

**University of Windsor
Board of Governors**

4.1.2.1: Annual Report on Sexual Misconduct Policy (2018-2019)

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 70 cases opened by the SMRPO, 12 resulted in the coordination of academic accommodation, 3 resulted in the coordination of housing accommodation, 2 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 continued to collaborate with the local Sexual Assault Crisis Centre to make services physically available for survivors on campus.

2. *Any initiatives and programs established by the university to promote awareness of the supports and services available to students.*
 - In Fall 2018, the SMRPO hired a Sexual Wellness and Consent Coordinator for 10 hours/week to oversee public education events on campus. In Winter 2019 the SMRPO received approval to make this a permanent, part-time position at 24-hours/week beginning in May 2019.
 - Under the supervision of the SMRPO, the Sexual Wellness and Consent Committee coordinated five support events for survivors of sexual violence, and seven public education events to increase awareness and encourage healthy and ethical sexual behaviour on campus.
 - 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 to a total of approximately 160 women.
 - In Winter 2018, the SMRPO collaborated with the Student Success and Leadership Centre to offer a 10-week Bounceback program tailored to supporting survivors of sexual violence who are struggling academically.
 - Disclosure workshops were delivered to Residence Services, the Peer Support Centre, and the Department of Athletics and Recreation. The workshops prepare staff and faculty to Recognize, Respond, and Refer appropriately to disclosures of sexual violence.

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

- 70 cases were opened by the SMRPO between May, 2018 and April, 2019. Of these, 57 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. Eleven incidents were filed as formal complaints that resulted in investigations.
- 27 of the concerns presented involved incidents of sexual assault or rape, with 2 additional attempted assaults reported. There were 18 incidents of sexual or gender-based harassment; 6 incidents of childhood sexual abuse; 3 incidents of sexual exploitation (*i.e.*, non-consensual sharing of images or videos); 4 incidents of intimate partner violence; and one incident of stalking. Note: the sum is greater than 57 as some clients reported more than one experience of sexual violence.
- Of the 57 disclosures received, the person who was harmed was in each case a student. The person who perpetrated harm was a non-student in 29 cases, a student in 22 cases, a former student in one case, and a faculty or staff member in 5 cases. Note: all of the cases involving faculty members would be described as sexual or gender-based harassment.
- 39 of the incidents were classified as recent, as they had occurred within the previous 12 months, and 19 incidents were classified as historical. Note: the sum is greater than 57 as some clients reported both current and historical experiences.
- The overwhelming majority of incidents were perpetrated by persons known to the survivor. In three cases the person who caused harm was unknown or was a stranger.
- In terms of physical geography, 9 incidents of sexual harassment occurred on campus, as well as 5 incidents of sexual assault, 1 of attempted sexual assault, and 1 of voyeurism. All other incidents occurred off campus.
- 6 incidents were also reported to Windsor Police as well as the SMRPO and 1 was reported to Campus Community Policy.

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

- The University's Policy on Sexual Misconduct is currently being reviewed and a report with updated recommendations will be provided in Fall 2019, as requested by the Ministry of Training, Colleges, and Universities.
- 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. 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.