



**FOR  
INFORMATION**

**PUBLIC**

**OPEN SESSION**

**TO:** University Affairs Board

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**DATE:** October 16, 2025 for October 23,  
2025

**AGENDA ITEM:** 5

**ITEM IDENTIFICATION:**

Report on Activity under the *Policy on Sexual Violence and Sexual Harassment, 2024-25*

**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] October 16, 2025**

## PREVIOUS ACTION TAKEN:

The [2022 Review of the Policy on Sexual Violence and Sexual Harassment](#) included a recommendation (R2) to increase institutional accountability on sexual violence and sexual harassment through robust annual reporting.

The University accepted this recommendation and released the [Report on Activity under the Policy on Sexual Violence and Sexual Harassment \(2022–2023\)](#) with a commitment to expand the scope of data collection and share a more comprehensive report in Fall 2024. In Fall 2024, the University released the [Report on Activity under the Policy on Sexual Violence and Sexual Harassment \(2023-24\)](#).

## HIGHLIGHTS:

The information presented within this report relates to the following:

- New Reports of incidents of Sexual Violence during the 2024-25 academic year; and cases closed during the same timeframe.
- Statistics regarding the number, type, and location of offenses; decisions made at different stages of the process; outcomes of cases; and timeliness.
- Comparative data from 2023-24.
- Information and statistics about the activities of the Sexual Violence Prevention & Support Centre.
- A summary of the activity of the 2025 review of the *Policy* during the 2024-25 academic year.

## 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, 2024-25*.

## Report on Activity under the *Policy on Sexual Violence and Sexual Harassment 2024- 2025*

### Background

The Report on Activity under the *Policy on Sexual Violence and Sexual Harassment 2024-2025* provides data collected for the period July 1, 2024 to June 30, 2025, to align with the academic calendar year.

As per the Policy, “The University will produce and post publicly an annual report that provides aggregate statistical information, without names or personal information, about sexual violence at the University.”

The report is organized into four sections:

- **Section 1** describes Reports and Disclosures as defined by the *Policy on Sexual Violence and Sexual Harassment (Policy)* and provides data regarding Reports received (Tables 1–4)
- **Section 2** provides data regarding cases that closed (Tables 5–9)
- **Section 3** provides information about the length of administrative processes for cases that closed (Tables 10–15)
- **Section 4** provides a summary of activities undertaken by the Sexual Violence Prevention & Support Centre (SVPS Centre) (Tables 15–19)
- **Section 5** provides a summary of the 2025 review of the *Policy*

For the purpose of this report, the following definitions apply. These terms are capitalized throughout to indicate that they are defined in the *Policy*. Additional terms defined in the Policy are also used throughout this report and are capitalized to denote their formal definition as per the *Policy*.

- **Complainant:** a Member of the University Community who has made a Disclosure or Report of an Incident of Sexual Violence that they have experienced.
- **Respondent:** someone against whom an allegation of Sexual Violence has been made through a Report to the University.

### Section 1: Data regarding Reports of Sexual Violence made during 2024-2025

#### Reports and Disclosures

Reporting and Disclosing are distinct actions under the [Policy](#). Reporting involves an individual (Complainant) sharing an experience of Sexual Violence with the intention of initiating one of the processes set out in the *Policy*. These processes may result in sanctions, discipline, and/or corrective action against a Member of the University Community (Respondent), if that Member is found to have committed Sexual Violence as defined by the *Policy*.

In contrast, a Disclosure involves an individual 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 Report. For example, an individual may make an informed decision not to Report, the incident(s) of Sexual Violence may have occurred prior to someone attending the University, or the incident(s) may involve individuals from outside the University community who are not covered by the *Policy*. Where an individual makes a Disclosure and an informed decision not to Report, they may later decide to file a Report if the *Policy* Reporting process is applicable.

The [Sexual Violence Prevention & Support Centre](#) (the SVPS Centre) provides supports and services to individuals affected by Sexual Violence when they Disclose or Report an incident of Sexual Violence. The University also ensures that appropriate support is assigned to the Respondent during the processes under the *Policy*.

Between July 1, 2024 and June 30, 2025, the SVPS Centre received a total of 208 Disclosures of Sexual Violence. Of the 208 Disclosures, 50 became Reports. **Tables (1-4)** provide additional data about these Reports as well as comparative data from 2023-24.

