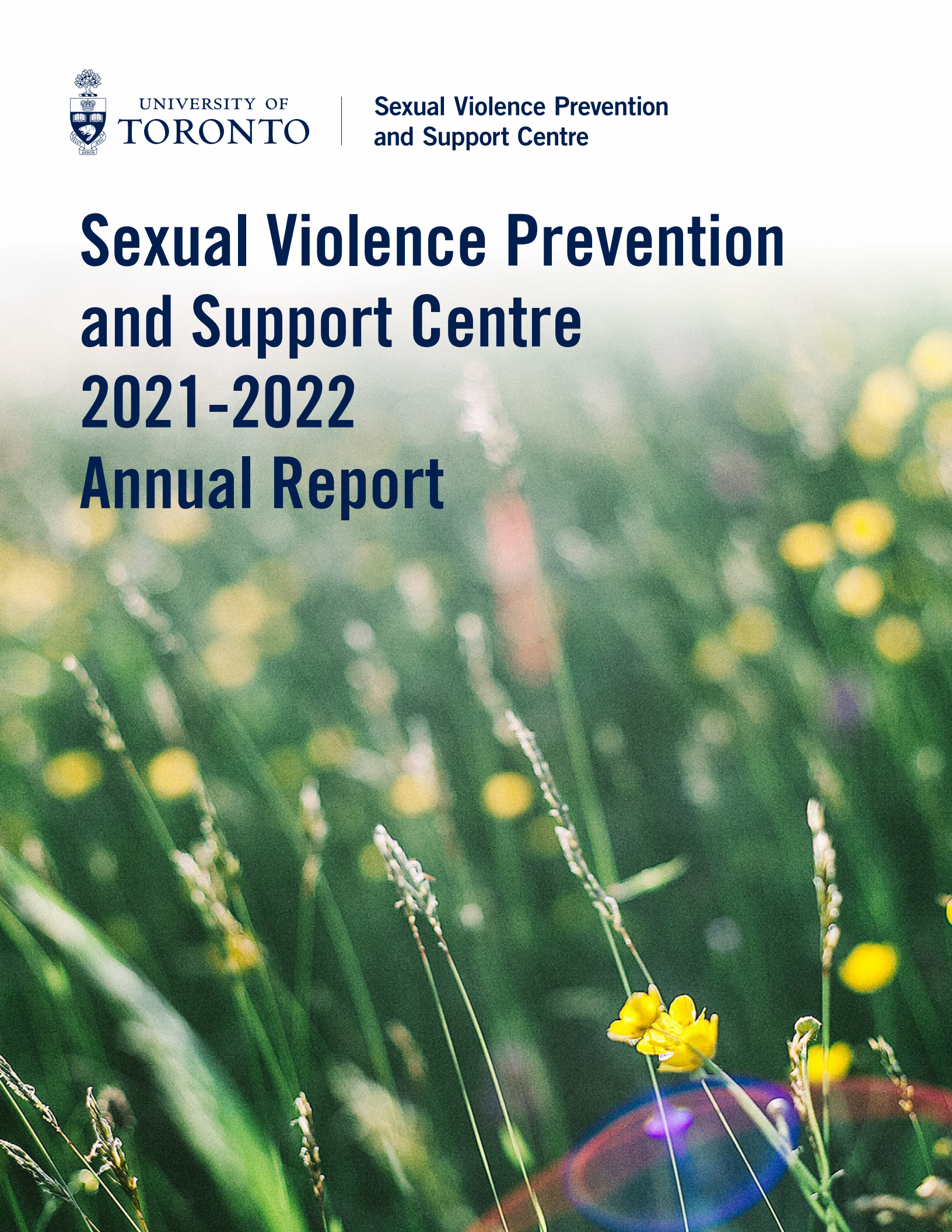




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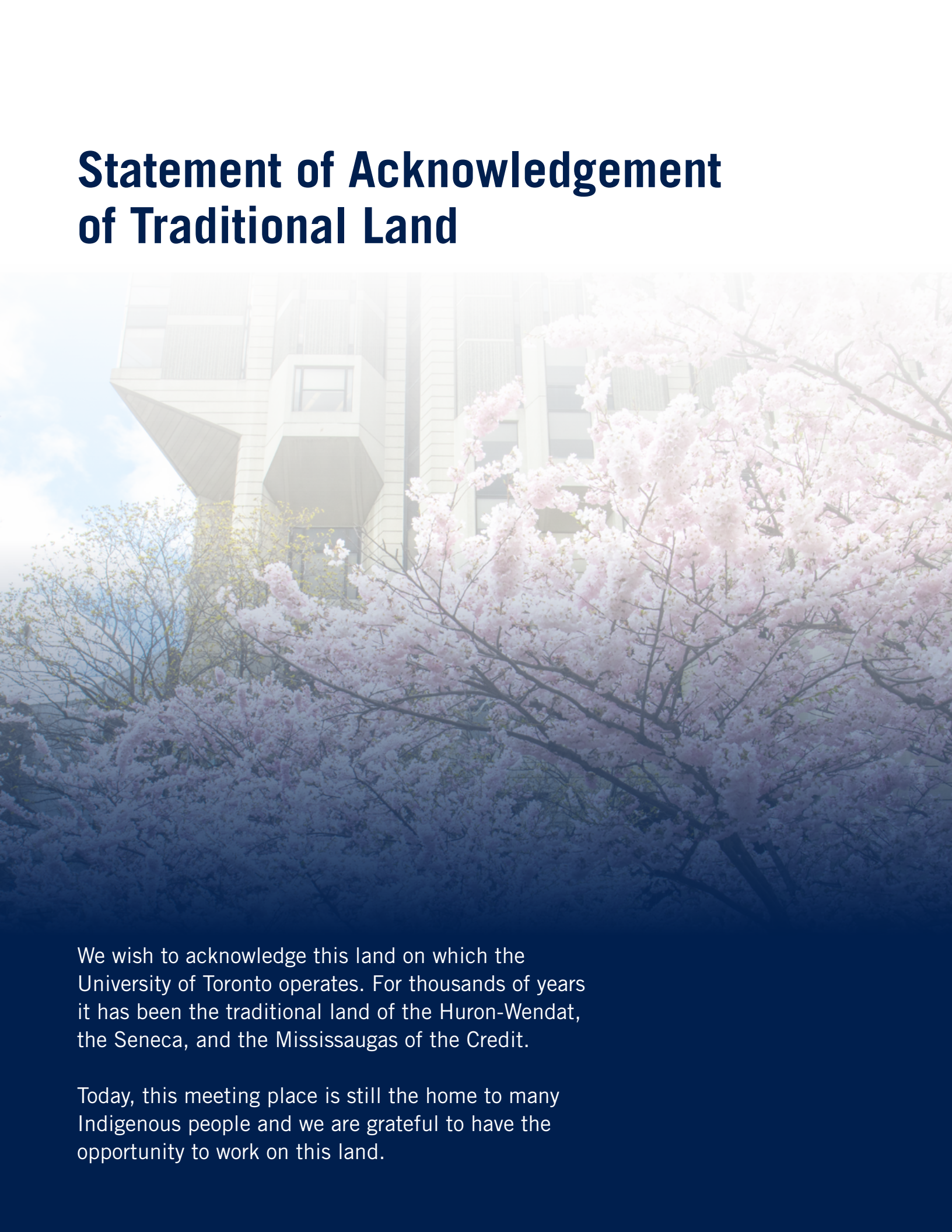
**Sexual Violence Prevention  
and Support Centre**

# **Sexual Violence Prevention and Support Centre 2021-2022 Annual Report**





# Statement of Acknowledgement of Traditional Land



We wish to acknowledge this land on which the University of Toronto operates. For thousands of years it has been the traditional land of the Huron-Wendat, the Seneca, and the Mississaugas of the Credit.

Today, this meeting place is still the home to many Indigenous people and we are grateful to have the opportunity to work on this land.

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# 1. Introduction

**The Sexual Violence Prevention and Support Centre (the SVPS Centre) is a tri-campus resource that assists and supports University of Toronto students, staff, faculty, and librarians who have been affected by sexual violence or sexual harassment.**

The SVPS Centre provides support to the U of T community and accepts disclosures and reports of sexual violence from the community under the University's [Policy on Sexual Violence and Sexual Harassment](#).

