

Gender-Based & Sexual Violence

2023-2024 Board Report

Section One: Prevention, Education & Training

As has been done for the past two years, the GBSV Prevention Education Team continued to offer the suite of trainings for our incoming first years, now titled ‘Mustangs for Consent’. This national precedent setting program provided over 2.5hrs of asynchronous and small group skills-based training to over 5600 first year students prior to their arrival on campus. The team also provided a variety of trainings for targeted upper year populations.

Amongst the monthly events organized to showcase various elements of GBSV prevention, there were two culture setting events run by the team that are worthy of showcasing. For the second year in a row, the team hosted the Sexual Wellness Fair in February 2024 as a space for students to gain valuable information and resources regarding their sexual health, consent, and safer sex practices. Over 400 students attended the event with educational games, free sexual health products, and campus and community partners.

Art therapy can offer a unique opportunity for survivors of sexual violence to work on their healing through the process of creating art. This year, the GBSV Prevention Education Team offered 125 art kits to undergraduate and graduate students at Western to encourage healing across our student population.

The team took Q4 to undertake a redesign of our trainings and our approach, now having in place a scaffolded learning plan with specific tailored training programs for our athletes, student leaders, experiential learners, graduate students, international placements and respondents.

Incoming First Year Students	Part A e-learning asynchronous (required for all incoming students)	8539 students
	Part B Zoom live small group sessions (required for all students living in residence) <ul style="list-style-type: none">- 91% agreed it was a valuable learning experience- 98% agreed that it met the learning objectives stated	5683 students (97% completion rate)
Student Leaders	Sophs, Dons, Peer Guides etc.	1149 students
All Trainings	All other populations (e.g. professional programs, international experiential learners)	1227 students
Outreach	Events, Information Sessions, Booths	1941 students

Section Two: Responsive Care

Referrals received by the Gender-Based Violence & Survivor Support Case Managers included both historical incidents and recent incidents of gender-based violence. There was also representation among survivors who experienced both historical and recent incidents of gender-based violence. Trends identified this academic year by Survivor Support Case Managers included an increase in cases of stalking and harassment. These incidents involved survivors experiencing harassment and stalking by ex-partners, acquaintances, and peers. The Survivor Support Case Managers also noted increased rates of students seeking support related to intimate partner violence. Comparable to last academic year, referrals continue to include alcohol and drug facilitated sexual assaults.

Survivor Support Case Managers recognize that survivors access support and heal in different ways. In addition to direct support meetings, the Survivor Support Case Managers also piloted a survivor workshop series this past academic year in collaboration with the GBSV Education Team. The workshop series included psychoeducation topics such as the impacts of trauma, the importance of self-compassion, and navigating intimacy with others. The Survivor Support Case Managers continued their partnership with Fanshawe College and offered Trauma Informed Yoga sessions.

Survivor Support Case Managers provided 245 advocacy letters to survivors this past academic year. Additionally, the Survivor Support Case Managers provided training to 1,125 employees and student leaders on the Disclosure Protocol during this academic year.

Referrals

In the 2023-2024 academic year, the Survivor Support Case Managers received 180 referrals. These referrals resulted in 122 student survivors scheduling initial meetings with the Survivor Support Case Managers. Additionally, 162 disclosure forms were submitted this academic year in accordance with Western’s Notification of Disclosure Protocol. In addition to new referrals, the Survivor Support Case Managers also provided support to 104 students who were still connected from past academic years. In total, Survivor Support Case Managers provided 354 support meetings within this reporting period.

Table 1: Disclosure Forms

	Cycle 1	Cycle 2	Cycle 3	Cycle 4	Cycle 5	Cycle 6	Cycle 7
	Jan 1, 2017 – April 30, 2018	May 1, 2018 – April 30, 2019	May 1, 2019 – April 30, 2020	May 1, 2020 – April 30, 2021	May 1, 2021 – April 30, 2022	May 1, 2022 – April 30, 2023	May 1 2023- April 30, 2024
Total Disclosure Forms	No data available	No data available	No data available	74	164	173	162

Table: 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	Cycle 7 May 1, 2023- April 30, 2024
New Students Who Accessed Services		90	122	118	76	151	117	122
Student Classification	Domestic	0	114	111	67	137	92	106
	International	0	8	7	9	14	25	16
	Undergraduate	0	112	101	62	126	89	98
	Graduate	0	10	17	14	25	28	24
Academic Year	1 st Year	0	32	33	19	47	28	36
	2 nd Year	0	45	23	22	32	19	24
	3 rd Year	0	19	26	13	23	22	23
	4 th Year	0	16	19	8	24	20	15
	Graduate Student	0	10	17	14	25	28	24
Registration of Student	Main Campus	0	97	107	68	144	107	108
	Affiliate Campus	0	25	11	8	7	10	14

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 were tracked in anticipation of the Notification of Disclosures policy being implemented in Cycle 4.

