<table>
<thead>
<tr>
<th>1</th>
<th>Office of Student Life - Annual Report</th>
</tr>
</thead>
</table>

**TABLE OF CONTENTS**

<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>About Us</td>
<td>2</td>
</tr>
<tr>
<td>Student Mental Health Strategy</td>
<td>3</td>
</tr>
<tr>
<td>Wellness Week</td>
<td>5</td>
</tr>
<tr>
<td>Student Life Leadership Program</td>
<td>6</td>
</tr>
<tr>
<td>Student Life Activity Grant</td>
<td>8</td>
</tr>
<tr>
<td>Sexualized Violence Awareness Week</td>
<td>9</td>
</tr>
<tr>
<td>Tools For Change: Sexualized Violence Prevention Training</td>
<td>11</td>
</tr>
<tr>
<td>Bystander Intervention Training</td>
<td>12</td>
</tr>
<tr>
<td>Student Transitions: Pre-Arrival Program</td>
<td>13</td>
</tr>
<tr>
<td>New Student Welcome</td>
<td>14</td>
</tr>
<tr>
<td>Trauma Informed Lens</td>
<td>15</td>
</tr>
<tr>
<td>Case Management</td>
<td>16</td>
</tr>
<tr>
<td>Non-Academic Misconduct</td>
<td>18</td>
</tr>
<tr>
<td>Policy Development</td>
<td>19</td>
</tr>
<tr>
<td>Outdoor Space Bookings</td>
<td>20</td>
</tr>
<tr>
<td>Office Directory</td>
<td>21</td>
</tr>
</tbody>
</table>
The Division of Student Affairs at the University of Victoria helps to transform students' lives by supporting and inspiring the highest standards of student learning and success, community engagement and staff development.

The Office of Student Life (OSTL) was established in March 2016 to help create and enhance a safer and more inclusive campus community in support of fairness, responsibility and respect. As learning is a key priority at UVic, the OSTL has developed learning outcomes for programming initiatives that have produced positive and encouraging results.

We are pleased to provide this brief annual report to the UVic Community on our programs, services, and priorities.

OUR VALUES

INTEGRITY | QUALITY | COLLABORATION
OPENNESS | EMPOWERMENT
You are not alone, together we thrive
Since its launch in 2014, the Student Mental Health Strategy (SMHS) has provided a framework for mental health awareness and support at UVic. In order to reduce stigma and build an inclusive campus environment, the Office of Student Life, in collaboration with departments across the university, has connected with students, staff/faculty, and community members on issues related to mental health including; anxiety, substance use, and depression. Student leaders have been central in the growth of the strategy.

As of April 2020, over 3,200 faculty & staff have taken part in the Student Mental Health Literacy Program. This training focuses on key areas in student mental health to equip individuals on how to recognize warning signs for students experiencing distress or difficulties, provide support, and refer students to campus and community resources. Visit: uvic.ca/studentlife/initiatives/learning-assessment/ to find the learning outcomes used to measure the success and effectiveness of this learning.
In partnership with over 15 campus groups, including the University of Victoria Students’ Society and First People’s House, the OSL hosted UVic’s 6th Annual Wellness Week. The week promoted dozens of free events, aimed at promoting student connection, positive mental health and wellbeing through a holistic lens. The tagline of the week, “there’s a place for you here” highlights UVic as an inclusive campus community that has something for everyone.

Main event headliner Jordin Tootoo, the first inuk to play in the NHL, spoke to a sold-out crowd about his struggle with mental health. He spoke of resiliency, community and connection as paramount to one’s wellbeing. Francis Arevalo, a hip-hop musician and poet from Vancouver opened the event by sharing his journey living and creating music while having bi-polar disorder.

This successful event highlighted UVic’s priority towards creating a campus community that supports positive mental health and well-being.
The Office of Student Life works to make UVic a safer, more inclusive campus through the **Student Life Leadership Program (SLLP)**. This flagship program invests in 25 student leaders who work to promote positive mental health, build queer and trans community on campus and educate students on sexualized violence prevention and consent culture through three streams: Mental Health Leaders, Consent Advocates and Relationship Educators (CARE), and QVic Life Leaders. The SLLP follows an evidence-based curriculum that engages students in personal, professional and community development through workshops and learning sessions on anti-oppression, allyship, conflict resolution and effective support. Students then take these learnings, and plan and implement initiatives and events through a peer-based education model to effect positive change at UVic. Some highlights from this year were working with eight community curriculum designers to improve our workshop offerings and attending a Student Leadership Conference at UBC.

