

MacEwan University Sexual Violence Climate Survey 2020

Prepared by the Sexual Violence Prevention and
Education Committee

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Executive Summary

MacEwan University is committed to creating and maintaining an educational and working environment free from sexual violence. A key recommendation outlined in *Courage to Act*, the recently published national framework to address and prevent gender-based violence at post-secondary institutions in Canada, is to implement climate surveys to determine the prevalence of and assess the campus climate regarding sexual violence.¹ This report summarizes the results from MacEwan University's 2019 climate survey regarding sexual violence. The results of the survey will inform the university's policies, strategies, and programming related to sexual violence, and aid the university in its work to foster a safe and supportive environment for all students, faculty and staff. Future surveys will allow the university to assess our efforts to prevent and address sexual violence and track changes over time to the campus climate.

Sexual violence is common, especially among young adults. Results from a recent report by the Association of Alberta Sexual Assault Services indicate that 45% of Albertans have experienced some type of sexual abuse in their lifetime.² Thirty-four per cent of Albertans were sexually abused under the age of 18, and 28% of Albertans were sexually assaulted as adults. According to Statistics Canada, being young is the main contributing factor for the risk of violent victimization, with rates of sexual assault highest among those aged 15 to 24 years old.³ All post-secondary institutions have a responsibility and an opportunity to be responsive to the reality and impacts of sexual violence experienced by students and employees.

The MacEwan University climate survey was administered in the spring of 2019. A total of 1,325 students responded out of 3,927 students who were randomly solicited from the student community, and 553 faculty and staff responded out of the 2,638 who were solicited from the employee community. The overall aim of the survey was to gain an understanding of participants' attitudes and beliefs about sexual violence, experiences of sexual violence, awareness of resources and services, and perceptions of the climate at MacEwan University. Some of the key findings of the survey include:

Sexual Violence Experiences

Please note that these results refer to sexual violence experiences that occurred on and off campus.

- 49% of students and 56% of employees reported that, in their lifetime, someone had sexual contact with them that they did not want and did not consent to.
- 12% of students and 3% of employees reported that, in the previous year, someone had sexual contact with them that they did not want and did not consent to.
- 38% of students and 19% of employees reported that, in the previous year, someone had made sexual comments, advances, gestures or jokes that were unwelcome. Sixteen per cent of students and 6% of employees also indicated that, in the previous year, someone had shown them sexual pictures, photos or videos that they did not want to see.

¹ Kahn, Farrah et al. *Courage to Act: Developing a National Draft Framework to Address and Prevention Gender-based Violence at Post-Secondary Institutions in Canada*. (Prepared for the Ministry of Women and Gender Equality, Federal Government of Canada. Prepared by Possibility Seeds, 2019).

² *Summary of Key Findings: Prevalence of Sexual Assault and Childhood Sexual Abuse in Alberta* (Prepared for the Association of Alberta Sexual Assault Services. Prepared by Malatest, 2020).

³ Conroy, Shana and Adam Cotter. *Self-reported sexual assault in Canada, 2014*. (Statistics Canada, 2017). <https://www150.statcan.gc.ca/n1/pub/85-002-x/2017001/article/14842-eng.htm>

- 10% of students and 3% of employees reported that someone had repeatedly followed, communicated with (by phone, online, in person), watched and/or threatened them in the previous year.
- Overall, rates of sexual violence were higher for women, gender and sexual minority participants and participants with disabilities, than rates reported by men, heterosexual participants and those who did not report experiencing a disability.
- Overall, rates of sexual violence were higher for students than employees.
- Students and employees who told someone about experiencing sexual violence most often told a friend, romantic partner, family member or co-worker.
- Formal resources were accessed less than informal supports. Of the resources that students indicated accessing, the most frequently accessed included a counsellor, police, the Office of Sexual Violence Prevention, Education and Response (OSVPER) and the Office of Human Rights, Diversity and Equity (OHRDE).
- A common impact of sexual violence was difficulty focusing and concentrating on school or work (ranging from 27% among those who experienced non-consensual distribution of sexual images to 40% among those who experienced stalking).
- Many students indicated that as a result of sexual violence they struggled with their physical health and/or well-being, and students who experienced stalking were the most likely to report feeling unsafe on campus.

Additional Key Findings

Please note that these results refer to sexual violence experiences that occurred on and off campus.

- 27% of students and 17% of employees reported that they had witnessed sexually inappropriate or violent behaviour towards another person in the previous year. Of the participants who witnessed such behaviour, 86% of students and 83% of employees took some action to address the behaviour.
- The level of endorsement of sexual violence myths ranged, with some findings indicating that students and employees were familiar with and believed important realities regarding sexual violence and consent, and other findings suggesting some agreement with certain sexual assault myths and stereotypes.
- Two-thirds of students (64%), compared to 89% of employees, indicated awareness of the Office of Sexual Violence Prevention, Education and Response (OSVPER).
- Over 80% of students and employees indicated awareness of Security Services, the MacEwan University Health Centre, Wellness and Psychological Services, and Peer Support (offered through the Students' Association of MacEwan University).

- 27% of students, compared to 68% of employees, indicated awareness of the Confidence Line.
- 10% of students and 16% of employees perceived sexual violence at MacEwan University to be a problem.
- 93% of students and 97% of employees agreed that people who have experienced sexual violence should have access to support on campus.
- 67% of students and 77% of employees perceived training in sexual violence prevention to be taken seriously at the university.
- 24% of students and 37% of employees agreed that the university does a good job investigating incidents of sexual violence.

Please contact the Office of Sexual Violence Prevention, Education and Response (OSVPER) at osvper@macewan.ca if you would like to learn more about the report or have any questions.

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Glossary of Terms

Important terms used throughout the report are defined below.

Cisgender: refers to a person whose gender identity corresponds with the gender they were assigned at birth.

Confidence Line: free, third-party confidential service where MacEwan students, staff and faculty can report any concern related to the university.

Employee: MacEwan University faculty, instructor and staff.

Gender Minority: individuals who identified as transgender, genderqueer, gender fluid, non-binary, two-spirit, agender or questioning.

Non-Consensual Production and Distribution of Intimate Images: can include sexual photos or videos taken or shared with others without the individual's consent.

MAVEN: MacEwan Anti-Violence Education Network. A team of student peer educators who provide anti-sexual violence education and outreach to the university community.

OHRDE: the Office of Human Rights, Diversity and Equity works with the entire MacEwan University community to build a campus that is free from discrimination.

OSVPER: the Office of Sexual Violence Prevention, Education and Response (OSVPER) delivers sexual violence prevention, education and response services to the university community. OSVPER is responsible for fostering an educational environment that is free from sexual violence and where the university community feels safe and supported. The office leads a variety of programs and services, including:

- Sexual Violence Awareness Week, held every fall semester;
- MacEwan Anti-Violence Education Network (MAVEN);
- Sexual Violence Support Guide Program (SVSG).

Sexual Abuse: refers to a wide range of unwanted sexual behaviour, which can include physical and nonphysical contact. Sexual abuse can include sexual assault, as well as:

- Showing or persuading an individual to look at sexual or pornographic material (for example, magazines, videos, internet, etc.) in a way that made them feel uncomfortable;
- An individual exposing their sexual organs to another person, when this was unwanted;
- An individual touching themselves in front of another person while being exposed, when the other person did not want this;
- Making or persuading an individual to take off their clothes or pose in a sexually suggestive way to be photographed/videoed, when they didn't want this.

Sexual Assault: any sexual contact without consent, which can include but is not limited to forced or unwanted oral contact ("kissing"), groping or fondling, vaginal or anal penetration, and forced oral to genital contact.

Sexual Harassment: unwelcome sexual advances, requests for sexual favours, or other verbal or physical conduct of a sexual nature that may cause offense or humiliation. Sexual harassment can include:

- Exposure to unwanted sexual pictures, photos or videos;
- Exposure to unwanted sexual behaviour;
- Unwanted sexual attention, comments, advances, gestures or jokes.

Sexual Minority: individuals who identified as lesbian, bisexual, gay, asexual, queer, pansexual or questioning, or identified another sexual orientation not captured in the survey such as fluid, demisexual, aromantic, polyamorous and two-spirit.

Sexual Violence: refers to a wide range of sexualized acts and behaviours that are unwanted, coerced, committed without consent or forced, either by physical or psychological means. Sexual violence includes unwanted sexual contact, sexual humiliation, sexual exploitation, degrading sexual imagery, unwanted sexualized text messages, cyber harassment, indecent or sexualized exposure via electronic or social media or otherwise, sexual harassment, sexual discrimination, stalking and sexual assault.

Sexual Violence Myths: false beliefs about sexual assault and other forms of sexual violence that contribute to the normalization of sexual violence. They include victim-blaming attitudes, beliefs that minimize the harm caused by sexual violence, and stereotypes about who perpetrates or experiences sexual violence.

Stalking: being repeatedly followed, communicated with (by phone, online or in person), watched and/or threatened.

Survivor/Victim: an individual who has experienced sexual violence.

SVAW: Sexual Violence Awareness Week. This annual week-long event features an assortment of activities, including art exhibits, performances, information booths, workshops and panels to promote an awareness of and discussion about sexual violence.

SVPEC: Sexual Violence Prevention Education Committee. A standing committee of university administrators, faculty, staff and students from across the university convened to build, implement and maintain a coordinated and cohesive approach to sexual violence education, awareness and prevention in order to effectively address sexual violence at the university.

