



Sexualized Violence  
Policy #1006

# ANNUAL REPORT

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2022-2023/2023-2024

## A MESSAGE FROM THE PRESIDENT

Mount Allison University is committed to fostering a safe, inclusive, and respectful environment for all members of our campus. The Sexualized Violence Policy #1006 Annual Report provides key insights into addressing sexualized violence in 2022–23 and 2023–24.

In 2024, the Sexualized Violence Policy and Procedures underwent substantive review to integrate community feedback, adopt best practices, and address the evolving needs of our community. The policy and procedures, which include a comprehensive review every three years, form part of our efforts to provide the highest standards of care and support, and to continuously work to reduce harm and sexualized violence throughout our community.

As outlined in the policy, this report highlights key metrics including the number of reported infractions and the responsive actions taken. While these statistics remind us of the work that remains, they also underscore the effectiveness of our survivor-centred, trauma-informed approach, enhancing a community where survivors are supported and enabled to report and address sexualized violence in all its forms.

We aim to educate and work with the community to prevent incidents of sexualized violence. However, when incidents do happen, we are committed to providing a clear path for survivors to come forward and find the support needed. An increase in reported experiences indicates both the occurrence of sexualized violence and the increased confidence from the community to come forward, knowing the supports in place, and understanding and trusting our policy and procedures.

These efforts reinforce our commitment to fostering a safe, supportive community and ensuring meaningful progress in both prevention and response.

Thank you to all who have contributed to these efforts. Your insights, collaboration, and dedication are an integral part of building a community committed to safety, inclusion, and respect. Together, we move forward with a shared vision and unwavering commitment to these principles.

**Ian Sutherland, PhD (he/they)**  
**President & Vice-Chancellor**

# ANNUAL REPORT

**Prepared by the Department of Sexualized Violence Services and  
the Office of the Vice President of International and Student Affairs**

*Mount Allison University is located within the traditional territory of Mi'kma'ki, the unceded ancestral homelands of the Mi'kmaq. Our relationship and our privilege to live on this territory was agreed upon in the Peace and Friendship Treaties of 1725 to 1752. Because of this treaty relationship, it is to be acknowledged that we are all Treaty People and have a responsibility to respect this territory.*

## CONTENT WARNING

This report contains statistics and definitions of sexual violence, and descriptions of sexual violence. While the intent of this report is not to harm, we acknowledge that this material may cause distress or emotional harm. We encourage you to connect with university resources and supports if required.

## DATA LIMITATIONS

We acknowledge that sexualized violence is underreported, and many do not disclose due to multiple barriers. The university encourages survivors and those impacted by sexualized violence to access coordinated supports and resources.

Statistical reporting on sexualized violence can be difficult to interpret. A low reported number of incidents does not necessarily mean that there are a low number of actual incidents. A high reported number of incidents does not necessarily mean that there are more incidents occurring but may indicate that incidents are being reported more often. At Mount Allison, our hope is that there is a reduction in the number of sexualized violence incidents that occur and that incidents, which occur, are reported. This is all while understanding that a survivor-centered approach is key.

Some consultations may involve the same incidents shared by survivors during a disclosure, therefore each number counted is not necessarily a unique instance of sexual violence. Some intakes involve more than one person.

## INTRODUCTION

Sexualized violence is any sexual act, attempt to obtain a sexual act, or other act directed against a person's sexuality, gender identity, or gender expression, that has not been consented to. This includes sexual acts that cannot be freely given due to positions of trust or authority, and as defined by law.

Sexual violence is a systemic, public health and safety issue. Ending sexual violence is a shared responsibility, and Mount Allison acknowledges the ongoing efforts put forward by many students, faculty, and staff across our shared community. We are committed to strengthening our existing partnerships, establishing new relationships, and working to reduce barriers for everyone to access supports, services and education for a safe and supportive university.

