



University Students' Council Standing Policy  
**Womxn's Policy Paper**

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| <b>Original Author(s)</b>   | <b>Authors(s) of Renewed Paper</b> |
|---|------------------------------------|
| <p style="text-align: center;">Mackenzey Metcalfe<br/>           Associate Municipal Affairs<br/>           University Students' Council</p> <p style="text-align: center;"><i>with files from</i><br/>           Catherine Dunne<br/>           Vice-President<br/>           University Students' Council</p> | N/A                                |

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## Land Acknowledgement

The University of Western Ontario is located on the traditional territories of the Anishinaabeg, Haudenosaunee, Lunaapeewak and Attawandaron peoples, who have long-standing relationships to the land and region of southwestern Ontario and the City of London. The local First Nation communities of this area include Chippewas of the Thames First Nation, Oneida Nation of the Thames, and Munsee Delaware Nation. In the region, there are eleven First Nation communities and a growing Indigenous urban population. Western University values the significant historical and contemporary contributions of local and regional First Nations and all of the Original peoples of Turtle Island (North America).

## Key Terms

**Complainant:** A complainant is the party initiating a report or allegation of gender-based violence.

**Consent:** Consent is this is a voluntary agreement to engage in sexual activity, which must be given actively and willingly. Consent is never assumed or implied; it is not silence (or the absence of “no”); cannot be given while impaired by drugs or alcohol; cannot be obtained through threats, or by abusing a position of trust, power, or authority. Consent can be revoked at any time.<sup>1</sup>

**Gender-Based/Sexual Violence:** Any practice or behaviour that establishes, exploits, and reinforces gendered power inequities resulting in physical, sexual, emotional, economic, or mental harm. Gendered violence includes sexism, gender discrimination, gender harassment, biphobia, transphobia, homophobia and heterosexism, sexual assault, sexual harassment, stalking, and intimate partner violence.<sup>2</sup>

**Interim Measures:** Immediate (and sometimes temporary) steps that can be taken upon a report of gender-based violence to protect survivors.<sup>3</sup>

**Rape Culture:** The pervasiveness and normalization of rape due to societal attitudes about gender and sexuality.<sup>4</sup>

**Respondent:** A respondent is the party responding to a report or allegation of gender-based violence.

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<sup>1</sup> *Ontario Women's Directorate: Developing a Response to Sexual Violence: A Resource Guide for Ontario's Colleges and Universities*, (Toronto: Queen's Printer for Ontario, 2013), 4.

<sup>2</sup> Jay Harrison and Ginette Lafreniere, *University Campuses Ending Gendered Violence Final Report & Recommendations* Wilfred Laurier University, (Waterloo, The Change Project, 2015).

<sup>3</sup> Elizabeth Sheehy and Daphne Gilbert, *Responding to Sexual Assault on Campus: What Can Canadian Universities Learn from US Law and Policy?* (Ottawa: University of Ottawa Faculty of Law, 2015), 16.

<sup>4</sup> Rebecca Flintoft et al., *Violence Goes to College: The Authoritative Guide to Prevention and Intervention*, Charles C Thomas Pub Ltd., 134.

**Sexual Assault:** An act in which a person intentionally sexually touches another person without that person's consent, or coerces or physically forces a person to engage in a sexual act against their will.<sup>5</sup>

**Sexual Harassment:** as any conduct, comment, gesture, or contact of a sexual nature that is likely to cause offence or humiliation to any person.<sup>6</sup>

**Stand-Alone Policy:** In the context of this policy paper, a stand-alone policy refers to a single document where students can access all necessary information regarding policies, reporting options, support, interim measures, remedies, procedures and programming for gender-based violence at Western University.

**Survivor:** The term 'survivor' refers to any person who has experienced gender-based violence in any form. In terms of this policy paper, survivor refers to any person who has reported or disclosed an act of gender-based violence. In doing so, we also acknowledge and respect that survivor is a very personal term and that there are many other terms a person who has experienced gender-based violence may choose to identify with.<sup>7</sup>

**Survivor-Centric:** When the rights, needs, and wishes of the survivor are prioritized in gender-based violence prevention programming. Survivor-centric approaches aim to create environments where survivors are treated with dignity and respect, free from discrimination, given comprehensive information, empowered to make their own decisions, and have their privacy and confidentiality maintained.