In all tables and throughout this report, the following terms apply:

- “Administrative Staff” includes all unionized and non-union staff employees and retired employees.
- “Community status” refers to the status of the individual at the time of the Report. While an individual may hold dual status, the status selected in each table indicates the Complainant and Respondent’s primary status at the time of the Report being received.
- “Faculty Members” includes faculty who are tenure stream, teaching stream, contractually limited term appointments, clinical, adjunct, retired status-only, and visiting professors.
- “Graduate Student/Post-graduate Medical Learners” includes all graduate and post-graduate medical learners, medical residents, and clinical and research fellows.
- “Librarians” includes the full-time and part-time librarians who work across the tri-campus.
- “Non-adjudicative process” refers to a facilitated process by which an agreed-upon resolution by both the Complainant and the Respondent is sought related to the matters alleged in a Report.
- “Other” includes alumni, continuing studies students, members of the Toronto School of Theology, employees of a federated college, etc.
- “University Decision”: For employee Respondents, the University decision is the decision of the Vice-President and Provost and Vice-President, People Strategy, Equity & Culture (Faculty Members and Librarians), or the Vice-President, People Strategy, Equity & Culture (Staff Members) about whether there was a *Policy* breach and the imposed outcome. For student Respondents, the University decision is the decision of the Vice-Provost, Students about whether to refer to a hearing under the *Code of Student Conduct*.

University Affairs Board – Report on Activity under the  
*Policy on Sexual Violence and Sexual Harassment, 2024-25*

**Table 1** identifies, by community status, the individuals involved in the incident(s) contained in a Report at the time the Report is made.

**Table 1 – Reports by community status**

Community status	Complainant		Respondent	
	2023-24	2024-25	2023-24	2024-25
Faculty Members and Librarians	1	0	5	3
Administrative Staff	6	7	11	9
<b>Employee Total</b>	<b>7</b>	<b>7</b>	<b>16</b>	<b>12</b>
Undergraduate Student	21	20	19	23
Graduate Student/Post-graduate Medical Learner	11	10	4	7
<b>Student Total</b>	<b>32</b>	<b>30</b>	<b>23</b>	<b>30</b>
Other	3	13	3	8
<b>Overall Total</b>	<b>42</b>	<b>50</b>	<b>42</b>	<b>50</b>

**Table 2** identifies the nature of Sexual Violence, as reported by Complainants during the reporting periods when submitting a Report under the *Policy*. Complainants can select ‘Other’ when none of the listed options reflect their experience or they prefer not to identify the nature of sexual violence.

For the past two reporting periods, the total number is higher than the total number of Reports because Complainants may indicate more than one type of Sexual Violence in a Report.

**Table 2 – Nature of Sexual Violence, Reported by Complainants**

Nature of Sexual Violence	2023-24	2024-25
<b>Number of Reports</b>	<b>(n=42)</b>	<b>(n=50)</b>
Sexual Assault	14	19
Sexual Harassment	25	38
Cyber sexual violence	6	16
Gender-based Harassment or Violence	10	11
Sexual exploitation	3	2
Stalking	3	2
Voyeurism	1	4
Indecent exposure	0	4
Other acts	7	10
<b>Total</b>	<b>69</b>	<b>106</b>

**Table 3** provides the location(s) of the incident(s) of Sexual Violence. For both 2023-24 and 2024-25, the total number is higher than the total number of Reports because more than one location may be indicated in a Report.

**Table 3 – Location(s) of incident(s) of Sexual Violence**

<b>Location(s) of incident(s) of Sexual Violence</b>	<b>2023-24</b>	<b>2024-25</b>
<b>Number of Reports</b>	<b>(n=42)</b>	<b>(n=50)</b>
On campus	22	37
Off campus – University-sanctioned activity	3	0
Off campus – Not University-sanctioned activity	14	2
Online	6	14
Unavailable	3	2
<b>Total</b>	<b>48</b>	<b>55</b>

As per the *Policy*, the Office of Safety and High Risk (OSHR) coordinates the assessment of Reports. **Table 4** identifies the OSHR’s initial decision on whether to continue with a *Policy* process. This assessment decision may be temporarily paused due to an ongoing criminal, civil, or regulatory process.