**STUDENT RESPONSES:**

Getting to work with the UVic student community and promote consent and healthy relationships was such a rewarding experience! Promoting a culture of consent on campus is so vital and getting to connect with like-minded students was wonderful!

QVic Life has helped me become a real part of the queer campus community. I feel like I am doing something important with my time and making real (if small) improvements in students’ lives.
Training opportunities provided to student life leaders:
- Gender Diversity
- Consent Culture
- Sexual Health and Sex Positivity
- Bystander Intervention
- Tools for Change: Sexualized Violence Prevention
- Unpacking Power and Privilege
- Consensual Allyship
- Planning Inclusive Events
- Active Listening
- Disclosures, Referrals and Support
- Suicidal Ideation
- Harm Reduction and Naloxone Training
- Indigenous Pedagogies
- Critical Self-Location and Territory-Acknowledgment
- Workshop Facilitation Training

Examples of outreach initiatives:
- Gratitude Pop-Up
- Consent Packages
- Consensual Speed Friending and Dating
- Find a Friend
- Paint Night
- Big Gay Photoshoot
- Queer Pumpkin Carving
- Make theYuletide Gay: Intergenerational Crafting and Connection
- Instagram Takeover

On campus engagement:
- New Student Welcome
- International Student Welcome
- Indigenous Student Welcome
- Graduate Student Welcome
- Residence Orientation
- Thunderfest
- Sexualized Violence Awareness Week
- Campus Leadership and Information Fair
- Mental Health Information Fair
- Wellness Week Planning and Tabling
- Pride Week Planning and Tabling
- Classroom Presentations
The OSTL introduced the Student Life Activity Grant in Fall 2016. In line with the Student Affairs values, this grant looks to support events and/or initiatives that have a positive and direct impact on UVic’s campus culture through student engagement, contributing to a community of accountability, respect, fairness and safety, and bringing awareness to important student issues (i.e., student mental health & well-being, inclusivity, sexualized violence awareness, etc.).

From creating safer spaces for students to come together and talk about mental health to supporting peer-to-peer mentorship programs, the Student Life Activity Grant has provided resources to dynamic and innovative UVic students.

**PAST RECIPIENTS**

**Students’ Open Forum Against Racism:**
- Anti-Racism and Decolonization Workshop

**Madeleine Kenyon:**
- U.S. MidWest Society for Women in Philosophy Conference

**Women in Science:**
- Women In Science STEM Symposium

**UVic Psi Chi Chapter:**
- Making Waves Undergraduate Research Conference

VIKES and UMANG Colour Run
The University of Victoria’s 6th Annual Sexualized Violence Awareness Week was held from September 17-19, 2019. The week is coordinated in collaboration between the Office of Student Life (OSTL), Equity & Human Rights (EQHR), the University of Victoria’s Student Society (UVSS), the Anti-Violence Project (AVP), and with consultation from Vikes Athletics and Recreation (ATRS), Residence Services (RESS), International Student Services (ISS), Health and Counselling Services, and other community services.

The week included events that promote empowerment, a culture of consent, and respect on campus, including a variety of events and workshops such as Tools for Change (OSTL & EQHR), Understanding Consent Culture (AVP) and The Men’s Circle (AVP).

The keynote event, emPOWERment: An Evening of Burlesque, included a contact dance workshop taught by the Rising, which demonstrated how you can assert yourself and your boundaries while being in close contact with others. This was followed by burlesque performances by local performers.
• It's not your fault.
• You did not deserve it.
• I believe you.
• It's not your fault.
• we love you.

You don't have to believe me.
The Office of Student Life and Equity & Human Rights launched Tools For Change in January 2019.

This introductory workshop on the root causes of sexualized violence, consent, and the university’s sexualized violence policy, continued to educate students through its inaugural year, educating hundreds of students through in-class workshops, student groups and orientation events. This workshop is led by trained student facilitators and provides participants with the tools to apply their learnings in practical ways.

Over 90% of participants said that they increased their knowledge of consent (the definition of consent, how people communicate consent, and how people can practice consent).

STUDENT RESPONSE:

“Thank you for all the work, we as students appreciate those who’ve done so much in spreading the ideas of consent, raising the public awareness of sexualized awareness and putting the effort and time into this program/workshop. Thank you very much.”
The Office of Student Life introduced the Bystander Intervention Training Program to UVic students in Fall 2016. This workshop builds upon the learnings of Tools for Change and educates participants on intervention theory and strategy by looking at case studies, videos, and current research in Canada. This workshop is led by trained student facilitators skilled in having conversations around sexualized violence prevention and education.

