University of Windsor
Board of Governors

4.1.2.1: **Annual Report on Sexual Misconduct Policy (2025-2026)**

Item for: **Information**

Forwarded by: **Office of Sexual Violence Prevention, Resistance, and Support (OSVPRS)**

REPORT

1.0 Purpose and Background

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

1.1 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 99 new cases opened by OSVPRS in 2025-2026, 21 resulted in the provision of academic support or accommodation, and 4 resulted in the coordination of financial or housing support. 15 cases were referred to the Special Constable Service or to Windsor Police Service.
- In addition to internal offices and resources, OSVPRS collaborated with and/or referred clients to the following community organizations: Sexual Assault Crisis Centre of Windsor-Essex, Windsor-Essex Youth Wellness Hub, Violence Against Women Coordinating Committee of Windsor-Essex, Victim's Services of Windsor & Essex County, Victim Assistance Unit of Windsor Police Service, and the Gender-Based Violence Clinic at Legal Assistance Windsor.

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

- **The Bystander Initiative** was responsible for the delivery of **112** ***Bringing in the Bystander: A Prevention Workshop for Establishing a Community of Responsibility*** workshops to **1680 students** across Fall and Winter semesters.
- The OSVPRS provided delivery of sexual violence resistance education for women through the delivery of **Wen Do Women's Self Defense**, as well as ***Flip the Script with EAAA: Sexual Assault Resistance Education*** in collaboration with St. Clair College.
- In collaboration with Residence Services, OSVPRS developed and piloted ***Have You Asked? Consent is Everything***, an online asynchronous training available on Brightspace, with the goal of making this required training for all incoming Residence students in Fall 2026.
- The OSVPRS also collaborated with the Windsor-Essex County District School Board to train high school students to peer-facilitated workshops on technology-facilitated sexual violence in local schools.
- The OSVPRS facilitated a broad compliment of workshops, events, and guest lectures to advance public education on consent, dating and relationships, and professional boundaries, and hosted a variety of outreach events in support of Welcome Week, International Women's Day, Afrofest, and #IBelieveYouDay, among others.

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

- In total, 133 cases were opened by OSVPRS in 2025-2026. The adoption of case management has improved our ability to track direct support and community consultations.
- 99 new survivor support cases were opened in 2025-2026 for the provision of guidance, emotional support, and access to resources for community members directly harmed by sexual or intimate partner violence. Consistent with previous years, the majority of direct support was provided to students. Of our clients, 89 were students, 8 were employees, and 2 were former members of the campus community. There were 26 cases that involved sexual assault or rape; 30 cases of sexual or gender-based harassment; 12 cases of technology facilitated sexual violence; 7 cases of stalking; and 1 case of extortion. Additionally, we supported 10 cases of intimate partner violence and 3 of family violence. It should be noted that in some cases the survivor disclosed more than one type of violence and in some cases the survivor chose not to disclose the specific violence that occurred.
- Additionally, we opened 8 cases involving parties who caused harm (Respondents). In four of these cases we provided respondent education; in the remaining cases we assisted with institutional processes and system navigation. The OSVPRS has worked closely with Residence Services to develop a referral process for Respondent education through the delivery of the STARRSA (*Science-based Treatment, Accountability, and Risk Reduction for Sexual Assault)* psychoeducation program.
- Beyond direct support, OSVPRS offered consultation and guidance in the management of 26 situations of concern across various units and faculties.
- 10 complaints were filed through OSVPRS under the Policy on Sexual Misconduct, although one of these was an omnibus complaint that included 9 students who had been harmed by sexual violence. Eight complaints were forwarded to the AVP Student Experience for review under the Procedures for Non-Academic Misconduct, and two were forwarded to Academic Labour Relations.

1.4 The implementation and effectiveness of the policy.

The Policy on Sexual Misconduct was implemented in 2016. Since that time the OSVPRS has provided direct support to almost clients 100. 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
2023-2024	78	5
2024-2025	94	6
2025-2026	99	10
Total	**699**	**62**

Although the mandate of the OSVPRS is sexual violence specifically, there has been increasing demand for support in cases of intimate partner violence (IPV) broadly, which are not necessarily sexual in nature but involve other forms of abuse and coercive control. The increase in referrals has been influenced by frequent collaboration with the Office of Occupational Health and Safety as OHS is responsible for the administration of the Workplace Violence and Workplace Harassment policies and programs under OHSA. Despite the increase in referrals for IPV support, OSVPRS and

OHS statistics would suggest IPV is highly under-reported in part due to the lack of advertised supports on campus. For the time being OSVPRS and OHS will continue to support the University's response to IPV, but recognize the possibility that demand for service may exceed our resources, at which time this matter will need to be given consideration for increased resourcing.

2.0 Summary of Consultations/Communication

None.

3.0 Attachments and Presentations

None.