SVSG: Sexual Violence Support Guides. A training and engagement program for MacEwan University employees offered by OSVPER in partnership with Wellness and Psychological Services, where participants receive training on responding to disclosures and act as information resources about OSVPER's programs and services to the campus community.

Transgender: refers to a person whose gender identity differs from the sex the person had or was identified as having at birth.

U-SOLVE: University Students Offering Leadership for Violence Elimination. A committee of students and employees that serves as an advisory resource for matters pertaining to sexual violence, gender, gender-based violence and gender equality.

WPS: Wellness and Psychological Services. Free professional counselling available to students.

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1. Introduction and Methodology

Introduction

This report summarizes key findings from MacEwan University's 2019 Climate Survey on Sexual Violence. MacEwan University is committed to creating an educational and working environment that is free from sexual violence and where the university community feels safe and supported. The primary goal of the survey was to gather information to support programming and services that prevent and respond to sexual violence. The survey assessed attitudes and beliefs about sexual violence, experiences of sexual violence, and perceptions of the climate at MacEwan University regarding sexual violence.

Methodology

The survey was developed by the Sexual Violence Climate Survey Subcommittee of the Sexual Violence Prevention Education Committee (SVPEC) that includes a diverse representation:

- Meagan Simon, OSVPER (Chair of Sexual Violence Climate Survey Subcommittee)
- Dr. Karen Buro, Department of Mathematics and Statistics
- Samantha Hay, Student
- Dr. Sandy Jung, Department of Psychology
- Roxanne Runyon, OSVPER
- Dr. Paul Sopcak, Student Affairs
- Tina Vanderheide, Institutional Analysis and Planning

Over a five-month period between November 2018 and March 2019, the survey team met regularly to make decisions on the content and format of the questions. The survey was based partially on an instrument created by the White House Task Force to Protect Students from Sexual Assault,⁴ as well as a previous survey on gender-based violence administered at MacEwan University in 2016. During the design phase, the subcommittee sought feedback about survey questions from members of SVPEC, along with various student leaders and employees across campus.

Survey Administration. Students and employees received an email invitation with a unique link to participate in an online survey from March 26 to April 9, 2019. Two reminder emails were sent out during this period. Each section of the survey included links to on- and off-campus resources.

Student Demographics. A random sample of 3,927 MacEwan University students were invited, and 34% of students solicited participated in the survey. Six per cent of students indicated they lived in MacEwan Residence and 2% were members of a Griffin's athletics team during the 2018/19 academic year. Nearly half of participants were enrolled in the Faculty of Arts and Science (46%) while representation from other schools and faculties was less than 20%: Business (20%), Health and Community Studies (11%), Nursing (9%), Fine Arts and Communications (8%), Open Studies (5%) and Continuing Education (2%). Most students were in their first or second year of study (69%), had a full-time academic load (90%), and indicated they were Canadian citizens (90%). The average age of participating students was 23.5 years (17 to 60 years).

⁴ Bureau of Justice Statistics (BJS) and RTI International. *Draft Instrument for Measuring Campus Climate Related to Sexual Assault*. (Justice Department's Office on Violence Against Women (OVW), 2016). https://www.bjs.gov/content/pub/pdf/RevisedInstrumentModules_1_21_16_cleanCombined_sg.pdf

Students were asked questions relating to various aspects of their identities, including gender, sexual orientation, cultural/ethnic identity and ability. While respondents were able to select from a wide range of options within each category, for the purposes of data analysis, we created the following analytic categories (proportions presented in parentheses):⁵

- *Gender*: Cisgender Woman (68%), Cisgender Man (28%), Gender Minority (2%)
- *Cultural/Ethnic Identity*: White (62%), Racialized (30%), Indigenous (5%)
- *Sexual Orientation*: Heterosexual (80%), Sexual Minority (14%)
- *Ability*: No Disability (87%), Living with Disability (13%)

Employee Demographics. A total of 2,638 MacEwan University employees were invited to participate, and 553 employees (21%) participated. Forty-two per cent of employees were MacEwan Staff Association employees and 39% were faculty members, while the remainder were deemed out-of-scope (19%). The average length of employment at MacEwan was 9.44 years (ranging from less than one year to 37 years). Fifty per cent of employees were between the ages of 35 and 65 years old.

Employees were asked the same questions as students relating to gender, sexual orientation, cultural/ethnic identity and ability (proportions presented in parentheses):

- *Gender*: Cisgender Woman (66%), Cisgender Man (28%), Gender Minority (1%)
- *Cultural/Ethnic Identity*: White (77%), Racialized (15%), Indigenous (3%)
- *Sexual Orientation*: Heterosexual (82%), Sexual Minority (9%)
- *Ability*: No Disability (86%), Living with Disability (14%)

Notes Regarding Survey Limitations and Report Preparation

Although this report includes percentages of students and employees who have experienced sexual violence, we are cautious in drawing conclusions about the incidence of sexual violence across the university community. The results of the survey represent the views, perceptions and experiences of a small number of participants, which limits our ability to generalize the findings with respect to individuals who did not participate in the survey. Individuals may choose to participate or not participate in this type of survey based on their own experiences of sexual violence, which can result in a bias in the estimates. The estimated rates of sexual violence may be too low if people choosing not to complete the survey are more likely to have experienced sexual violence. Alternatively, the estimates may be too high if people choosing not to complete the survey are less likely to have experienced sexual violence. Other researchers have found that their survey estimates for victimization may be slightly higher than the true value due to a positive non-response bias.⁶ Recognizing this, we are still able to use the results of the survey to assess the campus climate and make recommendations for programming and services addressing sexual violence.

In order to present key information in an accessible format, this report presents a subset of the survey findings and does not present all distinctions that the survey captured in terms of gender, sexuality, cultural/ethnic identity, and disability. These distinctions will, however, inform MacEwan University's programming and services regarding sexual violence.

In this report, we use the language of victim or survivor to refer to individuals who have experienced sexual violence. We recognize that these terms can have different meanings and many people who have

⁵ Percentages do not total 100% because participants had the option of selecting "prefer not to say."

⁶ Cantor, David et al., *Report on the AAU Climate Survey on Sexual Assault and Sexual Misconduct*. (Prepared for the Association of American Universities. Prepared by Westat, 2019).

experienced sexual violence do not identify with either term. Ultimately, we respect every individual's choice of term to describe themselves.

Data preparation and analysis for this report was conducted by Tina VanderHeide. The published final report was drafted by the Sexual Violence Climate Survey Subcommittee.

2. Attitudes and Beliefs

Sexual violence myths are false beliefs about sexual assault and other forms of sexual violence that contribute to the normalization of sexual violence. They include victim-blaming attitudes, beliefs that minimize the harm caused by sexual violence, and stereotypes about who perpetrates or experiences sexual violence. Results from questions regarding attitudes and beliefs can inform the topics covered and groups specifically approached for educational programming regarding sexual violence myths. The survey included two approaches to assess the extent to which students and employees endorse sexual violence myths.

Hypothetical Scenario

In the first approach, participants were presented with a one-paragraph hypothetical scenario involving two university students. The scenario included contextual information that may be associated with victim-blaming myths and depicted a course of events leading up to sexual contact occurring without consent, legally constituting sexual assault. Because many of these myths are highly gendered, the victim in the scenario was a woman (Zoe) and the individual who sexually assaulted the victim was a man (Lee).

Participants were prompted to read the scenario and, using a five-point Likert scale ranging from strongly disagree to strongly agree, asked to state the extent to which they agreed with a series of statements that place blame for what happened on the victim. Participants were then asked whether they thought the scenario represented a consensual experience. For the purposes of this report, the top two ratings, agree and strongly agree, are combined to denote a singular category indicating the participant endorsed the statement. Overall results and results by gender identity and sexual orientation are presented.

As seen in Table 2.1, among all students, the most prominent myth-supportive beliefs were that the victim should not have gone home with Lee (43%), should have physically resisted Lee (29%), should not have flirted or kissed Lee (25%), and should not have accepted drinks from Lee (19%). While employees were overall less likely than students to agree with the victim-blaming statements, Table 2.2 shows a similar pattern emerged. The most endorsed statements by employees include those indicating the victim should not have gone home with Lee (27%), should have physically resisted Lee (18%), should not have flirted or kissed Lee (14%), and should not have accepted drinks from Lee (11%).

When gender identity was examined, male students were more likely than female and gender minority students to believe that the victim should have made different choices if she did not want Lee to engage in sexual contact with her. For instance, among students, while only 7% of gender minority students and 16% of female students agreed that Zoe should not have flirted with or kissed Lee, 47% of male students agreed with this statement. Only 14% of gender minority students agreed that Zoe should not have gone home with Lee, compared to 34% of female students and 64% of male students. The majority (60%) of gender minority students agreed that Zoe should have done nothing different, compared to 41% of female students and only 16% of male students.

As seen in Table 2.2, among employees, while 11% of female and 9% of gender minority employees agreed that Zoe should not have flirted with or kissed Lee, 22% of male employees agreed with this statement. Nine per cent of gender minority employees agreed that Zoe should not have gone home with Lee, compared to 24% of female employees and 32% of male employees. A majority (83%) of gender minority

employees agreed that Zoe should have done nothing different, compared to 57% of female employees and 41% of male employees.

