



**FOR
INFORMATION**

PUBLIC

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TO: University Affairs Board

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DATE: January 9, 2024 for January 17, 2024

AGENDA ITEM: 3

ITEM IDENTIFICATION:

Report on Activity under the *Policy on Sexual Violence and Sexual Harassment, 2022-2023*

JURISDICTIONAL INFORMATION:

Section 5.1.4 of the *Terms of Reference* provides that:

The Board is responsible for policy concerning multi-campus services, campus and student services on the St. George campus and University-wide policies that apply to the St. George, UTM and UTSC campuses. It is also responsible for overseeing their operation.

GOVERNANCE PATH:

1. **University Affairs Board [for information] (January 17, 2024)**

PREVIOUS ACTION TAKEN:

On November 22, 2022, the *2021-2022 Report of the Sexual Violence Prevention and Support Centre* was presented for information to the University Affairs Board.

A review of the *Policy on Sexual Violence and Sexual Harassment (Policy)* was conducted during the 2021-22 academic year. The [Final Report of the 2022 Review of the Policy on Sexual Violence and Sexual Harassment](#) was submitted to the President, Provost, and Vice-President, People Strategy, Equity & Culture in

early July 2022, and was released on July 15, 2022, along with an [Administrative Response](#). On December 15, 2022, the Governing Council approved the recommended amendments to the *Policy*.

In September 2021, the Ontario government released a [Provincial Announcement and updated regulations](#) (Ontario Regulation 131/16 made under the *Ministry of Training, Colleges and Universities Act*) with new requirements for sexual violence policies at publicly assisted colleges and universities. The government requirements are aligned with established practice at U of T under the current *Policy*.

HIGHLIGHTS:

This report is presented in response to the recommendation in the 2022 Review of U of T's *Policy on Sexual Violence and Sexual Harassment* for robust annual institutional reporting on sexual violence and sexual harassment. This is a transitional report, sharing data on what we currently have available. More robust data will be presented in our next report, to be released in Fall 2024. By being more transparent, we hope to reduce obstacles to disclosing and reporting currently experienced by members of our tri-campus community. Robust data will enable a focus on making the improvements that will have the greatest impact upon our community's experience of learning and working at the University.

In the reporting period of July 1, 2022 and June 30, 2023, there were 28 new Reports of sexual violence across the tri-campus submitted under the *Policy*. There were 13 Reports of sexual violence that concluded during this period. A total of 172 Disclosures were received by the Sexual Violence Prevention and Support Centre (SVPS Centre) and an additional 112 unique consultations were provided by the SVPS Centre during this period.

Under the *Policy on Sexual Violence and Sexual Harassment*, the SVPS Centre is mandated to provide education activities related to sexual violence prevention and response. This transitional report describes the SVPS Centre's activities between July 1, 2022 and June 30, 2023, including an overview of the 85 educational initiatives that reached more than 11,500 participants across the tri-campus.

The University remains committed to fostering learning and working environments that are free from violence and harassment of any kind.

FINANCIAL IMPLICATIONS:

There are no financial implications for this item.

RECOMMENDATION:

None. This item is presented for information.

DOCUMENTATION PROVIDED:

Report on Activity under the *Policy on Sexual Violence and Sexual Harassment, 2022-2023*

Report on Activity under the *Policy on Sexual Violence and Sexual Harassment 2022–2023*

Background

The [2022 Review of the Policy on Sexual Violence and Sexual Harassment \(Review\)](#) included a recommendation (R2) to increase institutional accountability on sexual violence and sexual harassment through robust annual reporting. The Report on Activity under the *Policy on Sexual Violence and Sexual Harassment 2022-2023*—which shares available data for the period July 1, 2022 to June 30, 2023—is an initial response to this recommendation. The University will launch an annual cycle of more comprehensive data collection and reporting with a more fulsome report in Fall 2024.

Reports and Disclosures

Reporting and Disclosing¹ are distinct actions. Reporting involves sharing an experience of sexual violence with the intention of initiating one of the processes set out in the [Policy on Sexual Violence and Sexual Harassment \(Policy\)](#). These processes could result in disciplinary action against the member of the University community alleged to have committed sexual violence. In contrast, Disclosing involves sharing an experience of sexual violence without launching a formal process under the *Policy*. There are many reasons why a Disclosure may not result in a formal Report. For example, the event may have occurred in the past or involve individuals from outside the University community who are not covered by the *Policy*. Individuals (Complainants²) are provided with supports and services³ from the [Sexual Violence Prevention and Support Centre](#) (the SVPS Centre) in either case. The University also ensures that appropriate support is assigned to the Respondent⁴ during the processes under the *Policy*.

