

## Annual Sexualized Violence Statistics (SV) 2018-2019

UVic recognizes that sexualized violence is a systemic societal concern that must be addressed through campus wide prevention efforts, providing meaningful on- and off-campus support options, formal disclosing and/or reporting mechanisms, and response procedures that are survivor-centred and trauma-informed in both theory and application.

This report provides the Sexualized Violence Resource Office's (SVRO) 2018-2019 disclosure and report statistics, which includes all disclosures made through the Sexualized Violence Resource Office (SVRO), located in the Equity and Human Rights Office (EQHR), as well as the Office of Student Life, Residence Services, and Campus Security. We are committed to providing the university community with transparent information around the number of disclosures and reports made each year, as well as trends about the type of sexualized violence being reported.

### What is the difference between a disclosure and a report?

**Disclosure:** sharing your experience of SV with someone else, usually with the purpose of getting support. You can do this at the SVRO confidentially.

**Report:** a formal documentation process made to initiate an investigation under UVic's Sexualized Violence Prevention and Response Policy. The only place on campus to make a Report, is the SVRO.

## How UVic collects sexualized violence statistics

EQHR recognizes the importance of applying an intersectional, feminist lens in the collection of SV data and the interpretation of such data. We use an intersectional approach that informs how we view power, going further than just seeking demographic information. For instance, we understand power imbalances to be present in cases involving a student and a staff or faculty member, or a staff member and their supervisor. In fact, the SVPR policy encompasses this in determining the jurisdiction of an incident of sexualized violence, where the Respondent has been in a position of power over the Survivor with the potential to impact their academic career or employment. This information in turn impacts the type of educational programming we develop and deliver, prioritizing certain groups over others in the reception of our workshops, or the types of supports we offer to people experiencing multiple forms of oppression (i.e., connecting Survivors to community referrals that offer services aware of people's different social locations and identities).



### Why is transparency and accountability important to us?

- Both are necessary to building trust with both survivors and those identified to have caused harm. We want all parties to feel comfortable accessing our supports, education and information services.
- It is in line with our values of being trauma-informed and survivor-centered; maintaining honesty and trustworthiness supports survivors' sense of safety and wellbeing.

The process for collecting our statistics begins when formal disclosures of sexualized violence are received in one of four units on campus: 1) the SVRO in EQHR, 2) Campus Security, 3) Office of Student Life and 4) Residence Services. An instance of sexualized violence is only numerically counted once it has been communicated to the Office of Record, namely the SVRO in EQHR. All disclosures are received either in-person to EQHR, or via a coordinated disclosure form through one of the other 3 offices.

### Limitations to UVic's ability to count and report on SV statistics

Concerning sexualized violence statistics, we share as much information as possible without breaching privacy legislation. While in some cases

it would be useful to provide a more detailed intersectional analysis including the social location of the survivors/complainants and person who has caused harm/respondents involved in processes through our office (e.g., age, race, ability, sexual orientation, etc.), we are unable to collect this type of information for several reasons.

- Firstly, being survivor-centred and trauma-informed in the collection of data means only collecting the necessary information to help individuals access support and options. Many individuals do not feel comfortable sharing their demographic information and we support people to do/say whatever feels best for them.
- Secondly, demographic data can only be collected voluntarily; incomplete data sets can lead to skewed results that only accurately reflects those most comfortable sharing demographic data.
- Thirdly, it is likely that disaggregating data by demographic groups (e.g., Indigenous and/or Indigenous and having a disability) may result in individuals being identifiable because of the relatively small overall numbers; this in turn would breach individuals' anonymity and confidentiality. In line with privacy legislation, UVic does not report on disaggregated demographic categories where there are fewer than five data points.
- Fourth, there is a robust literature that identifies those individuals and groups who experience intersecting oppression in relation to sexualized violence. For example, Indigenous women, girls and Two-Spirit people who, due to their social location, experience simultaneously the impacts of sexism, racism, and in some cases, homophobia and/or transphobia.



## Who makes decisions around sanctions?

The SVRO does not make sanctions and therefore does not have information on what sanctions are delivered because of privacy legislation. These decisions are made by the Administrative Authority responsible for the Respondent to an investigation. In the case of students, this is the Associate Vice-President, Student Affairs; for staff this is the Associate Vice-President, Human Resources; and in the case of faculty, the Associate Vice-President, Faculty Relations. To understand more about possible outcomes of formal investigations, please view our [‘Understanding Potential Outcomes’ handout](#) on our website for more information.

