<sup>28</sup>

**Trauma-informed:** Trauma-informed practice is a way of working that emphasizes safety, trustworthiness, choice, connection, collaboration, strengths, and resilience. It works from the perspective of “universal precautions”, or assuming people may have past or current experiences of trauma and violence. Trauma-informed practice recognizes the pervasiveness of sexual violence in society and includes an understanding of the social, systemic, and structural roots of violence and trauma, including the replication of harm that can occur in response to violence.

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27 Sexual Violence Training Development Team. (2021). *Safer Campuses for Everyone: Implementation Guide.*

28 BCcampus. (n.d.). *Sexual Violence Resources.*





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