Between July 1, 2022 and June 30, 2023, the SVPS Centre received a total of 172 Disclosures⁵ of sexual violence. Of these 172 Disclosures, 28 of them became Reports. **Table 1** identifies these 28 Reports by the status of the Complainant and Respondent.

¹ “Reporting” and “Disclosing” are capitalized to reflect their formal definitions in the *Policy*.

² Complainant: A Member of the University Community who has made a Disclosure or Report of an Incident of Sexual Violence experienced by that individual.

³ Including counselling, access or referrals to medical services, and academic or other accommodations.

⁴ Respondent: Someone against whom an allegation of Sexual Violence has been made.

⁵ During the period of July 1, 2022 to June 30, 2023, the Sexual Violence Prevention and Support Centre implemented a new case management system, and as a result, some disclosures may not be included in this data. If additional data becomes available, we will include those details in the next iteration of this report.

Table 1 – Reports of Sexual Violence and Sexual Harassment (received July 1, 2022 – June 30, 2023)

	Reports by Complainant Status ⁶	Reports by Respondent Status
Faculty members and Librarians	3	5
Administrative Staff	13	10
Employee Total	16	15
Undergraduate Student	9	10
Graduate Student	3	3
Student Total	12	13
Overall Total	28	28

Table 2 – Progression of Report after Assessment (new Reports received in 2022-23)

Categories of Progression ⁷	Total
Proceed with Investigation under the <i>Policy</i>	17
Proceed with Non-adjudicative Resolution under the <i>Policy</i>	7
Do not proceed under the <i>Policy</i> due to the determination that a third-party process is more appropriate (i.e., process at an affiliated site)	1
Do not proceed under the <i>Policy</i> and take no further action	0
Assessment temporarily paused while a parallel process is underway (i.e., criminal, civil, or regulatory process)	3
Total	28

Length of Process

The University follows the formal administrative process outlined in the *Policy* to respond to all Reports. Several key milestones must be met from Report input to final resolution. At each stage, this process incorporates a trauma-informed approach that both respects and is informed by the Complainant’s needs.

Of the cases concluded between July 1, 2022 and June 30, 2023, the median length of time from receiving a Report to communicating if it will proceed under the *Policy* or not was 1.6 months (n=13, range=0.1 – 2.5 months).

Of the concluded cases that went to an investigation, the median timeframe from the start of the investigation process to when the Complainant and Respondent were notified of the investigation’s findings was 3.0 months (n=10, range=1 – 8.6 months).

⁶ Status of the individual at the time of the Report.

⁷ The 2023-24 annual report on this data set will include the number of Reports that do not proceed under the *Policy* and instead pursue other University processes. This data is not currently available.

For any Report that did not proceed to an investigation but concluded by non-adjudicative resolution⁸ in this period, the median length of time from the start of the process to reaching a signed agreement of terms was 4.9 months (n=3, range=3.2 – 6.7 months).

The median length of time from when Complainants and Respondents were told the findings from the investigation to when they were informed about the University’s Decision was 1.5 months (n=10, range= 0 – 7.8 months).

For cases that reached a University Decision⁹ from July 1, 2022 to June 30, 2023, the median length of time from when the Complainant submitted their Report to when the final University Decision was made was 6 months (n=10, range= 1.6 – 12.9 months).

Table 3 provides an overview of the total processing time for cases concluded during the reporting period¹⁰. Data will be used as an important baseline to assess processing times going forward. The University remains committed to processing Reports in a timely manner while employing a trauma-informed approach and is currently creating additional capacity to reduce undue institutional delays.

Table 3 – Time from Report Intake to Final Resolution (cases completed in 2022-23)

Time for Reports to Reach Conclusion ¹¹	Number of Reports
0-3 months	1
3-6 months	5
6-9 months	2
9-12 months	3
More than 12 months	2
Total	13

⁸ Non-adjudicative Resolution is reaching a resolution agreement of the matters alleged in a Report with terms that are agreed to by both the Complainant and the Respondent.

⁹ For Employee Respondents, the University’s Decision refers to the decision by the Vice-President and Provost and Vice-President, People Strategy, Equity & Culture (Faculty and Librarian Respondents) or the Vice-President, People Strategy, Equity & Culture (Staff Respondents) whether there was a *Policy* breach or not and the imposed outcome. For Student Respondents, the University’s Decision refers to the decision to refer to a hearing or not under the *Code of Student Conduct*.

¹⁰ Information on cases under the *Code of Student Conduct* can be found in the *Annual Report on Cases of Non-Academic Discipline*.

¹¹ Excludes appeals of grievances.

Sexual Violence Prevention and Support Centre: Related Activities & Initiatives

The SVPS Centre is a tri-campus resource that assists and supports University of Toronto students, staff, faculty members, and librarians who have been affected by sexual violence or sexual harassment. It is committed to responding to Centre-specific recommendations identified in the [2022 Review of the Policy on Sexual Violence and Sexual Harassment \(Review\)](#).

