

GENDER-BASED AND SEXUAL VIOLENCE

2022-2023 Annual Report

Western Board of Governors



April 28, 2023

Context

Under sub-section 17(7) and (7.1) of the *Ministry of Training, Colleges, and Universities Act* (RSO 1990, c M19), post-secondary institutions in Ontario are required to report to its board of governors on information relating to sexual violence on campus. This report must include statistics on supports requested, accessed, and obtained; a description of programs and initiatives to promote awareness of services available; statistics on incidents and complaints; and the implementation and effectiveness of enabling policies.

This report was compiled and drafted collectively by members of the Student Experience portfolio on behalf of the Vice-Provost (Students).

This report provides the annual update on gender-based and sexual violence response and prevention on campus between May 1, 2022 and April 30, 2023 (Cycle 6).

Prior reporting cycles were as follows:

Cycle 1: January 1, 2017 to April 30, 2018

Cycle 2: May 1, 2018 to April 30, 2019

Cycle 3: May 1, 2019 to April 30, 2020

Cycle 4: May 1, 2020 to April 30, 2021

Cycle 5: May 1, 2021 to April 30, 2022

Cycle 6: May 1, 2022 to April 30, 2023

This report is divided into four sections:

Section One: Prevention, Education, and Training

Section Two: Responsive Care

Section Three: Formal Complaints and Investigations

Section Four: Next Steps

Context

In October 2021, Western University President Alan Shepard established an internal Action Committee on Gender- Based and Sexual Violence (GBSV) to make recommendations aimed at changing the campus culture at Western following the disturbing allegations that began circulating on social media the weekend of September 10-11, 2021 that women students at Western had been drugged and sexually assaulted.

In parallel to the Action Committee, President Shepard also commissioned an independent review to identify policy gaps and/or procedural failures related to the weekend of September 10-11 and make recommendations to address them. This review was led by Prof. Nathalie Des Rosiers—who is a lawyer, legal scholar, and Principal of the University of Toronto’s Massey College—and Sonya Nigam, who is the Executive Coordinator for the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education.

Much of the GBSV response and prevention work this past reporting cycle was informed by reports submitted to President Shepard from the committee and reviewers, including the [Action Committee Report](#) (submitted April 5, 2022) and the [Independent Review Report](#) (submitted April 25, 2022).



Key Definitions

Complaint: The sharing of information concerning an act of Gender-Based and Sexual Violence by a Survivor with the intention of initiating a formal process identified in the [Policy on Gender-Based and Sexual Violence \(the “Policy”\)](#).

Disclosure: The sharing of information by a Survivor with a Member of the University Community concerning an incident of Gender-Based and Sexual Violence. A Disclosure may or may not be for the purpose of accessing supports, services and/or accommodations.

Gender-Based and Sexual Violence: Referred to as “GBSV”, any sexual act or act targeting a person’s sexuality, gender identity and gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person’s Consent, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, cyber harassment and sexual exploitation.

Gender-Based Violence Prevention Education Coordinator: Referred to as the “GBSV Educator,” is a staff member of the University who develops and facilitates violence prevention programming and training for the campus community and organizes events that bring awareness to GBSV prevention on campus.

Gender-Based Violence & Survivor Support Case Manager: Referred to as the “GBSV Case Manager,” is a staff member of the University who provides support to undergraduate and graduate students at the University, or its affiliates, who have been subjected to Gender-Based and Sexual Violence at any time in their life.

Senior Advisor, Gender-Based and Sexual Violence Response: Referred to as the “Senior Advisor GBSV” (formerly known as the “Gender-Based and Sexual Violence Response Coordinator”), is responsible for receiving, managing, and investigating complaints filed under the Policy.

Section One: Prevention, Education and Training

Program Summary

The goal of GBSV Prevention Education is to challenge a culture that normalizes and perpetuates GBSV. Our GBSV education is approached from an intersectional, sex-positive, evidence-informed, contextual and collaborative point of view. Through this work, the GBSV Educators are implementing the vision for everyone at Western to study, live, research and work free of fear, threat or experience of gender-based violence and to have the knowledge and skills to contribute to a culture shift. The GBSV Education Team grew this past year with the addition of two new GBSV Educators, in alignment with [Action Committee Report Recommendation 2.1](#), and piloted a Work Integrated Learning project engaging two students.

At the start of the school year, the GBSV Education Team undertook developing the following objectives for the upcoming academic year.

- Expand programming reach;
- Develop and implement ReSHAPE series;
- Enhance digital engagement;
- Review, update and continue module series;
- Continue to enhance research practices of GBSV education; and
- Support the development of the GBSV Education Team's two Work Integrated Learning Students

Overview of Multi-Phase Incoming Student Training

As discussed in the [2021-2022 annual report](#), Western developed mandatory, multi-phase prevention and education training to all first-year students living in residence.

