



Human Rights and Sexual Violence Prevention

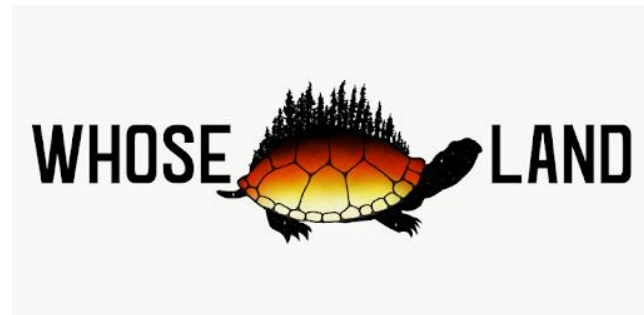
CARLETON COMPUTER SCIENCE SOCIETY

SEHRISH AMJAD, EQUITY EDUCATION AND SERVICES COORDINATOR

AMAL ELMI, EQUITY EDUCATION AND SERVICES COORDINATOR

Honouring Traditional Territory

We are delivering this training today from the traditional, unceded, never surrendered territory of the Algonquin, Anishnaabeg, People.



www.whose.land

Our Services

Human
Rights
Advice and
Assistance

Consultation
and Advice
on EDI and
related
issues

Training
and
Education
to faculty,
staff and
students

Sexual
Violence
Prevention
and
Survivor
Support

The Carleton University Human Rights Policy and Procedures affirms that **all members** of the University community share a responsibility to:

- Promote equity and fairness,
- Respect and value diversity,
- Prevent and discrimination, harassment



Protected Grounds Human Rights Policy

- race
- ancestry
- place of origin
- colour
- ethnic origin
- citizenship
- creed (religion)
- sex
- sexual orientation
- gender identity
- age
- marital status
- family status
- disability

Discrimination

What is it?

- Practice or action
- Intentional or not
- Based upon prohibited grounds
- Imposes burdens, obligations or disadvantages not imposed on others
- Misuse of power, authority, or influence to disadvantage a group member

What does it look like?

- Only accepting students that “speak English without an accent”
- Using the wrong pronoun, and/or making fun of someone's pronoun
- No access to people with disabilities to events
- Refusing to accommodate students with special dietary needs

Harassment

What is it?

- One form of discrimination
- Engaging in comment or conduct, based on a human rights ground, that is abusive, demeaning, threatening, vexatious, intimidating
- Known, or ought reasonably to be known, to be unwelcome
- Can involve abuse of power

What does it look like?

- Name calling
- Insults
- Threats
- Derogatory remarks
- Gestures
- Physical attacks
- Display of derogatory pictures
Graffiti
- May be physical, verbal, psychological, in writing, etc.

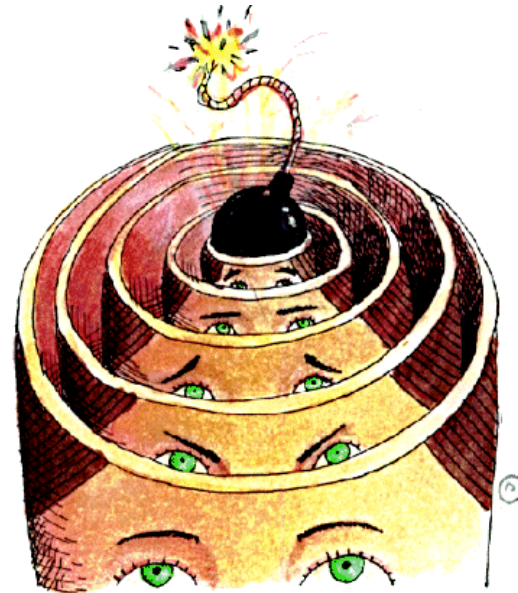
Micro-Aggressions



FOR PEOPLE WHO STILL DON'T THINK

Impact

- Stress
- Anxiety
- Depression
- Sleep Difficulties
- Diminished Confidence
- Helplessness
- Loss of Drive
- Intrusive Cognitions (e.g. internal dilemma)



