

Western's Gender-Based Violence Board Report

Context

In January 2017 Western University implemented its Sexual Violence Policy. Since then the University has engaged in a number of strategic activities designed to advance education and prevention of gender-based and sexual violence (GBSV) and increase our capacity to respond to disclosures and complaints. Several steps have already been taken to increase collaboration across the University to improve upon current practices, align with Federal and Provincial Legislation, and continue to strive to be leaders in GBSV prevention and response.

In March 2019, the provincial government mandated post-secondary institutions provide their Board of Governors with an annual report on work underway to address GBSV. This report provides an update on the progress made between January 2017 and April 30 2019. This report accounts for two cycles of data collection:

- Cycle 1: January 1, 2017 - April 30, 2018
- Cycle 2: May 1, 2018 - April 30, 2019

Moving forward an annual report will be submitted to the Board in June of each year.

The report is divided into four sections:

- Section 1: Outlines prevention education underway at Western.
- Section 2: Summarizes the responsive care provided to survivors who disclose incidences of GBSV.
- Section 3: Provides an overview of formal complaints and investigations made under the Sexual Violence Policy including a summary of sanctions imposed.
- Section 4: Discusses implementation, evaluation and next steps planned to increase prevention of and response to GBSV at Western.

Section 1: Prevention Education

Since 2017, with the assistance of the provincial advisory committee and the Ministry of the Status of Women, Western Student Experience developed a second edition of Upstander, a bystander intervention program as well as a graduate student, faculty and staff module. Western's Upstander program have been rolled out across the province and components of the program have been used throughout Canada and internationally. Since the beginning of this project, Western has supported 26 other Ontario post-secondary institutions in implementing Upstander on their campus and translated the program into French to increase access for our Francophone partners. Now with the project complete, the Gender Based Violence Prevention and Education office and the Student Experience Research office is working on a robust research programme to test the efficacy of the program and various conditions for increased impact – preliminary data will be available this winter.

In 2018, Student Experience began a journey in developing A Gender-Based Violence Prevention education program and leading a diverse working group to ensure a programmatic approach to prevention is delivered to our campus while increasing access to evidence-informed education.

Section 2: Responsive Care

Since the implementation of the Sexual Violence Policy, the number of disclosures to Student Experience has increased (See Table 1).

In response to this anticipated rise in disclosures, Student Experience has:

- 2016: Established a Sexual Violence Prevention Education Coordinator.
- 2017: Established a Sexual Violence Policy. The policy was created in collaboration with student input and extensive campus consultation. Each of the Affiliates have a Sexual Violence Policy in place.
- 2018: Based on the success and demand of the Sexual Violence Prevention Education Coordinator role, Student Experience was successful in securing permanent funding from the Student Fee Committee. Because of growing demand on this role, the decision was made to create and invest in two distinct yet complementary roles:

1) Gender-Based Violence & Survivor Support Case Manager role was created to offer direct support to students impacted by GBSV; and

2) Gender-Based Violence Prevention Coordinator role was created to offer educational programming to students across campus, as well as to engage in educational prevention research and assessment.

Western takes seriously its responsibility to provide intentionally designed Respondent care as well as providing Survivor care. When we invest in designing evidence-informed respondent care, we are intervening into a student's life during a significant life-event, working to ensure meaningful growth and learning occurs for students who are respondents to complaints of GBSV. We recognize that by providing support, information, and care to respondents, we are working to ensure that survivors receive resolutions to their complaints that are meaningful, safe, and trauma informed.

A key measure of the impact of our work is an increased number of disclosures on campus. This increase means that more students are aware of what GBSV looks and feels like, and that the process for disclosure is clear, compassionate and effective. We would expect that over time this initial increase in disclosures will then decrease as the culture on campus adjusts, and the arc of prevention programming comes into full effect.

The following table reflects disclosure to the Gender-based Violence & Survivor Support Case Manager and does not include formal complaints made to the University.

