

Sexual Misconduct Report for Board 2022-2023

Bill 132 section 17, subsections 7 and 7.1 state that universities are to provide annual reports to their Boards containing the following information:

1. The number of times supports, services and accommodation relating to sexual violence were requested and obtained by students enrolled at the university, and information about the supports, services and accommodations.

- The Office of Sexual Violence Prevention, Resistance, and Support (OSVPRS) is the central site for the coordination of support, services, and accommodation relating to sexual assault. Of the 101 new cases opened by the SMRPO in 2022-2023, 17 resulted in the provision of academic accommodation, 5 resulted in the coordination of financial support, and 2 resulted in the coordination of emergency buttons.
- Within the institution, the following offices were variably consulted: Student Accessibility Services, Student Counselling, Campus Community Police, Student Emergency Medical Services, Student Health Services, Office of Student Experience, International Students Centre, Human Resources; Occupational Health and Safety, Residence Services, the Office of Human Rights, Equity, and Accessibility, the Office of Equity, Diversity, and Inclusion; the Office of the Secretariat; and the Office of the Provost.
- The OSVPRS has collaborated with a variety of community organizations including: Windsor Police, Victims Services, and the Violence Against Women Coordinating Committee of Windsor-Essex.

2. Any initiatives and programs established by the university to promote awareness of the supports and services available to students.

- 2022-2023 was the second year that the Bystander Initiative to End Sexual Violence has been under the administration of the OSVPRS. Workshop delivery has been extremely successful with 133 workshops offered to 1936 members of the campus community across the Fall and Winter semesters.
- The return to campus in Fall 2022 allowed us to offer *Flip the Script with EAAA™* sexual assault resistance education for the first time since Winter 2020. In 2020-2023, 40 women completed the Flip the Script program.
- We have continued to offer a variety of workshops, events, and guest lectures to advance public education. These covered topics such as: responding to disclosures of sexual violence; self- defense for women; consent, dating, and relationships; and queer sex-education.
- The Prevent Resist Support podcast began in January 2021, with the goal of providing a flexible, asynchronous educational too. To date we have produced 29 episodes with a total of 1750 listens across Apple and Spotify.
- During the pandemic we relied on social media as an accessible tool for community engagement. We continue to use Instagram, TikTok, and Facebook to facilitate awareness of the OSVPRS services and educational programming available on campus. We had more than 35,000 views for posts to the Bystander Initiative Instagram and almost 8000 views on Instagram reels. We had more than 12,000 views on TikTok this year and have received 58.5K cumulative likes on our videos to date.

3. The number of incidents and complaints of sexual violence reported by students, staff, or faculty and information about such incidents and complaints.

- 101 new cases were opened by the OSVPRS in 2022-2023. Of these, 97 involved the provision of guidance, emotional support, and access to resources. In the remaining 4 cases we provided education to persons who have caused harm.
- Two cases were filed as reports with the OSVPRS and 10 were filed as formal complaints that resulted in investigation. Of the complaints, 7 were against fellow students, one complaint against a Graduate Assistant, and two against faculty members.
- 28 of the concerns presented involved incidents of sexual assault or rape. There were 26 incidents of sexual and gender-based harassment; 5 incidents of historical childhood sexual abuse; 5 incidents of online harassment or sexual exploitation; 3 incidents of stalking; and 8 incidents of other various forms of misconduct. In 9 cases the survivor chose not to disclose; and in 5 cases we were called for guidance on how to support a friend or family member who had been assaulted. We observed a noted increase in intimate partner violence and family violence with 13 incidents of intimate partner violence and two of family violence. *Note: the total is greater than 97 as some people reported more than one experience.*
- Consistent with previous years, the overwhelmingly majority of clients were students. 86 of the clients seeking support were students, 8 were employees, 1 was alumni, and 2 were not members of the campus community. Each of the four persons who had caused harm were students.
- Beyond direct client support the OSVPRS was involved in supporting staff and/or faculty in the management of 19 cases across various units and faculties.

4. The implementation and effectiveness of the policy.

- The Policy on Sexual Misconduct was implemented in 2016. The policy has been reviewed by the Board in 2019 and 2022. Revisions are currently underway to ensure that the policy will be compliant with the legislation outlined in Bill 26, the Strengthening Post-Secondary Institutions and Students Act, which received royal assent in December 2022 and will come into effect July 1, 2023.
- The number of cases that have been opened and complaints filed annually are reported in the chart below.

Year	New Cases	Complaints
2016-2017	17	1
2017-2018	66	10
2018-2019	70	11
2019-2020	90	14*
2020-2021	33	2
2021-2022	51	3
2022-2023	101	10

*some cases involved multiple complainants

- During the pandemic there was a sharp decline in service seeking, particularly in 2020. By 2021 service seeking began to increase and since the return to campus in Fall 2022 service seeking has exceeded pre-pandemic levels. We believe this is a consequence of increased awareness of the OSVPRS, and more frequent referrals from other departments within the campus community. The number of formal complaints is consistent with the years preceding the pandemic, suggesting that the policy continues to be effective at providing a mechanism for formal reporting.