DIVERSITY

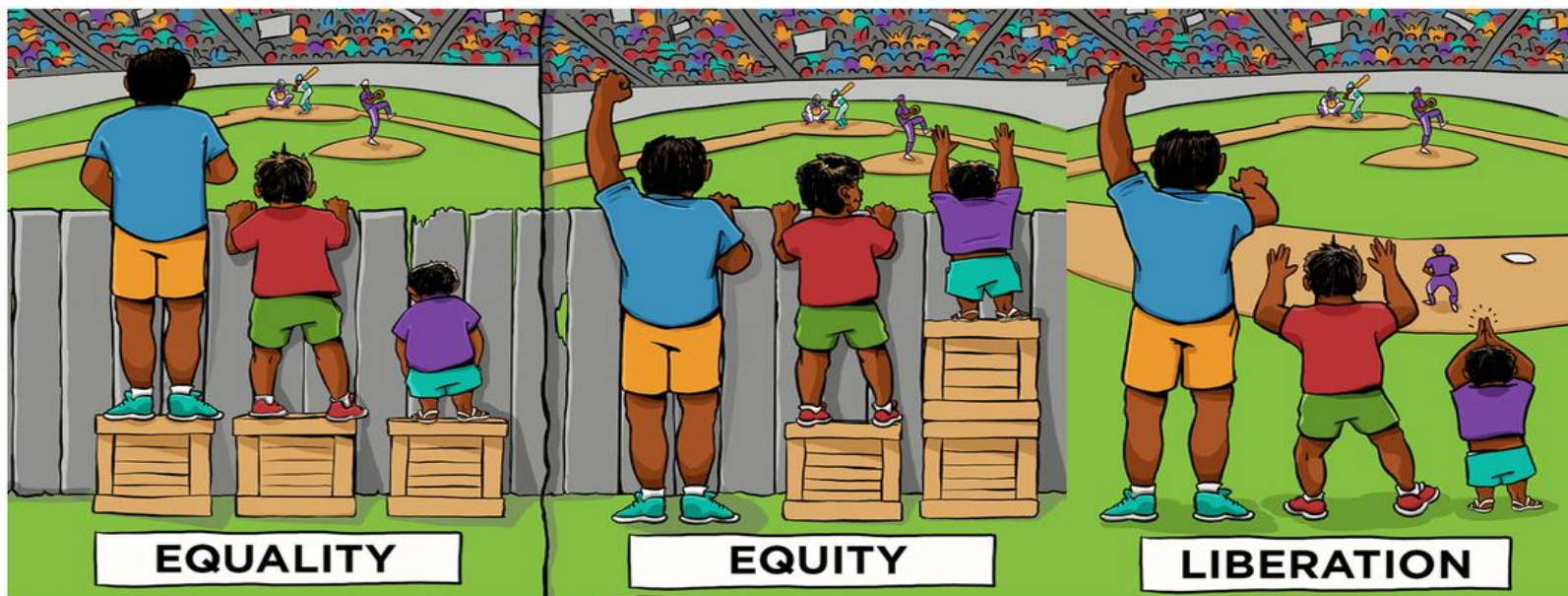
The quality of being different or unique at the group level.

This includes culture, parental status, sexual orientation, gender Identity, skin color, language, age, mental, physical abilities, etc.





Don't just tell a different version of the same story.
Change The Story!



Inclusion

A strategy to leverage diversity. Leveraging diversity requires an environment where people feel heard and supported to do their personal best.

Diversity exists in social systems. Inclusion must be created.

Scenario # 1

After a very busy week, your team decides to go out to dinner and celebrate. At the restaurant, everyone is excited and ready to have a good time.

After the waiter takes orders and leaves your table, one of your team members, who is black, asks you if you noticed how the waiter treated him? You respond by saying: “no, what did he do?” He tells you: even though he was closest to the waiter, he did not take his order till the end. He also noticed that he was short with him and not friendly like he was with the rest.