**Table 4 – Decisions regarding next step in the process based on assessment of Report**

<b>Categories of decisions</b>	<b>2023-24</b>	<b>2024-25</b>
	<b>(n=42)</b>	<b>(n=50)</b>
Proceed with investigation under the <i>Policy</i>	30	38
Proceed with non-adjudicative processes under the <i>Policy</i>	4	2
Do not proceed under the <i>Policy</i> due to the determination that a third-party process is more appropriate (e.g., process at an affiliated site)	0	1
Do not proceed under the <i>Policy</i> and take no further action	5	5
University process temporarily paused while criminal, civil, or regulatory process is underway	3	4
<b>Total</b>	<b>42</b>	<b>50</b>

In both years, investigations under the *Policy* were the primary course of action, reflecting a consistent reliance on adjudicative processes. Non-adjudicative options remained limited, in part because they require mutual agreement between the Complainant and Respondent—and most Complainants opted for investigation.

## Section 2: Data regarding cases that closed

Unlike Section 1 of this report, which provides data about new Reports made under the Policy during the respective reporting cycle, this section provides information and comparative data on cases that closed between July 1 and June 30 in the 2023-24 and 2024-25 academic years. To clarify, the cases reported in this section may have had their processes initiated in a previous academic year.

During 2024-25, the University closed 53 cases. In 35 of these cases, the Respondent was a student; in 18 cases, the Respondent was an employee of the University. During this reporting period, the University closed more than twice as many cases than in the previous cycle. This increase may reflect improved process efficiency, greater staff capacity, or a shift in case complexity (e.g., investigations that involved fewer witnesses and/or allegations), that allowed for more timely resolutions.

Under the *Policy*, cases can close in three ways: 1) through a non-adjudicative process (e.g., facilitated resolution), 2) through an adjudicative process (e.g., investigation and *Policy*-breach decision), or 3) the University decides not to pursue a process under the *Policy* because there is not enough information to proceed or it is determined that the Report falls outside the jurisdiction of the *Policy*.

**Table 5** indicates the community status and number of Respondents identified in cases closed during the reporting periods.

**Table 5 - Total number, by Respondent’s community status, of closed cases**

<b>Respondent community status</b>	<b>2023-24</b>	<b>2024-25</b>
Faculty Members and Librarians	2	8
Administrative Staff	10	10
<b>Employee Total</b>	<b>12</b>	<b>18</b>
Undergraduate Students	6	26
Graduate Students/Post-graduate Medical Learners	3	9
<b>Student Total</b>	<b>9</b>	<b>35</b>
Other	2	0
<b>Total closed cases</b>	<b>23</b>	<b>53</b>

Of the 18 cases that closed involving an employee Respondent in 2024–25, 17 proceeded to investigation, one did not proceed under the *Policy*, and none were resolved through a non-adjudicative or third-party process.

Of the 35 cases that closed involving a student Respondent that were closed during 2024-25, 19 cases proceeded to investigation, nine were resolved through non-adjudicative means, and seven cases did not proceed under the *Policy*.

In 2024–25, the total number of closed cases more than doubled compared to 2023–24, rising from 23 to 53. This increased number includes student Respondents, which grew from 9 to 35. Cases involving employee Respondents also increased, from 12 to 18, with growth among Faculty Members and Librarians. The number of cases involving Administrative Staff remained stable, and no cases were recorded in the 'Other' category in 2024–25.

The Vice-Provost, Students is required to determine which cases under investigation involving student Respondents should be referred to a hearing under the *Code of Student Conduct* upon completion of the investigation.

**Table 6** summarizes the Vice-Provost, Students’ decisions about the 20 cases that proceeded to an investigation.

**Table 6 – Decisions by Vice-Provost, Students regarding cases under investigation involving a student Respondent**

Categories of decisions	2023-24	2024-25
Referred case to a hearing under the <i>Code of Student Conduct</i>	2	3
Case was not referred to a hearing under the <i>Code of Student Conduct</i>	2	16
<b>Total</b>	<b>4</b>	<b>19</b>

In 2024–25, more cases involving student Respondents were brought to the Vice-Provost, Students for decision-making. While decisions in 2023–24 were evenly split between referral and non-referral to a hearing, most cases in 2024–25 were not referred to a hearing. This reflects differences in case characteristics, investigative outcomes, or increased use of non-adjudicative resolution options at the decision-making stage. In some instances, allegations may have been found to be unsubstantiated. In others, the Complainant and Respondent may have mutually agreed to a resolution that did not require a hearing and was deemed appropriate by the Vice-Provost, Students given the circumstances. In cases involving student Respondents, it's important to recognize that even if a decision was made not to refer to a hearing—in many of the cases, a resolution was still reached. Often the decision not to refer to a hearing is made accounting for a Complainant’s input and that a resolution can be reached that focuses on a Complainant’s personal safety and education for the Respondent without the need for a hearing.