Table 1: Disclosures

| | | Reporting Cycle | | |
|--|-----------------------|--|---|---|
| | | Cycle i January 1, 2017 - April 30, 2017 | Cycle 1 May 1, 2017 - April 30, 2018 ¹ | Cycle 2 May 1, 2018 - April 30, 2019 ² |
| New Referrals | | 0 | 90 | 122 |
| Student Classification | Domestic Student | 0 | | 114 |
| | International Student | 0 | | 8 |
| | Undergraduate Student | 0 | | 112 |
| | Graduate Student | 0 | | 10 |
| Academic Year | 1st Year Student | 0 | | 32 |
| | 2nd Year Student | 0 | | 45 |
| | 3rd Year Student | 0 | | 19 |
| | 4th Year Student | 0 | | 16 |
| | Graduate Student | 0 | | 10 |
| Registration of Student | Main Campus | 0 | | 97 |
| | Affiliate Campus | 0 | | 25 |
| Referral Source | Campus Partner | 0 | | 73 |
| | Community Partner | 0 | | 11 |
| | Self-Referral | 0 | | 38 |
| Disclosures made to Affiliate Campus Resources | Brescia | 0 | 0 | 3 |
| | King's | 0 | 4 | 4 |
| | Huron | 0 | 0 | 4 |

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In Cycle 2, the Gender-based Violence & Survivor Support Case Manager provided 463 hours of direct support to student survivors and received 122 new student referrals. These referrals included students who experienced an incident of GBSV within the past year (83 students), students who experienced a historical incident of GBSV (29 students), and students who had experienced both recent and historical incidences of GBSV (10 students).

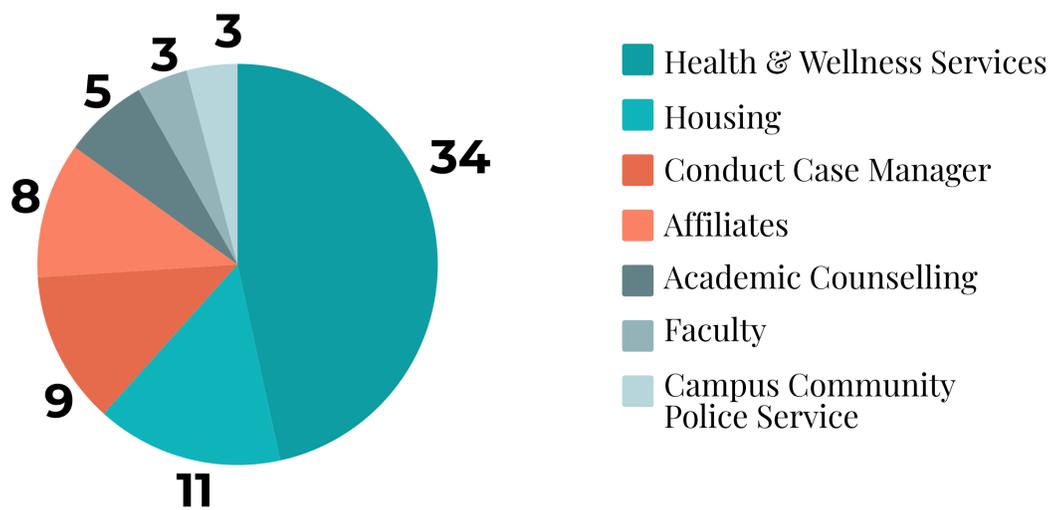
Referrals to the Gender-based Violence & Survivor Support Case Manager in Cycle 2 came from three sources: Campus Partners (73 referrals) (See Graph 1), Self-Referral (38 referrals), and Community Partners (11 referrals). The Campus Partners that most frequently referred to the Gender-based Violence & Survivor Support Case Manager were Health & Wellness Services and the Conduct Case Manager. A minimal number of referrals were made by Academic Counselling and Campus Police Services. The Regional Sexual Assault & Domestic Violence Treatment Program was the Community Partner most frequently referring to the Gender-based Violence & Survivor Support Case Manager. During the month of October there was a significant increase in the number of referrals made to the Gender-based Violence & Survivor Support Case Manager.

1. January 1, 2017 - April 30, 2017 was included in original cycle based on date of implementation for the Sexual Violence Policy. Due to role transition date from January 1, 2018 - April 30, 2018 is not reflected in Cycle 1. During Cycle 1 data was not tracked in the same manner as Cycle 2. May 1, 2018 - June 30, 2018 data is not reflected in Cycle 2 due to role transition.

3. After Cycle one a decision was made to implement more discrete tracking to better understand the specifics of referrals being made.