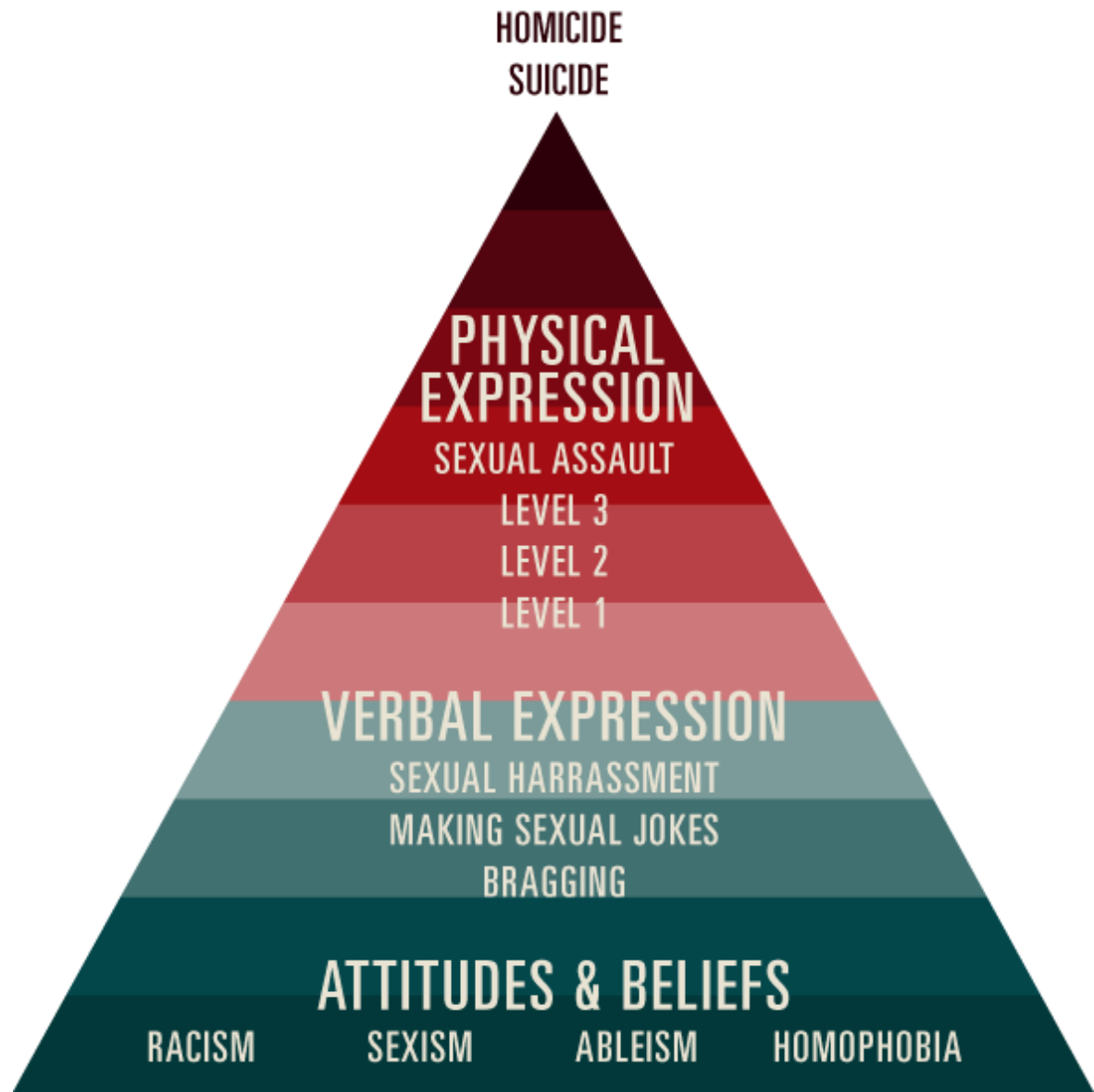
Another team member sitting next to you overhears this and says “come on man, let’s just have a good time – and not spoil this by focusing on negative stuff?”