Overall, heterosexual participants were more likely than sexual minority participants to agree that the victim should have made different choices if she did not want Lee to engage in sexual contact with her. These results may have been different had the scenario involved a same-gender or non-heterosexual narrative. For this reason, we are cautious in generalizing this finding to other types of scenarios.

TABLE 2.1 PERCENTAGE OF STUDENTS WHO AGREE WITH ATTITUDES AND BELIEFS ABOUT THE HYPOTHETICAL SCENARIO

If Zoe did not want to engage in sexual activity with Lee, Zoe should have: ⁷	Overall	Gender Identity			Sexual Orientation (SO)	
		Women	Men	Gender Minority ⁸	Heterosexual	SO Minority
worn different clothes.	3%	2%	5%	7%	3%	1%
not consumed alcohol.	10%	7%	20%	2%	12%	2%
not accepted drinks from Lee.	19%	15%	29%	12%	21%	9%
not flirted with or kissed Lee.	25%	16%	47%	7%	28%	9%
not gone home with Lee.	43%	34%	64%	14%	47%	19%
physically resisted Lee.	29%	22%	46%	12%	31%	16%
done nothing different.	34%	41%	16%	60%	30%	54%

⁷ All differences between gender categories and sexual orientations were statistically significant (Kruskal Wallis Test, $p < .05$).

⁸ Due to the low number of gender minority participants, their responses throughout the report should be analyzed with caution.

TABLE 2.2 PERCENTAGE OF EMPLOYEES WHO AGREE WITH ATTITUDES AND BELIEFS ABOUT THE HYPOTHETICAL SCENARIO

If Zoe did not want to engage in sexual activity with Lee, Zoe should have: ⁹	Overall	Gender Identity			Sexual Orientation (SO)	
		Women	Men	Gender Minority ¹⁰	Heterosexual	SO Minority
worn different clothes.	3%	2%	5%	0%	3%	1%
not consumed alcohol.	7%	6%	9%	0%	8%	4%
not accepted drinks from Lee.	11%	10%	13%	0%	12%	3%
not flirted with or kissed Lee.	14%	11%	22%	9%	16%	4%
not gone home with Lee.	27%	24%	32%	9%	28%	15%
physically resisted Lee.	18%	15%	25%	9%	20%	8%
done nothing different.	53%	57%	41%	83%	51%	64%

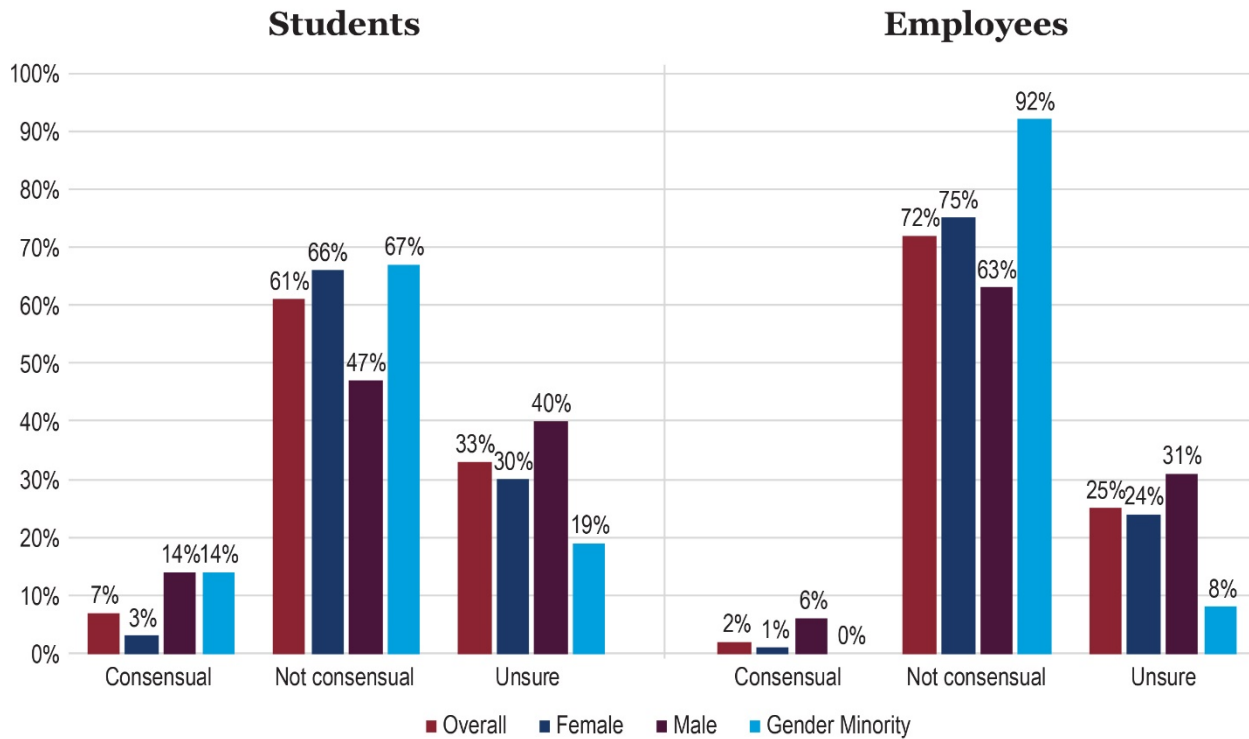
When asked whether or not the scenario depicted a consensual experience, most students and employees did not view it as consensual. As illustrated in Figure 2.1, students who believed that the scenario depicted a consensual experience were in the minority (7%); most students did not agree that it was consensual (61%). A high percentage of students (33%) were unsure about whether the scenario was consensual or not. When analyzed according to gender identity, female (66%) and gender minority students (67%) were more likely than male students (47%) to say that this was not a consensual experience.

As shown in Figure 2.1, employees who believed that the scenario depicted a consensual experience were in the minority (2%), and most employees did not agree that it was consensual (72%). Twenty-five per cent of employees were unsure about whether the scenario was consensual or not. When analyzed according to gender identity, female (75%) and gender minority participants (92%) were more likely than male participants (63%) to say that this was not a consensual experience.

⁹ All differences between gender categories and sexual orientations were statistically significant (Kruskal Wallis Test, $p < .05$).

¹⁰ Due to the low number of gender minority participants, their responses throughout the report should be analyzed with caution.

FIGURE 2.1 STUDENTS' AND EMPLOYEES' ASSESSMENT OF CONSENT IN THE HYPOTHETICAL SCENARIO BY GENDER IDENTITY



Attitudinal Questionnaire

A second approach was used to examine attitudes and beliefs about sexual violence. Participants were asked to rate the extent to which they agreed or disagreed with several statements regarding attitudes and beliefs about sexual violence using a five-point Likert scale ranging from strongly disagree to strongly agree. Overall results and results by gender identity and sexual orientation are presented in Tables 2.3 and 2.4.

Some of the findings indicate that students and employees are familiar with and believe some important realities regarding sexual violence and consent, including that sexual harassment can cause significant harm and that if you are in a relationship with someone, it is still necessary to get consent before engaging in sexual activity. Furthermore, agreement with some victim-blaming myths was low. Very few participants agreed that when a person wears revealing clothing, they are inviting sexual contact (5% students and 5% employees); that LGBTQ people are more sexually promiscuous and therefore put themselves at risk for sexual violence (4% students and 2% employees); that men can only be sexually assaulted by other men (8% students and 8% employees); and that a drunk person is not fully responsible if they sexually assault another person (6% students and 6% employees).

Other findings suggest some agreement with certain sexual assault myths and stereotypes. A common stereotype is that sexual assault is usually perpetrated by a stranger. The reality is that most sexual

assaults (between 80 to 85% among adults) are perpetrated by someone known to the victim/survivor.¹¹ Only 66% of students agreed with the statement supporting the reality that sexual assault is often committed by someone the victim knows, whereas in comparison, most employees (82%) agreed with the statement and did not support the stranger sexual assault myth.

Another myth about sexual violence is the belief that false reporting of sexual violence is common. This goes against existing research indicating that 92 to 98% of sexual assaults reported to police are truthful (only 2 to 8% are found to be false).¹² Of those surveyed, only 39% of students and 57% of employees agreed that it is rare for someone to make a false report of sexual assault. When we examine gender identity, male students (24%) were less likely than female students (45%) and gender minority students (68%) to agree that it is rare for someone to make a false report of sexual assault.

The findings indicate further differences along the lines of gender identity and sexual orientation.¹³ Male students were more likely than female and gender minority students to agree with statements that ascribe some blame to individuals who experience sexual violence or minimize the responsibility of those who commit sexual violence. Results include:

- *People get too offended by sexual comments* (men: 33%, women: 15%, gender minority respondents: 16%).
- *When a person wears revealing clothing, they are inviting sexual contact* (men: 9%, women: 3%, gender minority respondents: 5%).
- *People who are sexually assaulted when they are drunk are at least somewhat responsible for putting themselves in that position* (men: 23%, women: 8%, gender minority respondents: 9%).
- *Sexual assault often happens because one person did not realize that the other was not consenting* (men: 24%, women: 17%, gender minority respondents: 16%).
- *In the current cultural climate (e.g., #MeToo), it is hard for men to know how to behave towards women* (men: 42%, women: 19%, gender minority respondents: 12%).
- *A lot of the time, what people say is sexual assault is actually consensual sex that they regret afterwards* (men: 22%, women: 6%, gender minority respondents: 14%).

