

# Consent Comes First Orientation Checklist

Office of Sexual Violence Support and Education

**Ryerson  
University**





**2/3 of all sexual assaults that happen on campus occur within the first 8 weeks of school, starting with Orientation Week.** Creating a culture of consent on campus to prevent sexual violence is everyone's responsibility. The following checklist was created to help plan events for incoming students during Orientation Week to ensure that consent comes first. It is intended for Ryerson University professional staff, O-Week Student Staff, and students from the various student societies, groups and course unions.

Do you...	What you can do...	Did you do it?	
		Yes	No
Know about sexual violence and the on-campus resources available to support someone who has been impacted?	<p><b>Be Informed</b></p> <ul style="list-style-type: none"> <li>Learn about <a href="#">on-campus support and services</a> including: Office of Sexual Violence Support and Education Email: <a href="mailto:osvse@ryerson.ca">osvse@ryerson.ca</a> Phone: 416.979.5000 ext. 3596</li> </ul> <p>*****</p> <p>Additional sites and information:</p> <ul style="list-style-type: none"> <li><a href="#">Sexual Assault Centre of Hamilton Area</a></li> <li><a href="#">Sexual assaults on university campuses</a></li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Know who the university's sexual violence policy applies to and what is it about?	<p><b>Know the policy</b></p> <ul style="list-style-type: none"> <li>Read <a href="#">the policy online</a> with your team</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Know what effect sexual violence has on Orientation 2016?	<p><b>Reflect and Refine</b></p> <ul style="list-style-type: none"> <li>Assess past events to determine what needs to change, what needs to be strengthened and what needs to be duplicated to ensure they support consent culture.</li> <li>Think critically about event planning. Do your events include education about sexual violence, support survivors and reduce or prevent harm? How could it be incorporated?</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
2/3 of all sexual assaults that happen on campus occur within the first 8 weeks of school, starting with Orientation week.	<p><b>Get Connected</b></p> <ul style="list-style-type: none"> <li>Remember this website url: <a href="http://ryerson.ca/sexual-violence">ryerson.ca/sexual-violence</a></li> <li>Contact us at any time to make an appointment - during or after Orientation:  <a href="mailto:osvse@ryerson.ca">osvse@ryerson.ca</a> 416.979.5000 ext. 3596</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>



Do you...	What you can do...	Did you do it?	
		Yes	No
<p>Know how to support someone who discloses they have been subjected to sexual violence?</p> <p><a href="#">5% of people who are subjected to sexual assault will report it to the police.</a></p>	<p><b>Be BRAVE</b></p> <p>It's okay to not have all the answers. You don't need to be an expert to support survivors. Rather try to remember to be BRAVE.</p> <p><b>B - Begin by listening.</b> Don't pry or press for additional details.</p> <p><b>R - Respect confidentiality.</b> Ensure they understand how and when you will share information they have provided to you.</p> <p><b>A - Ask them what support looks like for them.</b> Let go of assumptions. Reporting to the police is not every survivor's vision of justice. Respect the choices they make.</p> <p><b>V - Validate them.</b> Remind them it is not their fault and they are believed. Help find resources and information.</p> <p><b>E - Empathize.</b> Understand everyone deals with trauma differently and that everyone's healing path is different.</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Provide mandatory training for your teams?</p>	<p><b>Educate Your Team</b></p> <ul style="list-style-type: none"> <li>Book training through our office in bystander intervention, consent and how to respond to disclosures</li> <li>Share the message that training is mandatory and non-negotiable. Note: Under the province's Sexual Violence and Harassment Action Plan Act, training is mandatory</li> <li>Get materials from our office to guide you through what you should say or do when someone discloses to you</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Know what consent is and what it looks like?</p>	<p><b>Understand Consent</b></p> <p>Consent is an affirmative, enthusiastic yes! It is ongoing and freely giving. Within a sexual relationship is it an active, direct, voluntary, unimpaired, conscious choice and a mutual agreement between people to engage in physical contact or sexual activity.</p> <p>Watch these videos and read the articles with your team to learn more about consent:</p> <ul style="list-style-type: none"> <li><a href="#">Consent Comes First</a></li> <li><a href="#">Tea and Consent</a></li> <li><a href="#">Get Consent</a></li> <li><a href="#">What If We Treated All Consent Like Society Treats Sexual Consent?</a></li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>



Do you...	What you can do...	Did you do it?	
		Yes	No
<p>Know that relationships between Orientation leaders and new students must remain platonic?</p> <p><a href="#">Over 80% of sexual assaults are committed by someone known to the survivor</a></p>	<p><b>Respect Boundaries</b></p> <p>The Ryerson University's Values of Orientation state "All leaders (i.e. staff, faculty, student staff, student volunteers, vendors, etc.) are expected to keep their relationships with new students on a platonic, appropriate level." (2014)</p> <ul style="list-style-type: none"> <li>Recognize that there is a power dynamic between the leaders at orientation and first-year students.</li> <li>Know that any sexual or romantic relationship between a new student and orientation leader or staff is inappropriate.</li> <li>Remember that sexual violence is about power, not sex. It involves asserting control over another person and taking their power from them.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Know how to take care of yourself if someone discloses to you?</p>	<p><b>Practice Self-Care</b></p> <ul style="list-style-type: none"> <li>Know your own limits. It is okay to say that you don't have the answer to a question, and that is okay for you to have boundaries.</li> <li>Remember that if you need to debrief with a professional and you are a Ryerson student, contact the <a href="#">Centre for Student Development and Counselling</a> (CSDC). If you are staff, contact the <a href="#">Employee Assistance Program</a> (EAP)</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>