What do you think is going here and what do you do?

Why is this important?

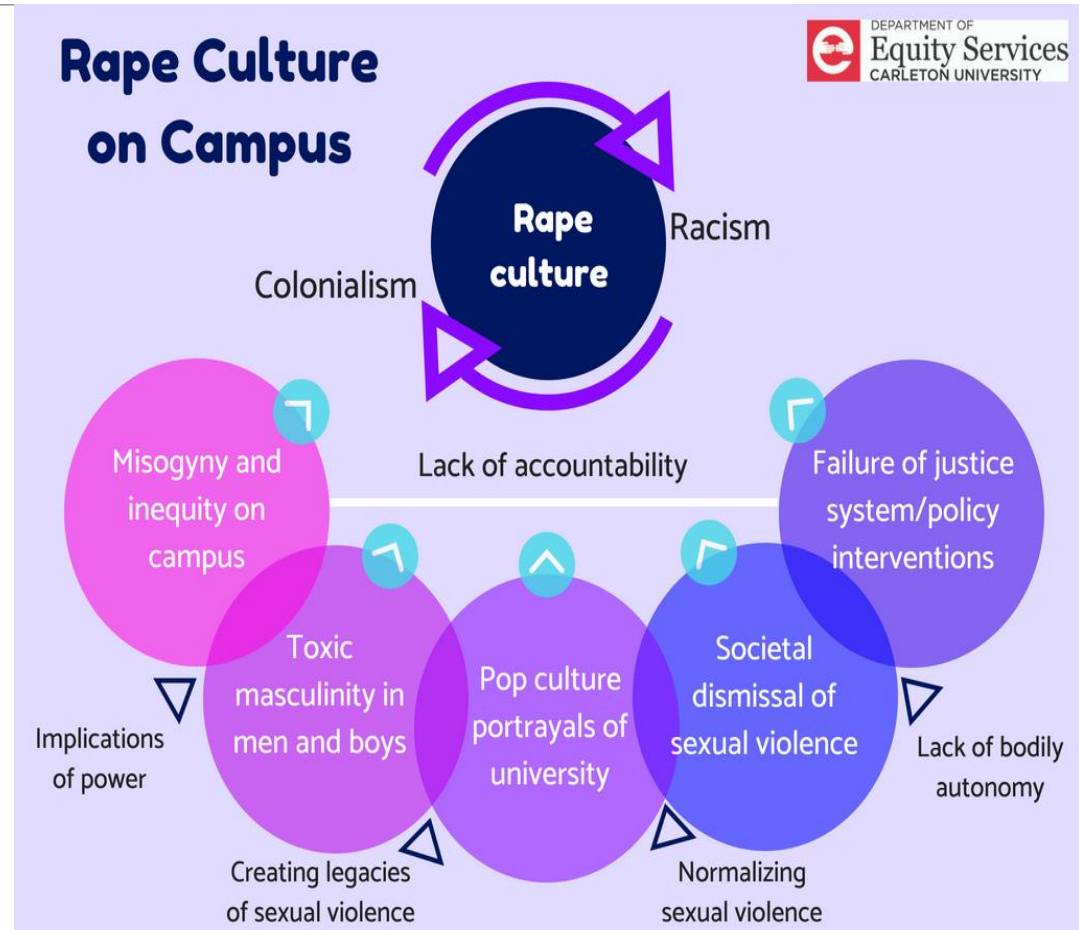
- Diversity is the reality of our lives and will continue to be so – engaging positively with it, correcting historical and current injustices and eliminating marginalization and systemic barriers is a long journey but it is achievable
- Because you are a leader and a role model
- You have the responsibility to uphold Carleton's values and commitment to a discrimination free, safe, respectful and inclusive space for all.
- It is the right thing to do – a society where everyone and every community feels respected, included, and safe thrives and prospers

