Sexual Violence Education and Training Information Document

Introductory Note:
One of the many barriers to disclosing or making a complaint of sexual violence is the fear of not being believed. That fear is not unfounded, as misconceptions around sexual violence are prevalent in society. As one example, if a victim did not scream or fight or say “no,” the assumption may be that there must have been implicit consent. These assumptions can be held by anyone receiving a disclosure, investigating, or adjudicating a complaint, or even by those who have experienced sexual violence themselves. Education on these and other topics is designed to correct these misconceptions. In addition, research on the potential effects of trauma on memory, recall and behaviour sheds new light on methods for interviewing those who have experienced trauma.

The goals of education, bystander intervention and other training are to help those who experience sexual violence feel safer in disclosing and/or making a complaint and seeking support; ensure that those who receive disclosures know how to support and refer; allow investigators to use trauma-informed interview techniques in order to get the best information possible from complainants; and ensure that decision-makers in complaint processes are able to appropriately interpret the evidence before them. Below is a non-exhaustive list of selected training and education opportunities. Any other relevant training should also be considered, as appropriate.

FOR THE UNIVERSITY COMMUNITY
The resources below are available to members of the University community at no cost and provide education and training in the areas of understanding sexual assault, consent, bystander intervention, gender based violence, effects of trauma and trauma-informed interviewing.

Sexual Assault Centre (no cost)
- Videos: Understanding Sexual Assault
  https://www.youtube.com/watch?v=1mGBqzMF2vA&list=PL2V1RRG3M1rTKPuhw2eHWvVIvcrBcDKsh&index=2
- Online guide: How to Respond to a Disclosure of Sexual Violence https://www.ualberta.ca/current-students/sexual-assault-centre/responding
- Working for Change workshops: Email edcoord@ualberta.ca

the Landing (no cost)
The Gender Based Violence Prevention Program (GBVPP) is a campus and community-wide initiative designed to increase awareness, education, communication, inclusion and safety. Education and training sessions consisting of interactive modules are available as a comprehensive program or individually as workshops. Contact the Landing (thelanding@su.ualberta.ca) to request the program, a module or combination of modules, or a custom workshop for any group. Modules include:
1. Introduction: Role of Athletes/Athletics/Greek Culture in Violence Prevention
2. Module 1: Introduction and Critical Thinking of Gender Roles - Thinking outside the box
3. Module 2: Gender and Healthy Sexuality; Healthy Relationships
4. Module 3: LGBTQ Inclusivity, Safe Spaces, Language
5. Module 4: Gender Based Violence Part 1
6. Module 4: Gender Based Violence Part 2, Sexual Assault & Consent (Including alcohol and consent)
7. Module 5: Alcohol Strategies on Campus
8. Module 6: Role of Media

Residence Life (no cost)
- Can I Kiss You? - for all first-year residents
- SHARC Week (Sexual Health, Relationships and Consent) - for all residents, every October
- Sex - Online module on consent, healthy relationship - for all first year residents
FOR THOSE MORE LIKELY TO RECEIVE DISCLOSURES

Some of our community members may be more likely to receive disclosures, including Resident Assistants, coaches, supervisors, student advisors of all kinds, student leaders, graduate coordinators, student group members, and many others. For those individuals, additional training on receiving disclosures and making appropriate referrals is available including the following:

The **Sexual Assault Centre** provides the following workshops free of charge. Email edcoord@ualberta.ca to request a workshop (at no cost):

- Student Advisor’s Disclosure Training
- Residence Coordinator Disclosure Training
- Workshop for Supporters
- Customized workshops
- Sexual Assault and Relationships (through the Community Helpers Program facilitated by the Community Social Work Team [http://community.ualberta.ca/en/Programs/CommunityHelpersProgram.aspx](http://community.ualberta.ca/en/Programs/CommunityHelpersProgram.aspx))

The **Office of Safe Disclosure and Human Rights** provides training on request for faculties, staff groups, classes and student groups. Contact osdhr@ualberta.ca to arrange training.

- Good disclosure practices

**For Resident Advisors** (no cost):

- Sexual Assault Response, Prevention and Responding to a Disclosure (e-class and in-person workshop put on by the Sexual Assault Centre)
- Inclusivity in Residence (offered by ISMSS or the Landing)

FOR BYSTANDERS

Bystander intervention is a way to prevent sexual violence from occurring in the first place. It emphasizes recognizing the danger signs and taking steps to interrupt the possibility of sexual violence.

The **Sexual Assault Centre** provides the following free of charge. Email edcoord@ualberta.ca to request a workshop:

- Bystander Intervention

the Landing provides the following free of charge. Email [http://thelandingualberta.ca/](http://thelandingualberta.ca/) to request a workshop:

- GBVPP custom workshops on request

The **Office of Safe Disclosure and Human Rights** provides training on request for faculties, staff groups, classes and student groups. Contact osdhr@ualberta.ca to arrange training.

- “Upstanding” against harassment

**Residence Life** offers information on bystander intervention:

- “Can I Kiss You?” offered to all first-year residents in the fall of each year.