In alignment with [Action Committee Report Recommendation 1.1](#) and [Independent Review Report Recommendations #1 and #7](#) the GBSV Educators, and a team of 42 facilitators, continued to provide educational training to incoming first-year students during the summer of 2022. This training was designed and delivered to ensure all Western students have foundational knowledge of consent, GBSV and Western's GBSV policies.

The training was divided into two modules: 1) GBSV Response and Prevention Training & 2) Undressing Consent.

Section One: Prevention, Education and Training

Module 1) GBSV Response and Prevention Training:

This online training was updated this year and completed by all incoming first-year students and upper-year student leaders. The training included GBSV, consent, rape culture on campus and Western's sexual violence policy.

Module 2) Undressing Consent:

A collaborative endeavor between Student Experience, Anova and CREVAWC. The training covered the spectrum of GBSV, how to practically navigate consent, challenging mainstream sexual scripts, recognizing the importance of pleasure and how to handle rejection. The training sessions, primarily for first-year students in residence and upper-year student leaders, were led by 42 facilitators.

Student Leaders:

Due to their increased responsibility on campus, student leaders such as Ivey OWLS, Sophs, Residence Advisors, were provided with additional training this year. The mandatory online training highlighted the content that first-year students would be learning, to ensure student leaders were aware of the baseline knowledge for the students they were supporting, in addition to bystander intervention information. These additions were based on feedback from last year from student leaders about the need for more practical and skills-based training, especially for their work during Orientation Week activities.

Upper-Year Student Education:

The GBSV Education team will pilot an asynchronous training module for upper-year students to continue and deepen their GBSV education. This content will be tested by student leaders in April 2023, with hopes for digitization and rollout in the summer months.



Section One: Prevention, Education and Training

ReShape Series

In response to feedback from previous years, the GBSV Educators revised the ReShape programming to a year-long series as opposed to a weeklong event. Each month different ReShape programming was offered to students to continue to expand conversations about more nuanced topics related to GBSV.

The following event descriptions were used to market the ReShape programming, and they demonstrate the breadth of topics covered.

First Semester:

- **Pleasure Principles with Farrah Khan:** This interactive workshop is a safer space for all gender and sexualities to think through pleasure and communication. Join awarding-winning consent educator Farrah Khan to explore ways to build a nourishing relationship with yourself and others. Prioritizing fun and pleasure over shame and fear, she will guide participants in expanding their current tools for sexual communication so that they can feel more comfortable asking, listening and responding with care.
- **Women Talking Advanced Screening:** Western is offering an advanced screening of *Women Talking*, a film based on the novel by Miriam Toews. In 2010, the women of an isolated religious community grapple with reconciling their reality with their faith. The screening of this important and exciting film will be followed by a Q&A with Director and Screenwriter Sarah Polley.
- **Sexy Sexual Health Trivia with Samantha Bitty:** A multimedia, playful, and highly interactive trivia game, developed and hosted by Toronto sexual health educator Samantha Bitty. The game uses humour and tact to promote healthy and fun conversations about safer sex, consent, pleasure, relationships, and communication; empowering participants to take care of their physical, emotional, and spiritual sexual health.



Section One: Prevention, Education and Training

Second Semester:

- **Stories Spark Change: An Evening with adrienne maree brown:** Join internationally renowned writer, activist, musician, and facilitator adrienne maree brown for an in-depth conversation on joy, pleasure, and healing. This virtual event will also feature student poetry and artwork.
- **Sexual Wellness Fair:** The Gender-Based and Sexual Violence Education team is hosting a Sexual Wellness Fair. Lots of great campus and community partners will be there sharing information on sexual health and wellness. The Health and Wellness Clinic will be offering HPV vaccinations for those eligible* and free STI testing. There will be games to play, prizes to win and lots of pleasurable information to learn.
- **Restorative Justice for Sexual Harm with Marlee Liss:** In 2019, Marlee's sexual assault case became the first in North America to conclude with restorative justice through the courts. Marlee takes a vulnerable and educational approach to talking about this alternative to the punitive system. The focus throughout the program is to inspire folks to create a vision of justice that is synonymous with healing through informative storytelling. In an environment rooted in hope and empowerment, listeners learn about this justice pathway that breaks cycles of harm and ignites cycles of healing.

In addition to these events, the GBSV Education Team also created a "Pleasure Series", comprised of five short educational videos for Instagram discussing what is pleasure, who has access to pleasure, why is pleasure important, why might we feel guilty about pleasure and how can pleasure be protective. A fun promotional video highlighting that pleasure is personal, powerful, and protective was also created and shared via Instagram.



Section One: Prevention, Education and Training

Outreach & Programming

Outreach to campus and community partners was conducted to expand the reach of GBSV prevention education and initiatives on campus, collaborate on programming planning and development, and support prevention events and conferences.