Section Three: Formal Complaints & Investigations

Formal Complaints

Of the 28 complaints received in the 2023-2024 reporting period, 10 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 28 complaints, seven proceeded to investigation, and three complaints were resolved via informal resolution. In alignment with trauma-informed principles and practices, the decision to proceed with a complaint is entirely up to the complainant and does not require any justification if they choose to withdraw their complaint and/or participation from the process.

Table 4: Number of Complaints Received

	2022-2023 Reporting Period	2023-2024 Reporting Period
Complaints received by Main Campus	34	28

Complaints received by Brescia University College	0	0
Complaints received by King's University College	3	2
Complaints received by Huron University College	5	3

Table 5: GBSV Complaints by Incident Type

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	Cycle 7 May 1, 2023 – April 30, 2024
Sexual Assault	12	21	13	16	29	23	16
Sexual Harassment	12	7	11	4	19	13	13
Indecent Exposure	1	1	3	1	2	4	4
Sexual Exploitation	0	0	2	2	2	3	6
Cyber Harassment	1	1	2	0	3	5	8
Voyeurism	N/A	N/A	N/A	N/A	N/A	1	0
Stalking	N/A	N/A	N/A	N/A	N/A	5	5
Domestic Violence	N/A	N/A	N/A	N/A	N/A	1	3

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	Cycle 7 May 1, 2023 – April 30, 2024
Sexual Assault	Anonymous Complaints	4	7	9	5	16	11	5
	Educational Sanctions	15	15	0	6	9	5	1
	Restrictions on Campus	6	10	3	4	8	5	1

	Suspension	0	1	1	4	2	1	0
	Expulsion	0	0	0	0	1	2	1
	Informal Resolution	N/A	N/A	N/A	1	1	1	2
Sexual Harassment	Anonymous Complaints	1	0	4	1	3	5	4
	Educational Sanctions	8	3	5	0	5	6	2
	Restrictions on Campus	5	2	2	0	4	6	2
	Suspension	1	2	0	0	0	1	0
	Informal Resolution	N/A	N/A	N/A	1	1	3	3
Indecent Exposure	Anonymous Complaints	1	1	3	0	1	4	2
	Educational Sanctions	0	0	0	1	0	1	1
	Restrictions on Campus	0	0	0	1	0	1	1
	Suspension	0	0	0	0	0	0	0
	Informal Resolution	N/A	N/A	N/A	1	1	3	0
Sexual Exploitation	Anonymous Complaints	0	0	1	1	2	2	2
	Educational Sanctions	0	0	0	1	N/A	1	0
	Restrictions on Campus	0	0	1	1	N/A	1	0
	Suspension	0	0	0	1	N/A	1	0
	Informal Resolution	N/A	N/A	N/A	0	N/A	0	0
Cyber Harassment	Anonymous Complaints	1	1	1	0	3	4	2
	Educational Sanctions	0	0	0	2	N/A	1	2
	Restrictions on Campus	0	0	1	2	N/A	1	2
	Suspension	0	0	0	1	N/A	1	0
	Informal Resolution	N/A	N/A	N/A	0	N/A	0	1

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

1. “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.
2. Sanctions above were imposed after a finding that GBSV occurred. This chart does not reflect complaints that were investigated but where no finding of GBSV was made.
3. Some complaints submitted during the 2023-2024 reporting year were still under investigation at the time of the report, and therefore they are not captured in the totals above.
4. 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).
5. Educational sanctions include, but are not limited to: written apologies, educational seminars, reflection papers, counselling, and/or awareness and education programming.
6. 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
7. “N/A” indicates either an informal resolution was not available at the time, or there were no sanctions imposed involving the category of incident.

Table 7: Sanctions imposed for complaints submitted during the 2022-2023 Reporting Year

Sanction Type	Cycle 7 May 1, 2023 – April 30, 2024
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Educational Sanctions	5
Leadership Restrictions	5
Probation	4
Restrictions on Campus	1
Suspension	3

Some complaints submitted during the 2022-2023 reporting year were still under investigation at the time of the Cycle 6 report and therefore are captured in the table above.

Investigations

Of the 28 complaints received this year, seven 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 investigation techniques (including trauma-informed interviewing). 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 either 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 two internal investigations, while five 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).

Informal Resolution

The Senior Advisor, GBSV offers informal resolution where appropriate to complainants during the initial intake phase of the complaints process, and successfully resolved three 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.

Respondent Rehabilitation and Support

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

For the past three reporting periods, Student Experience has also piloted fully funded external counselling options for respondents as part of a sanction or on a voluntary basis. During the current reporting period, Student Experience referred nine student respondents to a community-based counsellor who specializes in working with people who have committed sexual violence/harm. This is a significant increase in referrals compared to previous years, partly due to respondents seeking private and flexible educational programs. Student Experience will again include this request for funding as part of its Women’s Safety Grant proposal for the 2024-2025 academic year.