4. In the total number of disclosures 7 were associated to the affiliated campuses. Huron data will be added.

Graph 1: Referral sources 2018/2019



Tracking the number of disclosures received on campus remains difficult as there is not currently a centralized reporting mechanism to accurately capture the various areas on campus where students are disclosing. The number of disclosures reported through the Gender-based Violence & Survivor Support Case Manager is low compared to national rates of GBSV. The Gender-based Violence & Survivor Support Case Manager collects data on student classification in order to determine trends in student populations accessing formal support on campus. In Cycle 2 the data illustrates Domestic and Undergraduate students accessed the Gender-based Violence & Survivor Support Case Manager office at higher rates.

Section 3: Formal Complaints & Investigations

Formal reports of sexual violence have been tracked since the launch of Western's Sexual Violence Policy in January 2017. Such reports capture a range of experiences that can include any violence, physical or psychological, carried out through sexual means or by targeting sexuality, gender expression or identity. We recognize that formal reports of sexual violence through our office do not reflect the full scope or picture of students' experiences of sexual violence, as students may choose many avenues to seek support or follow-up after experiencing sexual violence. Since formal tracking began, Western has received 64 formal reports which have included the following categories of incidents as defined by the province of Ontario (See Table 2):

| Category of Incident | | Reporting Cycle | | |
|----------------------|---|--|--|--|
| | | Cycle i January 1, 2017 - April 30, 2017 | Cycle 1 May 1, 2017 - April 30, 2018 | Cycle 2 May 1, 2018 - April 30, 2019 |
| Sexual Assault | TOTAL | 7 | 12 | 24 |
| | Anonymous Complaints or No action Requested | 3 | 4 | 7 |
| | Educational Sanctions ⁵ | 1 | 15 | 15 |
| | Restrictions on Campus ⁶ | 3 | 6 | 10 |
| | Suspension | 0 | 0 | 1 |
| Sexual Harassment | TOTAL | 2 | 12 | 5 |
| | Anonymous Complaints or No action Requested | 2 | 1 | 0 |
| | Educational Sanctions | 0 | 8 | 3 |
| | Restrictions on Campus | 0 | 5 | 2 |
| | Suspension | 0 | 1 | 2 |
| Indecent Exposure | TOTAL | 0 | 1 | 1 |
| | Anonymous Complaints or No action Requested | 0 | 1 | 1 |
| | Educational Sanctions | 0 | 0 | 0 |
| | Restrictions on Campus | 0 | 0 | 0 |
| | Suspension | 0 | 0 | 0 |
| Sexual Exploitation | TOTAL | 0 | 0 | 0 |
| | Anonymous Complaints or No action Requested | 0 | 0 | 0 |
| | Educational Sanctions | 0 | 0 | 0 |
| | Restrictions on Campus | 0 | 0 | 0 |
| | Suspension | 0 | 0 | 0 |
| Cyber Harassment | TOTAL | 0 | 1 | 0 |
| | Anonymous Complaints or No action Requested | 0 | 1 | 0 |
| | Educational Sanctions | 0 | 0 | 0 |
| | Restrictions on Campus | 0 | 0 | 0 |
| | Suspension | 0 | 0 | 0 |