Heterosexual students were more likely than sexual minority students to agree with statements that ascribe some blame to individuals who experience sexual violence or minimize the responsibility of those who commit sexual violence. Results include:

- *It is rare for someone to make a false report of sexual assault* (heterosexual students: 35%, sexual minority students: 60%).
- *People who are sexually assaulted when they are drunk are at least somewhat responsible for putting themselves in that position* (heterosexual students: 14%, sexual minority students: 4%).
- *Sexual assault often happens because one person did not realize that the other was not consenting* (heterosexual students: 21%, sexual minority students: 11%).
- *In the current cultural climate (e.g., #MeToo), it is hard for men to know how to behave towards women* (heterosexual students: 28%, sexual minority students: 13%).

¹¹ Rotenberg, Cristine. *Police-reported sexual assaults in Canada, 2009 to 2014: A statistical profile* (Ottawa, ON: Statistics Canada, 2017). <https://www150.statcan.gc.ca/n1/pub/85-002-x/2017001/article/54866-eng.htm>

¹² Lisak, David, Lori Gardinier, Sarah C. Nicksa, and Ashley M. Cote. "False allegations of sexual assault: An analysis of ten years of reported cases." *Violence Against Women* 16, no. 12 (2010): 1318-1334.

¹³ Most differences in attitudes between people with different gender identities were statistically significant (Kruskal Wallis Test, $p < .05$), with the exception of the statements that "Men can only be sexually assaulted by other men," and that "Sexual harassment is different than flirting or giving a compliment."

Overall, employees were less likely than students to agree with beliefs and attitudes supportive of sexual assault myths and stereotypes. Male employees were more likely than female employees to agree with the following statements:

- *People get too offended by sexual comments (men: 18%, women: 10%).*
- *Victims of sexual assault can fight back if they really try (men: 12%; women: 5%)*
- *Sexual assault often happens because one person did not realize that the other was not consenting (men: 20%, women: 14%).*

TABLE 2.3 STUDENT ATTITUDES AND BELIEFS ABOUT SEXUAL VIOLENCE

Percentage who agree/strongly agree with each of the following statements:	Overall	Gender Identity			Sexual Orientation (SO)	
		Women	Men	Gender Minority	Heterosexual	SO Minority
People get too offended by sexual comments, or jokes.	20%	15%	33%	16%	22%	9%
Victims of sexual assault can fight back if they really try.	10%	8%	17%	5%	11%	3%
Sexual assault is often committed by someone the victim knows.	66%	67%	63%	73%	65%	73%
If you are in a relationship with someone, it is not necessary to get consent before sexual activity with that person.	5%	5%	6%	5%	5%	4%
When a person wears revealing clothing, they are inviting sexual contact.	5%	3%	9%	5%	5%	1%
Sexual harassment can cause significant harm.	95%	95%	95%	91%	95%	95%
It is rare for someone to make a false report of sexual assault.	39%	45%	24%	68%	35%	60%
People who are sexually assaulted when they are drunk are at least somewhat responsible for putting themselves in that position.	13%	8%	23%	9%	14%	4%
LGBTQ people are more sexually promiscuous and therefore put themselves at risk for sexual violence.	4%	2%	7%	11%	4%	3%
It is rare for sexual assault to occur within a dating relationship.	6%	4%	9%	0%	6%	2%
Sexual assault often happens because one person did not realize that the other was not consenting.	19%	17%	24%	16%	21%	11%

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Individuals who perpetrate sexual assault are aware on some level that they are violating someone else's boundaries.	73%	75%	67%	80%	72%	78%
Men can only be sexually assaulted by other men.	8%	8%	9%	7%	8%	9%
In the current cultural climate (e.g., #MeToo), it is hard for men to know how to behave towards women.	25%	19%	42%	12%	28%	13%
A drunk person is not fully responsible if they sexually assault another person.	6%	5%	6%	5%	5%	5%
A lot of the time, what people say is sexual assault is actually consensual sex that they regret afterwards.	11%	6%	22%	14%	12%	6%
Sexual harassment is different than flirting or giving a compliment.	76%	75%	82%	66%	77%	75%

TABLE 2.4 EMPLOYEE ATTITUDES AND BELIEFS ABOUT SEXUAL VIOLENCE

Percentage who agree/strongly agree with each of the following statements:	Overall	Gender Identity			Sexual Orientation (SO)	
		Women	Men	Gender Minority	Heterosexual	SO Minority
People get too offended by sexual comments, or jokes.	13%	10%	18%	8%	12%	11%
Victims of sexual assault can fight back if they really try.	7%	5%	12%	9%	7%	5%
Sexual assault is often committed by someone the victim knows.	82%	84%	77%	92%	82%	90%
If you are in a relationship with someone, it is not necessary to get consent before sexual activity with that person.	4%	4%	3%	17%	3%	8%
When a person wears revealing clothing, they are inviting sexual contact.	5%	4%	6%	8%	5%	4%
Sexual harassment can cause significant harm.	94%	94%	96%	100%	94%	98%
It is rare for someone to make a false report of sexual assault.	57%	58%	54%	75%	56%	66%

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People who are sexually assaulted when they are drunk are at least somewhat responsible for putting themselves in that position.	8%	8%	8%	8%	8%	5%
LGBTQ people are more sexually promiscuous and therefore put themselves at risk for sexual violence.	2%	2%	1%	8%	2%	4%
It is rare for sexual assault to occur within a dating relationship.	5%	4%	5%	8%	5%	6%
Sexual assault often happens because one person did not realize that the other was not consenting.	16%	14%	20%	17%	15%	18%
Individuals who perpetrate sexual assault are aware on some level that they are violating someone else's boundaries.	69%	71%	67%	58%	70%	66%
Men can only be sexually assaulted by other men.	8%	8%	7%	8%	7%	10%
In the current cultural climate (e.g., #MeToo), it is hard for men to know how to behave towards women.	23%	23%	25%	33%	24%	20%
A drunk person is not fully responsible if they sexually assault another person.	6%	5%	6%	8%	5%	6%
A lot of the time, what people say is sexual assault is actually consensual sex that they regret afterwards.	4%	3%	5%	17%	3%	9%
Sexual harassment is different than flirting or giving a compliment.	72%	72%	68%	92%	71%	79%

3. Sexual Violence Experiences

To assess the impacts of sexual violence among MacEwan University community members and consequently determine and evaluate the need for support and education services, students and employees were asked a series of questions about whether they had experienced various types of unwanted or non-consensual sexual behaviour. Participants were asked whether they had these experiences (a) prior to July 2018 and (b) since the beginning of the current academic year, starting in July 2018. A separate category, “ever in their lifetime,” was created for participants who answered “yes”/affirmatively to at least one of these questions. Information about the percentage of MacEwan University community members who have experienced sexual violence at some point in their lifetime, including those experiences of sexual violence that occur before a student or employee joins the campus community, can highlight the importance of providing support services for potential long-term and ongoing impacts of sexual violence and trauma.

Participants who did not indicate they had experienced a form of unwanted or non-consensual sexual behaviour in the previous year (since July 2018) were taken directly to the next section of the survey. Participants who indicated they had experienced one or more of these types of sexual violence in the previous year were asked a series of follow-up questions about their experiences, including whether they disclosed and to whom, and how the sexual violence impacted them. During the follow-up questions, the sexual violence experiences were defined for the participants.¹⁴

Table 3.1 (Students) and Table 3.2 (Employees) summarize estimated rates of different forms of sexual violence that participants have experienced in their lifetime, as well as in the previous year (since July 2018), and the percentage of sexual violence experiences in the previous year that occurred at MacEwan University.

¹⁴ See Glossary of Terms for the definitions provided to participants.

TABLE 3.1 PERCENTAGE OF STUDENTS WHO HAVE EXPERIENCED VARIOUS FORMS OF SEXUAL VIOLENCE

Forms of Sexual Violence	Someone has done the following:	Occurred in Lifetime	Occurred in Previous Year	Previous Year Experiences that Occurred at MacEwan University
Sexual harassment 1	Shown me sexual pictures, photos or videos that I did not want to see.	57%	16%	7%
Sexual harassment 2	Made sexual comments, advances, gestures or jokes that were unwelcome to me.	75%	38%	7%
Non-consensual production of sexual images	Took sexual photos or videos of me without my consent.	15%	2%	0%
Non-consensual distribution of sexual images	Shared sexual photos or videos of me with others without my consent.	16%	2%	6%
Sexual assault	Had sexual contact with me that I did not want to happen and did not consent to (e.g., groping, "kissing," oral-genital contact or penetrative contact).	49%	12%	5%
Stalking	Repeatedly followed, communicated with (by phone, online, in person), watched and/or threatened me.	36%	10%	17%

TABLE 3.2 PERCENTAGE OF EMPLOYEES WHO HAVE EXPERIENCED VARIOUS FORMS OF SEXUAL VIOLENCE

Forms of Sexual Violence	Someone has done the following:	Occurred in Lifetime	Occurred in Previous Year	Previous Year Experiences that Occurred at MacEwan University
Sexual harassment 1	Shown me sexual pictures, photos or videos that I did not want to see.	49%	6%	15%
Sexual harassment 2	Made sexual comments, advances, gestures or jokes that were unwelcome to me.	82%	19%	11%
Non-consensual production of sexual images ¹⁵	Took sexual photos or videos of me without my consent.	9%	1%	-
Non-consensual distribution of sexual images	Shared sexual photos or videos of me with others without my consent.	7%	0%	-
Sexual assault	Had sexual contact with me that I did not want to happen and did not consent to (e.g., groping, “kissing,” oral-genital contact or penetrative contact).	56%	3%	12%
Stalking	Repeatedly followed, communicated with (by phone, online, in person), watched and/or threatened me.	37%	3%	17%

Lifetime Experiences of Sexual Violence

As Tables 3.1 and 3.2 indicate, sexual violence is a common reality among students and employees. Overall, the most frequent experiences of sexual violence in students’ (75%) and employees’ (82%) lifetimes were unwelcome sexual comments, advances, gestures or jokes. Fifty-seven per cent of students and 49% of employees also reported that in their lifetime someone had shown them sexual pictures, photos and/or videos that they did not want to see. These two findings, which suggest that sexual harassment is the most common experience of sexual violence among MacEwan University community members, are similar to results from other surveys such as *Measuring #MeToo*, a national survey conducted in the United States, which found that 76% of women and 35% of men have experienced verbal sexual harassment.¹⁶

¹⁵ Due to the low number of employees (<5) reporting that they had experienced non-consensual production and distribution of sexual images, for the purposes of confidentiality no further analysis is provided for these forms of sexual violence.