### Why is maintaining confidentiality important in SV cases?

- Survivors and people who’ve caused harm are more likely to share their experiences if they know that their privacy will be protected.
- This enables the SVPR Office to be more effectively responsive to survivors’ needs, which can include having control over what information is collected and how it is used.
- UVic is obligated to uphold British Columbia’s Freedom of Information and Protection of Policy Act (FIPPA), and the university’s Protection of Privacy Policy (GV0235).

## Disclosure Statistics

We received 57 disclosures in the last calendar year, a 103% increase from the 2017-18 reporting year. Most disclosures were made by UVic students whereas the profile of those alleged to have caused harm is more varied.

Disclosures: September 1 <sup>st</sup> 2018– August 31 <sup>st</sup> 2019					
	Student	Staff	Faculty	Other	Total
<b>Survivors</b>	45	9	1	2	57
<b>Alleged Respondents</b>	28	9	4	16	58 <sup>1</sup>

*“Other” is a category that includes alumni (both student and faculty), community members (includes individuals who are not UVic community members but known to the survivor as someone from the broader community), or in the case of alleged respondents, as unknown. When looking to break survivors and alleged respondents down into statistical categories it should be noted that in some cases a survivor may not know the identity or position of the person alleged to have breached the policy, or they may know but be unwilling to share this information with university staff (which is their right).*

<sup>1</sup> In some instances, the alleged respondent may hold multiple roles on campus. When it is clear in what role the person was acting at the time of the incident (e.g., as a staff member rather than as a faculty member or as a student rather than as a staff member) they are only recorded in one category, when it is unknown, they are recorded in both categories. Further, in some cases there may be more than one respondent involved in an incident.

## Sexualized Violence Prevention and Response Policy Jurisdiction

The policy and its procedures apply to all members of the university community. The university has jurisdiction when the incident occurred in one or more of the following circumstances:

- 1) On property controlled by the university;
- 2) When the respondent is/was in a position of power or influence over the survivor's academic or employment status at UVic;
- 3) At an event or activity sponsored or under the auspices of UVic.

Below we identify of the 57 disclosures received, how many occurred within our jurisdiction ("yes") and how many did not ("no"). All survivors, regardless of whether there is policy jurisdiction for the purposes of an investigation are offered information, advice, and support. As survivors have the choice to not share information about the identity or position of an alleged respondent, some also choose not to disclose where an incident has occurred which results in an "unknown" category.

Jurisdiction: September 1 <sup>st</sup> 2018 – August 31 <sup>st</sup> 2019				
	Yes	No	Unknown	Total
<b>Totals</b>	<b>35</b>	<b>21</b>	<b>1</b>	<b>57</b>
<b>*Historical</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>0</b>

*\* A historical disclosure is one that happened more than two years ago. In those cases where we did not know the date of the incident they are listed as unknown as to whether they are historical.*

## Gender breakdown

Given the relatively low numbers in each category, we are unable to provide a gender breakdown by UVic position because it could inadvertently compromise individuals' anonymity and confidentiality. In some cases, the gender of the alleged respondent is unknown because the information was not provided during the disclosure. Of the survivors who disclosed this year, 89% identified as cis-gender women.

Gender: September 1 <sup>st</sup> 2018 – August 31 <sup>st</sup> 2019		
	Survivor	Respondent
<b>Male identified</b>	4	47
<b>Female identified</b>	51	3
<b>Trans/Gender Non-Binary</b>	2	0
<b>Unknown</b>	0	7
<b>Totals</b>	<b>57</b>	<b>57</b>

## Formal Reports

Between May 1st, 2018 and August 31st, 2019, 10 reports were made with the purpose of initiating an investigation. Of these, one did not proceed to a full investigation (for reasons of the survivor's), one was investigated as a management-led investigation through Human Resources and therefore EQHR does not know the outcome, five resulted in a community accountability process (agreed on by the survivor, respondent, and university). The other three reports led to completed investigations. Of these, one led to a finding the policy was breached while the other two did not.