Outreach and engagement included the following:

- **Community Connections:** This was an optional, intensive experience on campus where students were grouped with other students in their faculty/program. This on-campus experience allowed for connections and friendships to be formed which students could continue to draw on throughout their first year. Undressing Consent was presented to incoming students via the Community Connections program. Additional education on wellness and equity services on campus was also provided to students attending this program.
- **We Believe You Day Event:** The GBSV Education Team had a booth in the UCC where students were encouraged to demonstrate their allyship and support for survivors by writing messages of hope, healing and love on our 'We Believe You' board. Students could also spin the wheel and answer a question about allyship or GBSV for the chance to win prizes.
- **Wellness Fairs:** Western offers a variety of Wellness Fairs across campus throughout the academic year to raise-awareness about the supports available to students surrounding different areas of Wellness. The GBSV Education Team was present at these fairs to educate students on campus services and supports related to GBSV, answer questions and promote sex positive consent practices through fun and engaging games and prizes.
- **GBSV Education & Support Information Sessions:** The GBSV Education Team will often receive requests from faculty members or different clubs on campus who would like to know more information about what our team offers to students. In response to these requests, the team offers information sessions to ensure students are aware of the resource and supports available. Over the course of the academic year, 13 information sessions were offered.
- **Fanshawe Collaboration (Yoga & Wen-Do):** Fanshawe College has a long-standing partnership with Western in our efforts to address GBSV. The GBSV Education Team, in collaboration with Fanshawe, offered students Wen-Do (feminist self-defense) classes and yoga classes to provide students with the opportunity to connect with other students from a different campus to broaden their social/support system.
- **Man|Made:** This is an exciting five-session discussion group program, facilitated by Anova, designed for men to help them find their voice and use it to create change for themselves and their community. This programming provided an opportunity for respondents to think more about their own relationship with toxic masculinity and gender-based and sexual violence. The GBSV Education Team will continue to offer Man|Made, in alignment with [Independent Review Report Recommendation #4](#).

Section One: Prevention, Education and Training

Training Sessions

The GBSV Educators offered customized training sessions to meet the needs of students, staff and faculty who were looking to further their knowledge on GBSV-related topics.

Some of these training sessions were as follows:

- **Academic Courses:** Faculty members invited the GBSV Education Team to provide guest lectures in their courses on research related to GBSV, sex positivity, sexual rejection and the importance of embodiment as a tool of protection.
- **Fraternities & Sororities:** The GBSV Education team was invited to speak to two Chapters of the Interfraternity Council to discuss 'GBSV and the Greek System', and with one Chapter of the Panhellenic Council to discuss 'Experiencing Pleasure as a form of Protection', in alignment with [Action Committee Report Recommendations #1.1 and 3.6](#), and [Independent Review Report Recommendation #17](#).
- **Graduate Students:** The dual role of graduate students as both students and teaching assistant or instructor requires nuanced conversations about power dynamics, how to respond to disclosures and how to safely integrate GBSV content into tutorials.
- **Professional Students:** Specialized training for professional programs was developed to offer education on diverse topics such as handling disclosures as medical professionals to students at Schulich, how to integrate age appropriate GBSV content into primary/high school student with the Faculty of Education, navigating consent rituals with Ivey student leaders and navigating consent/ power dynamics as campus trainers with Kinesiology students.
- **Staff:** Members of the Facilities Management senior leadership team reached out to the GBSV Education Team to engage their staff on the connection between gender, menstrual equity and washrooms in the lead-up to Western's free distribution of menstrual products in all washrooms on campus.
- **Student Groups:** Student groups associated with Student Experience and other campus partners received training on GBSV, including the Mustang Athletes Student Council, Science Student Council, Learn to Lead student leaders, international students, Global Health Systems interns and Western Heads East Interns.
- **Upstander Intervention:** This training allows participants to learn about the impacts of GBSV and learn how to safely apply Upstander intervention skills to intervene in situations of GBSV.

Section One: Prevention, Education and Training

Table 1: Digital Engagement: All Social Media Platforms

The GBSV Education Team has utilized Instagram, Facebook and Twitter to engage students in conversations about GBSV and promote training opportunities/events. Many of these social media campaigns were implemented in and around the timing of large-scale events such as Homecoming Weekend, Halloween, and St. Patrick's Day, in alignment with [Independent Review Report Recommendation #7](#).

	Reach (how many people saw the post)	Engagements (likes, shares, comments)
September	31,924	114
October	9,086	464
November	60,487	1,313
December	5,920	281
January	5,539	86
February	59,800	1,666
March	12,690	279
April*	20,215	717
Total	205,661	4,920

April statistics missing the last few days of the month's data



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Section One: Prevention, Education and Training