¹⁶ Kearl, Holly, Nicole E. Johns, and Anita Raj. *Measuring #MeToo: A National Study on Sexual Harassment and Assault*. (UCSD Center on Gender Equity and Health, 2019).

Sexual assault was also common among participants, with 49% of students and 56% of employees indicating that at some point in their lifetime another person had sexual contact with them that they did not want to happen and did not consent to (including groping, “kissing,” oral-genital contact or penetrative contact). Rates of sexual assault are challenging to estimate and compare as surveys will use different definitions and timeframes. The *University of Manitoba Campus Climate Survey on Sexual Violence* (2019) similarly found that 54.5% of students reported experiencing sexual assault either prior to or since attending the university.¹⁷ One of the most cited studies about sexual assault against women, a 1993 Statistics Canada survey on Violence Against Women, found that 39% of Canadian adult women reported having had at least one experience of sexual assault since the age of 16.¹⁸ Other reports indicate that one in six men¹⁹ and 50% of transgender people²⁰ have experienced sexual abuse or assault in their lifetime.

Sexual Violence Experiences in Previous Year

The authors of this survey used the time period “since the beginning of the current academic year, starting in July 2018” to assess change over time between subsequent climate surveys. Since the beginning of the previous year (July 2018), the most frequent experience of sexual violence among students (38%) and employees (19%) was that someone had made sexual comments, advances, gestures or jokes that were unwelcome. Sixteen per cent of students and 6% of employees also indicated that that someone had shown them sexual pictures, photos or videos that they did not want to see in the previous year. The estimates for these forms of sexual harassment among MacEwan University students during the previous year are comparable to the results from the *Report on the Association of American Universities Climate Survey on Sexual Assault and Sexual Misconduct* (2019), which found that among all students, 41.8% reported experiencing at least one sexually harassing behaviour since enrolling as a student.²¹ Furthermore, in Canada, 30% of employees report having experienced some form of sexual harassment in the workplace.²²

The next most common experiences of sexual violence during the previous year reported among students and employees were sexual assault and stalking. Among students, 12% reported that someone had sexual contact with them that they did not want to happen and did not consent to, and 10% reported that someone had repeatedly followed, communicated with (by phone, online, in person), watched and/or threatened them in the previous year. Estimates of sexual assault and stalking in the previous year were lower for employees (3% for both types of sexual violence) than students. The finding for MacEwan University students’ experiences of sexual assault is comparable to findings from other campus climate surveys. For instance, the *Report on the Association of American Universities Climate Survey on Sexual Assault and Sexual Misconduct* (2019) found that overall 13% of students have experienced

¹⁷ Peter, Tracey, Don Stewart, Desiree Wengrowich, Danielle Saj, and Allison Poppel. *The University of Manitoba Campus Climate Survey on Sexual Violence: A Final Report*. (Prepared for the Sexual Violence Steering Committee, University of Manitoba, 2019).

¹⁸ Johnson, Holly. *Measuring Violence Against Women: Statistical Trends 2006*. Statistics Canada, 2006. Catalogue no. 85-570-XIE. Ottawa, ON p. 1-97

<https://www150.statcan.gc.ca/n1/en/pub/85-002-x/2017001/article/14842-eng.pdf?st=evn-3dMX>

¹⁹ Iin6.org. Retrieved from <https://iin6.org/get-information/the-1-in-6-statistic/>.

²⁰ James, Sandy, Jody Herman, Susan Rankin, Mara Keisling, Lisa Mottet, and Ma'ayan Anafi. *The Report of the 2015 US Transgender Survey*. (Washington, DC: National Center for Transgender Equality, 2016).

<http://www.transequality.org/sites/default/files/docs/usts/USTS%20Full%20Report%20-%20FINAL%201.6.17.pdf>

²¹ Cantor, *Report on the AAU Climate Survey on Sexual Assault and Sexual Misconduct*.

²² Hango, Darcy and Melissa Moyser. *Harassment in Canadian workplaces*. (Statistics Canada, 2018).

<https://www150.statcan.gc.ca/n1/pub/75-006-x/2018001/article/54982-eng.htm>

nonconsensual sexual contact by physical force or inability to consent since enrolling in school.²³ In Canada, about 8% of women and 5% of men report being stalked in the preceding five years, with gender and age being the most significant factors for being a victim of stalking (rates are highest for women aged 15 to 34 years).²⁴ Overall, estimated rates of non-consensual production and distribution of sexual images are low (less than 2%) among both students and employees.

As Table 3.1 indicates, less than 10% of students' experiences of sexual violence in the previous year occurred at MacEwan University, with the exception of stalking. Stalking was the most likely experience of sexual violence to occur on campus (17%), which may be because stalking will often involve a person following or harassing the victim at their workplace or school setting. Compared to students, employees report experiencing less sexual violence in the previous year, and less than 20% of employees' experiences of sexual violence in the previous year occurred on campus. These findings indicate that most sexual violence experiences of MacEwan students and employees occur off campus.

For each type of sexual violence, participants were asked if the person who "did this to them" was a student, instructor or staff member from MacEwan University. Students indicated that 10 to 17% of their sexual violence experiences were perpetrated by another student and less than 4% of these experiences were perpetrated by an instructor or staff member. Employees reported that 5 to 12% of their sexual violence experiences were perpetrated by a student, and 5 to 11% were perpetrated by an instructor or staff member. These findings suggest that most sexual violence experiences among MacEwan University community members are perpetrated by individuals not connected to the university.

Sexual Violence Experiences by Gender Identity, Sexual Orientation, Disability and Cultural/Ethnic Identity

To more fully understand the experiences of sexual violence among MacEwan University students and employees, the authors of this survey conducted subgroup analyses by gender identity, sexual orientation, disability and cultural/ethnic identity. When comparing sexual violence experiences between people with different gender identities, as indicated in Table 3.3, gender minority participants report experiencing sexual violence at higher rates than those identifying as cisgender women or men. An exception to this finding among students was for rates of non-consensual distribution of sexual images, as 2% of all participants across gender identity categories experienced this form of sexual violence. Among employees, gender minority participants reported experiencing two types of sexual harassment and did not report experiencing other forms of sexual violence during the previous year. Overall, women reported experiencing higher rates of sexual violence compared to men.

When analyzed according to sexual orientation, as indicated in Table 3.4, students and employees who identified as a sexual minority reported experiencing sexual violence at higher rates than heterosexual participants. As indicated in Table 3.5, participants who identified as having a disability reported more sexual violence experiences than participants who did not report having a disability.

²³ Cantor, *Report on the AAU Climate Survey on Sexual Assault and Sexual Misconduct*.

²⁴ Statistics Canada. *Stalking in Canada, 2014*. (Statistics Canada, 2018). <https://www150.statcan.gc.ca/n1/en/daily-quotidien/180117/dq180117a-eng.pdf?st=uJJfULv>

When analyzed according to cultural/ethnic identity, as indicated in Table 3.6, racialized students in general reported fewer sexual violence experiences in the previous year than white and Indigenous students. Indigenous employees were more likely than white and racialized employees to have experienced sexual violence in the previous year. Students are, in general, more likely to report experiences of sexual violence. One exception is the finding that 11% of Indigenous employees compared to 7% of Indigenous students report experiencing stalking in the previous year.

Similar relationships between gender identity, sexual orientation, disability and cultural/ethnic identity and increased rates of sexual violence have been found in other campus climate surveys as well as Statistics Canada reports. According to Statistics Canada, 87% of self-reported sexual assaults are committed against women. Furthermore, rates of sexual assault are: six times higher for people who are gay, lesbian, bisexual or queer compared to people who are heterosexual; five times higher for people experiencing a mental disability compared to people with no such disability; and three times higher for Indigenous people compared to non-Indigenous people.²⁵ Overall, the findings from MacEwan University’s Climate Survey highlight the connection between different experiences of marginalization in society and disproportionate rates of sexual violence.