Do your events...		Yes	No
Recognize that community members are listening including survivors?	<p><b>Language Matters</b></p> <ul style="list-style-type: none"> <li>Avoid language that is or could be perceived as threatening or harmful.</li> <li>Ensure that no rituals, songs or chants perpetuate rape culture or contain harmful stereotypes</li> <li>Think through the artists, media, music that you are using</li> <li>If in doubt, our office can review materials</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Ensure that participants get to actively choose if, when, and how they wish to participate	<p><b>Consent Comes First</b></p> <ul style="list-style-type: none"> <li>Provide options that don't require physical contact for all activities</li> <li>Create a procedure that requires asking for consent at the outset of activities or events and throughout to ensure enthusiastic and ongoing consent. This is especially important if the activities require physical contact.</li> <li>Train all orientation leaders and staff about consent and how it pertains to spectrum of activities including physical contact, not just sex.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Showcase media/artist/music/speakers/images/messages that celebrate consent culture	<p><b>Don't Risk Sending out the Wrong Message</b></p> <ul style="list-style-type: none"> <li>Research the content of the media you will present and the artist(s) who created it</li> <li>Meet with performers and make sure that what they are presenting is not perpetrating rape culture, and are speaking and providing opportunities for consent if needed</li> <li>Provide marketing materials and collateral that brings awareness to sexual violence (i.e posters, videos, chants, swag)</li> <li>Consult if in doubt. Our office can give advice on what is appropriate and what is not</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>

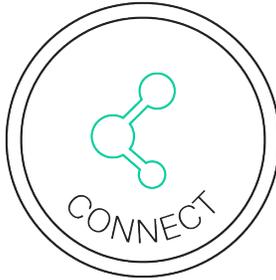
## #TakeCareRU: Preventing Sexual Violence at Ryerson

**Our community. Our responsibility.** Together we can help prevent sexual violence from happening on our campus. Below are different ways you can intervene as a bystander to prevent or address sexual violence.

Remember consent comes first in supporting a survivor. Let them determine what support is best for them. Respect their wishes for how they want you to intervene. Also take care of yourself by practicing self-care. Know your own limits as a bystander and intervene in ways that feel safe for you and supportive of the survivor.



*Your buddy tells a rape joke in the locker room, and you let them know it is not cool.*



*Your roommate discloses being sexually abused as a child. Tell him about the Office of Sexual Violence Support and Education.*



*A guy seems too close to a girl who is drunk at the campus bar. Take a moment to talk to friends or think about what to do next.*



*On the way to the MAC, you hear a woman taunting a gender queer student saying 'Guy or girl?!'. You tell the Orientation leaders about the harassment & they intervene.*



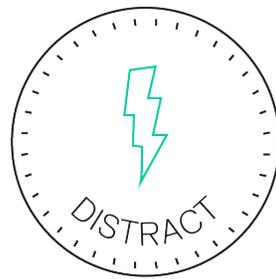
*Begin by listening,  
Respect confidentiality  
Ask what support looks like to them  
Value boundaries  
Empathize*



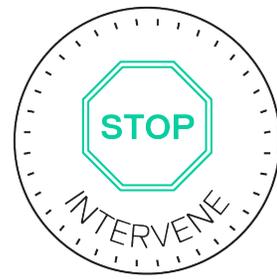
*Your friend was assaulted by a fellow student. You offer to help them figure out how they can navigate classes with minimal contact.*



*You are worried that your friend who is drunk is about to leave a party with a stranger. Check in and make sure she gets home safely with people she knows.*



*After class a TA is hitting on a student. You go and ask the TA to give you directions giving the other person a chance to leave.*



*A group of Orientation Leaders are rating new students by 'hotness' on campus. You and your new friends tell them it is not ok and why.*



## Drug and alcohol facilitated sexual assault<sup>1</sup>

Official Ryerson Orientation events are alcohol and drug free. But at non-Ryerson affiliated after-parties and other non-official events, there may be alcohol and drugs. This means anyone may be subjected to alcohol and drug-facilitated sexual violence. In one study, drug and alcohol facilitated sexual assaults at mass gatherings - including orientation week events - accounted for 25% of cases at a sexual assault and partner abuse care hospital program; most of those reporting were women aged 18-25<sup>2</sup>.

What does this look like? Someone slipping something into another's drink and assaulting them; or someone taking advantage of a person who has voluntarily used drugs or alcohol to assault them while they are intoxicated. No matter what substances someone has consumed, it is not ok for someone to assault them. Consent comes first.

If someone seems really drunk or high, and is falling over, looks confused, sick, cold, or lost, you can stop and ask them if they need help. If you see someone who seems vulnerable to assault because they are very intoxicated, you don't have to figure out if they were drugged or took something on their own. The most important thing in that moment, is keeping them safe. Help them find their friends, campus security, an Orientation leader or a safe way home.

You may be concerned about being wrong that someone needs help by the way they act. People may have a communication style, cognitive or physical disability which means they interact differently than you. Check in, don't assume.

**People who will commit sexual assault might try to get someone alone.** They use someone's intoxicated state to make it easier to assault them. If you see someone following someone or slipping something in their drink, tell somebody! Warn the person who is being targeted. If you hear someone talking about trying to take someone home because they are very drunk, or trying to buy someone drinks to convince them to have sex, let others around you know what you heard. You might want to tell the person directly that what they are planning is wrong, or involve someone on staff like a bartender or security guard. Let the person they are targeting know what you heard, and help them find friends or get to a safe place.

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<sup>1</sup> The section on drug and alcohol facilitated sexual assault is an excerpt with minor adaptations from the [Sexual Assault Network and Ottawa Coalition to End Violence Against Women's Project Soundcheck Volunteer Manual](#) (pgs. 3-4)

<sup>2</sup> [Ottawa hospital sees dramatic jump in reports of sexual assaults, CBC, October 2015](#)



## Notes