

# CAUCE 2025

Brock University • Niagara • May 28-30

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## CAUCE

Canadian Association for  
University Continuing Education



# Breaking Barriers: Addressing Sexual and Gender-Based Violence through Continuing Education

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Continuing Education  
University of Alberta



# Overview

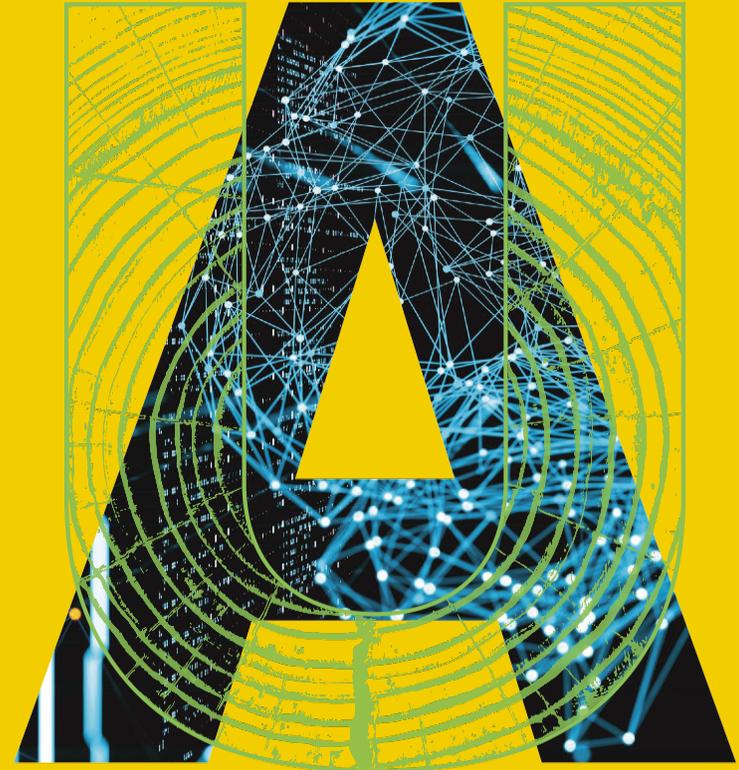
- Introduction
- Mandate for Training – Context and Background
- Timelines / Development
- CE Operational Logistics
- Post-Secondary Community Outreach Strategy & Marketing
- Challenges, Barriers, and Results

# CE & Team

## Leading with Purpose



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# Collaborators

## PROV Equity, Diversity & Inclusion University of Alberta

- Deb Eerkes, Lead, SGBV Response
- Aigul Eichler, Program Coordinator
- Collaboration Team

## Continuing Education Unit University of Alberta

- Jessica Butts Scott, AVP
- Brian Pardell, Director, Continuing Education
- Manager, Continuing Education
- Michelle Zolner, Team Lead, Programs
- Senior Marketing Strategist, Recruitment Marketing
- Digital Operations Coordinator
- Program Advisor



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# Ministers' Letter

The 2022 letter to all Alberta PSIs included direction for both the general approach and a checklist of specific requirements. General guidelines were to ensure that policies were **trauma informed, procedurally fair for both parties and survivor-driven.**