Table 2: Education Engagement Statistics

	Engagement
Multi-Phase Incoming Student Training	
Module #1: GBSV Response and Prevention Training	8,000
Module #2: Undressing Consent	9,502
Total:	17,502
ReSHAPE Series	
November: Pleasure Principles with Farrah Khan	37
November: Sexy Sexual Health Trivia with Samantha Bitty	65
November: Women Talking Advanced Screening	350
January: Stories Spark Change: An Evening with adrienne maree brown	178
February: Sexual Wellness Fair	300
February: Pleasure Series	597
March: Restorative Justice for Sexual Harm with Marlee Liss	65
Total:	1,592
Outreach & Programming	
Community Connections	725
We Believe You Day	85
Wellness Fairs	475
GBSV Education & Support Information Sessions	870
Man Made	8
Fanshawe Collaboration (Wendo & Yoga)	18
Total:	2,181
Training Sessions	
Academic Courses	124
Fraternities & Sororities	140
Graduate Students	28
Professional Students (i.e. Schulich, Faculty of Education/Kinesiology, Ivey)	517
Staff	45
Student Groups	179
Upstander Intervention	412
Total:	1,445
Grand Total:	22,720

In addition to the programs led by the GBSV Education Team, the GBSV Case Manager conducted interactive, scenario-based training sessions with Housing staff and student leaders in August and September of 2022. This training is organized annually by Housing in advance of Orientation Week and reviews the disclosure protocol as well as trauma-informed approaches to receiving disclosures and information about GBSV, in alignment with [Independent Review Report Recommendation #5](#).

Section Two: Responsive Care

In alignment with [Action Committee Report Recommendation 2.1](#), Western hired a second GBSV Case Manager on a full-time, permanent basis, who started in the role on July 4, 2022.

Disclosures

The total number of disclosure forms received by the GBSV Case Manager was 173, slightly higher than the number of forms received in the 2021-2022 reporting period (164). The total number of disclosure forms in both years were significantly higher than in previous reporting periods. Western University's disclosure reporting protocol, which was implemented in May 2020, has been consistently communicated across the campus community through training and education. This has likely resulted in an increased number of disclosure forms received from Western staff, faculty members and student leaders. The GBSV Case Manager also provided tailored training to Housing staff and student leaders, regarding how to compassionately support survivors following disclosure. Equipping these leaders with skills to receive disclosures may have encouraged conversations between students and student leaders regarding GBSV. The allegations of GBSV in September 2021 may have also continued to contribute to an increase in disclosures of GBSV for this reporting cycle.

Disclosures included historical incidents of GBSV (i.e., childhood abuse, past intimate partner violence) and recent incidents (i.e., those which have occurred within the prior three months). Disclosures consisted of incidents of gender-based sexual violence that have occurred both on campus and off campus, with a significant number of incidents involving alcohol use by both survivor and perpetrator. Therefore, alcohol-related GBSV continues to be an issue requiring specific attention for our campus community.

As previously noted in the "Definitions" section of this report, a disclosure is distinct from a complaint (discussed in the next section). Survivors are not required to file a complaint in order to seek supports listed in the disclosure form, but may choose to do so. The GBSV Case Manager does not track whether Survivors have filed a complaint under the Policy.



Section Two: Responsive Care

Table 3: Five-Year Reporting

Table 3.1: Disclosure Forms

		Cycle 1 Jan 1, 2017 – April 30, 2018	Cycle 2 May 1, 2018 – April 30, 2019	Cycle 3 May 1, 2019 – April 30, 2020	Cycle 4 May 1, 2020 – April 30, 2021	Cycle 5 May 1, 2021 – April 30, 2022	Cycle 6 May 1, 2022 – April 30, 2023
Total Disclosure Forms					74	164	173

1. Data was not consistently tracked during Cycles 1 and 2.
2. Cycle 4 was the beginning of formally tracking de-identified disclosure forms.

Table 3.2: Disclosure Made to Affiliate Campus Resources

		Cycle 1 Jan 1, 2017 – April 30, 2018	Cycle 2 May 1, 2018 – April 30, 2019	Cycle 3 May 1, 2019 – April 30, 2020	Cycle 4 May 1, 2020 – April 30, 2021	Cycle 5 May 1, 2021 – April 30, 2022	Cycle 6 May 1, 2022 – April 30, 2023
Disclosure made to Affiliate Campus Resources	Brescia	0	3	3	18	16	0
	King's	4	4	8	4	28	37
	Huron	0	4	3	4	22	21



Section Two: Responsive Care

Referrals

In the 2022-2023 academic year, the GBSV Case Manager received 182 referrals. Referrals, otherwise known as direct contact with the GBSV Case Manager for the purposes of connecting a Survivor to support, are distinct from disclosure forms. In some cases, a single Survivor may be connected to the GBSV Case Manager through multiple referrals and disclosure forms. Since some referrals and disclosures are made without any identifying information regarding the Survivor, it is likely that there is overlap between the number of referrals and number of disclosures received. In other words, the number of referrals does not necessarily represent the number of unique students referred to the GBSV Case Manager. Moreover, it is up to the individual Survivor to decide to connect with supports, including the GBSV Case Manager. Not every Survivor referred through a disclosure form or referral ultimately chooses to meet with the GBSV Case Manager. Referrals came from three sources: campus partners (i.e., staff, faculty members, student leaders), community partners (i.e., therapists, physicians, hospital social work, parents and guardians, institutional partners), and survivor self-referrals. These referrals resulted in 101 scheduled meetings with the GBSV Case Manager.