The SVPS Centre is deeply invested in education initiatives and continues to raise awareness through workshops, training, programs, and campaigns.

This report provides a snapshot of the SVPS Centre's work over a 12-month period from July 1, 2021 to June 30, 2022. This period was selected to align with the academic calendar year.

## 2. A Letter from the Director

The past year has been a time of generative reflection and exceptional growth.

We began the 2021 academic year by making further improvements to our virtual services, trainings, and other programming—meeting the needs of our clients at home, and branching out to offer new, original sessions, including a virtual support group for survivors and a province-wide symposium. Following a gradual return to campus, our team is now excited to be back on all three campuses, with in-person services resuming from Monday to Friday.

Our Centre has grown significantly to accommodate the shifting needs of all students, staff, librarians, and faculty. In the past year we have welcomed four new roles, expanding our team of dedicated, client-focused coordinators on every campus, and adding two Assistant Directors.

With the combined leadership of new and veteran team members, we are honoured to mark our fifth anniversary as a part of this diverse, ambitious, and caring tri-campus community.

We know that the SVPS Centre provides crucial support, as echoed in the [2022 Review of the Policy on Sexual Violence and Sexual Harassment](#), and we are grateful to be joined by so many incredible on- and off-campus partners in this work. We appreciate your deep dedication to building a culture of consent on our campuses, and we look forward to growing and learning together in the year ahead.

**Angela Treglia (she/her)**

**Director, Sexual Violence Prevention and Support**





“The SVPS Centre is a powerful ally as we strive to cultivate a culture of consent at the University of Toronto. To those in our community who are directly impacted by sexual violence or sexual harassment, the Centre offers expertise and compassion.

To the rest of our community, the Centre offers pathways to education about respectful relationships and institutional resources. I am grateful that, across our three campuses, our students, faculty, librarians, and staff have access to this important resource.”

**Kelly Hannah-Moffat (she/her)**  
**Vice-President, People Strategy, Equity & Culture**

“Over five years, the SVPS Centre has evolved to meet the changing needs of our students. That evolution has taken many forms: from developing programming and supports that more fully reflect the full spectrum of identities within our community to expanding the SVPS Centre team to ensure a strong and consistent presence on all three campuses.

This capacity for responsiveness will ensure the Centre remains an invaluable resource for our students and a successful partner to divisions, offices, and units across our tri-campus community.”

**Sandy Welsh (she/her)**  
**Vice-Provost, Students**





# 3. A Comprehensive Response to Sexual Violence

Collaborating with partners across our three campuses, the Sexual Violence Prevention and Support Centre provides a trauma-informed approach and response to sexual violence and sexual harassment.

Sexual violence can occur between individuals regardless of sex, sexual orientation, gender identity, gender expression, or relationship status. It is overwhelmingly committed by men against women and gender diverse people, and especially against those who experience the intersection of multiple identities.

The Centre supports members of our community who have been impacted by sexual violence and harassment and works to create a tri-campus culture that promotes respect and consent in all our interactions.





# 4. Our Commitment to Those We Serve

**We recognize that individual needs, circumstances, and choices are unique. Our core principles and practices are anti-oppressive, survivor-centred, and trauma-informed. When you choose to access our services, you will:**

- Be treated with dignity and respect;
- Receive non-judgmental, empathetic care;
- Be free to ask questions and drop in and out of our services;
- Learn about on- and off-campus support, resources, and accommodations, including emergency housing, short-term academic or workplace assistance, and emergency financial aid;
- Receive as-needed referrals to on- and off-campus services, including counselling and medical and legal services;
- Be fully informed about Centre policies, confidentiality, and conditions of service;
- Get the information you need to make informed choices about whether to make a formal report of sexual violence under the [Policy on Sexual Violence and Sexual Harassment](#), and how and where to do so; and
- Know that your decisions will be respected.