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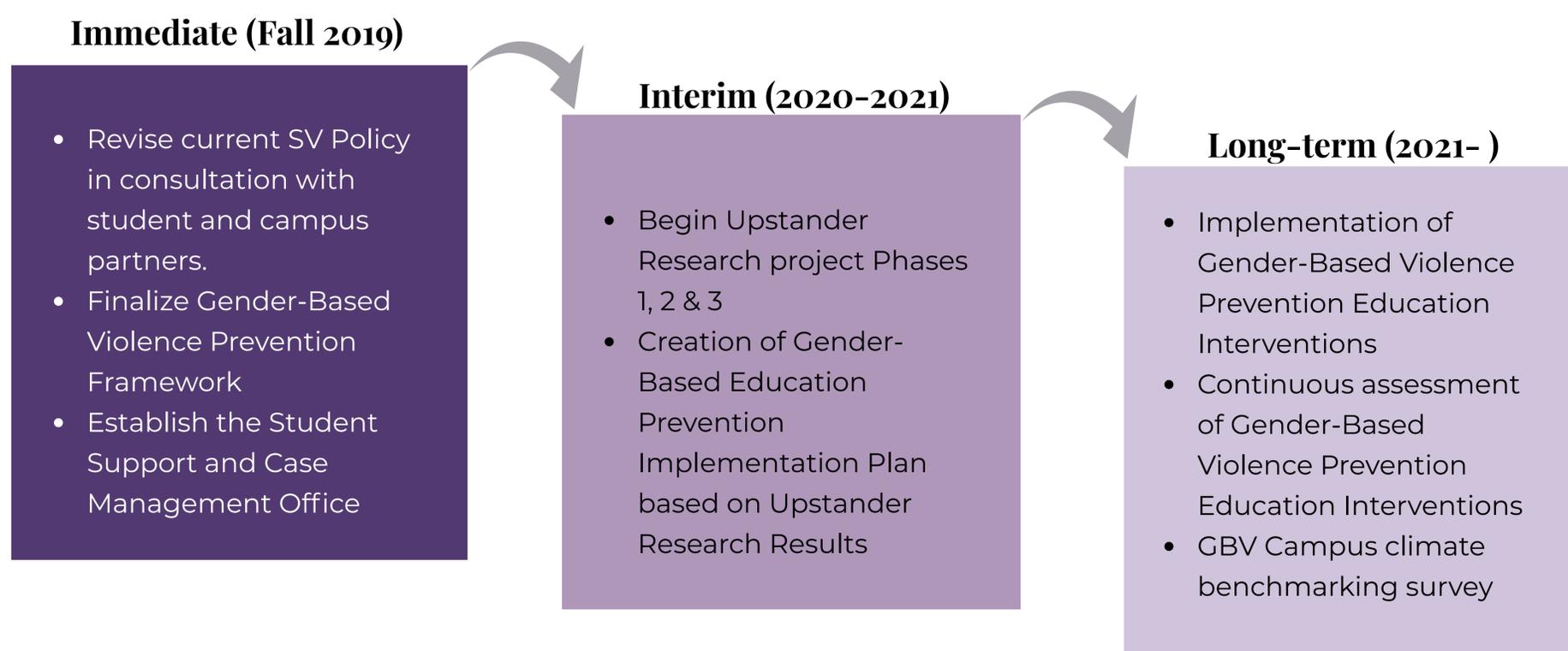
5. Anonymous Complaints are those in which the complainant does not want to participate or the respondent was unable to be identified and as such were unable to be actioned, complaints were always connected to resources.
6. Educational Sanctions could include: written apologies, educational seminars, reflection papers and awareness or education programming.
7. Outcomes noted above were reached through processes which may have included the respondent's agreement to enter into behaviour contracts (informal resolution) and formal processes which included fulsome investigation with imposed sanctions.
8. Complaints may result with multiple sanctions (i.e. Educational and Restrictions)
9. Data includes Affiliate Data (King's - 1, Brescia - 0, Huron - 4)

Western recognizes that these numbers are low in contrast to STATSCAN data, which reports 1 in 5 female students will experience sexual violence before they leave university or college. As well, the Department of Justice reports that 83% of sexual assaults go unreported to Police.

Section 4: Implementation & Evaluation

Over the last 24 months Western has invested resources into the creation of new GBSV programmes, and GBSV related staff positions, as well as the creation of an institutional GBSV framework. We anticipate we will be in the position to gather both evaluation and assessment data about these investments over the next 24-month period, that will allow us to understand how our current interventions and investments of resources are working to decrease GBSV in our campus community. Early indicators seem to suggest that we are on the right track in thinking about how we support students moving through GBSV policy and processes. Moving forward we recognize the need for more robust evaluations of all supports and accommodations we provide students under our approach to GBSV. As an institution, we recognize that the work of preventing GBSV is an ongoing and necessarily collaborative effort, that requires our campus ecosystem to work across scales to deliver: 1) consistent educational programming; 2) meaningful policies and procedures, as well as 3) innovative research and assessment in order to understand what impact our work is having on our campus community, and where we need to continue to focus our efforts.

Over the next two years, we commit to engaging in the following next steps:



There are just a few areas we will be directing our efforts to this academic year and beyond, with our campus partners. We look forward to continuing to improve the supports and resources available to students in order that they engage in brave conversations with our diverse community on and off campus, allowing them to thrive throughout their degree and after graduation.