

**University of Windsor  
Board of Governors**

**4.1.2.3: Annual Report on Sexual Misconduct Policy (2017-2018)**

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 66 cases opened by the SMRPO, 22 resulted in the coordination of academic accommodation, 1 resulted in the coordination of housing accommodation, 1 resulted in moving the offending party to a new lab section, and one resulted in helping the person who had been harmed transfer to a new institution.
  - Within the institution, the following offices were variably consulted: Residences Services, Student Accessibility Services, Student Counselling, Student Success, International Students Centre, Human Resources, Campus Police, and the Office of Human Rights, Equity, and Accessibility.
  - The SMRPO has worked closely with the local Sexual Assault Crisis Centre to make services available on campus, and 5 students elected to receive services from SACC on campus.
  
2. Any initiatives and programs established by the university to promote awareness of the supports and services available to students.
  - In September 2017 a social media and print campaign was run across campus to promote awareness of the SMRPO. A new website for the SMRPO was also launched in September.
  - The Office of Student Experience and SMRPO applied for funding to implement Sexual Assault Resistance Education on Campus, with the aim of offering resistance workshops to 500 women over three years. The project was funded by the Office of the Provost and implementation began in September 2017. Since then, six workshops have been delivered to a total of approximately 80 women.
  - Disclosure workshops were delivered to Residence Services, the Peer Support Centre, Campus Community Police, and the Department of Athletics and Recreation. The workshops prepare staff and faculty to Recognize, Respond, and Refer appropriately to disclosures of sexual violence.
  - Information sessions on the SMRPO were also delivered to Associate Deans, the Faculty of Engineering, the Faculty of Science Executive Committee, and incoming department chairs.
  
3. The number of incidents and complaints of sexual violence reported by students, staff, or faculty and information about such incidents and complaints.
  - 66 cases of sexual misconduct were brought to the SMRPO between May, 2017 and April, 2018. Of these, 57 were brought to the SMRPO by current students, 4 were from former students, and 5 were from employees.
  - 8 of the incidents were filed as complaints through a formal university procedure. With the assistance of the Sexual Misconduct Office, 10 incidents were reported to Windsor Police and 1 was reported to Campus Community Policy.
  - 43 of the incidents were classified as current or recent (having occurred within the previous 12 months); 22 incidents were classified as historical; and the time period for 4 incidents was unknown. Note: the sum is greater than 66 as some clients reported both current and historical experiences.

- 32 of the concerns presented involved incidents of sexual assault or rape, with 4 additional attempted assaults reported. There were 16 incidents of sexual or gender-based harassment; 7 incidents of childhood sexual abuse; two incidents of online sexual exploitation (*i.e.*, non-consensual sharing of images or videos); and one incident of domestic violence. 6 individuals chose not to disclose the specific nature of their experience.
  - The overwhelming majority of incidents were perpetrated by persons known to the survivor. Current students were responsible for perpetrating 11 acts of sexual assault, and 7 acts of harassment. Current or former employees were reported as having perpetrated: 1 recent sexual assault; 1 historical sexual assault; 2 current incidents of sexual harassment; 4 historical incidents of sexual harassment; and 1 incident of harassment that was reported anonymously and was unspecified.
  - In terms of physical geography, 7 incidents of sexual harassment occurred on campus, 5 of which were within the last year. Two incidents of sexual assault happened on campus, 1 being in the last semester.
4. The implementation and effectiveness of the policy.
- It is difficult to speak to the effectiveness of the policy, since it can never be known how many do not disclose or report instances of sexual misconduct. However, the use of the SMRPO has almost quadrupled since the report provided to the Board of Governors in 2017, with an increase from 17 to 66 cases per reporting period.