# 5. What We Mean by Sexual Violence and Consent

**The University's definition of sexual violence is broad and includes a range of behaviours. Sexual violence can be physical in nature, such as forced kissing or touching. It can also be non-physical, as with stalking or sexual comments. It can occur in private, in public, or online, and it can occur between two or more people regardless of gender, gender expression, gender identity, or sexuality.**

A defining feature of sexual violence is the absence of consent: this means that the behaviour has not been discussed or agreed to by all parties and that at least one person in the situation has not said yes or agreed to the sexual interaction.

Examples of sexual violence might include:

- Inappropriate and unwelcome comments or physical contact of a sexual nature
- Sexual harassment
- Sexual assault (including assault by a partner or spouse)
- Stalking
- Indecent exposure
- Circulating degrading sexual imagery
- Voyeurism
- Cyber sexual harassment
- Sharing intimate photos without consent
- Stealthing (i.e., removing a condom without consent during sex)

Consent is an active, everyday practice that needs to come before many different types of interactions. A part of creating a culture of consent on campus is normalizing the practice of checking in with each other before we act. These actions might be small and seemingly innocuous, or they might be actions with more obvious links to sexual violence.



# 6. What We Do

**Our Centre is available to current students, staff, faculty, and librarians at the University of Toronto. People from all gender identities, expressions, and sexualities have access to our services, and will be welcomed by our highly skilled and compassionate team.**

## **The Sexual Violence Prevention and Support Centre provides:**

- Emotional support and connection to counselling
- Coordination of academic, workplace, and financial accommodations
- Support and assistance connecting with resources, including medical, legal, and housing services
- Advocacy for and connection with supports within and outside the University
- Safety planning
- Assistance with navigating institutional, judicial, and medical systems
- Information about reporting options and assistance making a report, if survivors choose to make one
- Educational initiatives, workshops and training, awareness campaigns, and programming for survivors
- Consultation for members of the University who receive a disclosure or have a concern related to sexual violence



# Support

**People affected by sexual violence deserve a welcoming, safe, and confidential space where they can talk to caring professionals and learn about their options. This is what the SVPS Centre provides to the U of T community.**

Any member of our community who has experienced or witnessed sexual violence or who has received a disclosure of sexual violence can contact the SVPS Centre for support. It does not matter when or where the sexual violence happened, or whether or not the individual chooses to make a formal report.

The SVPS Centre is a resource for all those affected by sexual violence, helping them determine their next steps, and supporting any decision they make.





# Disclosing and Reporting

**The SVPS Centre supports those who wish to disclose or report an incident of sexual violence that they have experienced.**

Disclosing involves telling someone about an incident of sexual violence. The SVPS Centre is a supportive place where an individual can go to disclose an experience of sexual violence.

Reporting involves telling a designated person at the University about an incident of sexual violence for the purpose of initiating official University procedures. A report is not required for someone to receive support, services, or accommodations from the University.

The SVPS Centre can assist a member of our tri-campus community with submitting a report to the University under the [Policy on Sexual Violence and Sexual Harassment](#). We will also remain available to support individuals who engage with the reporting process. However, the SVPS Centre does not oversee the assessment, investigation, or outcome decisions related to a report. Those activities are undertaken by other offices at the University and are outlined in the [Policy on Sexual Violence and Sexual Harassment](#).





# Education and Training

**With the move to virtual work, the SVPS Centre reworked all educational initiatives to be engaging, accessible, virtual experiences. This change allowed for greater reach—trainings and workshops that would have previously required in-person attendance on a specific campus could be expanded to serve our tri-campus community.**

As we gradually returned to campus, we resumed in-person client appointments, but remained committed to making our education and training opportunities virtual and accessible to all. Our wide-ranging programming established relationships within and outside our tri-campus community. In addition to launching a monthly support group for survivors called Healing Hearts, we offered three virtual keynote presentations on building healthy, consensual relationships during orientation with award-winning educator Karen B.K. Chan; crowd-sourced a Spotify playlist of empowering songs for survivors with the help of our social media following; and co-hosted a virtual conference that showcased student research, art, and advocacy related to sexual and gender-based violence prevention. We collaborated with student groups and other U of T offices on trauma-informed yoga sessions and on healing workshops focusing on the needs of Black, Indigenous, and racialized survivors.