During adjudicative processes, it may be determined that a breach of the *Policy* and/or another University policy or guideline occurred. In 2024-2025, of the 19 cases that proceeded with an adjudicative process and closed, three of the 19 cases had been referred to a hearing.

**Table 7** categorizes the type of breaches that occurred during the reporting periods and identifies the community status of the Respondent in each case. The rows “Breach of only the *Policy*” and “Breach of the *Policy* and another University policy and/or guideline” should be read

together. Some breaches of Policy appear only in the “Breach of the *Policy* and another University policy and/or guideline” row where multiple policies were violated.

**Table 7 – Type of breach identified, per Respondent’s community status, of cases that went to an investigation and closed**

Decision	Respondent: Faculty Members, Librarians, Administrative Staff		Respondent: Undergraduate Students, Graduate Students, Post-graduate Medical Learners	
	2023-24	2024-25	2023-24	2024-25
Breach of only the <i>Policy</i>	7	0	2	2 <sup>1</sup>
Breach of the <i>Policy</i> and another University policy and/or guideline	0	8	0	0
Breach of another University policy and/or guideline, but not the <i>Policy</i>	1	0	0	0
No breach of any University policy and/or guideline	1	9	2	17 <sup>2</sup>
<b>Totals</b>	<b>9</b>	<b>17</b>	<b>4</b>	<b>19</b>

In student Respondent cases, a determination of whether a breach of the *Policy* has occurred is only made if the case proceeds to a hearing under the *Code of Student Conduct*. If a hearing takes place, the Hearing Officer is responsible for deciding whether a *Policy* breach occurred. Cases that proceed to investigation but do not advance to a hearing may be resolved through non-adjudicative processes, without a formal finding of a *Policy* violation. This process contributes to the high number of student cases where no breach is recorded, as many are resolved without reaching the stage where such a determination can be made.

**Tables 8 and 9** identify outcomes of non-adjudicative and adjudicative processes in cases closed during the reporting periods. An adjudicative process may result in imposed outcomes such as termination, whereas in a non-adjudicative process the outcomes are agreed upon by the Complainant and Respondent (not imposed by the University). These may include education, coaching, and training.

In assessing outcomes data, it is important to note that a single case may result in more than one outcome, and that a case may not result in any outcome (for example, if a Report is

<sup>1</sup> This represents two of the three cases that were referred to a hearing under the *Code of Student Conduct*.

<sup>2</sup> Includes 16 cases not referred to a hearing and one case referred under the *Code of Student Conduct*. A breach of *Policy* can only be determined through a hearing. Cases resolved without a hearing may still have had the potential to constitute a breach; however, no formal determination could be made.

determined to be unsubstantiated). For these reasons, the number of cases closed may not equal the number of total outcomes reached in each reporting period.

**Table 8 – Types and numbers of non-adjudicative and adjudicative process outcomes where the Respondent’s community status is Faculty Member, Librarian, or Administrative Staff**

<b>Type of outcome</b>	<b>2023-24</b>	<b>2024-25</b>
<b>Number of cases</b>	<b>(n=9)</b>	<b>(n=17)</b>
Education, coaching, and/or training	2	0
Relocation or change/restriction of duties or supervision	0	0
No contact order	1	1
Restriction from access to specified services, activities, or facilities	0	0
Reprimand	0	0
Suspension	0	0
Termination	4	7
Sanctioning limited because Respondent voluntarily departed the University (e.g. resignation)	4	0
Other	1	1

**Table 9** includes cases of Sexual Violence that were resolved through a hearing under the *Code of Student Conduct*, with decisions made by a Hearing Officer. Outcomes from these hearings are also included in the annual report on the *Code of Student Conduct*.