# Ministers' Letter

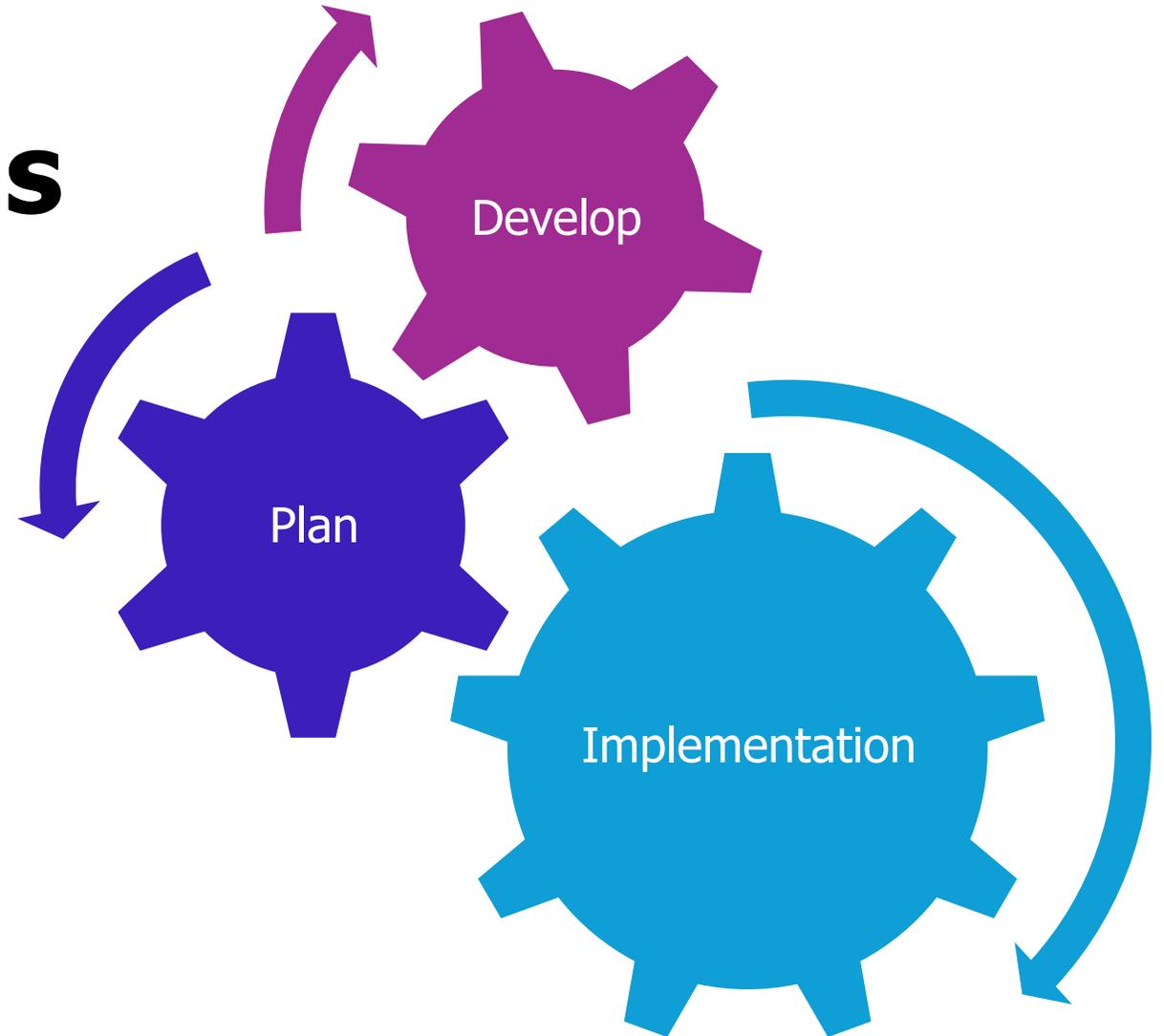
Among the specific requirements were:

- Immunity for survivors from drug or alcohol related complaints against them
- Survivor-centric interim measures
- Recognition of the intersectional impacts of sexual violence
- Required training for those involved in SGBV the complaint process
- Acknowledgement of rape culture