Table 3.3: New Referrals & Referral Sources

		Cycle 1 Jan 1, 2017 – April 30, 2018	Cycle 2 May 1, 2018 – April 30, 2019	Cycle 3 May 1, 2019 – April 30, 2020	Cycle 4 May 1, 2020 – April 30, 2021	Cycle 5 May 1, 2021 – April 30, 2022	Cycle 6 May 1, 2022 – April 30, 2023
Total New Referrals				139	141	321	182
Referral Source	Campus Partner	0	73	65	47	229	94
	Community Partner	0	11	21	11	16	7
	Self-referral	0	38	32	18	76	81

A large source of referrals came from the survivors themselves, indicating an increased knowledge of our services. All GBSV training for incoming students, and ongoing GBSV training conducted by the GBSV Education Team, includes information about the GBSV Case Manager, which has been successful for students to know how to access services. A continued area for growth for affiliate partners is to promote information regarding the GBSV disclosure and referral process at their respective campus. Ensuring disclosure and referral processes are cohesive across campus partners is important to ensuring data is representative of rates of GBSV occurring across our partnered institutions.

Section Two: Responsive Care

Table 3.4: Student Classification

		Cycle 1 Jan 1, 2017 – April 30, 2018	Cycle 2 May 1, 2018 – April 30, 2019	Cycle 3 May 1, 2019 – April 30, 2020	Cycle 4 May 1, 2020 – April 30, 2021	Cycle 5 May 1, 2021 – April 30, 2022	Cycle 6 May 1, 2022 – April 30, 2023
Unique Students Who Accessed Services		90	122	118	76	151	117
Student Classification	Domestic	0	114	111	67	137	92
	International	0	8	7	9	14	25
	Undergraduate	0	112	101	62	126	89
	Graduate	0	10	17	14	25	28
Academic Year	1st Year	0	32	33	19	47	28
	2nd Year	0	45	23	22	32	19
	3rd Year	0	19	26	13	23	22
	4th year	0	16	19	8	24	20
	Graduate Student	0	10	17	14	25	28
Registration of Student	Main Campus	0	97	107	68	144	107
	Affiliate Campus	0	25	11	8	7	10

3. Starting in Cycle 3, the decision was made to implement discrete tracking to better understand the specifics of referrals being made.

4. In Cycle 3, the number of referrals received and the number of unique students seen was tracked in anticipation of the Notification of Disclosures policy being implemented in Cycle 4.



Section Three: Formal Complaints & Investigations

Formal complaints of GBSV have been tracked since the implementation of Western's Policy on Sexual Violence (MAPP 1.52, as it then was) in January 2017. Such complaints capture a range of experiences, including violence (physical or psychological), carried out both in person and online. The definition of "sexual violence" was expanded to include "gender-based violence" in the [Policy on Gender-Based and Sexual Violence](#), effective May 1, 2020. This expanded definition was intended to clearly capture conduct that targets sexuality, gender expression, and/or gender identity.

It is important to note that formal complaints filed under the Policy do not reflect the full scope of the Western community's experiences with GBSV, as many students may seek recourse and support through other avenues or may simply choose not to file a complaint.

Of the 34 complaints received in the 2022-2023 reporting period, 18 complainants either made complaints anonymously with insufficient information for follow-up, or made the personal decision not to proceed with the resolution of their complaint under the Policy. Of those 34 complaints, 12 proceeded to investigation, and four complaints were resolved via informal resolution.

The decision to proceed with the complaint process is deeply personal, and at times, challenging. Anecdotally, potential complainants have described that there are many factors to consider, including the emotional labour requirement, time investment, uncertainty of outcome, fear of social consequences or retaliation, and timing in one's academic career. The Policy leaves this decision entirely up to the complainant, and does not require any explanation or justification for withdrawal from the complaint process, in alignment with trauma-informed principles and practices.

Similar to previous reporting periods, there continues to be a number of complaints in which consent is withdrawn partway through a sexual encounter. The University recognizes the fluid nature of consent, as reflected in the Policy definitions of "consent" and "gender-based and sexual violence". It is also important to note that the incident types (reflected in Table 5, below) are broad categories each capturing a wide range of behaviour. For example, "Sexual Assault" could encompass behaviour ranging from unwanted sexual touching to penetrative sexual assault.

Section Three: Formal Complaints & Investigations

Table 4: Number of Complaints Received

	2021-2022 Reporting Period	2022-2023 Reporting Period
Complaints received by Main Campus	39	34
Complaints received by Brescia University College	2	0
Complaints received by King's University College	5	3
Complaints received by Huron University College	1	5

There was an increase in complaints involving cyber harassment during the 2022-2023 reporting period (alleged in five complaints). There continues to be a trend of unwanted and persistent contact, characterized as sexual harassment (alleged in 13 complaints).

