A COMMUNITY SAFETY PLAN

for

UNIVERSITY OF TORONTO MISSISSAUGA

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I. INTRODUCTION

Background
CampUS is a two year initiative between Interim Place and the University of Toronto Mississauga (UTM). The purpose of this initiative is to engage young people to prevent violence against young women on post-secondary campuses. This project commenced in March 2012 and it is funded by Status of Women Canada. The lead sponsors and partners in this initiative are Interim Place – an organization that provides shelter and support services for women and children fleeing violence in Peel Region – and the University of Toronto Mississauga.

In Year 1, CampUS built relationships and collaboration between campus community stakeholders to identify and respond to the specific needs of young women experiencing or at risk of experiencing violence against women on UTM campus. An Advisory Committee comprised of key stakeholder groups (female and male students, UTM campus service providers, and community-based services 1) formed to implement the project. A Gender Specialist undertook a strategic Gender-Based Analysis (GBA) and needs assessment of the perceptions of UTM students and service providers concerning violence against young women on the UTM campus.

CampUS PROJECT STAKEHOLDER GROUPS

The assessment took a three-pronged approach to issues and challenges related to prevalence of gender-based violence and young women’s vulnerability to violence in the UTM community: i) physical; ii) social; and iii) service environments that must be taken into

1 See appendix A for a list of CampUS Advisory Committee Members.
II. UNDERSTANDING THE ISSUE OF VIOLENCE AGAINST WOMEN ON POST-SECONDARY CAMPUSES IN CANADA

**Definition of Violence Against Women**
The United Nations articulates a widely-accepted definition of violence against women: “Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivations of liberty, whether occurring in public or in private life” (United Nations, 1993).

**Types of Violence Against Women on Post-Secondary Campuses**
Violence against women manifests in many forms and contexts. These include:

- **Intimate Partner Violence**: Violence in a dating or coupled relationship. This includes all forms of violence: physical assault, sexual assault, verbal/emotional abuse, financial abuse, stalking, harassment and spiritual abuse.
- **Acquaintance Sexual Assault/Rape**: Sexual assault perpetrated by someone that the woman is familiar with, but not necessarily dating on an on-going basis. (This definition can be closely linked to date rape and other forms of date sexual violence, including drug-induced sexual assault.)
- **Dating Violence**: Physical and/or verbal/emotional assault in the context of a dating relationship (i.e. a date, as opposed to long-term relationship).
- **Sexual Misconduct**: Inappropriate sexual behaviour such as non-consensual touching, sexual innuendos, harassment or exposure of sexual organs.
- **Stalking and Trailing**: Uninvited following or tracking of a woman in a manner that threatens her and elicits anxiety and fear (this can occur in real time and space or in cyberspace).

**Extent of Violence Against Women in Canada and on University Campuses**

- Between 15 and 25% of college and university-aged women will experience some form of sexual assault during their academic career (Ontario Women’s Directorate 2013).
- Four out of five female undergraduates surveyed at Canadian universities said they had been victims of violence in a dating relationship (Minerson et al 2011).
- 29% of female university students reported incidents of sexual assault (Minerson et.al. 2011).
- “Many on-campus sexual assaults occur during the first eight weeks of classes” (Minister Rona Ambrose, Status of Women Canada 2012).
- Alcohol and drugs can be one of the most significant risk factors for sexual violence on college and university campuses. In fact, over half of sexual assaults of postsecondary students involve alcohol or drugs (Abbey et. al. 2011).
Best Practices for Preventing and Reducing Violence Against Women on Post-Secondary Campuses
A combination of approaches exists to addressing violence against women. Best practices and most effective strategies access a variety of different levels of intervention (Chege 2012).

Primary Level: Organizational policies, procedures, and activities aimed at prevention and reduction.
Secondary Level: Organizational policies, procedures and actions focused on institutional intervention and responses to actual incidents of violence against women on post-secondary campuses.
Tertiary Level: Organizational policies, procedures, programs and services focused on providing on-going and long-term support to victims of violence after the violent incidents have taken place and have been responded to by the relevant authorities.