We also built strong partnerships with other Ontario universities by co-hosting a talk with internationally renowned author and social commentator Roxane Gay. In addition to this robust programming roster, we continued to offer the following training to any students, staff, faculty, or librarians who requested group-training on how to engage in sexual violence prevention and support:

- Skills for Responding to Disclosures of Sexual Violence: Using a Trauma-Informed Approach
  - Once again, we offered this training as a scheduled online session for staff and faculty via U of T's Learning Management System (LMS) several times per term. We continued to offer it on request.



**This year we also added several standing trainings for students—expanding our ability to reach individuals who may want to learn more on their own.**

- What is Harassment? Tools for Identifying and Addressing Racial and Sexual Harassment in the Workplace (Delivered in partnership with the Anti-Racism & Cultural Diversity Office)
- Sexual Violence Disclosure Skills for Student Leaders and Residence Dons
- Building Consent Culture During Orientation & Beyond
- Understanding Sexual Violence & Harassment: Tools for Prevention & Responses – For Graduate Students

We will offer both in-person and virtual programming opportunities in the 2022-2023 year, recognizing that working and learning environments have shifted since the pandemic and that some members of our community may be more comfortable addressing sexual violence prevention and intervention in a virtual space.



# 7. What We Have Accomplished

## Programming and Event Highlights

The Centre offered innovative programming in 2021-2022 that centred the needs of survivors of sexual violence and reached new audiences. In addition to the programs listed below, the Centre funded and/or collaborated with other campus partners on several projects and initiatives, such as the Trans Day of Remembrance & Trans Awareness Week (in partnership with the Sexual & Gender Diversity Office), art therapy sessions for Asian Heritage Month (co-organized by the Anti-Racism & Cultural Diversity Office), and several student-led events.

## Restorative, Participatory Programming

### 2021: Amazing Relationships with Karen B.K. Chan

Cultivating a culture of consent on our three campuses means looking at everyday interactions with our colleagues, friends, students, staff, librarians, and faculty. Orientation is a foundational opportunity to educate, inform, and proactively model attitudes and behaviours that demonstrate a culture of consent.

This year, the Centre once again distributed our orientation package combining live keynote presentations with Karen B.K. Chan, our **#CheckInForConsent** campaign, and several asynchronous, virtual options into an accessible guide for all those planning orientation activities. We also delivered workshops and trainings upon request.





### The orientation package included:

- A pre-recorded session from facilitator Karen B.K. Chan, “11 Things that Contribute to Consent Culture”
- An informational awareness video about the Centre’s work
- A series of videos produced for our #CheckInForConsent campaign
- Digital and print materials, including posters and postcards available for online use and pre-paid printing
- A Social Media Kit with suggested language for posts on Twitter, Instagram, and Facebook
- Access to our live, virtual keynote presentation with Karen B.K. Chan (“Amazing Relationships: Consent, Connection, and Closeness”)
  - The SVPS Centre invited facilitator Karen B.K. Chan to deliver a 60-minute keynote presentation exploring consent culture as a social way of being. Emphasizing honest communication and humour, the presentation was offered virtually three times and ultimately reached more than 1,000 students across all three campuses.

### Deeper Dive Sessions with Karen B.K. Chan

Building on the success of Karen B.K. Chan’s virtual keynote presentation, we offered follow-up sessions throughout the Fall semester. These well-attended and smaller, more intimate spaces provided opportunities for discussion and questions not addressed in the keynote. Topics included:

- September 22, 2021: “Rejection, Resilience & Jealousy”
- October 27, 2021: “Pleasure, Arousal & Consent”
- November 24, 2021: “Guilt-Free Boundaries”

### Begin By Listening: Student Activism on Sexual Violence Symposium

Organized in partnership with the Ontario Universities Sexual Violence Network, this free two-day symposium featured outstanding research, art, activism, and advocacy on sexual violence and consent culture from students across Ontario. Topics included fostering critical consent culture, engaging men in gender-based violence work, and queering sexual violence prevention.