The number of formal complaints during this reporting period (34) decreased slightly as compared to the previous year (39). The widespread media coverage on sexual violence at Western following the alleged events of September 2021 may have contributed to the increased number of complaints in the 2021-22 reporting period. Less media coverage around sexual violence during this reporting period may have contributed to a decrease in complaints filed. However, the total number of complaints received during this reporting period was still higher than it was in previous years (18 complaints in the 2020-2021 academic year and 15 complaints in the 2019-2020 academic year).

This may be attributable to continually increasing knowledge of the newer complaints process among students in the years following the implementation of the current version of the Policy in May 2020. The dip in number of complaints in 2019-2020 and 2020-2021 also correlates with the COVID-19 pandemic, during which Western University suspended many of its in-person activities and held classes online. These restrictions greatly reduced students' opportunities to interact, and therefore may also have reduced certain risk factors for gender-based and sexual violence.

Section Three: Formal Complaints & Investigations

Table 5: GBSV Complaints by Incident Type (as classified in the reporting form)

Category of Incident	Cycle 1 May 1, 2017 – April 30, 2018	Cycle 2 May 1, 2018 – April 30, 2019	Cycle 3 May 1, 2019 – April 30, 2020	Cycle 4 May 1, 2020 – April 30, 2021	Cycle 5 May 1, 2021 – April 30, 2022	Cycle 6 May 1, 2022 – April 30, 2023
Sexual Assault	12	21	13	16	29	23
Sexual Harassment	12	7	11	4	19	13
Indecent Exposure	1	1	3	1	2	4
Sexual Exploitation	0	0	2	2	2	3
Cyber Harassment	1	1	2	0	3	5
Voyeurism	N/A	N/A	N/A	N/A	N/A	1
Stalking	N/A	N/A	N/A	N/A	N/A	5
Domestic Violence	N/A	N/A	N/A	N/A	N/A	1

5. Note that a single complaint may involve allegations falling into multiple categories of incident type.

6. Categories of Voyeurism, Stalking, and Domestic Violence were added and tracked beginning in the 2022-2023 reporting period.



Section Three: Formal Complaints & Investigations

Table 6: Sanctions Imposed in GBSV Complaints by Incident Type

Category of Incident	Sanction Type	Cycle 1 May 1, 2017 – April 30, 2018	Cycle 2 May 1, 2018 – April 30, 2019	Cycle 3 May 1, 2019 – April 30, 2020	Cycle 4 May 1, 2020 – April 30, 2021	Cycle 5 May 1, 2021 – April 30, 2022	Cycle 6 May 1, 2022 – April 30, 2023
Sexual Assault	Anonymous Complaints	4	7	9	5	16	11
	Educational Sanctions	15	15	0	6	9	5
	Restrictions on Campus	6	10	3	4	8	5
	Suspension	0	1	1	4	2	1
	Expulsion	0	0	0	0	1	2
	Informal Resolution	N/A	N/A	N/A	1	1	1
Sexual Harassment	Anonymous Complaints	1	0	4	1	3	5
	Educational Sanctions	8	3	5	0	5	6
	Restrictions on Campus	5	2	2	0	4	6
	Suspension	1	2	0	0	0	1
	Informal Resolution	N/A	N/A	N/A	1	1	3
Indecent Exposure	Anonymous Complaints	1	1	3	0	1	4
	Educational Sanctions	0	0	0	1	0	1
	Restrictions on Campus	0	0	0	1	0	1
	Suspension	0	0	0	0	0	0
	Informal Resolution	N/A	N/A	N/A	1	0	0
Sexual Exploitation	Anonymous Complaints	0	0	1	1	2	2
	Educational Sanctions	0	0	0	1	N/A	1
	Restrictions on Campus	0	0	1	1	N/A	1
	Suspension	0	0	0	1	N/A	1
	Informal Resolution	N/A	N/A	N/A	0	N/A	0
Cyber Harassment	Anonymous Complaints	1	1	1	0	3	4
	Educational Sanctions	0	0	0	2	N/A	1
	Restrictions on Campus	0	0	1	2	N/A	1
	Suspension	0	0	0	1	N/A	1
	Informal Resolution	N/A	N/A	N/A	0	N/A	0

Section Three: Formal Complaints & Investigations

Voyeurism	Anonymous Complaints	N/A	N/A	N/A	N/A	N/A	1
	Educational Sanctions	N/A	N/A	N/A	N/A	N/A	0
	Restrictions on Campus	N/A	N/A	N/A	N/A	N/A	0
	Suspension	N/A	N/A	N/A	N/A	N/A	0
	Informal Resolution	N/A	N/A	N/A	N/A	N/A	0
Stalking	Anonymous Complaints	N/A	N/A	N/A	N/A	N/A	4
	Educational Sanctions	N/A	N/A	N/A	N/A	N/A	1
	Restrictions on Campus	N/A	N/A	N/A	N/A	N/A	1
	Suspension					N/A	0
	Informal Resolution	N/A	N/A	N/A	N/A	N/A	0
Domestic Violence	Anonymous Complaints	N/A	N/A	N/A	N/A	N/A	1
	Educational Sanctions	N/A	N/A	N/A	N/A	N/A	0
	Restrictions on Campus	N/A	N/A	N/A	N/A	N/A	0
	Suspension	N/A	N/A	N/A	N/A	N/A	0
	Informal Resolution	N/A	N/A	N/A	N/A	N/A	0

7. "Anonymous Complaints" are those in which the complainant does not wish to move forward with a complaint process, or where the alleged respondent was unable to be identified. This also includes situations where a respondent may be identified through a third party, but the survivor chooses no action to be taken.