**Table 9 – Types and numbers of non-adjudicative and adjudicative process outcomes where the Respondent’s Community status is Undergraduate Student, Graduate Student, or Post-Graduate Medical Learner**

Type of outcome	2023-24	2024-25
<b>Number of cases</b>	<b>(n=8)</b>	<b>(n=28)</b>
Probation	0	1
Reprimand	2	2
No contact order	6	16
Training or assignment	4	9
Order for restitution, rectification, or the payment of damages; fine or bond for good behaviour	0	0
Public service	0	0
Restriction from access to specified services, activities, or facilities	2	3
Suspension	1	1
Expulsion	0	0
Sanctioning limited because Respondent voluntarily departed the University (e.g. graduated from the University)	0	1
Other	0	2

### Section 3: Length of administrative processes for cases that closed

The University follows the formal administrative processes outlined in the *Policy* to respond to all Reports of Sexual Violence. The processes incorporate a trauma-informed approach that respects and is informed by the Complainant’s needs and a commitment to due process for all parties.

There are various factors that impact timelines, such as the readiness and availability of Complainants, Respondents, and witnesses to participate in a process; the quantity of evidence to review; the volume of cases; exam schedules; and/or a parallel process underway (e.g. criminal process). As per the *Policy*, the University is committed to moving cases forward in a timely manner while ensuring that those participating in the processes have adequate time to prepare and receive necessary supports, guidance, and advice. Additionally, the University aims to avoid any interference with ongoing criminal investigations or court proceedings. To protect the privacy of the participants in the processes, specific reasons for timelines are not included in this report.

The timelines below reflect cases that were closed during the reporting periods and include both student and employee cases. Cases in this section are reported in the aggregate not by Respondent type due to the fact that the *Policy* applies to all Members of the University Community, unless otherwise indicated, in which case the timeline applies only to the specified group.

In 2024-25, for all Respondent types, 53 cases were closed, with 46 of those cases having proceeded under the *Policy* through non-adjudicative or adjudicative processes, and seven of those cases not proceeding under the *Policy*.

**Table 10 – Time between the University receiving a Report to communicating to the Complainant and Respondent that the matter will proceed under the Policy**

	<b>2023-24</b>	<b>2024-25</b>
<b>Number of cases (n)</b>	<b>n=17</b>	<b>n=53</b>
Median	0.76 months	1.38 months
Range	0.30 – 2.96 months	0.06 – 5.69 months

Assessing an intake report may take time due to factors such as complex allegations, incomplete information, high case volumes, and the need for coordination across departments. A trauma-informed approach also means giving Complainants adequate time to provide additional information when needed for an assessment and to engage in the process at their own pace. Even when assessments take longer, the University remains committed to maintaining regular communication with the Complainant, keeping them informed of the status of their case. Support, accommodations, and safety planning are made available prior to the completion of the assessment and remain accessible throughout the process to enable the Complainant’s wellbeing.

**Table 11 – Time from the start of a non-adjudicative process to reaching a signed agreement of terms**

	<b>2023-24</b>	<b>2024-25</b>
<b>Number of cases</b>	<b>n=4</b>	<b>n=9</b>
Median	11.6 months	4.57 months
Range	2.04 – 13.59 months	0.46 – 16.78 months

In 2024–25, the number of non-adjudicative cases closed more than doubled, increasing from 4 to 9. Despite this higher volume, the median time to reach a signed agreement of terms dropped significantly—from 11.6 months in 2023–24 to 4.57 months—suggesting improved efficiency in resolving cases through non-adjudicative processes. However, the range of timelines widened, with some cases resolved in just a couple of weeks and others taking over 16 months. Four cases in 2024–25 experienced extended timelines due to factors such as party availability and concurrent criminal charges.

## Cases closed through adjudicative processes

**Table 12 – Time from the start of the investigation process to when Complainants and Respondents were notified of the investigation findings**

	<b>2023-24</b>	<b>2024-25</b>
<b>Number of cases</b>	<b>n=13</b>	<b>n=36</b>
Median	5.40 months	5.76 months
Range	2.34 – 13.09 months	1.22 – 31.09 months

In 2024-25, the upper end of the range was influenced by three cases that involved concurrent criminal proceedings, which took several years to conclude.