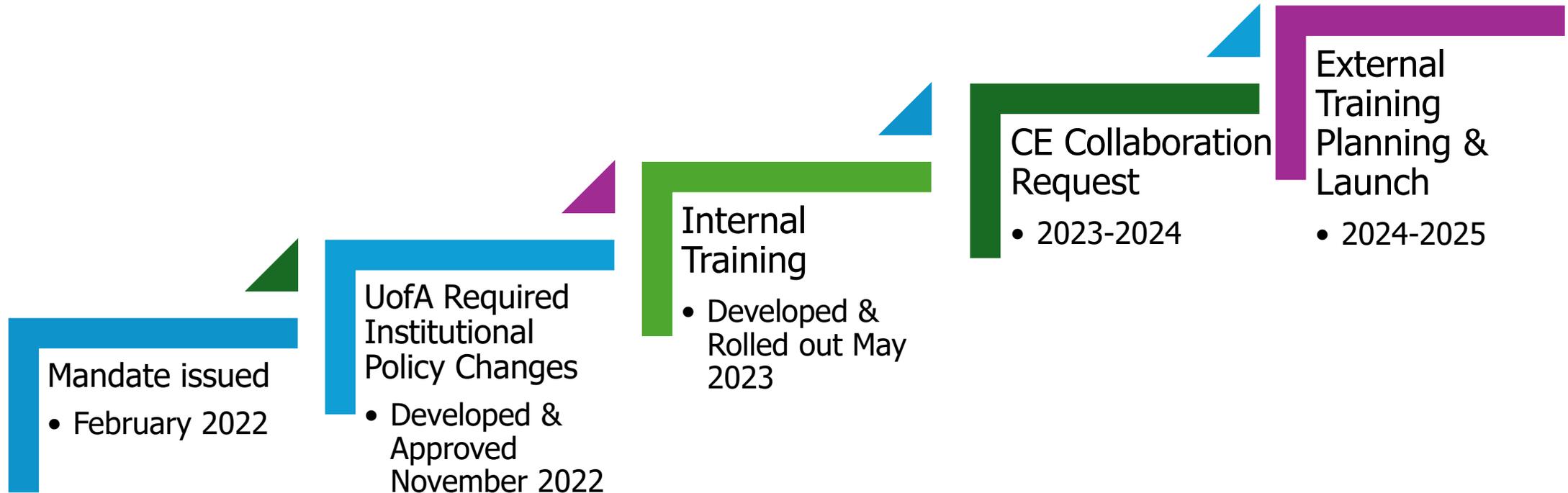
# Mandatory Training

- One of the mandatory elements on the associated checklist was "Required sexual violence support and sensitivity training for all those involved in the complaint process."

# Our Journey Begins



# Timeline



# Course Development

## Deb Eerkes, Lead, SGBV Response

- Building a Culture of Consent (course for students developed by the University of Alberta Sexual Assault Centre)
- National [Courage to Act Project](#) - Co-Author of the [Comprehensive Guide to Campus Gender-Based Violence Complaints: Strategies for Procedurally Fair, Trauma-Informed Processes to Reduce Harm](#), which formed the basis for the structure of this program
- Worked closely with Office of General Counsel Office and External Counsel (3rd party review) to ensure the program is legally sound

# Course Transition to Alberta Provincial Wide CE Courses

- ✓ Courses already based in Alberta law:
  - ✓ Post-Secondary Learning Act
  - ✓ Freedom of Information and Protection of Privacy
  - ✓ Occupational Health and Safety
  - ✓ Bolstered with examples from common law
- ✓ Met all of the requirements in the Ministers' letter, which applied to all Alberta PSIs
- ✓ Removed University of Alberta-specific elements and offered training across Alberta PSIs

# Courses

EXCPE 1521: Foundations of Campus Sexual and Gender-Based Violence

EXCPE 1522: Trauma-Informed Administrative Investigations

EXCPE 1523: Making Decisions in Sexual and Gender-Based Violence Complaints

EXCPE 1524: Hearing and Deciding Student Appeals

# Courses

The Foundations of Campus Sexual and Gender-Based Violence course is a stand-alone training course for anyone employed in a PSI who needs to understand SGBV and the unique way PSIs are able to support survivors and respond to disclosures.

