

# SEXUAL VIOLENCE PREVENTION & RESPONSE FRAMEWORK

2023-2024



## Introduction

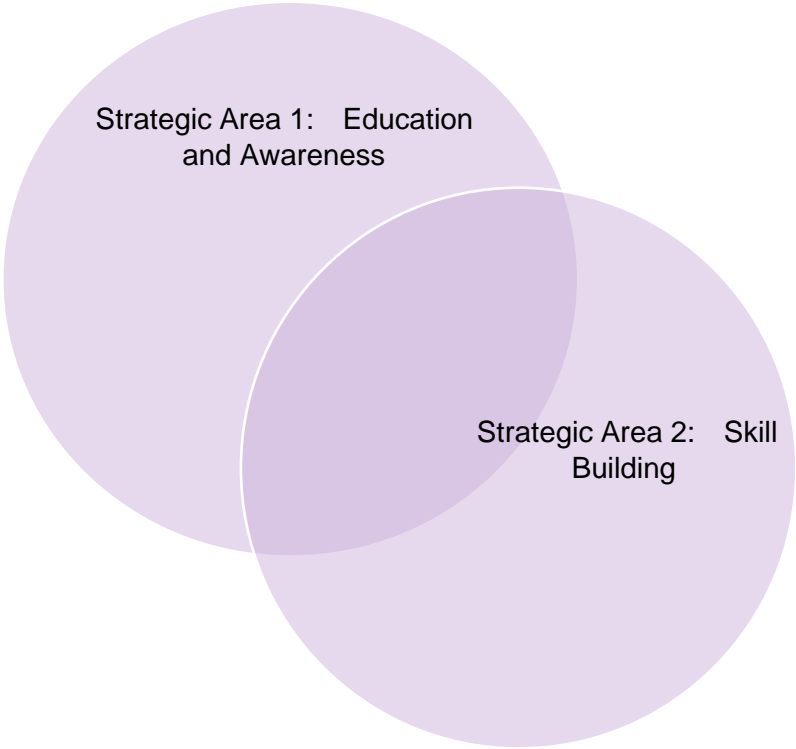
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The *Sexual Violence Prevention and Response Framework* document reflects a joint effort between the Alma Mater Society, the Society of Graduate and Professional Students, th

In March 2015, Queen's undergraduate and graduate students took part in a campus climate survey.<sup>2</sup>







## Strategic Areas

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1 Education & Awareness	1.1 Making sexual violence prevention and response information available, accurate, up -to-date, relevant and accessible to students
	1.2 Ensuring effective education and awareness programs developed using research -based program considerations and guided by strategic priorities
2 Skill Building	2.1 Providing students with the tools needed to prevent and respond to instances of sexual violence
	2.2 Equipping students with the ability to assess the risk of sexual assault
	2.3 Providing students with the opportunity to learn and apply practical skills as they relate to sexual violence prevention and response
3 Culture of Support	3.1 Fostering a campus culture that supports survivors/victims of sexual violence
	3.2 Recognizing how different aspects of one’s identity interact and influence their experiences, including and especially those related to sexual violence and having this inform coordinated prevention and response efforts
4 Policy and Procedures	4.1 Maintaining a stand -alone sexual violence policy
	4.2 Communicating the information about the policy and associated procedures to all members of the campus community (students, all employee groups)
	4.3 Ensuring that the policy and related procedures are accessible
	4.4 Ensuring that information about related policies is communicated to all members of the campus community
5 Community	5.1 Challenging societal norms that support sexual violence
	5.2 Working with and coordinating efforts with community partners to enhance efficacy of prevention
	5.3 Ensuring that community norms and attitudes shift to compliment and support individual -level behavioral changes

## Strategic Priorities

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1

Education &  
Awareness

1.1 Student and awareness of resources and support services

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2

Skill Building

2.1 Improving Faculty/staff and student competency related to receiving disclosures

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3

Culture of  
Support

3.1 Increased support for students who disclose

3.2 Break down barriers to disclosure and reporting

3.3 Improve and streamline the process for receiving accommodations

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4

Policy and  
Procedures

4.1 Policy, related resources and information should be easy to access and understand for students

4.2 Increased 1.36 0 Td ( )Tj Ev3<T0 Tc 0 Tw ( )et36 407.64 96 2.16 re f\* 132 407.64 2.16



The following table reflects the work of multiple clubs, groups and units across the Queen's community that are actively engaged in prevention and response activities related to sexual violence. These are activities which were implemented in 2023-2024.