## Healing Hearts Survivor Group

Launched in September 2021, Healing Hearts supports people of all genders who have had an experience of sexual violence or harassment. This drop-in virtual group met monthly to talk consent and pleasure, healthy boundaries, intimacy after trauma, and more. Participants received care packages, and sessions included both a group discussion and a wellness-focused, community-building activity.

- September 28, 2021: “Consent and Self-Compassion”
- October 12, 2021: “Healthy Relationships and Boundaries”
- November 9, 2021: “Intimacy After Trauma”
- December 7, 2021: “Coping & Self-Care”
- January 26, 2022: “Consent and Pleasure”
- February 16, 2022: “Intimacy After Trauma”
- March 9, 2022: “Accountability and Justice”
- March 30, 2022: “Self-Compassion, Self-Care, and Coping”

## Intimacy After Trauma with Ducky Doolittle

This popular session, also offered as a survivor-only space through Healing Hearts, addressed common survival techniques for anyone who has survived domestic violence, sexual abuse, sexual assault, and/or other forms of trauma. Ducky explored ways of growing beyond the trauma in a safe and non-judgmental environment in order for participants to become more conscious of their bodies, build confidence, bond with their partners, embrace their desires, and explore healing through touch.

## Healing Through the Intersections

In response to community conversations about anti-Black racism, racial injustice, and related trauma, the SVPS Centre once again hosted a series on race, Black identity, and sexual violence. Drawing upon the expertise of trauma-informed facilitators, these sessions established spaces for racialized students, staff, and faculty. This year, the sessions were:

- “Healing Through Impacts of Racial & Sexual Violence” with Melanie Kataha
- “Radical Self-Care and the Power of Poetry” with Lydia Collins
- “Ancestral Memory of Anti-Black Racism” with Melissa Taylor
- “Emotional Liberation Circle: Racialized and Sexualized Trauma” with Tenniel Brown





## Extreme Intoxication and Sexual Assault: Breaking Down the SCC Sullivan Chan and Brown Decision

The Centre worked with the members of the Ontario Universities Sexual Violence Network and community partners to offer this panel with legal experts in June 2022. The panel featured a U of T JD candidate, and explored the meaning of the Supreme Court of Canada (SCC) Sullivan Chan and Brown decision as it relates to sexual violence prevention work. In its decision, the SCC clearly stated that drunkenness without automatism cannot be used as a defence in sexual assault cases.

## Annual Days of Recognition and Commemoration

### I Believe You Day: Claiming Music for Survival

Survivors of sexual violence are often judged, labelled, or misunderstood, and it can be difficult to connect with family and friends after an experience of sexual violence. “I Believe You Day” is a day to celebrate the power and healing that survivors may experience when they are believed and affirmed.

This year we marked the occasion through music with a virtual workshop and digital campaign. We invited our social media following to add songs to our **#SurvivorPlaylist** which we shared widely, and we held a free session with music therapist Rachel Nolan in which we connected with survivors and discussed how to use music as a part of healing.

### National Day of Remembrance and Action on Violence Against Women

To commemorate 32nd anniversary of the Montreal Massacre, the Centre co-chaired a tri-campus committee that hosted a virtual memorial and panel discussion on December 6, 2021. The event included the presentation of the Scholarly Achievement in the Area of Gender-Based Violence awards, a performance by the Skule™ Orchestra, and a panel discussion and Q&A on the topic of gender-based violence in a post-pandemic world. Panelists included campus and community partners, with representatives from UTM and UTSC, The 519, and the Canadian Women’s Foundation.

## Consent Action Week

Consent Action Week, marked in January, is an annual opportunity for students, staff, and faculty to discuss consent, pleasure, and relationships.

This year we collaborated with other Ontario universities to offer a large-scale virtual event with author Roxane Gay: “Stories Spark Change: Roxane Gay in Conversation with Eternity Martis.” This in-depth conversation addressed how survivors of sexual violence can reclaim their stories, and push back against shame to create space for healing.

Additionally, the Centre ran a digital campaign to promote a new video series we commissioned from sexual health and consent educator samantha bitty. The [Sexy Sexual Health Education](#) series is available for all students, staff, librarians, and faculty to use as a learning tool. Videos discuss such topics as safer sex, self-confidence, flirting, and deconstructing heteronormative sex.