While it is educational in its own right, it also provides the necessary background knowledge for additional courses specific to investigating, making decision, in complaints of sexual and gender-based violence, and hearing student appeals in Alberta PSIs.

# Course Design – Right Tool for the Job

- ❖ This training is not just a series of hoops to jump through.
- ❖ It is designed to assist those who have the challenging and sometimes distressing task of working in and around sexual and gender-based violence.
- ❖ The intent is to prepare you for this work and make your job easier by equipping you with the latest information, best and promising practices and theoretical support for your own work, whatever that might be.

# What to Expect?

- ❖ The training is comprehensive and information-dense.
- ❖ Learners have reported it taking up to 8 hours if they go through it carefully. Please plan to take breaks and, as your schedule allows, take it in smaller chunks rather than all at once.
- ❖ The content is interspersed with “Checkpoints” with questions related to the material covered in the lesson.
- ❖ You will be required to complete those checkpoints in order to proceed to the next lesson.

- ☰ Understanding Sexual and Gender-Based Violence
- ☰ Unpacking Consent
- ☰ The Connection Between SGBV and Other Forms of Violence
- ☰ How does Rape Culture Shape Attitudes about SGBV?
- ☰ Challenging Pervasive Myths
- ☰ Beyond the Gender Binary

## Sexual and Gender-Based Violence is an umbrella term



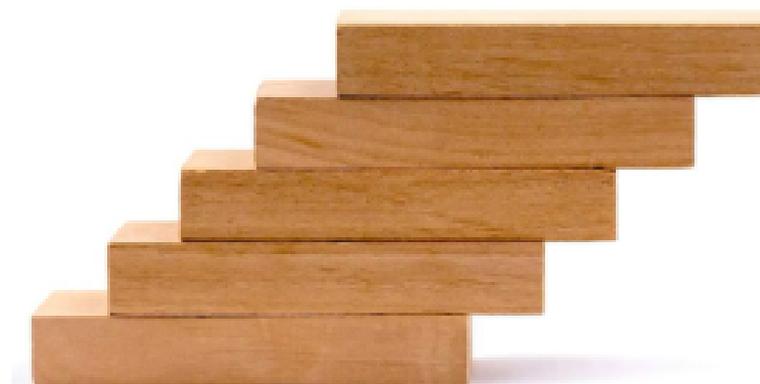
SGBV is an umbrella term for a wide variety of acts.

Sexual and Gender-Based Violence, or SGBV, is a term that describes a wide variety of **nonconsensual acts that target an individual's sex, sexuality, gender, gender identity and gender expression.**

Because it encompasses a spectrum of behaviours, not all types of SGBV involve conduct that we would normally conceive of as violent, such as harassment or voyeurism. However, it is important to recognize that these behaviours exist on a continuum as part of the same phenomenon, driven by a culture that excuses, tolerates and allows it to happen. You'll learn more about these concepts throughout this course.

## The Continuum of Gender-Based Violence

Gender-based violence takes different forms, from the seemingly innocuous to extreme violence. Microaggressions, for example, may seem harmless, but their effects are cumulative and function to exclude. Where microaggressions are accepted, other forms of gender-based violence may also exist, including (but not limited to) bullying, exclusion, erasure, harassment and physical violence.



Even 'minor' forms of gender-based violence take a toll on a person (or group) and their feelings of belonging.



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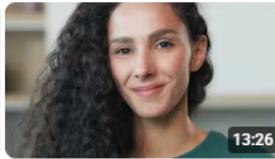
CC



Reporting SGBV as a Workplace Hazard

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Key Definitions from the SGBV Policy

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The Basics of Fairness in a Campus Complaint

94 views · 1 year ago

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### U of A SGBV Training Program ▶ Play all

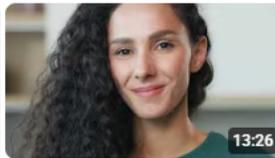
These videos are an element of the campus sexual and gender-based violence (SGBV) training program at the University of Alberta.