Sexual Violence is a continuum

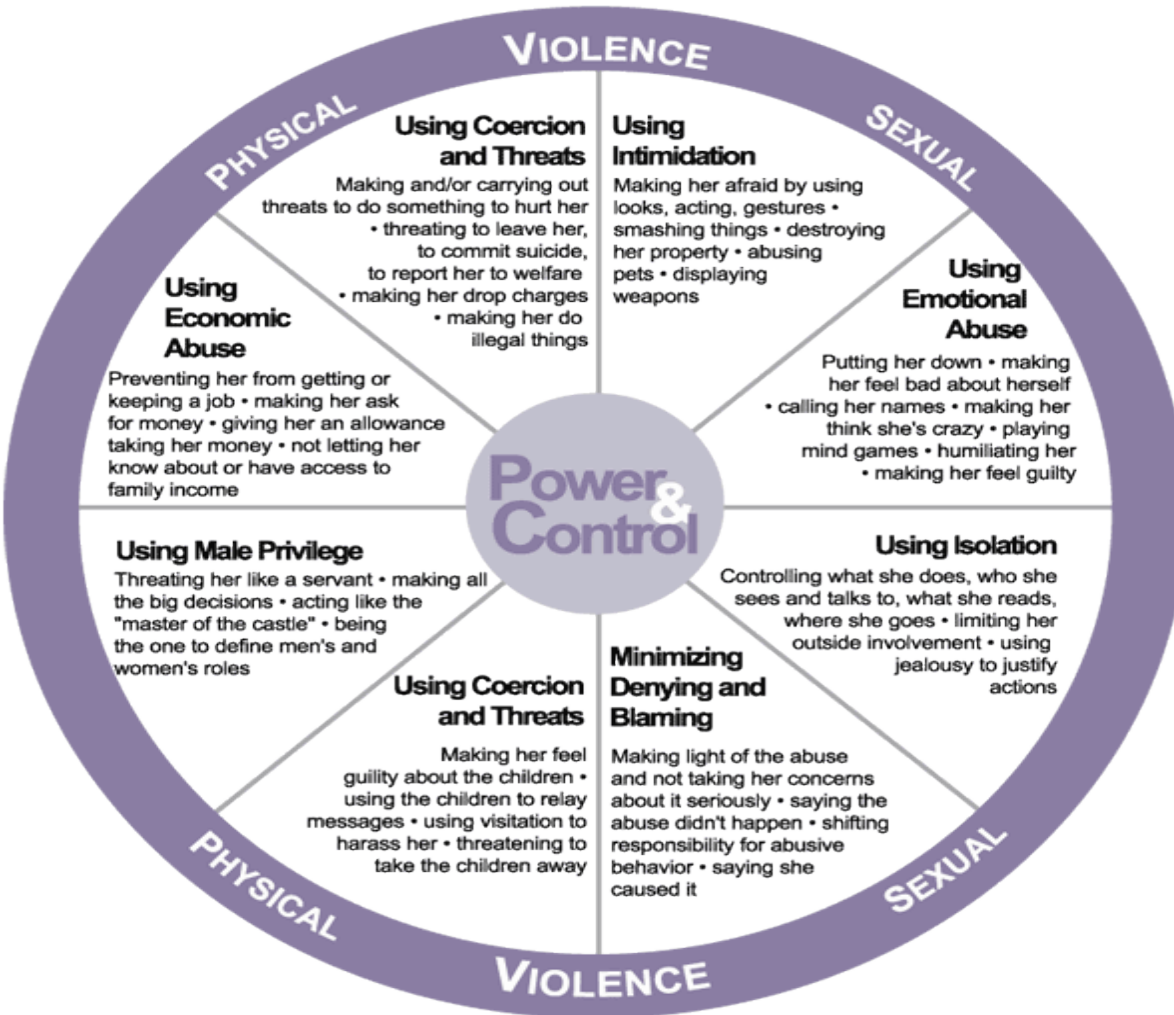


Definitions

- Sexual Harassment
- Sexual Assault
- Rape Culture
- Bystander Intervention



Sexual violence is about power



Assuming that sexual violence is about sex or passion is problematic, because it allows rape myths to continue.