III. GBA NEEDS ASSESSMENT AT UTM

Gender-Based Analysis
Consultations with students and service providers supported the larger CampUS initiative. These were conducted through the use of an approach known as Gender-Based Analysis (GBA). GBA is a woman-centered perspective or approach that is applied to the study of any phenomenon. The perspective looks at phenomena (natural, social, economic, historical) in relation to the biological and social realities of women and men (Status of Women Canada 2012). Particular attention is paid to differences between men and women, and among different groups of women with respect to their socially-located experience of social policy, larger societal institutions such as education, health and the law, changes in the natural and social environment, and more. Noting the impact of a problem or a policy decision on different groups of women is a key component of gender-based analysis. Emphasis is placed on the particular needs, access barriers, and priorities of different groups of women in relation to a given situation or phenomenon. Gender-based analysis recognizes that women and men experience the world and its social institutions differently; and that different women may experience these institutions differently from one another, as well.

In the case of the UTM consultations addressing the prevalence and prevention of violence against women on the UTM campus, attention was paid to differences observed between male and female students; as well as differences among female students from different ethnic backgrounds. Issues related to women living with disabilities, women who identify as lesbian, bisexual, queer or transgendered (LGBTQ), and women living in residence at UTM were also considered. (It should be noted that there were relatively few differences in student experiences of systems observed among female students from different ethnic backgrounds.)
UTM GBA Needs Assessment: Sources of Information and Methodology

The information provided in this plan is based on a needs assessment comprising community consultations with 307 students (mostly female) and 15 service providers at UTM. The community consultations consisted of the following:

a) On-line survey of UTM students: 211 students participated in the survey (194 females; 15 males; 1 transgendered person; 1 other);

b) Focus groups with different groups of students at UTM: 7 focus groups: 70 students total. 6 of the groups were female students from diverse groups, including South Asians; Blacks; Chinese. Focus groups also included students living on-campus; students living with a disability. There was 1 group of male students from different ethnic backgrounds, totaling 8 male students.

c) Walkabout safety audit, with 26 UTM students participating in total: twenty six (26), sixteen (16) females and ten (10) males, participated in the campus safety audits on the prescribed dates and times. 2 Orientation Sessions, providing information on the project, about violence against women in Canada, and violence against women on post-secondary campuses were conducted on February 13th and February 14th, 2013 and the audits were held on February 26th (Weekday 8.00 a.m., 7.00 p.m. and 9.30 p.m., with each session lasting 2 hours). Participants considered and commented on the physical environment at UTM, and how it relates to student and staff perceptions of safety.

Due to inclement weather, the 9.30 p.m. walkabout safety audit session was rescheduled to March 5. An additional March 2 (Weekend 9.00 a.m., 7.00 p.m. and 9.30 p.m.) series of walkabouts took place, with each session lasting for 2 hours. Division of the participants were planned as follows for each time frame; one (1) all female group consisting of three (3) participants, one (1) all male group consisting of three (3) participants, and one mixed group consisting of one (1) male and three (3) females. In actuality, each time frame did not always have three (3) groups as outlined above participating due to absent or “no show” participants.

d) Key informant interviews with UTM service providers (non-academic – health and social services) on the UTM campus: 15 interviews with 15 service providers total.

e) The CampUS initiative recognizes that gender as well as other components related to social location (i.e. race, age, ability) affects ones experiences of violence and of supportive systems. Within the consultative process, attention was paid to differences in perception and experiences observed between male and female students; as well as differences among female students from different ethnic backgrounds. Issues related to women living with disabilities, women who identify as lesbian, bisexual, transgender or queer (LGBTQ), and women living in residence at UTM were also considered. The complete consultative process is reflected in the below diagram:
In addition to conducting the community consultations, the following additional information was taken into consideration in assessing the extent of violence against women on the UTM campus, as well as UTM’s current policies and practices for addressing violence against women:

- existing UTM data on critical incidents, complaints and crime statistics related to women at UTM;
- existing UTM safety-related policies, procedures, practices,
- existing programs and services,
- existing equipment/technology,
- existing partnerships and other resources.