Consultations

The SVPS Centre provides direct support to individuals who have been subjected to sexual violence. The Centre also supports community members who receive disclosure of sexual violence or who have a concern related to sexual violence and sexual harassment. Staff offer trauma-informed responses and interventions, with the goal of preventing further harm.

Table 4 – Individual Consultations (provided between July 1, 2022 to June 30, 2023)

Status of Individual	Individual Consultations
Faculty members, Librarians, and Administrative Staff	87
Student	11
Student & Employee	1
Non-U of T/Broader Community	5
Other/Unknown	8
Total Consultations	112

Personnel

The SVPS Centre created the new role of Curriculum Development & Training Coordinator to support the Review’s recommendation to “establish a student-focused education program on healthy boundaries, communication, and consent practices within relationships” (R5). The Coordinator, in partnership with the School of Continuing Studies, has led the design and launch of a new online training module for students.

Training, Programming & Education

The SVPS Centre advances awareness and prevention of sexual violence and sexual harassment through training, programming, and education initiatives. From July 1, 2022 to June 30, 2023, it increased in-person and virtual training, workshops, and programming and engaged in multiple collaborative educational opportunities with University partners—including the Multi-Faith Centre, the Sexual and Gender Diversity Office, the Anti-Racism and Cultural Diversity Office—as well as external partners such as the Ontario Universities Sexual Violence Network. The SVPS Centre held 85 educational initiatives, reaching over 11,500 participants across the tri-campus.

Training

The SVPS Centre offers training to the University community in a range of delivery methods, both in person and virtually to enhance the breadth of its reach. During this reporting period, the

Centre offered a total of 57 training sessions. **Table 5** categorizes these sessions by constituent group.

Table 5 – Training Sessions by Constituent Group

Constituent Group	Training Sessions
Students	33
Faculty Members, Librarians, and Administrative Staff	14
Mixed Constituent Group	10
Total	57

The SVPS Centre continued to offer integrated online, asynchronous training. For the first time, the Centre worked with Varsity Blues Athletics to mandate this training for all incoming student athletes, coaches, and staff.

Together, facilitated and asynchronous trainings reached a total of 3,267 participants across the tri-campus.

Programming

In addition to the training sessions mentioned above, the SVPS Centre held a total of 28 programs for the University community. These included a series of regular, community-building spaces for survivors and their allies and numerous one-off workshops focused on creating and maintaining healthy boundaries, engaging in intimacy after trauma, consent and pleasure, radical self-care, and more.

Table 6 – Programs & Events

Type of Program/Event	Participants
Recurring Programming (e.g., Crafternoon Tea, Restorative Reading, Healing Hearts)	134 (in-person and virtual)
National Day of Remembrance and Action on Violence Against Women	130 (in-person) 373 (virtual)
Consent in Action Week Event	190 (virtual)
Tri-campus Orientation Programming	7,464 (in-person and virtual)
Total Participants	8,291

National Day of Remembrance and Action on Violence Against Women

On December 6, 2022, the Centre co-chaired the University of Toronto’s multi-stakeholder December 6 National Day of Remembrance and Action on Violence Against Women [memorial event](#). The event featured a memorial and a panel discussion focused on meaningful global action to end gender-based violence.

Consent Action Week: January 2023

Created by the Ontario University Sexual Violence Network, of which the SVPS Centre is an active member, Consent Action Week is an educational initiative held during the last week of January at universities across Ontario. The week is an opportunity for campus communities to create dialogues about consent, pleasure, and relationships, and increase understanding of sexual violence and available supports.

This year, as part of Consent Action Week, the SVPS Centre supported and contributed to the collaborative [Stories Spark Change](#) event. This event was organized collaboratively by Carleton University, Laurier University, Queen's University, Toronto Metropolitan University, University of Guelph, University of Toronto, Western University, and York University.

Tri-Campus Orientation

Students from across the tri-campus participated in orientation programming for 2022, featuring keynote presentations organized by the SVPS Centre. The four presentations focused on consent, pleasure, sexual health, and building healthy relationships.

Conclusion

This transitional report is the first step toward sharing robust annual institutional reporting on sexual violence and sexual harassment activity across the tri-campus, as recommended by the [2022 Review of the Policy on Sexual Violence and Sexual Harassment](#). In future years, the reporting will be expanded to include the nature of the reported incident, the location, if there was a breach of the *Policy* by Respondent status, and the type of outcomes by Respondent.

The SVPS Centre team is implementing the *Review's* recommendations to enhance our processes, programs, and resources. We will continue to build trust in our institutional processes, emphasize a culture of consent, and promote our services to support and educate our community.