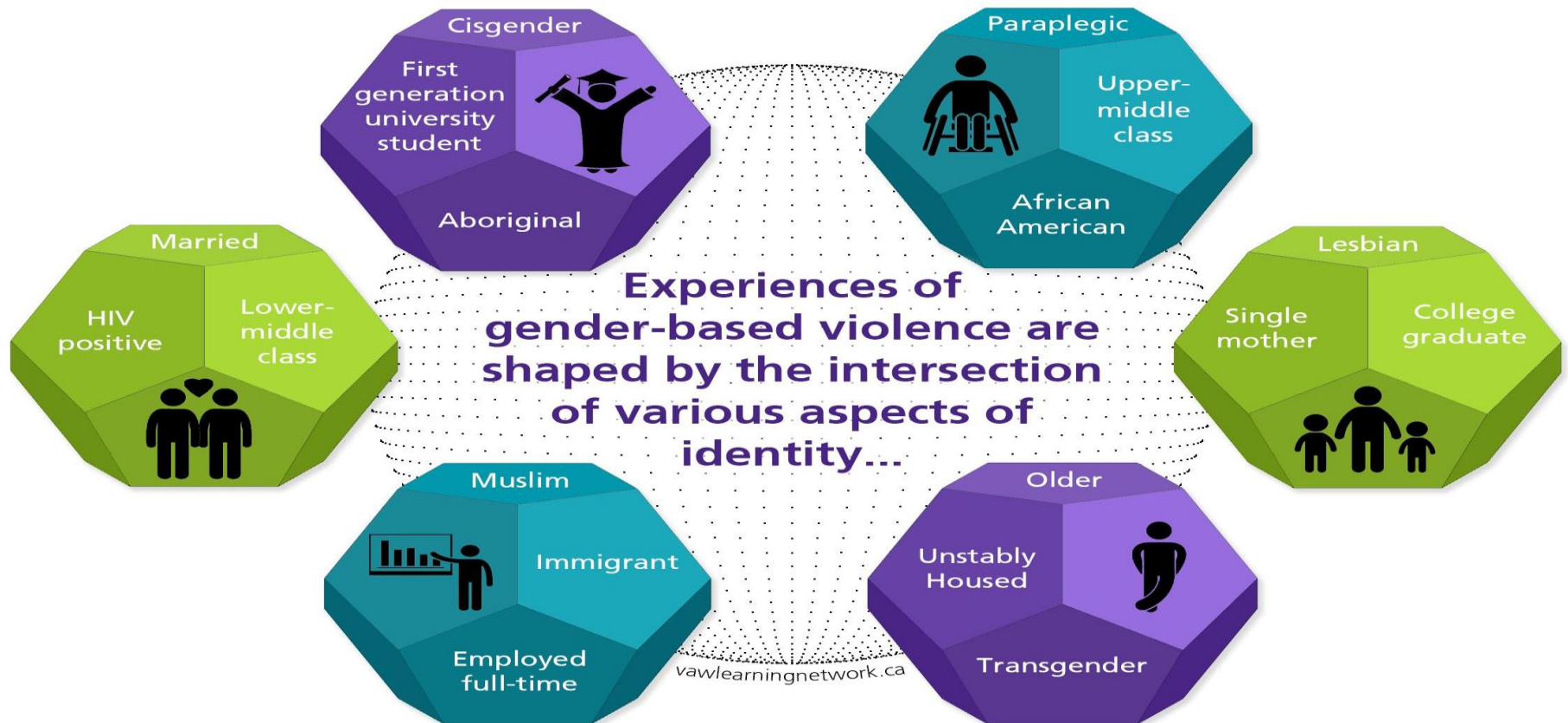
Rape myths include:

- They were asking for it
- They were intoxicated
- They are lying because...