Reporting SGBV as a Workplace Hazard

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Understanding Trauma for Disclosures of SGBV

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Key Definitions from the SGBV Policy

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The Basics of Fairness in a Campus Complaint

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Putting Intersectionality into Action

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Survivor-Driven Campus Responses to SGBV

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CC

This video contains images of violence that may be distressing.  
The video transcript is available as an alternative for those who  
choose not to view it.



The above information is included in all applicable content for videos prior to their start.

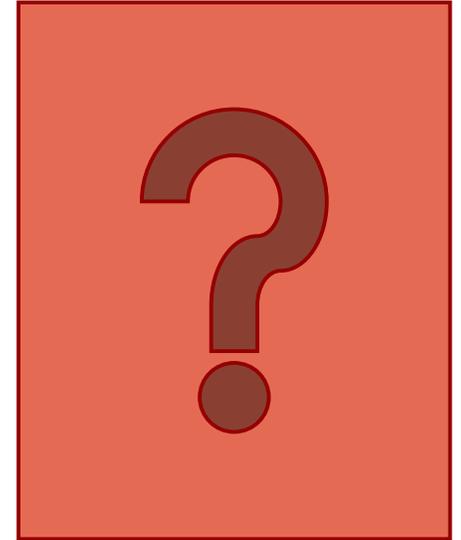


<https://youtu.be/GyXpSC1pSGs?si=WcrDd145nSBcZ2oy>

# Time to Think ...

“Sexual violence can take many forms beyond physical assault.”

- In your institutional context, do you think the definition of sexual violence is widely understood and consistently applied?
- What kinds of behaviours or situations are most often misunderstood or overlooked?”
- This prompt helps surface gaps in knowledge or inconsistencies in policy application and opens a conversation about education and communication strategies.



# Question 1

What is Sexual Violence?

- A) Any act of a sexual nature or act targeting sexuality, without consent
- B) Any act of a sexual nature or act targeting gender
- C) Any act that promotes gender equality
- D) Any act that challenges gender roles

# Q1 Correct Answer

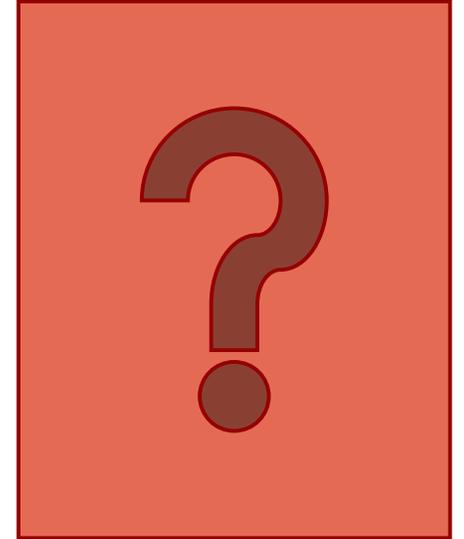
What is Sexual Violence?

A) Any act of a sexual nature or act targeting sexuality, without consent

# Time to Think ...

“Creating a safe, supportive environment is the stated goal — but what does that look like in practice?”

- How do we measure whether students and staff actually feel safe and supported, and how could institutions better assess or improve their climate?”
- This question invites a critical look at climate surveys, feedback loops, and how institutional culture aligns with stated values.



# Question 2

**What is the primary goal of a campus response to sexual and gender-based violence (SGBV)?**

- A) To ensure society is safe
- B) To catch and punish perpetrators
- C) To provide a safe, supportive learning environment for all students, staff and faculty
- D) To bring about a resolution between the complainant and respondent

# Q2 Correct Answer

**What is the primary goal of a campus response to sexual and gender-based violence (SGBV)?**

C) To provide a safe, supportive learning environment for all students, staff and faculty

# Time to Think ...

- How well do you think our institutions currently reflect this principle in practice?
- What barriers exist?"



