

## Introduction

Western University continues to engage in a number of strategic initiatives designed to advance education and prevention of gender-based and sexual violence (GBSV) on our campus, 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 to provide their Board of Governors with an annual report on work underway to address GBSV. This report provides the annual update on the progress made beginning January 2017 through to April 30, 2020, preventative programming and responsive care in

students, as well as to provide a snapshot of how our GBSV efforts will continue to be developed, this report is divided into four sections:

## 1. Gender-based violence

Gender-based violence

Upstander Workshop	By participating in this program, students learn about the impacts of sexual violence has on individuals and communities; examine the link between sexually violent behaviour and a culture of sexual violence; and, ut th
Male Allies on Campus Workshop	
Educating in the Grey Zone	
Disclosure Training	
On-campus Bar Staff Training	
Student Leader Training (SOPHs, RAs, and Student Councillors and Executive members)	By participating in this program, students learn how to recognize sexual violence as it is defined in Western University's Policy on Gender-based and Sexual Violence; understand the University's process for responding to and addressing incidents of gender-based violence, including the process for receiving a disclosure; and, refer someone to the support and resources available for survivors and respondents.
Social Programming	Including re:SHAPE Week (Western's new Gender-based Violence Awareness Week)
Educational Sanctions	Respondents implicated in complaints of gender-based or sexual violence are required to complete education/training sessions to help them understand the implications of their choices and actions.

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Table 1 reflects disclosures to the Gender-based Violence & Survivor Support Case Manager and does not include formal complaints made to the University. Note that information about student classification, academic year and referral system is not included.

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.  
2. May 1, 2018-June 30, 2018 data is not reflected in Cycle 2 due to role transition.  
3. In Cycle 2 the total number of referrals received was tracked. 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  
4. After Cycle one a decision was made to implement more discrete tracking to better understand the specifics of referrals being made.



Furthermore, the recognition and inclusion of all forms of gender-based violence was added to the Policy. The previous version focused exclusively on sexual violence, and under the new Policy, students experiencing domestic violence, family violence, bullying, and online harassment are offered gender-based violence supports. Access to these supports will help ensure survivors consistently receive accurate information, resources, and options. We expect this expansion will further increase the amount of disclosures received in the coming year and the centralization of this process will ensure consistent information is provided to all those disclosing.

The updated policy also recognizes 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. Providing support for respondents, in addition to care for survivors, is a priority for Student Experience. We will continue to investigate designing evidence-informed respondent care and look to best-practices across North America to ensure all students are receiving the support and resources they need as we work through these challenging cases.

The process of informal resolutions for complainants and respondents of gender-based and sexual violence remains an area of continued development. With the new policy including this pathway as an option for those involved, the addition of the Gender-based & Sexual Violence Response Coordinator will dedicate time to this project. Working closely with Equity and Human Rights Services, establishing an informal resolution pathway will be a priority for the upcoming academic year.

## Formal Reports of Sexual Violence | Outcomes

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. In 2019-20, we saw the number of formal reports of sexual violence decreased from 24 in 2018-19 to 15 in 2019-20 (See Table 2).

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## Section 4: Next Steps

During the 2019-20 academic year, Western Student Experience achieved all of its Gender-based and Sexual Violence goals through a collaborative, cross-departmental effort. The graphic below outlines our achievements within the past year and identifies the areas we are looking to continue developing in the future. This work will also continue to support our campus ecosystem as we work to deliver: 1) consistent outcomes in addressing the