Cycling through Consent



Intersectional Approaches



Carleton University's Sexual Violence Policy

Ontario colleges and universities are now required to develop a stand alone sexual assault policy

Carleton's policy was drafted in December of 2016 and was reviewed in April 2019

The purpose of Carleton's policy is to articulate our commitment to a safe, supportive, and healthy campus; and to provide support to those affected by sexual violence

The policy responds to both the requirements of the Occupations Health and Safety Act, as well as the Ministry of Training, Colleges, and Universities Act

POLICY VS. CULTURE



Sexual Violence Response

Anyone who discloses sexual violence will be treated with dignity and respect at all times by the University and its representatives

In an emergency, a report can be made by calling Campus Safety, 911, or through the on-campus emergency phones/blue lights

If Campus Safety is notified, they will inform Equity Services and Equity Services will follow-up with the individual.

In a non-emergency, Equity Services will work with the survivor for accommodations, health supports, and other needs

Equity Services will also work with the person to determine the outcome sought, and the role the University has in keeping the community safe

Impacts of sexual violence

There is no single “right” way to respond to an experience of sexual violence.

Responses may include:

- Shock/disbelief
- Flashbacks or memory loss
- Isolation or loss of interest in regular activities
- Sleeping difficulties/nightmares or being startled easily
- Inability to concentrate/focus

In the classroom/workplace, effects of trauma may include:

- An inability to concentrate/focus affecting ability to study or complete tasks
- Experiencing fear in group settings, close proximity to others which may affect attendance
- Flashbacks or intrusive thoughts
- Absenteeism, decreased quality of work

Receiving a disclosure

Believe. Tell them that what happened is not their fault. Avoid “why” questions. Validate feelings.

Listen. It takes courage to speak out. Give space. Try not interrupt. Actively listen.

Explore options. Inform them of supports available (through Equity). It is their choice to pursue any next steps.

Practice self-care. Seek support if you need it. Equity Services can assist in referrals and debriefs.



Protocol for Disclosure

Let me know how I can best support you.
I will help you stay safe however I can.

I am here for you. You can tell me as much
or as little as you need to right now.

Whatever you did to survive the
situation was the right thing to do.

I'm so glad you told me,
and I'm very proud of you.

Regardless of ... how you were dressed,
how much you drank, if you were flirting...
there is no excuse for sexual assault.
No one deserves to be raped.

**what to say if your student
discloses they were assaulted.**

You are not crazy. You are reacting normally
to a very difficult and scary situation.

That must have been a very ...
disturbing/ scary/ terrifying/ uncomfortable/ frightening
...experience.

Scenario #1

Goal: Getting comfortable with disclosures

One of the most enthusiastic student from your team has been getting more and more withdrawn from events and programs. Out of concern you hang back from the rest of the group and walk with them following an activity.

After a few minutes they disclose to you that they were sexually assaulted after an event early in the week.

How can you support them?

Campus Resources

- **Bailey Reid**
Equity Advisor and Coordinator of Sexual Assault Services: 613-520-2600 ext. 8454
- **CUSA Gender and Sexuality Resource Centre**
@CUSA_GSRC | 613-520-2600 x.3723
- **Campus Safety**
carleton.ca/safety | Emergency: 613-520-4444
- **CUSA Womyn's Centre**
@Womyns_Centre | 613-520-2600 x.2712
- **Health and Counselling Services**
carleton.ca/health | 613-520-6674
- **CUSA Foot Patrol**
613-520-4066
- **Sexual Assault Centre Peer Support Line**
613-620-1030
- **Graduate Students' Association Sexual Assault Outreach Coordinators**

Carleton Sexual Assault Centre

- Located at: 3800 CTTC, 613-520-5622
- equity@carleton.ca
- Open Mon-Fri 8:30-4:30pm
- Information and referrals
- Academic support
- Virtual Peer Support
- Referrals to counselling
- Library