FOR INVESTIGATORS AND ADJUDICATORS

Anyone investigating or adjudicating complaints of sexual violence should, at a minimum, have appropriate training in:

1. Understanding sexual assault
2. The effects of trauma on memory and behaviour
3. Trauma-informed interviewing
Below are some examples of available training:

The **Sexual Assault Centre** (no charge):
- Sexual Assault Responder Disclosure Training (Email edcoord@ualberta.ca to request a workshop)
- Videos: Understanding Sexual Assault [https://www.youtube.com/watch?v=3j3ggLQqalw&list=PL2V1RRG3M1rTKPu2eHWvVnCrBcDk&index=1](https://www.youtube.com/watch?v=3j3ggLQqalw&list=PL2V1RRG3M1rTKPu2eHWvVnCrBcDk&index=1)
- Online guide: How to Respond to a Disclosure of Sexual Violence [https://www.ualberta.ca/current-students/sexual-assault-centre/responding](https://www.ualberta.ca/current-students/sexual-assault-centre/responding)

**End Violence Against Women (EVAWI)** provides online education and training, free of charge. The archive is constantly updated as new training is offered:

- **Webinars** [http://www.evawintl.org/WebinarArchive.aspx](http://www.evawintl.org/WebinarArchive.aspx)
  - Neurobiology of Sexual Assault (part 1 and 2)
  - Effective Report Writing: Using the Language of Nonconsensual Sex
  - Successfully Investigating Sexual Assault Against People with Disabilities
  - Forensic Experiential Trauma Interview (FETI), Part 1 & 2
  - Effective Victim Interviewing

- **Online courses** [http://www.evawintl.org/onlinetraining.aspx](http://www.evawintl.org/onlinetraining.aspx)
  - Dynamics: What does Sexual Assault Really Look Like?
  - Effective Report Writing: Using the Language of Nonconsensual Sex
  - Preliminary Investigation: Guidelines for First Responders
  - Victim Impact: How do Sexual Assault Victims Respond?
  - Interviewing the Victim: Techniques Based on the Realistic Dynamics of Sexual Assault
  - False Reports: Moving Beyond the Issue to Successfully Investigate Sexual Assault
  - Successfully Investigating Sexual Assault Against People with Disabilities
  - Drug and Alcohol Facilitated Sexual Assault (coming soon)

### DEFINITIONS

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<tr>
<th>Disclose/Disclosure</th>
<th>A verbal or written report or account by any person to a member of the University community that they have experienced sexual violence.</th>
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<tbody>
<tr>
<td>Complaint</td>
<td>Usually a written report or statement alleging sexual violence misconduct made to a University official under a University process for the purpose of initiating an investigation and resolution process.</td>
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<tr>
<td>Sexual violence</td>
<td>Any sexual act or act of a sexual nature, or act targeting sexuality, whether physical or psychological, committed without consent. This includes, but is not limited to sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, distribution of intimate images, inducing intoxication, impairment or incapacity for the purpose of making another person vulnerable to non-consensual sexual activity, and other analogous conduct.</td>
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Consent

Consent is a voluntary, ongoing, active and conscious agreement to engage in the sexual activity in question. Consent or a "yes" that is obtained through pressure, coercion, force, threats or by inducing intoxication, impairment or incapacity is not voluntary consent. Silence or ambiguity do not constitute consent. Additionally, there is no consent when:

- it is given by someone else.
- the person is unconscious, sleeping, highly intoxicated or high, or otherwise lacks the capacity to consent.
- it was obtained through the abuse of a position of power, trust or authority.
- the person does not signify "yes", says "no" or implies "no" through words or behaviours.
- the person changes their mind and withdraws their consent.

Consent cannot be implied (for example, by a current or past relationship, by consent to another activity, or by failure to say "no" or resist). In addition, consent cannot be given in advance of sexual activity that is expected to occur at a later time. It is the responsibility of the person wanting to engage in sexual activity to obtain clear consent from the other and to recognize that consent can be withdrawn at any time.

Complainant

An individual who makes a complaint under a University process.

RELATED LINKS

Should a link fail, please contact uappol@ualberta.ca. [▲Top]
Information

Options, Resources and Services for those who have Experienced Sexual Violence Information Document (UAPPOL)
Sexual Violence Interim Measures Information Document (UAPPOL)
Options for Survivors of Sexual Assault (Sexual Assault Centre, University of Alberta)
Responding to a Disclosure of Sexual Assault (University of Alberta)
Review of the University of Alberta’s Response to Sexual Assault

Complaint mechanisms
Faculty Agreement (University of Alberta)
Librarian Agreement (University of Alberta)
Administrative and Professional Officer Agreement (University of Alberta)
Code of Student Behaviour (University of Alberta)
Community Standards Policy for University Residences (University of Alberta)
Contract Academic Staff: Teaching Agreement (University of Alberta)
Faculty Service Officer Agreement (University of Alberta)
Graduate Student Assistantship Collective Agreement (University of Alberta)
NASA Collective Agreement (University of Alberta)
Postdoctoral Fellows Policy (University of Alberta)
Sessional and Other Temporary Staff (SOTS) Agreement (University of Alberta)
Trust/Research Academic Staff (TRAS) Agreement (University of Alberta)

Related policies
Access to Information and Protection of Privacy Policy (University of Alberta)
Discrimination, Harassment and Duty to Accommodate Policy (University of Alberta)
Ethical Conduct and Safe Disclosure Policy (University of Alberta)
Helping Individuals At Risk Policy (University of Alberta)
Protocol for Urgent Cases of Violent, Threatening or Disruptive Behaviour (University of Alberta)
Conflict Policy – Conflict of Interest and Commitment and Institutional Conflict (University of Alberta)