(Sources: UTM’s Campus Police, Peel Police, the Health and Counselling Centre and the Women’s Centre, Community Agencies)
IV. HIGHLIGHTS OF GBA NEEDS ASSESSMENT FINDINGS

Extent of Violence Against Women On UTM Campus:
- 16% of female students had personal experiences of gender-based violence on UTM campus.
- 10% of female students know of other female UTM students who have experienced gender-based violence on the UTM campus.
- 40% of female students know of female students who have experienced violence off-campus.
- Between 2010 and 2012, reports of crimes against persons on the UTM campus showed a decline in most types of crimes; however, in that same time period, reports of crimes involving intimate partner relationships at UTM increased.
- Between 2010 and 2012, the number of domestic disputes/assaults – crimes commonly associated with violence against women – reported to Campus Police on the UTM campus increased from 5 to 9.

Reporting Incidents of Violence against Women On UTM Campus:
- There is limited reporting of violence against women to UTM Campus Police (prevalence is not adequately reflected in reporting practices. Just as in community settings, violence against women is under-reported)
- The reporting process employed by Police (city and campus) is seen as too onerous/intense
- Many women have fears around reporting: these include personal, family, cultural and religious concerns. Some expressed dissatisfaction with Campus Police’ response to reports of violence.

Perception of Service Providers’ Capacity to Support Victims of Violence On UTM Campus:
- Service providers on campus, including the Campus Police, are seen as having limited capacity for providing services to female victims of violence from diverse cultural backgrounds
- Professors and research faculty are seen as having limited knowledge and skills for relating to and supporting female students who are victims of violence against women.
Overall, the majority of the students and service providers reported that they perceived the UTM campus as very safe for young women, and that they were very satisfied with the health and social services provided to young women. This included the Campus Police and related safety measures. Also reported, however, were challenges and gaps in services that ought to be addressed in order to better prevent and reduce violence against women on the UTM Campus, for example limited funding, limited space, limited advertising/outreach (especially to students who live off-campus), limited partnerships with community service agencies and need for improvement of emergency phone system on campus.

These challenges and gaps are captured in the below diagram:
VI. UTM CAMPUS COMMUNITY SAFETY PLAN

Purpose of UTM Campus Community Safety Plan
The purpose of this Community Safety Plan is to communicate priorities to address findings and recommendations about preventing and reducing violence against young women on the UTM campus. The findings, recommendations and priorities identified in the Community Safety Plan are made by UTM students, UTM service providers, those who participated in the needs assessment consultation process, and best practices from existing literature on violence against women.

Finalizing the Plan: Year 2 Priority(s)
On May 28th, 2013, CampUS held a Community Consultation meeting to identify Year 2 priority(s) for implementation by UTM stakeholders. The consultation meeting was facilitated by Dr. Paula DeCoito, Dr. Srimanta Mohanty and Carlene McKenzie, Social Planning Council of Peel’s Gender Specialist team. This meeting was attended by the following UTM campus and community stakeholders:

- Interim Place
- Ontario Coalition of Rape Crisis Centres
- Social Planning Council of Peel
- Credit Valley Hospital & Trillium Health Centre Sexual Assault and Domestic Violence Services
- UTM Health & Counselling Centre
- UTM Campus Police
- UTM Department of Student Housing & Residence Life
- UTM Equity & Diversity Office
- UTM Students' Union (UTMSU)
- UTM Students
- U of T Community Safety Office

Following an overview of the GBA findings and recommendations, participants commented on the depth and breadth of the findings, and sought clarification on statistics and comments within the report. Participants engaged in a rich discussion of best practices to present and reduce violence against women on campuses.

A discussion ensued about key principles required for the development of Year 2 priorities, and the successful implementation of these priorities. To facilitate the successful elimination and reduction of violence against women at UTM, participants adopted the following Community Plan Principles:

- Zero Tolerance for Violence Against Young Women
- Desire for senior level leadership from UTM for the Campus Community Safety Plan
- Student leadership for UTM strategy to prevent/reduce violence against young women on campus
- Collaboration between UTM service providers and service providers in the community
- Sustainability
Participants would have liked to implement several of the recommendations captured in the GBA Needs Assessment report; however, due to limited time and financial resources, participants focused on ensuring priorities that reflect those most specifically identified by needs assessment participants, and those that align with best practices from the literature on violence against women on university campuses. The following priorities have been selected for implementation in Year 2 of the CampUS project.