**Table 13 – Time from notification of the investigation findings to when Complainants and Respondents were informed about the University decision**

	<b>2023-24</b>	<b>2024-25</b>
<b>Number of cases</b>	<b>n=13</b>	<b>n=36</b>
Median	2.76 months	2.94 months
Range	0.63 – 9.08 months	0.03 – 10.36 months

**Table 14 – Time from when the cases were referred to a hearing under the Code of Student Conduct to when the Hearing Officers’ decisions were communicated to the Complainants and Respondents (Student Respondents)**

	<b>2023-24</b>	<b>2024-25</b>
<b>Number of cases</b>	<b>n=2</b>	<b>n=3</b>
Median	23.30 months	23.06 months
Range	17.17 – 29.41 months	21.85 – 24.23 months

**Table 15** shows the ranges of the total processing times for cases that the University closed during the reporting periods.

**Table 15 – All closed cases - Total time from Report intake to case closing (excluding appeals of decisions)**

<b>Time</b>	<b>Number of Reports</b>	
	<b>2023-24</b>	<b>2024-25</b>
<b>Reporting period</b>		
0-3 months	4	5
3-6 months	3	5
6-9 months	3	16
9-12 months	5	6
More than 12 months	8	21
<b>Total cases closed</b>	<b>23</b>	<b>53</b>

In 2024–25, the number of cases closed within one year more than doubled, reflecting improvements to the Non-Adjudicative Resolution (NAR) process and overall case management. All cases that took more than 12 months to close were initiated in previous years and involved a range of complex circumstances, including external proceedings (e.g., parallel criminal process), participant availability, and other case-specific factors. Several older, complex cases concluded during the same reporting period, resulting in a noticeable grouping of longer-term cases. This reflects the natural variation in case timelines, rather than a shift in process efficiency. Overall, the data demonstrates continued progress in resolving cases more efficiently while upholding a trauma-informed approach.

## Section 4: Sexual Violence Prevention & Support Centre – Activities & Initiatives

The Sexual Violence Prevention & Support Centre (SVPS Centre) is a tri-campus resource that assists and supports U of T Students, Administrative Staff, Faculty Members, and Librarians who have been affected by Sexual Violence or Sexual Harassment.

### Community Support

The SVPS Centre provides direct support to individuals who have experienced Sexual Violence. As noted earlier, the SVPS Centre received 208 disclosures (new clients) between July 1, 2024, and June 30, 2025, while continuing to provide support to its clients from previous years. The SVPS Centre also supports, through consultations, Members of the University Community who receive Disclosures 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. Support services include coordination of academic, workplace, and financial accommodations, and assistance with accessing mental health, medical, legal, and housing resources. The SVPS Centre also provides advocacy, safety planning, guidance through various processes, and support with reporting options if individuals decide to proceed.

**Table 16** summarizes the consultations provided by the SVPS Centre in 2024-2025 per community status. Consultations may include multiple touchpoints with one individual. The numbers reported in Table 16 do not include Disclosures of Sexual Violence made to the SVPS Centre.

The SVPS Centre offers a range of consultation services designed to support a trauma-informed campus and survivor-centred responses. These include confidential advice on responding supportively to disclosures and resource referrals, guidance on applying *Policy* appropriately, and strategic support for navigating complex situations.

**Table 16 – Consultations per individual provided by the SVPS Centre**

Community status of individual	Number of consultations	
	2023-24	2024-25
Reporting period		
Faculty Member, Librarian, or Administrative Staff	67	83
Student	17	15
Student & Employee	1	0
Non-U of T/Broader Community	5	3
Other/Unknown	9	18
<b>Total Consultations</b>	<b>107</b>	<b>121</b>

In 2024–25, the SVPS Centre provided a total of 121 consultations, an increase from 107 in 2023–24. The most notable growth was among Faculty Members, Librarians, and Administrative Staff, whose consultations rose from 67 to 83, suggesting increased engagement of employees with support services. Consultations involving Students slightly declined from 17 to 15, and

there were no consultations involving individuals who identified as both student and employee, down from one in the previous year. It is important to note that this category only includes individuals who explicitly identified as both; generally, individuals are categorized based on their primary role at the University. Consultations with individuals from the broader community decreased slightly, while those categorized as other/unknown doubled from 9 to 18, indicating a rise in cases where community status was not specified or disclosed.