# Question 3

**Which principle is at the core of a trauma-informed institutional response to sexual and gender-based violence?**

- A) Maintaining neutrality to avoid bias
- B) Focusing on procedural efficiency
- C) Empowering survivors through choice, safety, and trust
- D) Prioritizing reputation management

# Q3 Correct Answer

**Which principle is at the core of a trauma-informed institutional response to sexual and gender-based violence?**

C) To provide a safe, supportive learning environment for all students, staff and faculty

# CE Operational Logistics

## Campus Partner / External Partner (including Corporate/Custom)

- CE Course or Business Proposal
- CE Program

## CE Unit Review

- Governance
- Continuing Education Microcredential Framework
- Course Development / Course Format
- Administration (Scheduling, etc)
- LMS –eClass/Moodle (initial offerings); Canvas in Fall 2025

## Launch

- Marketing/Promotion

## Other Opportunities

- Other Collaborations / Partnerships
- New Connections & Collaborations
- Business Relationships

# Alberta-Wide Post Secondary

# Outreach Promotion & Marketing Campaign

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Dear Colleagues from Alberta Post-Secondary Institutions,

I am reaching out to you as a member of Alberta's post-secondary community. We are all aware of the 2022 Ministers' letter on Sexual and Gender-Based Violence (SGBV), which required all public post-secondary institutions to update their SGBV policies and to comply with their mandated training for staff managing complaints.

The University of Alberta is pleased to share that we have developed Continuing Education training courses tailored specifically for professionals within Alberta's PSIs. This training aims to help expedite an institution's ability to meet SGBV training obligations.

The offering is comprised of three stand-alone, role-specific training streams, each requiring a foundational pre-requisite. The Foundations course can also be taken as an individual course for anyone looking to further their knowledge in this area. All courses can be taken online and on-demand, equipping participants with the necessary skills and knowledge to swiftly and effectively address SGBV requirements. Below is an outline of our training available.

Course Offerings (Click below to view and register.)

1. [Foundations of Campus Sexual and Gender-Based Violence \(stand-alone or prerequisite\)](#)
2. [Making Decisions in Sexual and Gender-Based Violence Complaints](#)
3. [Trauma-Informed Administrative Investigations](#)
4. [Hearing and Deciding Student Appeals](#)

This training is uniquely positioned within Alberta's legal framework. It combines regulatory compliance with survivor-centred strategies to ensure trauma-informed and equitable processes.

The training is most suitable for HR, student affairs professionals, student advisors, lawyers, investigators, department chairs, student appeal panels, and anyone who administers or advises on complaints. We would ask that you please forward this email to others on your campus who may benefit from this type of training.

Registration for the winter 2025 term is now open.

Join us in creating a safer campus community through knowledge and proactive engagement.

If you have any questions or require further information, please do not hesitate to reach out to me directly.

Kindest Regards,

**Michelle Zolner, MA**  
Program Coordinator

**UNIVERSITY OF ALBERTA**  
Online Learning & Continuing Education  
Enterprise Square, 10230 Jasper Ave  
Edmonton, AB Canada T5J 4P6



# Challenges

**What is your institution's biggest challenge in addressing gender-based violence?"**

- A) Lack of training/resources
- B) Resistance to cultural change
- C) Legal liability concerns
- D) Inconsistent policy enforcement
- E) Other

# Challenges – What's Your Answer?

**What is your institution's biggest challenge in addressing gender-based violence?"**

- A) Lack of training/resources
- B) Resistance to cultural change
- C) Legal liability concerns
- D) Inconsistent policy enforcement
- E) Other