**Priority 1: Students Preventing and Reducing Violence Against Young Women**  
(Primary Level, Chege 2012)

Health & Counselling Services, the Equity & Diversity Office and UTM Student Union VP Equity with support from other UTM service providers and departments in consultation with CampUS Advisory Committee members, will invite and train female and male students in the area of gender-based violence and the reduction and prevention of violence against young women, including UTM policies on VAW. Trained students will provide leadership as highly visible ambassadors who will, in turn, train and coordinate campus activities towards preventing and reducing violence against women on UTM campus throughout Year 2 of the CampUS project.

**Priority 2: Applying An Intersectional Gender-based Lens to Safety Audits: Planning for Young Women’s Physical Safety Needs at UTM**  
(Primary Level, Chege 2012)

AC members will share the needs assessment findings and recommend the integration of an intersectional gender-based lens to future safety audits at UTM. In addition, members will offer to collaborate with campus bodies looking after physical features of safety. We recognize the issue of violence against young women is beyond the physical component as the majority of sexual assault is committed by someone known to a woman and less than 10% report the assault to police (Metac). Concrete improvements to the physical environment will promote student and staff safety, as well as support student and staff perceptions of safety on campus. Physical improvements that UTM may consider include considerations related to lighting, walkways, emergency phone access; as well as special considerations for the North Building and the Athletic Centre.

**Priority 3: Campus Police Reporting Process for Incidents of Violence Against Young Women**  
(Secondary Level, Chege 2012)

Campus Police and the Women’s Centre in consultation with female students and service providers will review and improve UTM’s process for receiving and responding to reports from female students who disclose violence against women on and off-campus. A work group will support Campus Police with this project throughout Year 2 of the CampUS project.

**Priority 4: Healing Supports for Young Women**  
(Tertiary Level, Chege 2012)

Community-based (non-campus) service providers will collaborate with UTM service providers to provide designated violence against young women support services on and off campus. Support will include but is not limited to: a designated counselling space at UTM; specially trained Outreach Worker from Interim Place; trauma informed violence against women educational resources and up-to-date referral information for campus police,
faculty, staff and students. Representatives from UTM Community Safety Office, Health & Counselling and Interim Place will support UTM with this initiative throughout Year 2 of the CampUS project.

Throughout Year 2, the Project will maintain the following timeline of activities:

- Invite and train female and male students in the area of gender-based violence and the reduction and prevention of violence against young women (October-December 2013)
- Trained students will provide leadership as ambassadors who will, in turn, train and coordinate campus activities towards preventing and reducing violence against women on UTM campus (December 2013-April 2014)
- AC members will share the needs assessment findings and recommend the integration of an intersectional gender-based lens to future safety audits at UTM. In addition, members will offer to collaborate with campus bodies looking after physical features of safety (October 2013-May 2014)
- A work group to support Campus Police in their review of UTM’s process for receiving and responding to reports from female students who disclose violence against women initiated (October 2013-May 2014)
- Community-based (non-campus) service providers collaborate with UTM service providers to review existing supportive services for young women experiencing violence (October-December 2013)
- Community-based (non-campus) service providers collaborate with UTM service providers to create resource list for supportive services for young women experiencing violence (December 2013)
- Community-based (non-campus) service providers collaborate with UTM service providers to provide designated violence against young women support services, both on and off campus (January-April 2014)
REFERENCES


Appendix A:

CAMPUS ADVISORY COMMITTEE MEMBERS

1. Interim Place
2. MIAG Centre for Diverse Women and Families
3. Ontario Coalition of Rape Crisis Centres
4. Peel Regional Police - Community Safety Division
5. Peel Committee Against Women Abuse
6. Social Planning Council of Peel
7. Credit Valley Hospital & Trillium Health Centre Sexual Assault and Domestic Violence Services
8. UTM Health & Counselling Centre
9. UTM Association of Graduate Students (UTMAGS)
10. UTM Campus Police
11. UTM Department of Student Housing & Residence Life
12. UTM Diversity & Equity Office
13. UTM Students' Union (UTMSU)
14. UTM Women's Centre
15. UTM Women & Gender Studies Program
16. U of T Community Safety Office
17. U of T Status of Women Office
18. U of T Men Against Violence Against Women
Appendix B: 
PROFILE OF UNIVERSITY OF TORONTO MISSISSAUGA (UTM)

