

Gender-Based and Sexual Violence

Annual Report to the Western Board of Governors

For the period May 1, 2024 to April 30, 2025

Prepared by Wellness & Equity Education and Student Support and Case Management,
on behalf of the Vice-Provost (Students)

Section One: Prevention, Education & Training

Mustangs for Consent

The GBSV Prevention Education Team continued to offer this national precedent setting program for incoming first year students. Through 2.5hrs of asynchronous and small group skills-based training, over 5400 first year students were trained on GBSV, consent, and Western's GBSV policies prior to their arrival on campus.

Upper Year Training

The new suite of upper year training was debuted to Student Leaders and other priority populations on campus, including graduate students, professional programs, and students on international placements. These trainings moved beyond information to focus on increasing students' capacity in using the power within their role on campus to better support survivors disclosing, challenging moments of tension with peers/colleagues and increasing their confidence for bystander intervention.

Outreach & Events

Outreach continued to be a priority for the GBSV Prevention Education team with large-scale events and targeted group programming. Events included (1) the 3rd annual Sexual Wellness Fair, where students gained valuable information about campus and community sexual health services through games and interactive booths, (2) Healthy Neurodivergent Relationships for neurodivergent students to hear from Paige Layle, an Autistic speaker on the importance of healthy relationships for the neurodivergent community, (3) Rest & Resiliency, an event for students to come, to build self-care packages, colour, relax, and learn more about healing after an experience of gender-based violence, and/or trauma, and (4) Eco-Feminism & GBSV Event that offered students an opportunity to critically analyze the need for a feminist perspectives in environmental justice and formulate a framework for discussing issues of gender, ecology and violence. This year, group programming included Levellin' Up for male varsity captains and male respondents, and Relationship Basics for female-identified students looking for healthy relationship skills.

POPULATION	PROGRAMMING	ENGAGEMENT
Incoming First-year Students	Mustangs for Consent – Consent 101	7,947 students
	Mustangs for Consent – Undressing Consent	5,440 students
Student Leaders	Lead for Good	2,375 students
Athletes	Levellin’ Up, Let’s Dig In & Beyond the Locker Room	1,355 students
Graduate Students	Supporting Safer Professional Practice & Supporting Safer Classrooms	1,051 students
Staff	Lunch & Learn Sessions & Other Educational Sessions	940 staff
Additional Trainings (Upper year students, placement students, clubs etc.)	Bringing Your Values to Work, Bringing our Values Elsewhere & Disclosure Training	476 students
Outreach	Events, Information Sessions, Booths & Drop-in Groups	1,269 students
TOTAL		20,508 individuals

Section Two: Responsive Care

In the 2024-2025 academic year, the Survivor Support Case Managers received 206 referrals. These referrals resulted in 120 student survivors scheduling initial meetings with the Survivor Support Case Managers. The total number of disclosure forms received by the GBSV Case Managers was 172 in accordance with Western’s Notification of Disclosure Protocol. In total, Survivor Support Case Managers provided 454 support meetings within this reporting period. The total number of support meetings includes both new referrals and students who remained on the Survivor Support Case Managers’ caseload from the previous academic year. The 2024-2025 academic year also included students transitioning to the caseload of Western’s survivor support case managers due to the merger with Western and Brescia. The Survivor Support Case Managers provided 330 advocacy letters to survivors this past academic year. Additionally, the Survivor Support Case Managers provided training to 1,363 employees and student leaders on the Disclosure Protocol during this academic year.

The Survivor Support Case Managers received a significant number of referrals related to stalking and harassment by ex-partners, family members, peers, and individual's unknown to the survivor. This was a trend that emerged last academic year and continued into this year.

This year the Survivor Support Case Managers partnered with Huron College’s Gender-Based Sexual Violence Advocacy Specialist to pilot two self-care events for survivors. The Survivor Support Case Managers also partnered with the GBSV Education Team to offer a “Rest & Resiliency” event. Trauma-informed yoga was offered again this academic year.

Table 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	Cycle 7 May 1, 2023 - April 30, 2024	Cycle 8 May 1, 2024 - April 30, 2025
Total Disclosure Forms	No data available	No data available	No data available	74	164	173	162	172

Table 2: Disclosure Made to Affiliate Campus Resources

	Cycle 1 Jan 1, 2017 - April 30, 2018	Cycle 2 March 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	Cycle 8 May 1, 2024 - April 30, 2025
Disclosures made to Affiliate Campus Resources	4	11	14	26	56	58	51	48

For Cycle 8, as a result of the Brescia merger, data for disclosures made to affiliate campuses have been combined to protect survivor anonymity.