8. Sanctions above were imposed after a finding that GBSV occurred. This chart does not reflect complaints that were investigated but no finding of GBSV was made.

9. Some complaints submitted during the 2022-2023 reporting year were still under investigation at the time of the report, and therefore they are not captured in the totals above.

10. A single complaint may be subject to multiple types of sanctions imposed (i.e., a Respondent may be both suspended and required to attend education).

11. Educational sanctions include, but are not limited to: written apologies, educational seminars, reflection papers, counselling, and/or awareness and education programming.

12. Informal resolution may include some form of agreed-upon outcome between the parties, such as participation in educational programs and/or leadership or location restrictions on campus

13. "N/A" indicates either an informal resolution was not available at the time, or there were no sanctions imposed involving the category of incident.



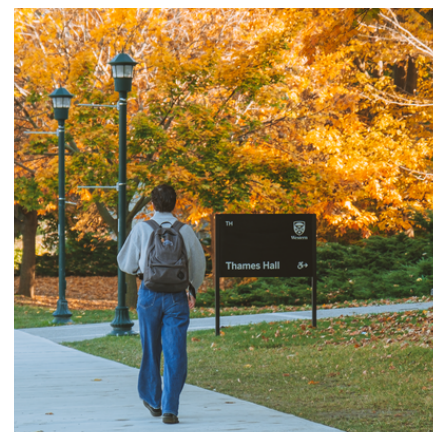
Section Three: Formal Complaints & Investigations

Investigations

Of the 34 complaints received this year, 12 complaints proceeded to a fact-finding investigation. Under the Policy, all investigations are to be conducted by an experienced investigator with training in trauma-informed interview techniques. The investigator is tasked with determining, on a balance of probabilities, whether the complaint was substantiated. At the end of the investigation, the investigator summarizes the evidence and their findings of fact in a report, provided to the Vice-Provost (Students). The Vice-Provost (Students) reviews the report and determines whether there was a Policy violation, and if so, which sanction(s) would be proportionate in the circumstances. Either party may appeal the finding under the Policy and/or the sanctions imposed, should they meet the limited grounds of appeal set out in the Policy.

The Senior Advisor, GBSV conducted three internal investigations, while nine complaints were referred to an external investigator. The decision to refer complaints to an external investigator is made in consultation with Western's Legal Counsel and the Vice-Provost (Students). Multiple factors are considered in this decision, including the complexity of the complaint, whether there are substantive issues of relative power or vulnerability between the parties, the number of complaints against an individual, the number of respondents in a matter, and the seriousness of the allegations.

The average time to resolve a complaint process, from intake to conclusion of appeal, increases with more complex investigations and/or more serious complaints. Factors that contribute to a lengthier process include the use of external investigators, parties retaining/consulting with their own legal counsel, parallel criminal/civil law proceedings and lengthy appeal proceedings. Many of these extraneous factors are outside of the University's control. The University must balance timeliness alongside procedural fairness, which may sometimes have the unintended consequence of lengthening the complaint process. All parties to an investigation are referred to supports and resources, both on and off campus, at the outset of the complaints process and are encouraged to seek supports when experiencing distress or discomfort during the process.



Section Three: Formal Complaints & Investigations

Informal Resolution

As was identified in the 2020-2021 academic year, there was a need for transparent and fulsome pathways for informal resolution at Western University. Since that time, Student Experience has been developing an informal resolution program based on practices used by multiple institutions across North America. This has included the review and incorporation of restorative justice principles. The Senior Advisor, GBSV offers informal resolution where appropriate to complainants during the initial intake phase of the complaints process, and successfully resolved four complaints via informal resolution during this reporting period. As described in the Policy, a successful informal resolution requires the participation of both parties in the process. Further, the presence of certain factors, such as complexity, power imbalance, and/or multiple complainants, may render an informal resolution impossible or inappropriate.

Anecdotally, complainants interested in an informal resolution of their complaint have been drawn to the non-adversarial nature of the informal resolution process, quicker resolution time, as well as the opportunity for survivor-directed learning and reflection on the part of the respondent.

The informal resolution provision of the Procedure will be updated to reflect the above, as part of the 2023 Policy review (which occurs every three years, as mandated by the *Ministry of Training, Colleges, and Universities Act*).