No Correct Answer

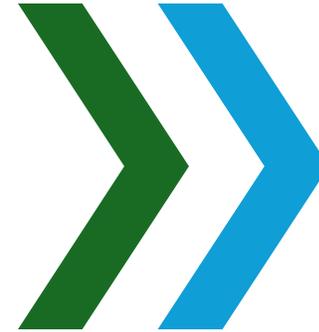
# Challenges

- Short deadline to re-do policies, re-write, consultation, system re-think, governance 6-8 months. Policy had to include training, and build shortly after
- Required an external investigators if investigating UofA have our Internal UofA training - foundations and investigations
- Role specific training:
  - Identifying units some with some form of training
  - Training Liaison - they in an identified internal Tracking System
  - Mandatory or only what needed when it may not be required as it is role specific
- Time
  - Development took hundreds of hours over a relatively short period of time.
  - Continual updates and improvements.

# Barriers

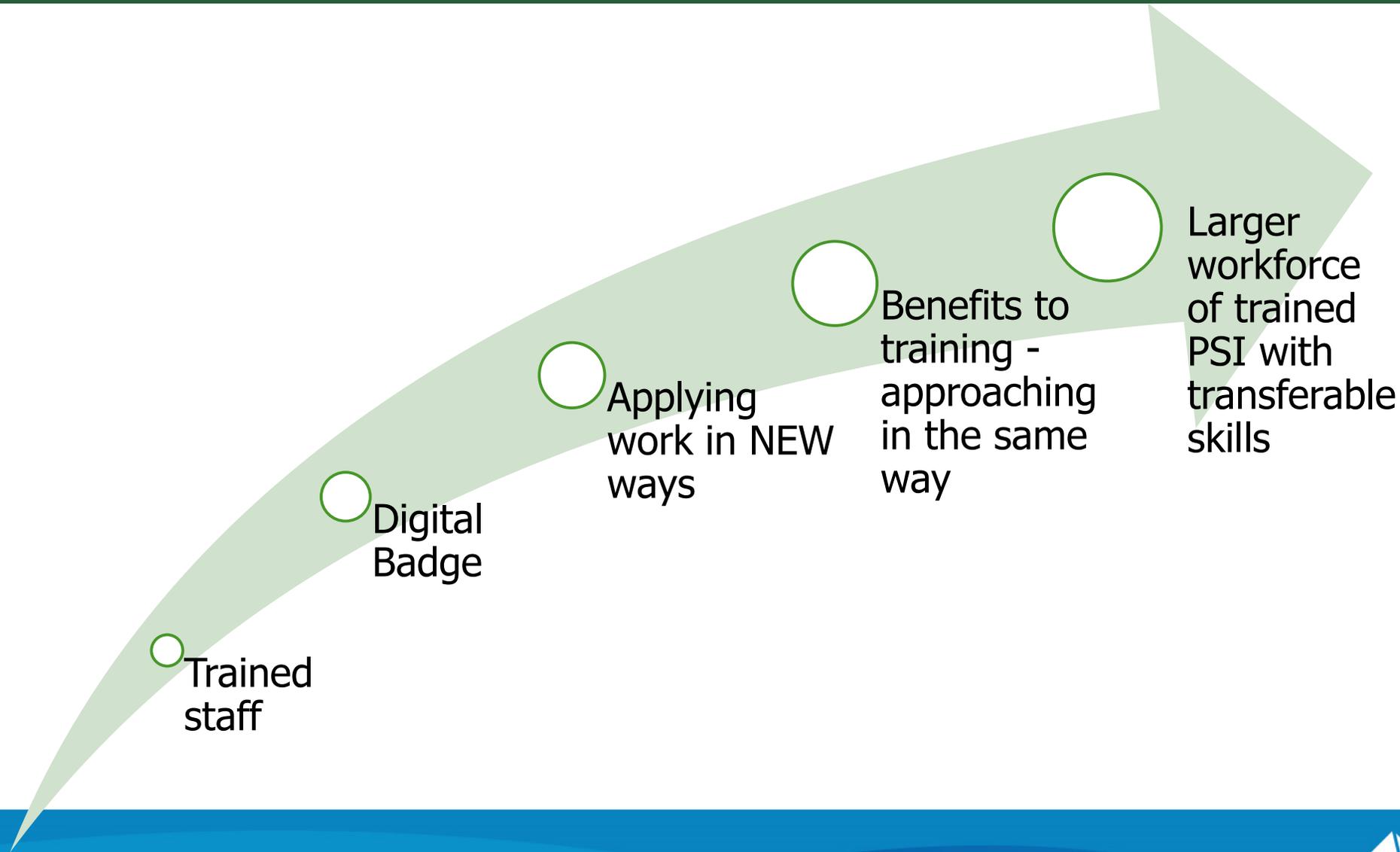


In a role that they may not be prepared or have enough training on - decisions on sexual violence



Workplace Time Management for Courses

# Benefits / Results



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# Feedback from Taking Course(s)