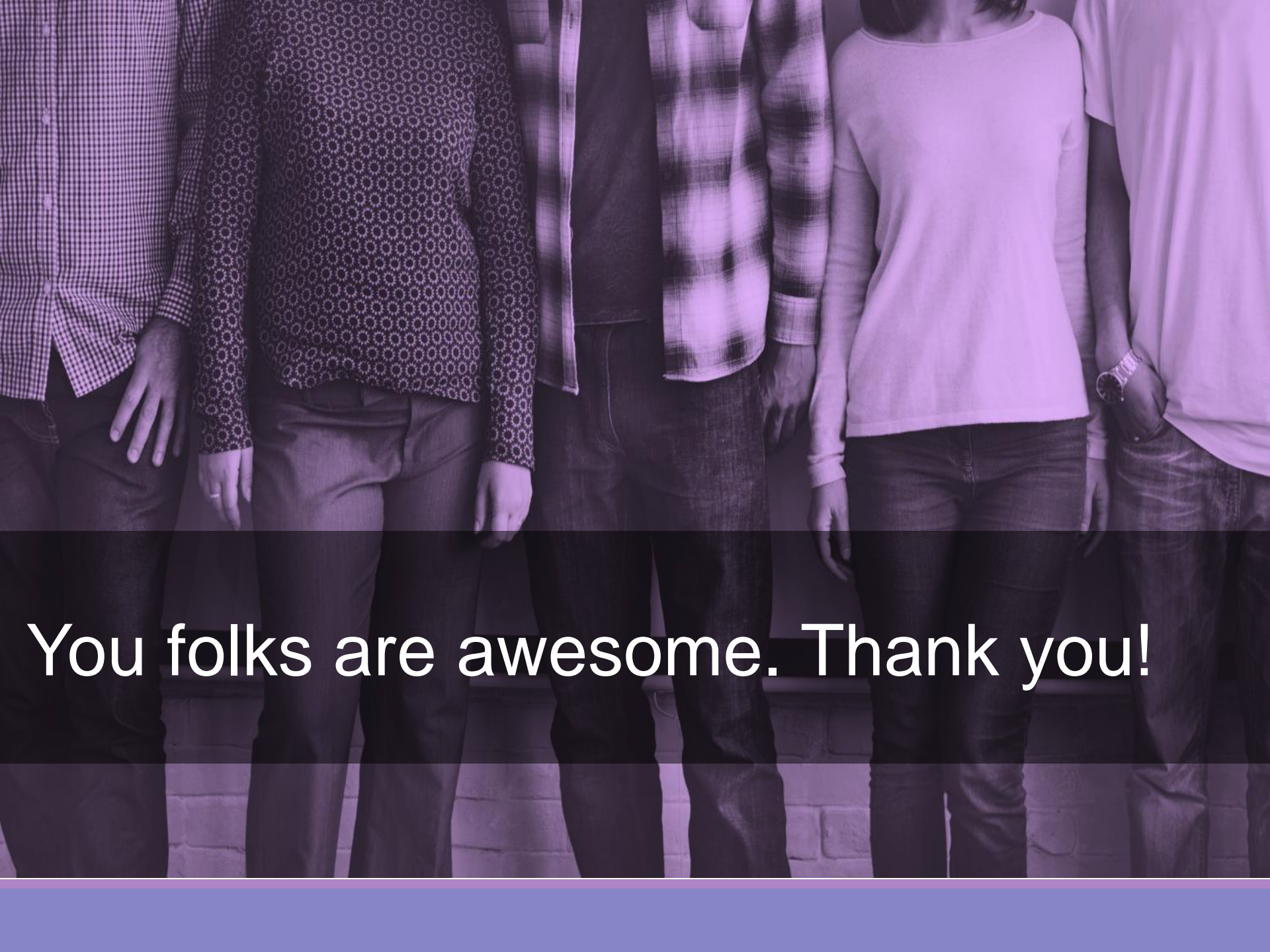
carleton.ca/equity



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You folks are awesome. Thank you!