Date of Establishment: 1967

Size of Campus:
- 225 acres of protected greenbelt land along the Credit River.
- 33 kilometers west of the University of Toronto’s St. George Campus in downtown Toronto

Size of Academic Offerings/Programs:
- 15 distinct academic departments
- 70 areas of study
- 125 programs
- Institute of Communications, Culture and Information Technology
- School of Medicine

Size of Campus Population:
- 12,500 undergraduate students
- 500 graduate students
- 700 academic faculty and staff

Gender Diversity of the Student Population: 59% female; 41% male

Ethnic Diversity of Student Population: Information not available/not collected by UTM. However, it is commonly recognized that the UTM student population is very racially and culturally diverse. UTM has students from over 90 countries and includes large communities of students from South Asian, Middle Eastern, Chinese and East Asian backgrounds.

Students Living with Disabilities: approximately 392 (formally registered)

Students Living on Campus/in Residence: approximately 1,500
Appendix C:

SAFETY ISSUES RELATED TO THE PREVENTION AND REDUCTION OF VIOLENCE AGAINST YOUNG WOMEN ON THE UTM CAMPUS

A. Physical Environment: Summary of Major Safety Challenges concerning Physical Environment of the UTM Campus

- The North Building
- The Davis Building (especially the basement)
- The Davis Building/Athletic Centre
- The Five Minute Walkway
- The Walkways to and from Student Residences
- The Forested/Park Areas
- Parking Lots/Garages
- On-Campus Bus Stop
- Lighting: poor
- Emergency Phones: Difficult to find; rarely working; not accessible to people who are deaf, blind, speech-impaired, etc.
- Cell Phone Reception: poor
- Signage: limited

B. Social Environment

- Issues of Diversity and Social Inclusion Diversity: Very diverse student population; ethnic/cultural cliques; The majority of students report that UTM generally fosters a social environment in which differences among students are respected and valued but that there was room for improvement in this area, in particular with respect to marginalized populations.
- Marginalized Groups: Muslims; women living with disabilities; the LGBTQ community
- Orientation Week: Seen as highly sexualized by students from various ethnic and religious groups; some students reported that they received no information on personal safety during Orientation Week; limited attention paid to issues of cultural and religious diversity in student population.
- Campus Pub: Issues of safety for women given presence of alcohol and possibly recreational drugs; seen as an unsafe place for young women, especially first year students and women from cultural and religious groups with conservative values around male-female relations, alcohol, music, etc.
- Social Clubs on Campus: No clear plan from the UTM administration for managing social clubs on campus (coordination, monitoring for issues of conflict, discrimination, etc.)

C. Health and Social Services

- Perceived shortage of senior leadership from the UTM administration on the issue of violence against women
- Shortage of funding
- Shortage of staff (especially staff that is reflective of the diversity in student population, and personal counsellors)
Accessibility Issues (services “scattered” all over campus.)
Diversity Issues: Service providers seen as having limited capacity to serve women from diverse groups.

D. Campus Police and Safety Measures
- Lighting: relatively poor, especially on walkways
- Emergency Phones: difficult to locate; often not working; not accessible to students with disabilities
- Female students want: better lighting for walkways, more surveillance cameras, self-defence classes, more female police, greater police presence on campus
- Location of Police Station/office questioned: seen as not central; not overtly visible.
- Diversity Issues: Campus Police seen as having limited capacity for taking issues of culture and religion into consideration in their approach to prevention and reduction of gender-based violence on campus.
- Reporting processes related to on-campus crime, including gender-based violence, can deter survivors from reporting
Appendix D:

**GBA NEEDS ASSESSMENT RECOMMENDATIONS**
Prepared by Social Planning Council of Peel for Consideration by the CampUS Advisory Committee