## U of T Pride: Queer As In Healthy

In June of this year the SVPS Centre, in partnership with the Sexual & Gender Diversity Office, held “Queer As In Healthy” with Afro-Indigenous educator Shanese Anne Indoowaaboo Steele to celebrate and support Pride Month. The event explored ways to affirm, grow, and heal while breaking through colonial and cis-heteronormative understandings of being healthy.





# Public Engagement

**In 2021-2022 the SVPS Centre launched new brand guidelines, established a social media presence, released a monthly email newsletter, and began work on a refreshed website.**

These communication channels have been instrumental in raising awareness of our services and increasing participation in our trainings and events. We distribute our listserv, SVPSC-L, to a growing subscriber-base of approximately 400 students, staff, librarians, and faculty, and our social media following now exceeds 1,000 across all platforms (Instagram, Twitter, and Facebook).

## Metrics

**The data presented offers a snapshot of the Centre's work between June 30, 2021 and July 1, 2022.**

This data illustrates a consistent state of activity for the Sexual Violence Prevention and Support Centre. Reduced campus activity during the pandemic may account for the slight decline in the number of requests for support and reports of sexual violence received under the [Policy on Sexual Violence and Sexual Harassment](#) during the last two years. At the same time, the SVPS Centre reached the community in new ways through virtual engagement opportunities. Although the number of initiatives was lower, participation was up to just over 5,000 individuals—an increase that reflects the Centre's growing profile on campus and increased efficiency.



<b>Metric</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>
<b>Education</b> Education initiatives across all campuses, including information fairs, workshops, and other programs.	<b>102</b> initiatives	<b>98</b> initiatives	<b>75</b> initiatives
<b>Education</b> Total number of people who participated in education initiatives across all campuses.	Not Reported	Approx. <b>4,700</b> participants	Approx. <b>5,100</b> participants
<b>Report</b> Reports of sexual violence under the University's <a href="#">Policy on Sexual Violence and Sexual Harassment</a> .	<b>24</b>	<b>19</b>	<b>25</b>
<b>Support</b> Requests for support* from students, librarians, staff, and faculty	<b>331</b>	<b>301</b>	<b>308</b>

\* Refers to unique requests for support, including disclosures and consultation received by the Centre. It does not include requests for training or education.

# 8. Staff Profile

## Assistant Director, Education and Communication, Dr. Nicole D. McFadyen

**In order to expand and enhance our efforts to support the U of T community, a new leadership role was created in 2022. Since beginning the role in June, the Assistant Director, Education and Communication has developed new trainings, spearheaded the Centre's in-person orientation activities and outreach, improved program planning pathways, and built up campus partnerships.**

### What excites you about your new role at U of T?

The incredible potential of it. Post-secondary institutions have been slow to change and slow to address sexual violence in a way that both supports survivors and creates meaningful cultural change, leading them to be reactive rather than pro-active. In creating this role, the University of Toronto is also creating space for the development of evidence-based sexual violence prevention education that will allow us to be more proactive in transforming our diverse campus cultures. As an anthropologist, educator, researcher, and advocate with experience providing front-line support to survivors of gender-based and sexual violence, I'm excited to bring together and apply my knowledge in a way that facilitates collaborative, survivor-led education, growth, and change. Being able to do this work on such a large scale and at an institution that is globally recognized as providing exceptional education to graduate and undergraduate students is a great privilege, and I'm excited to use this platform to amplify, learn from, and contribute to the amazing work being done in this field locally and internationally, on- and off-campus.

### What have been your biggest successes or areas of progress so far?

The past few months have been a whirlwind, full of fostering new collaborations, building bridges, and forging new pathways, making it hard to pick just one! I'm incredibly proud of our tri-campus Orientation Keynotes, which were phenomenally successful and saw record turnouts to both in-person and livestreamed sessions. They wouldn't have been possible without the amazing logistical and planning work that our Education & Communications Coordinator Kate Hawkins provided, or the assistance of the Centre's team of amazing coordinators, who provided supportive listening and facilitated trainings throughout the orientation season. I've helped develop the Centre's brand new Bystander Intervention Training for Bar Staff and Volunteers, and been privileged to collaborate with and support the efforts of UTSC Residence Life and UTSG Varsity Blues to embed our online sexual violence prevention and consent education in their communities.