Table 3: 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	Cycle 8 May 1, 2024 - April 30, 2025
Students Who Accessed Services		90	122	118	76	151	117	122	121
Student Classification	Domestic	0	114	111	67	137	92	106	110
	International	0	8	7	9	14	25	16	11
	Undergraduate	0	112	101	62	126	89	98	104
	Graduate	0	10	17	14	25	28	24	17
Academic Year	1 st Year	0	32	33	19	47	28	36	28
	2 nd Year	0	45	23	22	32	19	24	29
	3 rd Year	0	19	26	13	23	22	23	21
	4 th Year	0	16	19	8	24	20	15	26
	Graduate Student	0	10	17	14	25	28	24	17
Registration of Student	Main Campus	0	97	107	68	144	107	108	118
	Affiliate Campus	0	25	11	8	7	10	14	3

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

2. 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 32 complaints received in the 2024-2025 reporting period, 21 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 32 complaints, eight proceeded to investigation, and one complaint was resolved via informal resolution. To note, a single complaint may be subject to multiple incident types (i.e., a Respondent may receive notice of a complaint of both sexual assault and domestic violence). 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. Compared to the previous reporting cycle, the sanctioning data for Cycle 8 is pending. The majority of complaints submitted during the 2024-2025 reporting year remain under investigation as of the time of this report. As a result, any associated sanctions will be deferred and captured in the Cycle 9 reporting period.

Table 4: Number of Complaints Received

	2022-2023 Reporting Period	2023-2024 Reporting Period	2024-2025 Reporting Period
Complaints received by Main Campus	34	28	32
Complaints received by Affiliate Campuses	8	5	1

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	Cycle 8 May 1, 2024 - April 30, 2025
Sexual Assault	12	21	13	16	29	23	16	13
Sexual Harassment	12	7	11	4	19	13	13	11
Indecent Exposure	1	1	3	1	2	4	4	0
Sexual Exploitation	0	0	2	2	2	3	6	0

Cyber Harassment	1	1	2	0	3	5	8	7
Voyeurism	N/A	N/A	N/A	N/A	N/A	1	0	2
Stalking	N/A	N/A	N/A	N/A	N/A	5	5	1
Domestic Violence	N/A	N/A	N/A	N/A	N/A	1	3	2

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	Cycle 8 May 1, 2024 – April 30, 2025
Sexual Assault	Anonymous Complaints	4	7	9	5	16	11	5	0
	Educational Sanctions	15	15	0	6	9	5	1	0
	Restrictions on Campus	6	10	3	4	8	5	1	0
	Suspension	0	1	1	4	2	1	0	0
	Expulsion	0	0	0	0	1	2	1	0
	Informal Resolution	N/A	N/A	N/A	1	1	1	2	1
Sexual Harassment	Anonymous Complaints	1	0	4	1	3	5	4	0
	Educational Sanctions	8	3	5	0	5	6	2	0
	Restrictions on Campus	5	2	2	0	4	6	2	0
	Suspension	1	2	0	0	0	1	0	0
	Informal Resolution	N/A	N/A	N/A	1	1	3	3	0
Indecent Exposure	Anonymous Complaints	1	1	3	0	1	4	2	0
	Educational Sanctions	0	0	0	1	0	1	1	0
	Restrictions on Campus	0	0	0	1	0	1	1	0
	Suspension	0	0	0	0	0	0	0	0

	Informal Resolution	N/A	N/A	N/A	1	1	3	0	0
Sexual Exploitation	Anonymous Complaints	0	0	1	1	2	2	2	0
	Educational Sanctions	0	0	0	1	N/A	1	0	0
	Restrictions on Campus	0	0	1	1	N/A	1	0	0
	Suspension	0	0	0	1	N/A	1	0	0
	Informal Resolution	N/A	N/A	N/A	0	N/A	0	0	0
Cyber Harassment	Anonymous Complaints	1	1	1	0	3	4	2	0
	Educational Sanctions	0	0	0	2	N/A	1	2	0
	Restrictions on Campus	0	0	1	2	N/A	1	2	0
	Suspension	0	0	0	1	N/A	1	0	0
	Informal Resolution	N/A	N/A	N/A	0	N/A	0	1	0
Voyeurism	Anonymous Complaints	N/A	N/A	N/A	N/A	N/A	1	0	0
	Educational Sanctions	N/A	N/A	N/A	N/A	N/A	0	0	0
	Restrictions on Campus	N/A	N/A	N/A	N/A	N/A	0	0	0
	Suspension	N/A	N/A	N/A	N/A	N/A	0	0	0
	Informal Resolution	N/A	N/A	N/A	N/A	N/A	0	0	0
Stalking	Anonymous Complaints	N/A	N/A	N/A	N/A	N/A	4	1	0
	Educational Sanctions	N/A	N/A	N/A	N/A	N/A	1	1	0
	Restrictions on Campus	N/A	N/A	N/A	N/A	N/A	1	1	0
	Suspension	N/A	N/A	N/A	N/A	N/A	0	0	0
	Informal Resolution	N/A	N/A	N/A	N/A	N/A	0	0	0

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

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. During the 2024-2025 reporting year, three investigations initiated during the 2023-2024 reporting year were discontinued
3. The majority of complaints submitted during the 2024-2025 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.

Investigations

Of the 32 complaints received this year, eight 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 four internal investigations, while four 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 four reporting periods, SSCM 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, SSCM did not refer any respondents to a community-based counsellor who specializes in working with people who have committed sexual violence/harm. This is a reduction in referrals compared to previous years, due to respondents electing to participate in educational programs offered by Wellness & Equity Education. Student Experience has again included this request for funding as part of its Women's Safety Grant proposal for the 2025-2026 academic year.