

Annual Sexualized Violence Statistics (SV) 2021-2022

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 2019-2020 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) 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 Sexualized Violence Resource Office 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.

Sanctioning

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

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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

Disclosures increased from 25 during the last calendar year (2020-21), to 61 in 2021-22. In line with previous years, most disclosures were made by UVic students whereas the profile of those alleged to have caused harm is more varied.

Disclosures: September 1 st 2021 – August 31 st 2022						
	Student	Staff	Faculty	Community Members	Other	Total
Survivors	55	3	1	0	1	61
Alleged Respondents	38	4	1	13	5	61

“Community Member” is a category that includes individuals who are not UVic community members but known to the survivor as someone from the broader community, this may include UVic alumni (both student and faculty). The category “other” includes those individuals who are either unknown to the survivor or know but the survivor is unwilling to share this information with university staff (which is their right).

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 61 disclosures received, how many occurred within our jurisdiction (“yes”) and how many did not (“no”). All survivors, regardless of whether there is policy

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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 st 2021 – August 31 st 2022				
	Yes	No	Unknown	Total
Totals	25	31	3	61
*Historical	5	0	0	5

* 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. There is less gender diversity in terms of the survivors who came forward this past year, with 95% of survivors identifying as cis-gender women. There was, however, a slight increase in the gender diversity of respondents with a few more female-identified folks (8%) alleged to have caused harm.

Gender: September 1 st 2021 – August 31 st 2022		
	Survivor	Respondent
Male identified	2	53
Female identified	58	5
Trans/Gender Non-Binary	1	1
Unknown	0	2
Totals	61	61

Voluntary Resolution Processes and Formal Reports

In 2021 the SVPR Policy was revised based on student, staff, and faculty feedback. One of the major changes was to formalize a Voluntary Resolution Process (VRP) option within the policies and procedures. A VRP includes any process, agreed upon by all the parties, that will bring about accountability and/or closure for the parties without a formal report or investigation. This may include anything from awareness and education for the person alleged to have caused harm, to mediation, healing circles, or more formal behavioural or communication agreements. This year, 16 (26%) of survivors requested a Voluntary Resolution Process, with most resulting in either awareness and education for the person alleged to have caused harm and/or

behavioural agreements. In some cases, a VRP was initiated but not completed as one or more of the parties did not agree to proceed.

We received five formal reports this year and proceeded with an investigation of all five. However, of these, two were the result of disclosures made and recorded in the previous calendar year and therefore does not represent a noteworthy increase in the number of distinct individuals wanting to report as compared to other years. We can say that of these five investigations, three resulted in a finding that the policy was breached.

Types of incidents

Like previous years, most disclosures described unwanted sexualized attention in the form of sexualized looks, comments, and persistent reach outs, messages, and come-ons. There were also some notable incidents of voyeurism. While these types of incidents did not involve physical contact, many survivors found these interactions emotionally and psychologically harmful. A smaller but significant percentage of survivors described physically harmful and/or extremely violent sexual assault. Most of these individuals also reported their experience to police (with an unknown number leading to charges).

Types of supports offered and requested

Each person who disclosed to the Sexualized Violence Resource Office were given information on the options available to them both in terms of support and resolution options. Rarely were survivors looking solely for health and counselling referrals. Many were seeking some form of accountability from the person alleged to have caused harm or else options to avoid future contact or interaction with the person alleged to have caused harm. As such, we found 1/4 of those who disclosed request a Voluntary Resolution Process. In some instances, these processes were successful and led to some form of education and awareness for the person who caused harm, or an agreement that would support the survivor in feeling psychologically safer. In other instances, the request was for some form of academic concession or accommodation.

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

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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.

- **Feedback from students, staff and faculty that have participated in investigations:** Seeking feedback from individuals who have completed an investigation process is challenging from both a survivor-centred and trauma-informed perspective as it asks the survivor to re-live a stressful experience. However, the SVRO does plan on piloting a ‘satisfaction survey’ and will share aggregate data when that information is available. Following a pilot, we will weigh the pros and cons of such an approach for meeting our commitment to being trauma informed.

Sexualized violence education and prevention strategies

From September 2021 to August 2022, the Sexual Violence Resource Office had a 200% increase in the number of trainings provided to students, staff, and faculty, delivering **33** educational workshops to **797** UVic community members. This does not include the large number of Tools for Change and Bringing in the Bystander workshops delivered to students through the Office of Student Life (OSL) or the 1,000s of students who take the abbreviated, online, version of Tools for Change as an aspect of their online prearrival programming. These statistics are recorded by OSL.

Over the last five years, we have offered a total of **134** trainings to the campus community, providing SV prevention and response education to **3,290** students, staff and faculty!

We regularly train staff and faculty across campus, including key units such as Campus Security and Residence Services on what sexualized violence is, its systemic roots, consent, how to support survivors, and where to go for supports and options.

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

1. **Tools for Change:** a 3-hour in-person workshop aimed at new undergraduate students, as well as 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; well as policy procedures.
3. **Consent: It Starts with a Conversation:** An SV prevention campaign created in collaboration with UVic community members that launched in fall 2019.
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.

5. **Spotlight on Inclusion:** An in-person program designed for the unique circumstances of the performing arts including the prevention and response to sexualized violence as well as discrimination and harassment (for actors, stage crew, and directors).
6. **The Three Key Boundaries: Creating, Recognizing, Celebrating:** a new workshop aimed at supporting both undergraduate/graduate students in identifying, communicating, and maintaining their personal boundaries
7. **Social and Professional Competency Training:** a training designed to increase Graduate Student and Teaching Assistant's understanding and sense of responsibility in regard to UVic's Sexualized Violence Prevention and Response Policy and Discrimination and Harassment Policy
8. **Power, Privilege and Accountability:** The workshop is designed to cultivate a shared understanding among UVic leaders, supervisors, and administrators of the role power and privilege play in successfully navigating workplace conflict and leading individuals and teams. The workshop will help participants understand where they hold power-privilege, and how that power-privilege may be perceived by others. This will include a discussion of the different ways that we may unintentionally exercise power and our responsibility as leaders to acknowledge and productively harness our power and authority. This includes an exploration of accountability and what that looks like for leaders on campus. The workshop is designed to be interactive and includes a case study for reflection and skill-building.

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/250.472.5530 or Lane Foster at svpcoordinator@uvic.ca/250.472.4114.