A. **SUPPORT FOR FEMALE UTM STUDENTS WHO ARE VICTIMS OF GENDER-BASED VIOLENCE**
1. **Safety Information for Women:** Provide female students with information and training about gender-based violence, the process for reporting incidents of violence to the UTM Campus Police, and the supports available to victims of violence on campus and off-campus. This information should be provided during student orientation week and throughout the academic year.
2. **Campus Police’ Reporting Process for Incidents of Gender-based Violence:** Campus Police, in consultation with female students and service providers, should review and improve UTM’s process for receiving and responding to reports from female students who are victims of gender-based violence on and off-campus. Diversity issues should be taken into consideration.
3. **Male Students:** Provide awareness training about appropriate gender-based behaviour and relevant Canadian laws to male students from diverse cultural groups (on-going, but especially during Orientation Week).
4. **Teaching and Research Faculty:** Provide training to teaching and research faculty on how to respond to and support female students who reveal directly or indirectly that they are victims of gender-based violence.
5. **UTM’s Future Strategy and Activities for Preventing and Reducing Violence Against Women:** Invite female and male students to provide leadership and to be highly visible ambassadors for this strategy and related initiatives.

B. **SAFETY OF THE PHYSICAL ENVIRONMENT OF THE UTM CAMPUS FOR YOUNG WOMEN**
1. **Lighting:** More and better lighting in all areas of the UTM Campus, especially on walkways and in corridors, stairwells, parking lots/garages, and bus stops.
2. **Indoor Walkways Between Buildings:** Create connecting links among buildings on campus to enable students to be indoors as much as possible when moving between buildings.
3. **Emergency Phones around Campus:** Increase and improve emergency phones on campus; ensure that each of them is working properly; provide emergency phones around campus that are accessible to students with disabilities.
4. **The North Building:** Reduce classes and other activities in the North Building as much as possible, and especially in the evenings and on weekends.
5. **The Athletic Centre:** Develop and implement a plan for monitoring and managing the social interaction between UTM students and members of the public who use the Centre.

C. **THE SOCIAL ENVIRONMENT AT UTM**
1. **Orientation Week:** Use an approach that takes into consideration the cultural and religious values of students from diverse ethnic groups with respect to university education, social activities and interactions between men and women. Provide information to all students about violence against women, including the reporting
process at UTM and the services available for victims of violence. Provide information to male students about appropriate behaviour towards female students and other women on campus.

2. **Positive Spaces:** Provide positive spaces for LGBTQ students in different parts of the Campus. The UTM website should carry the Rainbow Logo to show UTM’s support for the LGBTQ community and positive space.

3. **Outreach on Diversity and Social Inclusion:** Provide on-going outreach and awareness training to students about valuing and respecting diverse groups of people and cultures.

4. **Students Living with Disabilities:** Provide support to social clubs and the Campus Pub for making themselves and their activities more welcoming and accessible for students living with disabilities.

5. **Students from Diverse Cultural and Religious backgrounds**
   Provide support to social clubs and the Campus Pub for making themselves and their activities more welcoming and accessible for students from diverse cultural and religious backgrounds, especially those with relatively conservative values around social activities and male-female relationships.

D. **NON-ACADEMIC HEALTH AND SOCIAL SERVICES AT UTM**

1. Increase and improve outreach and marketing to students about the health and social services available to them on campus and off-campus.

2. Provide service providers with training on how to provide culturally appropriate services to a diverse student population, including services for female victims of gender-based violence.

3. Locate the non-academic services for students in close proximity to each other, in order to improve their accessibility to students. (One-stop location, if possible.)


5. Hire more service providers (especially those that are reflective of the diversity of the UTM student population).

E. **UTM CAMPUS POLICE AND SAFETY PROGRAMS**

1. Ensure that the emergency phones around the campus are in working order.

2. Install more and better surveillance cameras around the campus.

3. Offer more self-defence classes for female students.

4. Review and improve Campus Police’s policies and procedures regarding students’ reporting acts of violence against women on and off-campus.

5. Hire more Campus Police, especially female police.