In it’s four years at UVic, this workshop has trained over 2000 UVic students and continues to grow through the support of UVic students, faculty, and staff.

**STUDENT RESPONSES:**

"Definitely an intense, emotional experience, but was extremely eye opening and motivational. Getting people passionate about being active bystanders is an extremely important thing."

"Was really well done and I feel safer to intervene the next time I am a bystander. A sense of fear has always caused hesitation."

"I thought it was really well done. The organization or flow was clearly fine-tuned. The content was engaging and a good mixture of lecture, seminar, and activity learning."

"While the content and the tools provided/knowledge shared was useful, the best part was the conversation around sexualized violence and the discussion of our accountability, responsibility, and growing understanding of it all. This conversation needs to continue and I am thankful for the facilitators and the opportunity it opened for sharing, vulnerability, and listening."

Taken from collected survey data.
Orientation: Year at a glance

- **New Student Welcome**
  - 2,534 Students

- **Graduate Student Orientation**
  - 252 Students

- **Transfer & Mature Student Welcome**
  - 183 Students

- **January Orientation**
  - 234 Students

- **May Orientation**
  - 58 Students
ONLINE PRE-ARRIVAL PROGRAM

A campus-wide initiative launched July 2019 to support new undergraduate students prior to arrival on campus. It offers eight topics for students to learn and participate in engaging activities: welcome to our community, transition to UVic, academic success, finances, health and wellness, substance use, respect and consent, and involvement.

Designed with learning outcomes, a first-year student lens, student development theory and the student life cycle in mind, the program includes mixed media engagement strategies, intentional learning design, and pre and post assessment. Participation and engagement exceeded expectations and the program has been recognized within the Orientation and Transition community for multiple awards for its innovative and collaborative design.

"I enjoyed getting to learn more about what to expect when I arrive on campus. I feel as though the program has allowed me to feel more confident, prepared and excited to start my journey at UVic."
Using a trauma-informed lens, the Office of Student Life seeks to integrate an understanding of trauma into all areas of our work and avoid re-traumatization or minimizing an individual’s experiences of trauma.

Research shows that trauma effects learning and student development and that one of the largest predictors of trauma recovery is positive social responses following the traumatic event. Therefore, the OSTL focused on ensuring that our responses to any circumstance that might involve trauma are non-shaming and prioritize the choice, voice, control and safety of individuals impacted.

What is trauma?
Trauma is a psychological response to a severely distressing event such as actual or threatened: serious injury, violence, or death.
Students facing multifaceted challenges, which require coordinated responses and engagement with multiple university units and community service providers to address support needs.

This approach enables communication and coordination efforts to occur in a way that promotes timely access to information and resources while balancing the needs of the institution in a way that contributes to creation of safe, caring and inclusive learning and living environments for students and for the campus community.

**Case management, at its very core, is about helping students overcome the obstacles impacting their personal wellness and academic success.**

**SUPPORTS PROVIDED**

**Comprehensive Support**
Providing short and long-term support to students to address a broad range of needs, along with service coordination between community services and campus.

**Information and Referral**
Brief Case Management service relationship; providing students with information and referrals for campus and community resources.

**Outreach solutions**
Reaching out to students referred through campus and community service resources (i.e. hospitalization) providing reintegration support, while triaging and mapping Case Management needs.

**Consultation**
Consulting with staff and faculty on student concerns, providing support, resources and coaching.

**GUIDING PRINCIPLES**

- **SOLUTIONS FOCUSED**
- **STUDENT CENTERED**
- **COLLABORATIVE TEAM APPROACH**
- **HOLISTIC AND INTEGRATED**
- **RELATIONAL AND TRAUMA INFORMED**
STUDENT SUPPORT

REFERRAL CATEGORIES (%)

- Student Conduct Incidents
- Residence Services
- Counselling Services
- Health Services
- Campus Security
- Centre for Accessible Learning
- Faculty
- Equity & Human Rights Office
- Sexualized Violence Resource
- First Peoples House
- International Student Services
- UVSS Advocacy Groups and Affiliated Organizations
- Other Campus Units

Other referral categories:
- Interfacing with external supports
- Interfacing with other units
- Personal safety
- Risk Management
- Substance Use
- Distruptive Behaviour
The University’s Resolution of Non-Academic Misconduct Allegations (AC1300) policy provides students, faculty and staff a safe way to report student conduct concerns and facilitate a process that strives to repair harm, resolve conflict, protect confidentiality, and provide restorative and educational outcomes for students.