## Education: Training, Programming & Events

The SVPS Centre promotes awareness and prevention of Sexual Violence and Sexual Harassment through training, programming, and education initiatives. From July 1, 2024 to June 30, 2025, the SVPS Centre offered in-person and virtual training, workshops, and programming and engaged in multiple collaborative educational opportunities with U of T and external partners.

**Table 17** compares the SVPS Centre’s educational initiatives in 2023–24 and 2024–25, highlighting a notable increase in session volume, participant engagement, and institutional reach across divisions, units, and departments.

**Table 17 – Educational Initiatives Delivered by the SVPS Centre: Volume, Reach, and Engagement**

<b>Educational Initiatives</b>	<b>2023-24</b>	<b>2024-25</b>
Total number of initiatives	115	146
Total number of divisions, units, and departments reached	50+	52+
Total number of participants	13,765	17,448

In 2024–25, the SVPS Centre experienced significant growth in educational programming, delivering 146 initiatives to 17,448 participants across more than 52 divisions, units, and departments—up from 115 sessions and 13,765 participants the previous year. This increase reflects rising demand, expanded programming, and deeper engagement across the University. Contributing factors include heightened awareness through strong online module completion rates, a targeted SVPS Centre awareness campaign, and renewed investment in collaborative student and peer-support initiatives. The SVPS Centre also benefited from increased capacity through the addition of a new education-focused Administrative Staff and greater involvement from student educators, enabling it to meet growing demand and deliver impactful learning experiences.

### Training

The SVPS Centre delivers training to the University community through a variety of formats—both in-person and virtual—to maximize accessibility and reach.

Overall, this year saw an increase of 33.3% in facilitated, synchronous trainings offered by the SVPS Centre. Training participation among Administrative Staff, Faculty Members, and

Librarians grew in 2024–25, driven in part by increased awareness of SVPS Centre offerings and targeted outreach efforts within these groups.

The SVPS Centre facilitated trainings on how to respond to disclosures of Sexual Violence in a trauma-informed way, how to build a culture of consent amongst student leaders, tools for identifying and addressing racial and Sexual Harassment in the workplace, and bystander intervention skills for environments with alcohol and other substances.

In September 2024, the SVPS Centre’s newly launched violence prevention module ([Building a Culture of Consent at the University of Toronto](#)) became mandatory for all Students living in residence. Nearly 8,000 Members of the University Community completed asynchronous online modules created in-house by SVPS Centre staff. An anonymous feedback form generated over 2,000 responses, and the newly launched student module reported that 91% of participants were either very satisfied or somewhat satisfied with the module.

Participation in SVPS Centre trainings saw a significant increase from 2023–24 to 2024–25. In 2023–24, with total of 3,267 individuals participating in both synchronous and asynchronous training formats. In 2024–25, that number rose to 12,201, with 4,204 individuals attending synchronous sessions and 7,997 completing asynchronous online modules. This represents a 273.46% increase in overall participation year-over-year.

**Table 18** identifies the number of training sessions and categorizes participants by community status.

**Table 18 – SVPS Centre training sessions delivered per participants’ Community status**

Participants’ Community status	Number of Training Sessions	
	2023-24	2024-25
Reporting period		
Sessions for Students	36	32
Sessions for Faculty Members, Librarians, and Administrative Staff	6	40
Sessions for mixed groups	15	4
<b>Total</b>	<b>57</b>	<b>76</b>

### Programming

In addition to training sessions, the SVPS Centre held a total of 56 programs for the University community during 2024-25, up from 39 programs the previous year. These programs included a closed-group, psycho-educational series that introduced participants to somatic practices, a restorative book club, a monthly tri-campus crafting group, and one-off sessions on the topic of gender equity, survivorship, gender identity and expression, and healing through art therapy.

This year also saw the launch of peer drop-in programs. At these sessions, Students were invited to seek support, engage in group discussions on boundaries, rejection, and healthy communication with the support of a team of student peer educators that work for the SVPS Centre.