TABLE 3.3 PERCENTAGE OF STUDENTS AND EMPLOYEES WHO HAVE EXPERIENCED VARIOUS FORMS OF SEXUAL VIOLENCE IN THE PREVIOUS YEAR BY GENDER IDENTITY

Forms of Sexual Violence	Women		Men		Gender Minority	
	Students	Employees	Students	Employees	Students	Employees
Sexual harassment 1	18%	7%	10%	4%	25%	25%
Sexual harassment 2	46%	21%	16%	14%	59%	50%
Non-consensual production of sexual images ²⁶	2%	1%	1%	0%	5%	0%
Non-consensual distribution of sexual images	2%	0%	2%	0%	2%	0%
Sexual assault	15%	4%	4%	1%	18%	0%
Stalking	12%	4%	4%	3%	23%	0%

²⁵ Conroy, *Self-reported sexual assault in Canada, 2014*.

²⁶ Due to the low number of employees (<5) reporting that they had experienced non-consensual production and distribution of sexual images, for the purposes of confidentiality no further analysis is provided for these forms of sexual violence.

TABLE 3.4 PERCENTAGE OF STUDENTS AND EMPLOYEES WHO HAVE EXPERIENCED VARIOUS FORMS OF SEXUAL VIOLENCE IN THE PREVIOUS YEAR BY SEXUAL ORIENTATION

Forms of Sexual Violence	Heterosexual		Sexual Orientation Minority	
	Students	Employees	Students	Employees
Sexual harassment 1	14%	5%	26%	15%
Sexual harassment 2	35%	16%	51%	44%
Non-consensual production of sexual images ²⁷	2%	0%	3%	1%
Non-consensual distribution of sexual images	2%	0%	2%	1%
Sexual assault	11%	2%	19%	4%
Stalking	8%	3%	19%	8%

TABLE 3.5 PERCENTAGE OF STUDENTS AND EMPLOYEES WHO HAVE EXPERIENCED VARIOUS FORMS OF SEXUAL VIOLENCE IN THE PREVIOUS YEAR BY DISABILITY

Forms of Sexual Violence	Disability		No Disability	
	Students	Employees	Students	Employees
Sexual harassment 1	24%	10%	15%	6%
Sexual harassment 2	44%	22%	37%	19%
Non-consensual production of sexual images ²⁸	3%	0%	2%	1%
Non-consensual distribution of sexual images	2%	0%	2%	0%
Sexual assault	18%	4%	11%	3%
Stalking	18%	5%	9%	3%

²⁷ Due to the low number of employees (<5) reporting that they had experienced non-consensual production and distribution of sexual images, for the purposes of confidentiality no further analysis is provided for these forms of sexual violence.

²⁸ Due to the low number of employees (<5) reporting that they had experienced non-consensual production and distribution of sexual images, for the purposes of confidentiality no further analysis is provided for these forms of sexual violence.

TABLE 3.6 PERCENTAGE OF STUDENTS AND EMPLOYEES WHO HAVE EXPERIENCED VARIOUS FORMS OF SEXUAL VIOLENCE IN THE PREVIOUS YEAR BY CULTURAL/ETHNIC IDENTITY

Forms of Sexual Violence	Indigenous		Racialized		White	
	Students	Employees	Students	Employees	Students	Employees
Sexual harassment 1	19%	11%	11%	5%	18%	5%
Sexual harassment 2	34%	44%	25%	15%	45%	19%
Non-consensual production of sexual images ²⁹	1%	0%	2%	1%	2%	0%
Non-consensual distribution of sexual images	1%	0%	2%	0%	3%	0%
Sexual assault	13%	6%	9%	1%	14%	3%
Stalking	7%	11%	8%	4%	12%	3%

Disclosures and Accessing Resources

Participants who reported experiencing sexual violence during the previous year were asked follow-up questions about their experience, including who they disclosed to and the impacts of the sexual violence they experienced. These questions were asked in order to obtain a better understanding of who students and employees seek support from, to inform training on responding to disclosures, and to provide insight about which support options and resources that MacEwan University should prioritize.

Participants who indicated they had experienced a form of sexual violence during the previous year were asked whether they told anyone. Among those participants who indicated they told someone, Table 3.7 (Students) and Table 3.8 (Employees) summarize who they told. Students and employees who told someone about experiencing sexual violence most often told a friend or romantic partner. A large percentage of participants said that they told parents, other family members and co-workers. The finding that participants were most likely to disclose to people who they are closest within their personal lives is mirrored in other campus climate surveys both in Canada and the United States.³⁰ The result that employees often disclose to co-workers underscores the importance of responding to disclosure training among employees to prepare them for supporting fellow colleagues along with students. Overall, these findings highlight the importance of responding to disclosure training and a community-wide approach to support, where every door is open to a victim/survivor.³¹

²⁹ Due to the low number of employees (<5) reporting that they had experienced non-consensual production and distribution of sexual images, for the purposes of confidentiality no further analysis is provided for these forms of sexual violence.

³⁰ Fuller, Rice B., Lucia F. O'Sullivan, and Charlene F. Belu. *UNB Sexual Assault Climate Survey*. (University of New Brunswick, 2016); McMahon, Sarah, Kate Stepleton, Julia O'Connor, and Julia Cusano. *#iSpeak: Student Experiences, Attitudes, and Beliefs and Sexual Violence*. (Rutgers School of Social Work, 2015); Peter, *The University of Manitoba Campus Climate Survey on Sexual Violence: A Final Report*.

³¹ Kahn, *Courage to Act: Developing a National Draft Framework to Address and Prevention Gender-based Violence at Post-Secondary Institutions in Canada*, 41.

While friends, partners, and other peers or family members play an important role as supporters, some people who have experienced sexual violence may need to access specialized services and support. The most common formal resources that students indicated accessing include a counsellor, police, the Office of Sexual Violence Prevention, Education and Response (OSVPER), and the Office of Human Rights, Diversity and Equity (OHRDE). Of note, employees were most likely to tell fellow colleagues across the university (WPS staff members; instructor, professor or staff; Sexual Violence Support Guide), and no employee reported telling someone within the Office of Sexual Violence Prevention, Education and Response (OSVPER). This again suggests that responding to disclosure training for employees should focus on employees supporting each other, as faculty and staff may be more likely to disclose to individuals they already know and trust. Furthermore, the university should prioritize increasing awareness about and accessibility of the OSVPER as a resource available to employees along with students.

TABLE 3.7 PERCENTAGE OF STUDENTS WHO DISCLOSED SEXUAL VIOLENCE EXPERIENCES TO AN INDIVIDUAL, MACEWAN UNIVERSITY SERVICE, AND/OR AN OFF-CAMPUS RESOURCE

Please indicate who you told	Sexual Harassment 1	Sexual Harassment 2	Non-consensual production of sexual images	Non-consensual distribution of sexual images	Sexual Assault	Stalking
Office of Sexual Violence Prevention, Education and Response	13%	9%	9%	15%	2%	2%
Office of Human Rights, Diversity and Equity	3%	1%	9%	15%	1%	2%
Health Centre	2%	1%	0%	0%	1%	1%
Security Services	4%	3%	0%	0%	2%	5%
Confidence Line	1%	1%	9%	8%	1%	3%
Wellness and Psychological Services	8%	7%	9%	8%	5%	9%
Human Resources	2%	1%	9%	8%	1%	0%
Residence Life Staff	1%	1%	0%	0%	1%	1%
Instructor, Professor or Staff	1%	2%	9%	8%	2%	2%
Sexual Violence Support Guide	3%	1%	9%	8%	1%	0%

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Friend	86%	88%	73%	62%	91%	80%
Partner	47%	50%	36%	15%	42%	37%
Parent	28%	28%	18%	8%	22%	30%
Other family	21%	25%	27%	8%	23%	24%
Co-worker	23%	21%	0%	15%	16%	16%
Doctor/nurse	8%	7%	0%	0%	10%	5%
Sexual Assault Centre of Edmonton	3%	3%	0%	0%	2%	1%
University of Alberta Sexual Assault Centre	1%	1%	9%	8%	1%	0%
Counsellor	20%	17%	18%	8%	19%	14%
Police	13%	8%	9%	8%	4%	10%
Other	6%	3%	27%	8%	1%	3%

TABLE 3.8 PERCENTAGE OF EMPLOYEES WHO DISCLOSED SEXUAL VIOLENCE EXPERIENCES TO AN INDIVIDUAL, MACEWAN UNIVERSITY SERVICE, AND/OR AN OFF-CAMPUS RESOURCE

Please indicate who you told	Sexual Harassment 1	Sexual Harassment 2	Sexual Assault	Stalking
Office of Sexual Violence Prevention, Education and Response	0%	0%	0%	0%
Office of Human Rights, Diversity and Equity	0%	0%	0%	7%
Health Centre	0%	2%	0%	7%
Security Services	0%	0%	0%	7%
Confidence Line	0%	2%	0%	7%
Wellness and Psychological Services	0%	2%	17%	7%
Human Resources	4%	2%	0%	0%
Residence Life Staff	0%	0%	0%	0%
Instructor, Professor or Staff	17%	6%	0%	0%
Sexual Violence Support Guide	0%	0%	8%	0%
Friend	78%	84%	83%	80%
Partner	30%	58%	33%	40%
Parent	13%	13%	8%	20%
Other family	4%	6%	0%	20%
Co-worker	39%	27%	8%	40%
Doctor/nurse	0%	2%	0%	0%
Sexual Assault Centre of Edmonton	0%	0%	0%	0%
University of Alberta Sexual Assault Centre	0%	2%	0%	0%
Counsellor	17%	18%	17%	27%
Police	4%	3%	0%	0%
Other	9%	13%	0%	20%

Impacts of Sexual Violence

In addition to information about disclosures and help-seeking behaviour, we also wanted to better understand how sexual violence impacts the MacEwan University community. Participants were asked about the impacts on their school or work, class schedule or program (most applicable to students) and the impact on their employment (most applicable to employees), along with impacts on their sense of safety, and mental and physical health. Table 3.9 (Students) and Table 3.10 (Employees) summarize the different ways sexual violence impacted the MacEwan University community.