Initiative	Lead plus Unit (s) Involved	Program Facilitators	Framework Components/ Focus	Content/Topic	Audience Characteristics	Format/ Duration/ Timing /Frequency	Number of Participants/ Notes
PEGaSUS A Supportive Psycho-educational group for people who have experienced sexual violence.	Student Wellness Services (Student Affairs)	Registered Counsellors and/or Social Workers.	Community, Skill Building, Culture of Support		Self-referral, graduate and undergraduate students. Female identified only	Once a week for 1.5 hours each. The group runs for 8 weeks. Offered in fall, winter, and spring.	10/group max
Empower UP – trauma informed resistance training	Ey (e7nf b 487u)a711						

Initiative	Lead plus Involved	Unit (s)	Program Facilitators	Framework Components/ Focus	Content/Topic	Audience Characteristics	Format/ Duration/ Timing /Frequency	Number of Participants/ Notes
					staff with tools to be a first responder			

Initiative	Lead plus Unit (s) Involved	Program Facilitators	Framework Components/ Focus	Content/Topic	Audience Characteristics	Format/ Duration/ Timing /Frequency	Number of Participants/ Notes
16 Days of Gender Activism	SVPRS w campus and community partners (KIH, SACK)	DSA and SVPRS staff and students	CultSo2( 7re f 49				

Initiative	Lead plus Unit (s) Involved	Program Facilitators	Framework Components/ Focus	Content/Topic	Audience Characteristics	Format/ Duration/ Timing /Frequency	Number of Participants/ Notes
Sexual Violence Awareness Week - January 2024 Assorted activities	SVPRS & Health Promotion	SVPRS, Health Promotion, Yellow House, SHRC, SEO	Education & Awareness, Skiict	006 0 0 9 306.84 504.1C 0.002T99/dTc 0.in.002T9gomotionAiiict 87ss,			

Initiative	Lead plus Unit (s) Involved	Program Facilitators	Framework Components/ Focus	Content/Topic	Audience Characteristics	Format/ Duration/ Timing /Frequency	Number of Participants/ Notes
				available resources on and off campus	SGPS student groups, undergraduate student groups		
Sexual Harassment and Violence in the Workplace workshop	Human Rights & Equity Office	SVPRC and HRAS Advisor Human Resources	Education & Awareness, Policy and Procedure, Culture of Support	Sexual harassment, intimate Partner Violence	Staff and Faculty, part of certificate program offered via The Learning Catalogue (Human Resources)	Fall and Early Summer sessions offered this year	

Initiative	Lead plus Unit (s) Involved	Program Facilitators	Framework Components/ Focus	Content/Topic	Audience Characteristics	Format/ Duration/ Timing /Frequency	Number of Participants/ Notes
Assorted Educational Programming, Embedded in course curriculum	SVPRS	SVPREducation and Outreach staff in partnership with specific Facult ies	Education and Awareness, Culture of Support	SV conversation linked to specific course curriculum e.g., Engineering, Political Studies, MBA	Students enrolled specific courses	On-going project	
Take Back the Night	Walkhome - AMS	AMS, SVPRS, KIH +	Education and Awareness, Culture of Support, Community	Rally w guest speakers and march on campus	Open to all community, focus on students	To be annual event if possible , October 1, 2023	
Red Flag Campaign	Health Promotion	Health Promotion, SVPRS, other partners	Education and Awareness, Culture of Support, Community	Boothing and social media campaign, focus on healthy relationships	Open to all, focus on students	Annual event, Valentine's Day	
International Women's Day and week	SVPRS	SVPRS, KIH, AMS Swing Dance Club	Culture of Support, Community, Education and Awareness	Boothing, social media campaign, swing dance social w focus on consent	Open to all Kingston community		Fundraiser for KIH
Student Voices Week	DSA/SEO Shift project	SHIFT and campus partners	Culture of Support, Community, Education and Awareness	A variety of events over the course of a week, boothing , finding voice activities, student celebration event	Open to all QU community, focus on students	March 2024	
SV Policy Review and Revisions	DSA, SVPRS, USEC, Watershed Legal Projects (CLISSAR)		Policy and Procedure			External reviewers (interviews with campus partners, recommendations, revisions, public consultation, governance reviews, BoT) Gazette articles, social media, other comms channels.	Fall 2022 to December 2023 , implementation in Winter 2024

Initiative	Lead plus Unit (s) Involved	Program Facilitators	Framework Components/ Focus	Content/Topic	Audience Characteristics	Format/ Duration/ Timing /Frequency	Number of Participants/ Notes
Workshops for student athletes	Athletics and Recreation	In partnership w Youth for Consent Culture	Education and Awareness	Assorted workshops with varsity teams		Fall 2023/Winter 2024	Men's football, Women's Basketball teams

<sup>1</sup> Workshops and training should be supplemented with mass -media, campus -wide public service notices.

<sup>2</sup> Increased cross -unit and cross -disciplinary collaboration enhances the efficacy of prevention efforts across units.

<sup>3</sup> Effective programs are professionally facilitated. Program facilitators can be students, staff, faculty, community members an d others.

<sup>4</sup> Content should include consent, healthy relationships, risk reduction strategies, policies, bystander intervention, survivor supports, attitudes, rape -myths, alcohol, hazing, drugs, harassment and stalking and more.

<sup>5</sup> Effective programing usually targets single -gender audiences and are administered to students at several times throughout their time at university. Other audience characteristics to be mindful of include identity and culture. Programming should look to fo cus on subgroups of vulnerable students.

<sup>6</sup> Programs designed to be workshop -based or administered as classroom courses, occurring frequently and in long sessions, are the most effective for prevention. Lecture -based and longer formats are effective for improve d rape attitudes and rape myth acceptance. (Vladutiu, Marin, Macy, 2011) .