**Table 19** highlights programs and events offered during the reporting periods.

**Table 19 –SVPS Centre programs and events with participant numbers**

Type of Program/Event	Participant numbers by Reporting Period	
	2023-24	2024-25
Recurring programming	354 (in-person and virtual)	312 (in-person)
National Day of Remembrance and Action on Violence Against Women	150 (in-person) 279 (virtual)	125 (in-person) 350 (virtual)
Consent in Action Week Event	75 (virtual)	N/A
Tri-campus Orientation programming	5,026 (in-person and virtual)	5,000+ (in-person and virtual)
SVPS Centre Open Houses	N/A	225
Skill-Building Workshops	N/A	165
<b>Total Participants</b>	<b>5,884</b>	<b>6,177</b>

## Events

### *Tri-Campus Orientation 2024*

Orientation is a foundational opportunity to educate, inform, and proactively model attitudes and behaviours that demonstrate a culture of consent. Modelling the essence of consent throughout orientation sets the stage for prioritizing consent in all aspects of one’s life. Various programs, awareness materials, and keynote presentations on consent culture were made available to all incoming Students at U of T.

The SVPS Centre reached more than 5,000 Students at the keynote presentations, and several hundred more at 15 different tabling events and resources fairs throughout August and September 2024. Follow-up programming focused on smaller group engagement that allowed for about 100 members of specific identity groups to ask curious questions in a safe environment.

### *National Day of Remembrance and Action on Violence Against Women*

A hybrid tri-campus memorial was held to mark the National Day of Remembrance and Action on Violence Against Women. The event, Dialogues for Grief and Action, included an orchestral performance, awards presentation, table discussions, memorial, lunch, a ceremonial fire at the Ziibiing Pavilion, a decompression art activity, and a brief campus walk. New this year was a Reflective Spaces Self-Guided Walking Tour, which allowed a greater number of our Members of the University Community to participate at their own pace.

The memorial was attended by 125 in person with more than 350 viewing through a livestream. An additional 40 Members of the University Community participated from UTSC, where SVPS Centre staff hosted an event to watch together.

### *Create Together Campaign*

The SVPS Centre's Create Together Campaign is a multi-year awareness-raising project that includes print, digital, and in-person engagement opportunities that launched in August 2024. Informational posters, postcards, colouring sheets, and handouts were distributed throughout orientation programming, facilitated trainings, events, and Create Together Road Show presentations. These materials call on Members of the University Community to actively consider what kind of campus community we could build together.

### *Healing Through the Intersections*

In October 2024, the SVPS Centre launched the *Healing Through the Intersections Collaborative Fund* and hosted an associated professional development workshop (*Understanding Barriers and Improving Support for Racialized Survivors*). The collaborative fund supported campus groups hosting student-focused events on sexual violence and intersectionality. It funded programs for survivors who experience the intersection of multiple identities such as, but not limited to, Black women, Indigenous women, women with disabilities, and racialized women.

Through this newly launched grant program, the SVPS Centre was able to support six community-led programs and to build connections with campus colleagues who have a shared interest in violence prevention.

## **Section 5: 2025 Review of the *Policy***

In accordance with the *Policy on Sexual Violence and Sexual Harassment* and provincial government requirements, the University undertook a review of the *Policy* during 2025. The focus of the review was to assess the impact of the last round of changes to the *Policy* and related processes that were made in response to the 2022 review recommendations, and to identify further opportunities to improve the *Policy*.

The review had two parts: consultations with the University community and an external review by a legal expert.

The Vice-President and Provost and the Vice-President, People Strategy, Equity & Culture, appointed Professor Faye Mishna to lead the consultation phase of the *Policy* Review. Professor Mishna undertook in-person and online consultation discussions with Administrative Staff, Students, Faculty Members and Librarians from across the three campuses. Members of the University Community also submitted feedback through an anonymous online form. In total, over 200 Members of the University Community from the tri-campus provided input into the consultations.

In addition to the internal community consultations, the University also retained an external legal expert, Gillian Hnatiw, to review the *Policy* to assess whether there are aspects we should consider improving, updating, or changing from an administrative law perspective. Ms. Hnatiw is a Toronto-based lawyer with expertise in gender-based violence and frequently takes on cases involving sexual assault, abuse and harassment.

On the basis of the community consultation input and Ms. Hnatiw's review, the University will propose changes to the *Policy* that it will bring forward to University governance for approval in the Fall 2025.

## Conclusion

The 2024–25 Report provides a comparative snapshot of the University's evolving efforts to prevent Sexual Violence, support those affected, and strengthen institutional accountability. It highlights progress in transparency, data collection, and outreach, with the SVPS Centre notably expanding its services and engagement. These developments reflect a deepening commitment to fostering a culture of consent, care, and accountability across the University community.