Guided by Policy AC1300, the OSL investigates and responds to student conduct matters and allegations of non-academic conduct on campus while ensuring students are treated with equal care, concern and respect. All individuals involved are provided with an opportunity to express their perspectives and access support in a confidential and safe space.

**72**

Total Number of Allegations Received from April 2019 to March 2020

**46**

Total Number of Assigned Sanctions from April 2019 to March 2020

To report a student conduct concern, visit uvic.ca/studentlife to submit a Non-Academic Misconduct Incident Report Form

What is Non-Academic Misconduct?

Non-Academic Misconduct includes but is not limited to where a student engages in any of the following types of student conduct on university property or in connection with a university activity:

(a) theft, damage or destruction of property;
(b) unauthorized entry or presence on university property;
(c) fraud or impersonation;
(d) disruptive or dangerous behaviors to self or others;
(e) unlawful possession or use of alcohol that violates the university liquor policy;
(f) use or possession of illicit drugs; or
(g) other activities that result in criminal charges or conviction or a court judgment.
In collaboration with multiple departments across campus, the Office of Student Life (OSTL) has supported the development of various university policies and procedures that have a direct impact on the well-being and safety of the campus community and university services, including the Response to At-Risk Behaviour Policy (SS9125) and the Resolution of Non-Academic Misconduct Allegations Policy (AC1300).

**Policy AC1300:**
- clarifies what non-academic student misconduct is;
- details how the university responds to non-academic misconduct allegations;
- outlines the review and investigation processes;
- describes possible outcomes and ensures that when misconduct is found to have occurred, any sanctions that are applied are fair and consistent; and
- explains how to appeal a decision that has been made under the policy.

The creation of a newly dedicated university Sexualized Violence Prevention and Response Policy (GV0245) resulted in the need to update Policy AC1300 and its associated procedures to ensure policy/procedure alignment and consistency. The Senate and the Board of Governors approved revisions to Policy AC1300 in May, 2017.

The updated policy provides process clarifications and outlines enhanced practices related to how the university responds to non-academic student conduct issues and how students are supported throughout the conduct resolution process.

Major updates to the procedures include; new information on alternative dispute resolution, updated sanction options, enhanced language around non-punitive outcomes, and amendments to the appeal procedures.

Visit uvic.ca/studentlife for additional information on Policy AC1300.
The Office of Student Life is responsible for reviewing outdoor space booking requests from students for areas within the Student Affairs jurisdiction such as the Petch Fountain, the Central Quad Field and the field next to the Student Union Building.

Events include information tabling and fundraisers.

Our Team

**Director**
Kirsten McMenamie
osldirector@uvic.ca

**Associate Director, Student Investigations and Support**
Emily Waterman
osldirector@uvic.ca

**Manager, Student Conduct & Community Standard Initiatives**
Keith Bell
conduct2@uvic.ca

**Advisor and Project Lead**
Dustin Meredith
oslprojects@uvic.ca

**Administrative Assistant**
Sarein Basi-Primeau
studentlife@uvic.ca

**Manager, Student Support**
Tyler Schaus
oslsupportmgr@uvic.ca

**Coordinator, Student Support**
Nabiha Rawdah
casemanager1@uvic.ca

**Coordinator, Student Support**
Jessica Evans
casemanager2@uvic.ca

**Coordinator, Student Support**
Jennifer Matthews
casemanager4@uvic.ca

**Coordinator, Student Support**
Yuka Kurokawa
casemanager5@uvic.ca

**Coordinator, Student Support**
Residence Specialist
Colleen Lewis
ssmr@uvic.ca
Coordinator, Student Transitions
Kate Hollefruend
khollefr@uvic.ca

Project Coordinator
Nicole Crozier
nicolecrozier@uvic.ca

Coordinator, Student Development
Priyanka Lopez
volunteer@uvic.ca

Events Assistant
Jenna Brodersen
eventassist@uvic.ca

Manager, Student Life
Alex Sterling
studentlifemgr@uvic.ca

Coordinator, Student Development
Torry Harris
oslengage@uvic.ca

Coordinator, Curriculum and Assessment
Liam Green
oslprogram@uvic.ca

Research Coordinator
Suriani Dzukifli
suriani@uvic.ca

Training Specialist
Dawn Schell
dmschell@uvic.ca