## Types of incidents

Like previous years, most disclosures described unwanted sexualized attention in the form of sexualized looks, comments, and persistent reach outs and messages. While these incidents did not involve any physical harm, some survivors found these interactions psychologically extremely harmful. This was especially the case when the survivor expressed concern and/or fear that the alleged respondent held a position of power over their academic, professional and/or personal success and/or where the behaviour was aggressive and persistent. A small but significant percentage of survivors described physically harmful sexual assault which they also reported to police. All incidents involving students identified alcohol use, and in some cases heavy alcohol use, as a contributing factor. In some of the cases involving staff and faculty, alcohol also played a contributing role.

## Types of supports offered and requested

Each person who came to the office to make a disclosure (in contrast to those seeking confidential consultation that did not result in a disclosure) were given information on the options available to them both in terms of support and policy process. These supports included referring students to Office of Student Life case management for those students with complex and on-going support needs (often involving mental health concerns), Human Resources consultant support for similarly situated staff members, counselling and/or health services. Some survivors wanted support for specific needs including assignment extensions as well as Requests for Academic Concessions (RAC). Some were referred to the Anti-Violence Project and/or the Victoria Sexual Assault Centre and/or police services. In some cases, survivors had strong support networks already in place and were looking for specific information for how to address their circumstances informally (e.g., advice on how to set boundaries with individuals, how to have difficult conversations with individuals, education for individuals or departments, and/or facilitated conversations). Some explored formal policy options (investigation and sanctions) and chose to proceed while others decided to forgo formal process for informal resolution. To date none of these disclosures required an emergency health or safety response.

## Information & statistics UVic is unable to collect and/or report

There is some information that we either do not or cannot collect, namely:

- **Number of Third-Party disclosures:** the SVRO receives a significant number of people sharing third-party information and/or seeking advice on how to support people who have disclosed. Given one of the functions of the office is to provide confidential consultations, we do not ask information about the person(s) directly impacted by the SV in these third-party conversations. Further, oftentimes more than one person will reach out in reference to the same incident, making the total number of third-party disclosures an inaccurate number of actual incidents of SV.
- **Total number of times UVic community reach out to/visit the SVRO for information, advice and supports:** Given the significant number of people both (in)directly impacted by SV who access the SVRO, and that many individuals access the office numerous times, we do not have the capacity to count all these interactions. The time to track such stats is invested, instead, in supporting survivors and providing people with the information and advice to navigate situations of SV.

## Sexualized violence education and prevention strategies

From September 2018 to August 2019, the Sexual Violence Resource Office provided **35** educational workshops to **755** UVic community members, primarily made up of staff and faculty. This total does not include students, who participate in UVic's Tools for Change and Bringing in the Bystander training facilitated by the Office of Student Life twice monthly. Information about the total number of students who attend this training can be discussed by contacting: Student Leadership Coordinator: [oslengage@uvic.ca](mailto:oslengage@uvic.ca).

The SVRO in EQHR offers a suite of tailored education and prevention offerings to students, staff, and faculty at UVic, including:

1. **Tools for Change:** EQHR, with support of campus partners, led the creation of student-facing, in-person and online, educational programs called "Tools for Change". The program provides first year students and those with little knowledge around the topic of sexualized violence with information about UVic's principles in relation to sexualized violence prevention, how UVic defines sexualized violence and consent, as well as how to provide a trauma-informed response. In this new 3-hour in-person workshop aimed at new undergraduate students we are working to create an on-line version of the program delivered through pre-arrival programming.
2. **Sexualized Violence Prevention and Response Training for Staff and Faculty:** this 1.5 hour session provides staff and faculty with information about their responsibilities as University employees under the Sexualized Violence Prevention and Response Policy regarding such topics as: what is sexualized violence; how to receive disclosures; how to support and appropriately refer survivors; as well as policy procedures.
3. **Consent: It Starts with a Conversation:** A new SV prevention campaign created in collaboration with UVic community members that launched in 2018.



4. ***Culture and Consent:*** Developed awareness raising and web materials for International Students related to consent and sexualized violence. Translated these materials into the six most commonly spoken languages other than English.

We would love to hear your feedback on this report including insights on what more could be included, as well as the various education and response initiatives of the SVRO. We are committed to continually strengthening our programs and services to support survivors and their communities. Please connect with us by either emailing or calling Reem Girgrah at [svpprojects@uvic.ca](mailto:svpprojects@uvic.ca)/250.472.5530 or Lane Foster at [svpcoordinator@uvic.ca](mailto:svpcoordinator@uvic.ca)/250.472.4114.