This Annual Report was prepared in accordance with Policy 1006 – The Sexualized Violence Policy that outlines Mount Allison University's commitment ***to maintain a positive and respectful learning, living, and working environment that respects the right of all our community members. To that end, the University does not tolerate sexualized violence.***

The following report reflects the efforts and work undertaken by the Sexualized Violence Services and covers a period of two academic years, from Fall 2022 to Spring 2024 and presents information in the areas of sexual violence, response and prevention. It is our hope that this report is an opportunity for a continued dialogue on sexual violence stewardship, response and prevention at Mount Allison University.

## BACKGROUND AND TIMELINE

DATE	TACTIC
December 2020	Independent review of policies and procedures
January 2021	Action Plan Update
February 2021	Update on independent review
July 2021	Independent review made public
October 2021	Prevention and Education Coordinator position established
October 2022	Community feedback on policies and procedures
February 2022	Adoption of REES (Respond, Educate, Empower Survivors)
October 2022	Updated procedures and draft of Policy 1006
February 2023	Sexual Violence, Equity, Diversity and Inclusion Consultant position established
February 2023	Policy #1006 receives Board of Regents approval
December 2023	Policy #1006 Review Committee is formed
Summer 2024	Policy #1006 revisions approved
Fall 2024	Procedures and educational documents developed

## COLLABORATIVE EFFORT AND APPROVAL

In 2024, the Sexualized Violence Policy Review Committee submitted a revised draft of Policy 1006 to the Student Affairs Committee of the Board of Regents and Student Affairs staff to review. This committee collected feedback provided through letters, email, in-person meetings, information sessions, and anonymous form submissions. This collective effort integrated current best practices and reflects the dedication of individuals and groups within our community. The Policy was presented to the Board of Regents and approved in the Summer of 2024. The procedures and educational documents are developed separately and incorporate feedback provided by the various stakeholders.

## PREVENTION AND RESPONSE

Sexualized Violence Services at Mount Allison is comprised of two key roles that work in close collaboration with other roles in Student Affairs and across the university community.

The **Sexualized Violence Response Consultant (SVRC)** previously referred to as the Sexual Violence, Equity, Diversity and Inclusion Consultant, receives disclosures of sexual and gender-based violence and helps people to navigate the sexualized violence procedure and complaints process. The SVRC is a supportive resource for survivors in creating safe plans, coordinating accommodation, and providing referrals to internal and external health and wellness providers.

The **Sexual Violence Prevention and Education Coordinator** leads programming and support focused on prevention and education related to sexualized violence. The position provides one-on-one and group education around sexualized violence prevention, including a range of topics and concerns such as public health and personal safety.

## INFRACTIONS, SUPPORT, AND MEASURES

CATEGORY	2022-2023	2023-2024
Students connected with Sexualized Violence Office	40	91
Policy Infractions	45	111
Support Measures Implemented	54	193
Formal Accountability Measures Implemented	27	57

## **PREVENTION**

Education, training, and outreach are critical components of our work to address the causes and impact of sexualized violence. Across Canada, post-secondary institutions continue to facilitate conversations and deliver training on consent. In addition to following best practices and research, we are eager to learn from our colleagues across Canada about campaigns and relevant initiatives to engage with students.

We are committed to educating and training the university community about sexualized prevention in all its forms, including active bystander training. Through online training modules, the campus community can develop and foster skills and knowledge to support one another.

With the support and collaboration of university partners, we provide in-depth workshops, sessions and webinars to athletes, coaches, residence assistants, incoming students, and whoever requests it. We work closely with student leaders and volunteers to ensure our work is relevant and to support student leadership and advocacy.

## **COMMUNITY PARTNERSHIPS**

We acknowledge that we cannot combat sexual violence at the university in isolation. Our community collaborations are essential in our work, providing essential support and resources to students. We thank all community partners for their collaboration with Mount Allison.

\*\* REES – REES is Mount Allison’s 24/7 online reporting platform. REES will connect the individual directly to the Sexualized Violence Response Consultant, who will work collaboratively with the individual to explore their options.