Respondent Rehabilitation and Support

The Office of Student Support & Case Management has been providing support to respondents on a free and confidential basis through its Student Support Case Managers (SSCM). Case Managers help respondents navigate University resources such as academic counselling, mental health counselling, housing and financial aid.

For the past two reporting periods, SSCM has also piloted fully funded external counselling options for respondents as part of a sanction or on a voluntary basis. During this reporting period, SSCM referred one student respondent to a community-based counsellor who specializes in working with people who have committed sexual violence/harm. Respondents have vocalized their appreciation for the private and flexible nature of this program. Student Experience will again include this request for funding as part of its Women's Safety Grant proposal for the 2022-2023 academic year.



Section Four: Next Steps

Tracy Isaacs, a professor in the Department of Philosophy, was appointed Special Advisor to the Provost on Gender-Based and Sexual Violence in January 2023. As part of this two-year appointment, Isaacs will chair an Advisory Committee whose task is to review and advise on the implementation of the Action Committee Report and the Independent Review recommendations.

As outlined above, a number of those recommendations have already been implemented, or are in the process of being implemented, as of the date of this report. Student Experience shall continue its GBSV work on campus in conjunction with Isaacs' work as Special Advisor, as Student Experience will be integral in the implementation of some recommendations.

Highlights

- Hired and onboarded two new Gender-Based Violence Prevention Education Coordinators, in alignment with [Action Committee Report Recommendation 2.1](#).
- Hired and onboarded an additional Gender-Based Violence Survivor Support Case Manager in alignment with [Action Committee Report Recommendation 2.1](#).
- Created and implemented multi-phase, mandatory GBSV training for incoming first students and student leaders, in alignment with [Action Committee Report Recommendation 1.1](#) and [Independent Review Report Recommendations #1 and 7](#).
- Conducted GBSV-related trainings to 3 local chapters of the Intra-fraternity Council and the Pan-Hellenic council, in alignment with [Action Committee Report Recommendations 1.1 and 3.6](#), and [Independent Review Report Recommendation #17](#).
- Developed and implemented targeted training for professional students on campus working in quasi-clinical settings.
- Created innovative social media campaigns that engaged large numbers of students on GBSV issues in a fun and accessible way, in alignment with [Independent Review Report Recommendation #7](#).
- Participated in the review and revision of [MAPP 1.52 Policy on Gender-Based and Sexual Violence](#) as required by the *Ministry of Training, Colleges, and Universities Act*, taking into consideration student and campus stakeholder feedback collected through the Action Committee and the Independent Review.
- Continued to offer and facilitate informal resolution of complaints under the Policy on Gender-Based and Sexual Violence, informed by restorative justice principles. Incorporated best practices and feedback from past informal resolution processes into the revised Policy.
- Invited leading expert Dr. Lori Haskell to conduct training on the neuro-biology of trauma to members of the University community who are likely to receive disclosures or complaints of sexual violence.

Section Four: Next Steps

Goals for the Upcoming Academic Year

- Continue to support Special Advisor Dr. Tracy Isaacs in reviewing and implementing the Action Committee Report recommendations.
- Continue to support departments and partners on campus in reviewing and implementing Independent Review Report Recommendations.
- Revisit and revise GBSV education framework, assessment and pedagogy, in alignment with [Independent Review Report Recommendation #6](#).
- Organize training on EDID principles and GBSV to be delivered to members of the University community who are likely to receive disclosures or complaints of sexual violence.
- Increase education around the role of alcohol and other substances in navigating sex, consent, and GBSV, in alignment with [Independent Review Report Recommendation #16](#).
- Increase collaboration between GBSV Education Team and GBSV Case Manager to offer educational programming to survivors through a psycho-educational community group and the development of resources for (re)connecting with intimacy whether solo or with a partner.
- Increase collaboration with campus partners to reach different groups of students and highlight the connection between GBSV and other topics/services on campus such as Western Sustainability, Office of Equity, Diversity & Inclusion and Accessible Education.
- Increase staff engagement during the summer months through a series of Lunch & Learn educational sessions.
- Continue to develop the multi-phase GBSV training for upper-year students to ensure continual education for students across their academic career, in alignment with [Action Committee Report Recommendation 1.1](#) and [Independent Review Recommendation #3](#).
- Collaborate with campus partners to develop GBSV training for Western employees, in alignment with [Action Committee Report Recommendation 1.2](#) and [Independent Review Report Recommendation #1](#).
- Develop and publish a simplified, visual depiction of the formal complaints process to increase transparency and accessibility, in alignment with [Action Committee Report Recommendation 3.5](#) and [Independent Review Report Recommendation #2](#).
- Publish and distribute a Frequently Asked Questions page addressing common questions about the formal complaints process to increase transparency and accessibility, in alignment with [Action Committee Report Recommendation 3.5](#) and [Independent Review Report Recommendation #2](#).
- Continue to develop and investigate respondent support and education pathways.

