

Sexual Misconduct Report for Board 2021-2022

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 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 51 new cases opened by the SMRPO in 2021-2022, 8 resulted in the provision of academic accommodation and 5 resulted in the coordination of financial support.
- Within the institution, the following offices were variably consulted: Student Accessibility Services, Student Counselling, Campus Community Police, Student Health Services, Office of Student Experience, International Students Centre, Human Resources, 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 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.

- In July 2021 we received one year of funding through Campus Safety Grant that is funded by the Ministry of Training, Colleges, and Universities for a full-time Sexual Violence Education Specialist to oversee public education and promotion of the OSVPRS. This funding has been renewed for 2022-2023.
- Fall 2021 marked the beginning of the Prevent Resist Support campaign to promote the University's comprehensive sexual violence strategy. This campaign has been used to communicate the range of sexual violence programming offered on campus, organized according to the themes of prevention, resistance, and support.
- Due to the ongoing COVID-19 pandemic we have continued to expand our education portfolio with a range of online educational tools. Among the most successful is the Prevent Resist Support Podcast. The podcast was created to promote the services available through the OSVPRS and advance our educational goals. We chose this format to meet the needs of students during the pandemic - they need flexible content that they can access at any date/time. At the time of this report the episodes have received more than 1000 plays.
- Social media continues to be the most accessible and widely used tool for communication. We use TikTok, Instagram, and Facebook to facilitate educational events and promote awareness. Our most successful post on TikTok reached over 350,000 viewers.
- We have continued to offer a variety of educational workshops that have been modified for online delivery, that cover topics including: responding to disclosures of sexual violence; self-

defense for women; self-defense for members of the 2SLGBTQ+ community; consent, dating, and relationships; and queer sex-education. Beyond workshops, we hosted 13 events or awareness campaigns, including two major collaborations with other members of the Ontario Universities Sexual Violence Network.

- In Fall 2021 the OSVPRS became the institutional home for the University’s Bystander Initiative to End Sexual Violence, which has significantly increased opportunities to spread awareness about the services and supports available on campus.

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

- 51 cases were opened by the OSVPRS between April 2021 and March 2022 for the purpose of seeking emotional support and access to resources. Two of these cases were filed as reports with the OSVPRS and three were filed as formal complaints that resulted in investigation.
- 19 of the concerns presented involved incidents of sexual assault or rape. There were 16 incidents of sexual harassment; 2 incidents of historical childhood sexual abuse; 3 incidents of domestic or intimate partner violence; 9 cases where the details were not disclosed; and 2 cases where support was sought on behalf of someone else. Note: the total is greater than 51 as some people reported more than one experience.
- In 50 of the cases brought forward the person who experienced harm was a student. In the remaining case the person who was harmed was a staff member.
- In 19 of the cases the person who caused harm was a student and in 1 case the person who caused harm was a faculty member. In 17 cases, the person causing harm was not a member of the campus community. In the remaining cases the identity of the person who caused harm was undisclosed.
- 15 of the incidents were described as current, as they had occurred within the previous month; 22 of the incidents were classified as recent, as they had occurred within the previous 12 months; 11 incidents were classified as historical, having occurred more than 12 months ago; and in 3 cases the time period was not disclosed.
- Five of the incidents were reported to Campus Community Police as well as the OSVPRS. Two were also reported to Windsor Police and one to the Hamilton Police.

4. The implementation and effectiveness of the policy.

- The Policy on Sexual Misconduct was implemented in 2016. It was reviewed in 2018-2019 and recommendations were provided in Fall 2019. The policy was reviewed again in 2021-2022 and recommendations have been made to the Board in April 2022.
- 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

*some cases involved multiple complainants

- From 2016 until 2020 the trajectory of cases and formal complaints trended upwards each year. To date, we have used this positive trajectory to 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.
- In 2020-2021 there was a sharp decrease in both cases and formal complaints. We believe this is likely a consequence of the COVID-19 pandemic and the shift to a primarily online learning environment. Because of the limitations on physical interactions during periods of lockdown, there may have also been a decreased likelihood to engage in help-seeking during this time.
- In 2021-2022 the number of reports and formal complaints remained low and comparable to 2020-2021; however, there was an overall increase in the number of community members seeking support from the OSVPRS suggesting a possible return to pre-pandemic levels of support seeking.