## Appendix 1: Research

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The framework content is grounded in research focusing on determining the most effective methods for sexual violence prevention on university campuses. This research guided the adoption of the five strategic areas included, which complement one another

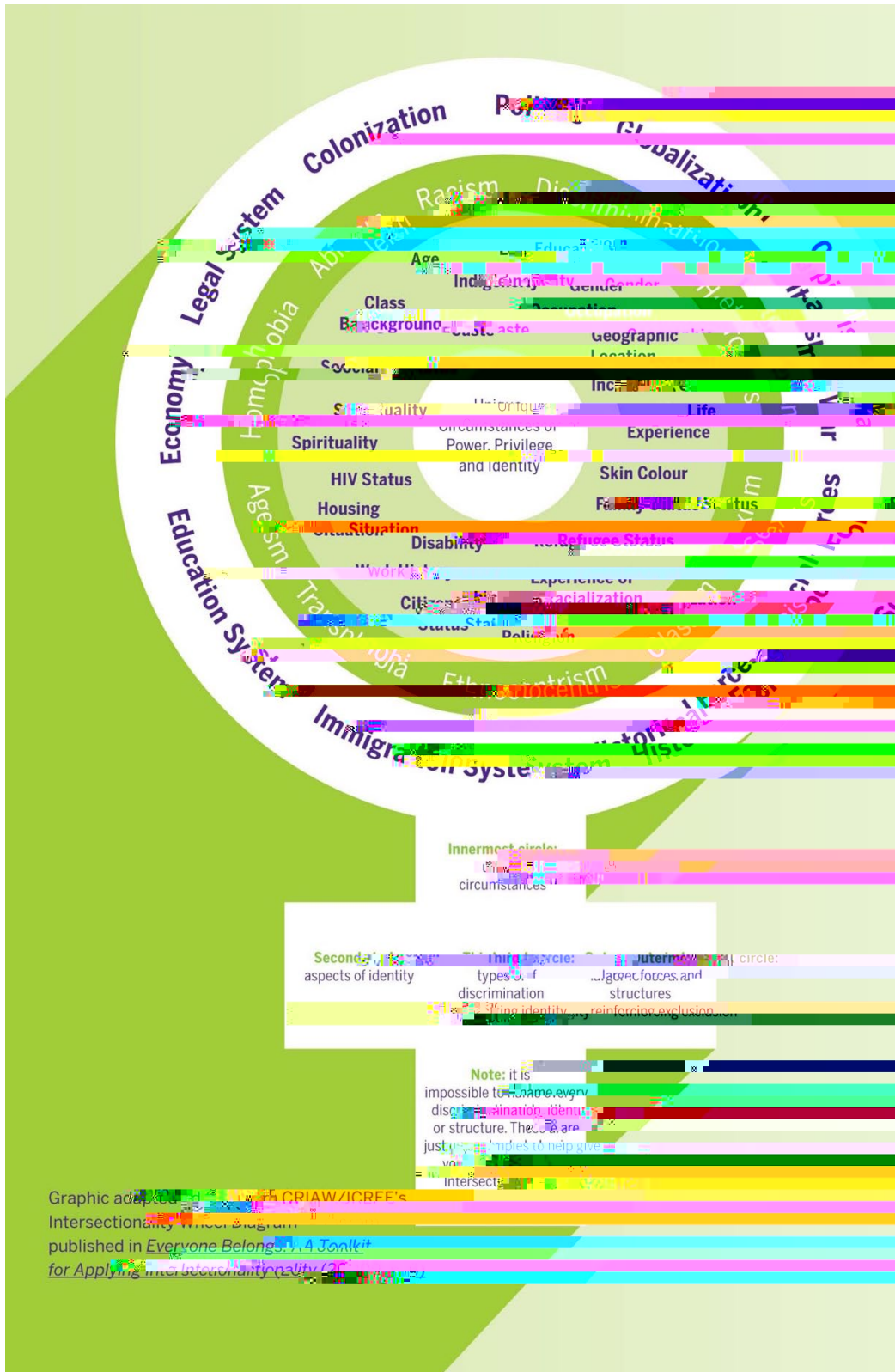


## Appendix 2: Intersectionality

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Intersectionality<sup>9</sup> is an essential lens through which to examine how various forms of privilege and oppression shape one's experiences with trauma and their interactions with relevant resources and programming. Assuming this lens in our work is an acknowledgment that a variety of social factors contribute to sexual violence, the impact of violence, and individual's subsequent experiences navigating support resources and engaging in various forms of programming.

No two people will engage with any part of this sexual violence framework t r r o , o n o u t t ]



(Baker, Barreto Elsa, & Ehterington, 2015)

## Appendix 3: Sexual Violence Prevention Program Planning

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How does your event fit into the Queen's Sexual Violence Framework?

Questions to consider when planning your sexual violence prevention programming:

Question	Response
With which of the five strategic objectives does your event/workshop/programming align? Have you discussed your project plans with the Sexual Violence Prevention and Response	

