

## University of Windsor Board of Governors

### 4.1.2.1: Annual Report on Sexual Misconduct Policy (2019 - 2020)

Item for: Information

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 Sexual Misconduct Response and Prevention Office (SMRPO) is the central site for the coordination of support, services, and accommodation relating to sexual assault. Of the 90 cases opened by the SMRPO, 16 resulted in the coordination of academic accommodation, 3 resulted in the coordination of financial accommodations, 2 resulted in workplace accommodations, 1 resulted in the coordination of housing accommodation, and 1 resulted in assistance with access to safe parking.
- Within the institution, the following offices were variably consulted: Residences Services, Student Accessibility Services, Student Counselling, Student Health Services, Office of Student Experience, Student Success and Leadership Centre, International Students Centre, Human Resources, Campus Police, and the Office of Human Rights, Equity, and Accessibility.
- The SMRPO has collaborated with a variety of community organizations including: Windsor Police, the Sexual Assault Crisis Centre, Hiatus House, and the Windsor office of the Ontario Parole Board.

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

- Under the supervision of the SMRPO, the Sexual Wellness and Consent Committee (SWCC) coordinated 5 support events for survivors of sexual violence (with one additional event cancelled due to COVID-19), and lead or participated in 19 public education events to increase awareness and encourage healthy and ethical sexual behaviour on campus (with an additional 3 events cancelled due to COVID-19). In addition, the SWCC ran a wide variety of social media campaigns across the year on facebook and Instagram.
- The SMRPO coordinated the implementation of Flip the Script, a Sexual Assault Resistance Education program for young women on campus, with the support of the Office of Student Experience. The project has been funded for three years by the Office of the Provost and implementation began in September 2017. Six workshops were delivered in 2017-2018 and 9 were offered in 2018-2019 (for a total of 160 women). This year, a total of 10 workshops were offered, with a total of 6 workshops run (2 cancelled

due to low registration, and 2 cancelled due to COVID-19; a total of 76 women completed the workshop). In 2019-2020 we saw record recruitment for this program, with more women expressing interest than in any previous year.

- The Wen Do Women's Self Defence two-day basic course was offered twice this year to women and girls in the University of Windsor community. Both courses were well attended, and feedback was overwhelmingly positive.
- In Winter 2019, the SMRPO continued the collaborated with the Student Success and Leadership Centre to offer a 10-week Bounce Back program tailored to supporting survivors of sexual violence who are struggling academically. This is the second year that this program has been offered.
- Five Responding to Disclosures workshops were delivered to staff and faculty across campus in Summer 2019. The workshops prepare staff and faculty to Recognize, Respond, and Refer appropriately to disclosures of sexual violence. Training on Responding to Disclosures was run for Teaching Assistants, Residence Advisors, students volunteering at Peer Support Centre and the Womxn's Centre, as well as in a variety of classes.
- The Have You Asked? consent workshop was offered to students living in Residence across September and October 2019. This 1 hour mandatory workshop provided students with activities to explore consent, alcohol, and boundaries. All but two floors completed this training.
- A new version of Sex and Dating: A Canadian Context workshop for International Students was created and piloted across 2019-2020 in partnership with ISC and Carolyn Tran (Psychology Master's program placement student). Four workshops were run to students through the ISC, and a feedback report was produced for the SMRPO.
- In Fall 2019, the Sexual Violence Task Force was struck (chaired by Cheryl Collier). The task force identified a variety of recommendations relating to education, prevention, support, and complaint processes on campus. The report from this initiative will be available in Spring 2020.

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

- 90 cases were opened by the SMRPO between May 2019 and April 2020. Of these, 64 resulted in disclosure for the purpose of seeking emotional support and access to resources. Two of these cases were also filed as reports, meaning that a formal written record of the event will be kept with the SMRPO, but at this time they will not proceed to investigation. Twelve incidents were filed as formal complaints that resulted in investigations. Two incidents resulted in an informal complaint.
- 31 of the concerns presented involved incidents of sexual assault or rape, with 4 of those involving sexual coercion. There were 37 incidents of sexual or gender-based harassment; 5 incidents of sexual exploitation (i.e., non-consensual sharing of images or videos); 3 incidents of intimate partner violence; and 2 incidents of stalking. There was 1 case of vicarious trauma, 1 case where the concern was human trafficking, and 6 cases where the person did not disclose the exact nature of the experience. Eleven cases

involved a visit for support as bystanders or witnesses. Note: the total is greater than 90 as some people reported more than one experience.

- Of the cases opened this year, there were 77 where the person who was harmed was a student. There were 5 visits from staff or faculty. (In some cases, someone who was not a member of the campus community contacted the Office, and in some cases the person contacting the Office did not disclose their role). In 28 of the cases, the person causing harm was not a member of the campus community. In 42 of the cases, the person causing harm was a student. In 5 of the cases, the person causing harm was a faculty member, and in 6 of the cases the person was a staff member (note: 4 of these would be students who are working on campus). In 13 cases, the person visiting the Office did not disclose who had caused the harm. (Note: This number adds up to more than 90, as some people disclosed more than one incident).
- 77 of the incidents were classified as recent, as they had occurred within the previous 12 months, and 9 incidents were classified as historical. For 6 cases, the person did not specify the timing of the incident. (Note: in some cases, there was disclosure of more than one incident)
- The overwhelming majority of incidents were perpetrated by persons known to the survivor. In 6 cases the person who caused harm was unknown or was a stranger (Note: many of these were cases of online sexual exploitation).
- In terms of physical geography, the majority of events happened off-campus. Of the events that happened on campus, 28 incidents of sexual harassment occurred on campus, as well as 6 incidents of sexual assault, and 1 of stalking. The remainder of experiences occurred off-campus.
- Five incidents were reported to Windsor Police as well as the SMRPO.

#### 4. The implementation and effectiveness of the policy.

- The policy was reviewed in 2018-2019 and recommendations were provided in Fall 2019. The updated version of the policy was approved by the Board of Governors in November 2019.
- In the first year of policy implementation (2016-2017) the SMRPO managed 17 cases and received one formal complaint. In the second year (2017-2018) the SMRPO managed 66 cases and received 10 formal complaints. In the third year (2018-2019) the SMRPO managed 70 cases and received 11 formal complaints. In the fourth year (2019 - 2020) the SMRPO managed 90 cases and received 14 complaints (some with multiple complainants). From this we can infer that the policy has been effective in creating increased support for survivors on campus, as well as guidance for those seeking to engage formal complaint mechanisms.