Many students indicated that as a result of the sexual violence, they had difficulty focusing and concentrating on school or work (ranging from 27% of those who experienced non-consensual distribution of sexual images to 40% of those who experienced stalking). Among students, it was also common to report that they struggled with their physical health and/or well being (ranging from 33% of those who experienced stalking to 42% of those who experienced non-consensual production of intimate images) and to indicate they experienced difficult emotions (ranging from 43% of those who experienced non-consensual distribution of intimate images to 67% of those who experienced non-consensual production of intimate images). Students who experienced stalking were the most likely to report feeling unsafe on campus (26%).

The impacts on students' mental and physical health, along with the impacts on students' ability to focus on school and work, all have implications for MacEwan University's commitment to support students who have experienced sexual violence. Student success is contingent on their ability to feel safe on campus, to access mental and physical health resources, and to get support with academic modifications when they find themselves struggling to manage the impacts of sexual violence and trauma along with their schoolwork.

Similar to students, many employees also indicated that their ability to focus and concentrate on school or work was affected by sexual violence (ranging from 14% of those who experienced a form of sexual harassment to 42% of those who experienced stalking). Many employees also indicated that as a result of the sexual violence, they struggled with their physical health and/or well being (ranging from 20% of those who experienced a form of sexual harassment to 32% of those who experienced stalking), and that they experienced difficult emotions (ranging from 44% of those who experienced a form of sexual harassment to 65% of those who experienced sexual assault). These findings highlight the importance of making specialized services, including the services and resources made available through OSVPER, accessible to employees as well as students. Furthermore, it highlights the importance of providing access to mental and physical health resources for employees.

TABLE 3.9 IMPACTS OF SEXUAL VIOLENCE ON STUDENTS

Please check all that apply	Sexual Harassment 1	Sexual Harassment 2	Non-consensual production of sexual images	Non-consensual distribution of sexual images	Sexual Assault	Stalking
Had difficulty focusing and concentrating on school or work.	33%	32%	42%	27%	35%	40%
Dropped a class, changed my class schedule, changed program, changed schools or dropped out of school.	9%	6%	8%	3%	9%	13%
Quit my job, asked for a transfer or made some other change to my work life.	7%	7%	0%	0%	6%	11%
Felt unsafe on campus.	8%	8%	13%	13%	11%	26%
Struggled with my physical health and/or well being (e.g., difficulties with sleeping or eating).	39%	35%	42%	33%	40%	33%
Struggled to trust or connect with people in my life.	n/a	n/a	n/a	n/a	44%	39%
Experienced difficult emotions (e.g., confused, isolated, depressed, anxious, panicky, ashamed).	65%	60%	67%	43%	64%	54%
Other (please specify)	10%	13%	8%	0%	3%	5%

TABLE 3.10 IMPACTS OF SEXUAL VIOLENCE ON EMPLOYEES

Please check all that apply	Sexual Harassment 1	Sexual Harassment 2	Sexual Assault	Stalking
Had difficulty focusing and concentrating on school or work.	24%	14%	35%	42%
Dropped a class, changed my class schedule, changed program, changed schools or dropped out of school.	6%	3%	0%	0%
Quit my job, asked for a transfer or made some other change to my work life.	6%	5%	6%	0%
Felt unsafe on campus.	6%	4%	0%	11%
Struggled with my physical health and/or well being (e.g., difficulties with sleeping or eating).	32%	20%	29%	32%
Struggled to trust or connect with people in my life.	n/a	n/a	47%	26%
Experienced difficult emotions (e.g., confused, isolated, depressed, anxious, panicky, ashamed).	44%	46%	65%	53%
Other (please specify)	15%	14%	6%	26%

Bystander Experiences

Another set of questions were used to assess the percentage of students and employees who had ever been in one or more situations where they witnessed someone’s sexually inappropriate or violent behaviour towards another person in the previous year. We were interested in how many MacEwan University community members witnessed sexually violent behaviour in the previous academic year, how many participants chose to do something to intervene and how many participants, for whatever reason, did not end up doing anything to stop the behaviour. Table 3.11 summarizes students’ and employees’ experiences as bystanders.

Twenty-seven per cent of students and 17% of employees reported that they had witnessed sexually inappropriate or violent behaviour towards another person in the previous year. Of the participants who witnessed such behaviour, 86% of students and 83% of employees took some action to address the behaviour (one or more of the following: distracted the person whose behaviour they thought was a form of sexual violence, tried to talk to the person about their behaviour, got the person they were concerned about out of the situation, once safe, offered support to the person affected by the behaviour, and/or asked someone else with more authority to be involved).

The most common actions taken by students and employees as bystanders were to get the person they were concerned about out of the situation (68% students and 55% employees), and once they were both safe, to offer support to the person affected by the behaviour (43% students and 40% employees). This suggests that the most common interventions were primarily focused on supporting the person affected by the behaviour. Twelve per cent of students and 13% of employees did not end up doing anything to stop the behaviour.

TABLE 3.11 BYSTANDER EXPERIENCES OF STUDENTS AND EMPLOYEES IN THE PREVIOUS YEAR (SINCE JULY 2018)

Since July 2018, have you been in one or more situations where you witnessed someone’s sexually inappropriate or violent behaviour towards another person?	Yes	Did something about it	Did not end up doing anything
Students	27%	86%	12%
Employees	17%	83%	13%

Crossed a Line

Finally, a question was asked to get a sense of the percentage of students and employees who felt they may have engaged in sexually violent behaviour. Table 3.12 summarizes the results for both students and employees. Three per cent of students and 1% of employees indicated that they felt they may have violated someone’s sexual boundaries in the previous year. A small proportion of both groups indicated they were unsure if there was a time when they crossed the line. It is important to note that the percentages may underestimate actual experiences due to the non-anonymity of the survey and the difficulty recognizing and acknowledging possible perpetration.

TABLE 3.12 STUDENTS AND EMPLOYEES WHO MAY HAVE CROSSED A LINE SEXUALLY IN THE PREVIOUS YEAR (SINCE JULY 2018)

Since July 2018, there has/have been a time(s) when I felt I may have crossed the line and violated someone’s sexual boundaries	Yes	Unsure
Students	3%	8%
Employees	1%	8%

4. Awareness of Resources and Programs

To assess MacEwan University community members' awareness of campus resources and programs addressing sexual violence, participants were asked to indicate if they had heard of campus-specific programming and resources related to sexual violence. Results, presented in Figure 4.1, indicate that awareness of available services varies by entity and between students and employees.

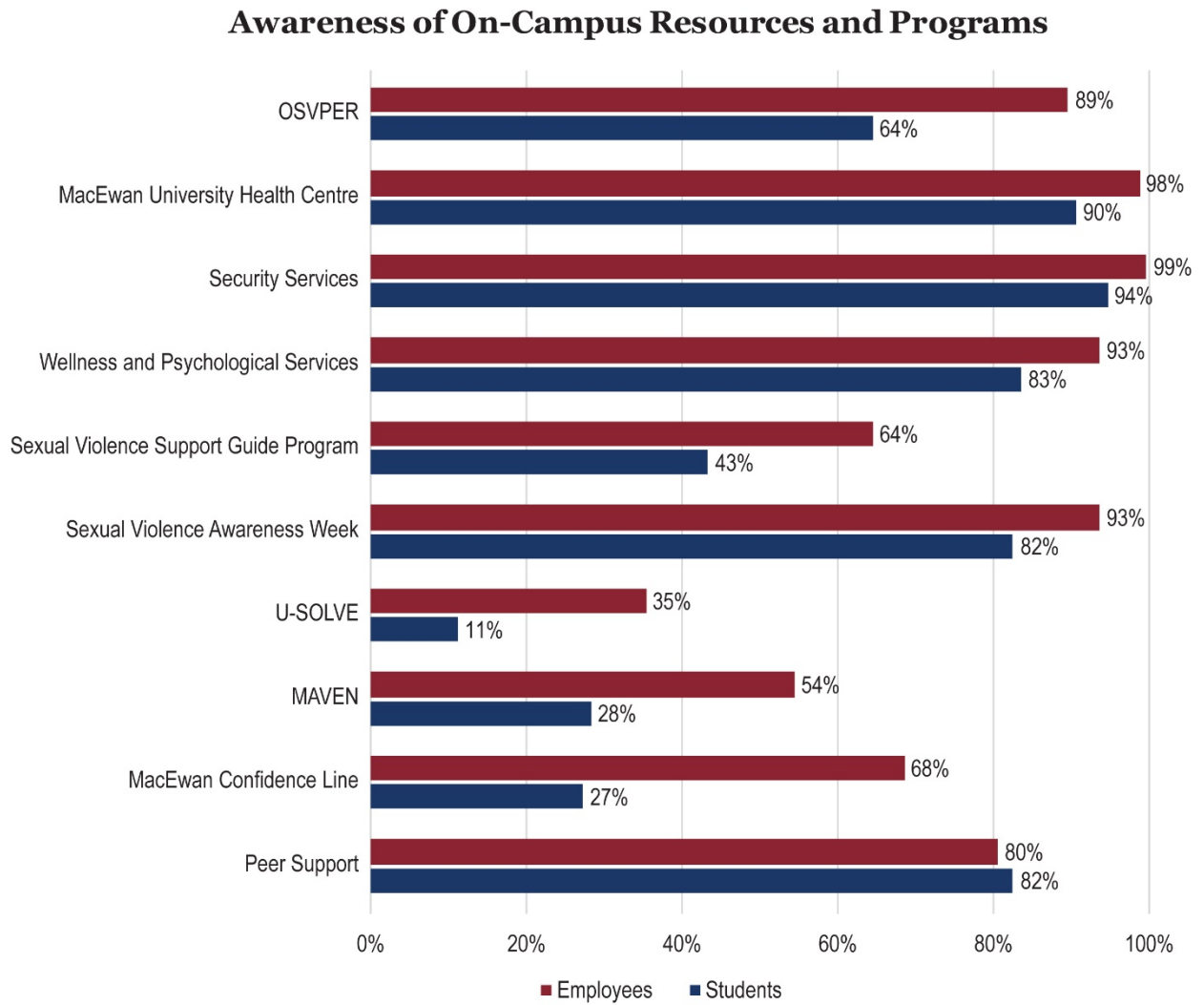
Most students (82%) and employees (93%) indicated they were aware of Sexual Violence Awareness Week (SVAW). In contrast, approximately two-thirds of students (64%) compared to 89% of employees were aware of the Office of Sexual Violence Prevention, Education and Response (OSVPER). This suggests that more efforts can be taken to use Sexual Violence Awareness Week as an opportunity to raise awareness about OSVPER and other specialized services available to individuals impacted by sexual violence.