- Received phone calls from those who worked in SGBV complaints at various levels, who had begun to rethink their practices as a result of having taken the training. They wanted to think through their processes to carry them out in a more trauma-informed manner.
- Trauma informed phone calls about situations based on what was learned, staff were questioning to re-think the approach based on what was learned in the course

# Wrap Up Key Points

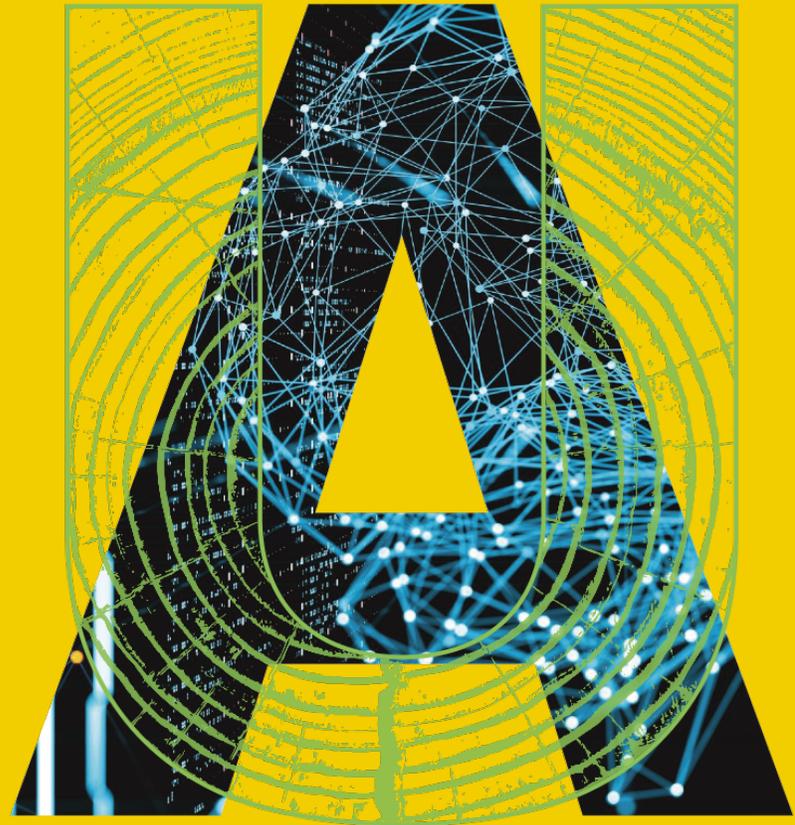
- Value of opportunities for smaller PSIs, enabling you to implement this essential training without the financial and logistical challenges of creating your own programs.
- By addressing these needs, the initiative supports a province-wide commitment to creating more supportive learning and working environments and advances a culture of safety and inclusion across Alberta's post-secondary landscape.
- Adaptability and business process to transform internal training courses into external opportunities regardless of the course subject matter
- Business connections and revenue generation

Questions ?

Thank you



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