## What do you hope to achieve in the first year of your role?

My primary goal is to lead the development of the University's sexual violence prevention education curriculum, ensuring that it is grounded in evidence-based approaches to building cultures of consent at post-secondary institutions and informed by the diverse experiential knowledge and expertise of survivors. Throughout this process, I hope to build collaborative and supportive working relationships with key institutional and community partners who bridge the gaps between academia and the communities that surround each campus. In doing so, I hope to ensure that, as we break new ground in sexual violence education, we do so in a way that contributes to the creation of meaningful communities of care for students, staff, faculty, and librarians.



**Dr. Nicole D. McFadyen**

**Assistant Director, Education and Communication**



**I hope to ensure that, as we break new ground in sexual violence education, we do so in a way that contributes to the creation of meaningful communities of care for students, staff, and faculty.**

**-Dr. Nicole D. McFadyen**

# 9. Where We Are Going

**The Sexual Violence Prevention and Support Centre aims to continually expand and enhance our efforts to support the U of T community.**

**In the past year, we have made significant progress towards our 2020-2021 goals by:**

- Establishing regular community healing groups for survivors of all genders to ensure they have a space to experience a sense of community care, learn about sexual violence prevention and intervention, and engage in wellness and self-care activities;
- Expanding our educational offerings for Black survivors and gender non-conforming survivors;
- Enhancing our ability to serve the U of T community by developing and hiring for new roles;
- Increasing public engagement through digital communications tools, including our social media channels, an email list, and strategic adjustments to our website; and
- Building partnerships on- and off-campus by co-hosting and/or sponsoring ground-breaking programming.

**In the year to come, we will:**

- Develop new training on bystander intervention and substance use, and new training for graduate students that engages with their dual roles as students and instructors;
- Review and revise training on the intersections of racism and sexual violence in collaboration with ARCD0;
- Collaborate with other divisions to build sexual violence supports and education into their training programs;
- Build trust and increase awareness of our services through the development of a brand campaign and website re-design;
- Encourage public engagement with the Centre and create safer and healing spaces with the development of a tri-campus book club;
- Create regular, in-person drop-in programming on all three campuses;
- Reinforce our responsibility to the Truth and Reconciliation Commission and Indigenous members of our community by committing to apply an anti-colonial lens in all of our work.





# 10. Sexual Violence Prevention and Support Centre

## Meet our Team

Centre staff include compassionate, skilled Coordinators with years of training and experience supporting individuals and providing education. This year we have grown our team to meet the needs of our community. In addition to new leadership positions, we are pleased to now have two Sexual Violence Prevention and Response Coordinators on every campus.



**Angela Treglia**, Director, Sexual Violence Prevention and Support

**Devi Mohabir**, Assistant Director, Support and Case Management

**Nicole D. McFadyen**, Assistant Director, Education and Communication

**Kate Hawkins**, Coordinator, Education and Communications

**Jia Yao**, Sexual Violence Prevention and Response Coordinator (UTSG)

**Metti Tessema**, Sexual Violence Prevention and Response Coordinator (UTSG)

**Paula Lam**, Sexual Violence Prevention and Response Coordinator (UTM)

**Henna Khawja**, Sexual Violence Prevention and Response Coordinator (UTM)

**Jane Gavin-Hébert**, Sexual Violence Prevention and Response Coordinator (UTSC)

**Chenthoori Malankov-Milton**, Sexual Violence Prevention and Response Coordinator (UTSC)

**Rachel Simor**, Executive Assistant



**Thank you to our clients for placing their trust in us; past workshop participants for their engagement and allyship in reinforcing and building a culture of consent with us; and our campus and community partners, who continue to support the Centre's important work. We remain committed to this work and to ongoing collaboration with our tri-campus community.**

**[www.svpscentre.utoronto.ca](http://www.svpscentre.utoronto.ca)**

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**U of T Scarborough: Environmental Science & Chemistry Building, room EV141**

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**Sexual Violence Prevention  
and Support Centre**