Awareness of other campus services was examined. Over 80% of students were aware of Security Services, MacEwan University Health Centre, Wellness and Psychological Services, and Peer Support (offered through the Students' Association of MacEwan University). Students were least aware of U-SOLVE, Confidence Line, MAVEN and the Sexual Violence Support Guide Program.³² This suggests that more efforts can be taken by the university to increase awareness among students about the Confidence Line as an anonymous reporting tool. Furthermore, OSVPER and its campus partners could identify awareness-raising priorities for their various programming addressing sexual violence.

Similar to students, over 80% of employees were aware of Security Services, MacEwan University Health Centre, Wellness and Psychological Services, and Peer Support in addition to Sexual Violence Awareness Week and OSVPER. Compared to students, employees were far more aware of the Confidence Line as an anonymous reporting tool, indicating a level of successful communications regarding this service among employees. As was the case for students, employees were least aware of U-SOLVE, MAVEN and the Support Guides; however, they were more aware of these programs than students.

³² See Glossary of Terms for definitions of these services and programs.

FIGURE 4.1 AWARENESS OF ON-CAMPUS RESOURCES AND PROGRAMS



5. Perceptions of Campus Climate

To assess the campus climate at MacEwan University, participants were asked various questions about their perceptions of programming related to sexual violence and, in general, the extent to which sexual violence is a problem on campus. In an initial series of questions, participants were asked about their perceptions of MacEwan University (Table 5.1), and in a subsequent series of questions they were asked to indicate their level of agreement with statements regarding addressing sexual violence at MacEwan University (Table 5.2).

As indicated in Table 5.1, most students (67%) and employees (77%) perceive training in sexual violence prevention to be taken seriously at the university. Most students (78%) and employees (83%) also agree that services are available to victims/survivors of sexual assault. Furthermore, very few students (5%) and employees (7%) agreed that sexual harassment is tolerated at MacEwan University. Participants were asked two questions regarding their perception of how the university investigates sexual violence and whether people are held accountable for sexual assault. While only 24% of students and 37% of employees agreed that the university does a good job investigating incidents of sexual violence, most participants did not agree with the statement that people are not really held accountable for sexual assault. These findings suggest that participants believe MacEwan University is taking sexual violence seriously through prevention and support services but are less confident about how the university investigates complaints of sexual violence.

The results in Table 5.2 suggest that while only 10% of students and 16% of employees perceive sexual violence to be a problem at MacEwan, 93% of the students and 97% of the employees believe people who have experienced sexual violence should have access to support on campus. Furthermore, 58% of students and 68% of employees believe that people who have committed an act of sexual violence should be able to access support on campus. These findings suggest that while MacEwan University community members do not perceive sexual violence to be a problem at the university, they believe that access to support is essential.

TABLE 5.1 PERCENTAGE OF STUDENTS AND EMPLOYEES ENDORSING PERCEPTIONS ABOUT MACEWAN UNIVERSITY

My perception of MacEwan University is that:	Students	Employees
Training in sexual violence prevention is taken seriously.	67%	77%
Students are educated about sexual violence (e.g., what consent means, how to define sexual assault, how to look out for one another).	40%	46%
Sexual harassment is tolerated.	5%	7%
Services are available to victims/survivors of sexual assault.	78%	83%
The university does a good job of investigating incidents of sexual violence.	24%	37%
People are not really held accountable for committing sexual assault.	14%	13%

TABLE 5.2 PERCENTAGE OF STUDENTS AND EMPLOYEES ENDORSING PERCEPTIONS ABOUT SEXUAL VIOLENCE AT MACEWAN UNIVERSITY

Please indicate your level of agreement with the following statements:	Students	Employees
Sexual violence is a problem at MacEwan University.	10%	16%
There is not much I can do about sexual violence at MacEwan University.	15%	8%
People that have experienced sexual violence should be able to access support on campus.	93%	97%
People who have committed an act of sexual violence should be able to access support on campus.	58%	68%
Addressing sexual violence is solely the job of the Office of Sexual Violence, Prevention, Education and Response to address.	11%	5%
I want to learn more about the problem of sexual violence on campus.	52%	56%
Since the #MeToo Movement, it's hard to ask questions about sexual violence for fear of being judged or shamed in public.	30%	20%

6. Conclusion

MacEwan University's sexual violence climate survey has provided considerable information about attitudes and beliefs about sexual violence, experiences of sexual violence, awareness of resources and services, and perceptions of the climate at the university. The findings in this report will inform the university's strategic approach to policies, services and programming related to sexual violence. Based on the analysis offered in this report, we can conclude that services that are responsive to the impacts of sexual violence are essential to promoting a safe learning and work environment at the university; that "responding to disclosure" training is necessary for a community-wide approach that recognizes the importance of informal support; and that our educational and awareness efforts can and should be developed in consideration of the attitudes, beliefs and perceptions expressed in this report.

The students and employees who took part in this survey reported experiencing sexual violence at rates similar to federal and provincial reports as well as other campus climate surveys. Approximately one half of students and employees reported experiencing sexual assault in their lifetime, which is comparable to the recent finding released by the Association of Alberta Sexual Assault Services that 45% of Albertans have experienced some type of sexual abuse.³³ The results of this survey indicate that sexual violence is a common experience among our students and employees, along with many other Albertans and Canadians, and it has impacts on their ability to focus on school or work, their physical and mental health, and their ability to feel safe on campus. There is national acknowledgement, as exemplified in *Courage to Act*, of the need for post-secondary institutions in Canada to provide services and programming addressing sexual violence. This report confirms that regardless of when, where or by whom sexual violence is perpetrated, MacEwan University should provide services responsive to the impact that sexual violence has on our students, co-workers, fellow community members and the educational environment as a whole.

Students and employees report disclosing to a friend, romantic partner, family member or co-worker most often when seeking support. This finding highlights the importance of responding to disclosure training to foster a community-wide approach to support, where every door is open to a victim/survivor.³⁴ At the same time, we must also ensure that students and employees have access to specialized support services both on and off campus. The findings of this survey highlight the need for expansive and on-going awareness-raising efforts for the Office of Sexual Violence Prevention, Education and Response among other campus services and programs. Furthermore, more efforts can be taken to ensure that employees are aware that support services are available to them as well. As we conduct more climate surveys, our goal will be to see increased awareness and utilization of formal services among our community members. MacEwan University's sexual violence support services are here for the whole campus community – regardless of where or when the sexual violence occurred, and regardless of a person's status as student or employee.

Along with emphasizing dedicated support services and campus-wide responding to disclosure training, the findings of this survey will also shape the development of comprehensive prevention and education initiatives. Tailored educational programming should focus on addressing sexual violence myths with the highest level of agreement in the survey and providing information about consent and trauma to dispel common misconceptions about how a victim "should" behave in different situations. Our findings also

³³ AASAS, *Summary of Key Findings: Prevalence of Sexual Assault and Childhood Sexual Abuse in Alberta*.

³⁴ Kahn, *Courage to Act: Developing a National Draft Framework to Address and Prevention Gender-based Violence at Post-Secondary Institutions in Canada*, 41.

highlight the need for masculinities programming where educational efforts are tailored to young men. Men were more likely than women and gender minority participants to agree with victim-blaming attitudes. At the same time, many of the male students indicated that in the current cultural climate (e.g., #MeToo), it is hard for men to know how to behave towards women (42%). We must create opportunities for men to feel comfortable having difficult conversations about consent, respect and accountability in a consent culture.

The results of this survey indicate that many students and employees already perceive that training in sexual violence prevention is taken seriously at MacEwan University, and that services are readily available to survivors. At the same time, the university is committed to improving upon and growing these essential services. The findings outlined in this report will shape how we move forward and continue our ongoing work to foster a safe learning and working environment free from sexual violence.

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Appendix

[Resources](#)

[Survey Instrument](#)

[Demographics](#)