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<sup>5</sup> Peter Cameron et al., "Textbook of Adult Emergency Medicine E-Book," *Elsevier Health Sciences*, 2011, 658.

<sup>6</sup> Employment and Social Development Canada, *Sexual Harassment: What is Sexual Harassment*, 2019.  
<https://www.canada.ca/en/employment-social-development/services/labour-standards/reports/sexual-harassment.html#s01>

<sup>7</sup> Antonio Brieva, et al., *Policy Paper: Sexual Violence Prevention and Response*. (Toronto: Ontario Undergraduate Student Alliance, 2016).

## Executive Summary

On March 19th, 2019 in response to the 2018 Student Voices on Sexual Violence Survey, the Ministry of Training, Colleges, and Universities announced a number of immediate actions addressing the serious issue of gender-based violence impacting post-secondary students in Ontario.<sup>8</sup> This included requiring every publicly-assisted college and university in Ontario to review their sexual violence policies by September 2019.<sup>9</sup> This was in addition to Bill 132, which mandated that all colleges and universities create an official policy on Sexual Violence in 2016. Bill 132 also mandates that all Colleges and Universities ‘shall ensure that student input is considered, in accordance with any regulations, in the development of its sexual violence policy and every time the policy is reviewed or amended.’<sup>10</sup> The USC wishes to consult with Western during their review of the Policy on Sexual Violence before its completion in September 2019.<sup>11</sup> These recommendations are to ensure that students are consulted in the review of Western’s Policy on Sexual Violence so that the existing policies can be updated to incorporate survivor-centric policies and procedures. Strengthening the existing policy will assist Western in their fight to end gender-based violence on campus and will aid students in their experiences reporting and surviving acts of gender-based violence.

This issue impacts University-related sexual assault is a widespread problem that affects approximately 25% of female students during their time at university.<sup>12</sup> <sup>13</sup> <sup>14</sup> It also impacts a smaller but significant number of male students on university campuses.<sup>15</sup> Studies have also shown that different demographics are more at risk of gender-based violence than others. Survivors of gender-based violence from minority ethnic and lesbian, gay, bisexual, transgender and queer (LGBTQ+) communities are less likely to access specialist support following an incident of gender-based violence than other members of the general population.<sup>16</sup> First-year university students are also especially at risk for experiencing acts of

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<sup>8</sup> Ministry of Training, Colleges and Universities, *Province Doubles Investment to Help Prevent Sexual Violence on Campus*, March 19, 2019. <https://news.ontario.ca/maesd/en>

<sup>9</sup> Ibid.

<sup>10</sup> Legislative Assembly of Ontario, *Bill 132: Sexual Violence and Harassment Action Plan Act (Supporting Survivors and Challenging Sexual Violence and Harassment)*, 2016.

<sup>11</sup> Ministry of Training, Colleges and Universities, *Province Doubles Investment to Help Prevent Sexual Violence on Campus*, March 19, 2019.

<sup>12</sup> W. DeKeseredy and K. Kelly, *The Incidence and Prevalence of Woman Abuse in Canadian University and College Dating Relationships*, (The Canadian Journal of Sociology 1993), 137–59.

<sup>13</sup> B. S. Fisher, L. E. Daigle, F. T. Cullen, and M. G. Turner, “Reporting Sexual Victimization to the Police and Others: Results from a National-Level Study of College Women,” (*Criminal Justice and Behaviour*, 2003), 6–38.

<sup>14</sup> C. P. Krebs, et al., *College Women’s Experiences with Physically Forced, Alcohol- or Other Drug Enabled, and Drug-Facilitated Sexual Assault Before and Since Entering College*, (Journal of American College Health 57, 2009), 639–49.

<sup>15</sup> K. G. Weiss, *Male Sexual Victimization: Examining Men’s Experiences of Rape and Sexual Assault* (Men and Masculinities, 2010), 275–298. <https://doi.org/10.1177/1097184X08322632>

<sup>16</sup> Gillian Love et al., *Improving Access to Sexual Violence Support for Marginalised Individuals: Findings from the Lesbian, Gay, Bisexual and Trans and the Black and Minority Ethnic Communities*. (Critical and Radical Social Work 5, no. 2, 2017): 163-179.

gender-based violence.<sup>17</sup> Furthermore, Western University was identified as an area where women felt particularly unsafe in London in the London Safe Cities Report, which was conducted in 2018.<sup>18</sup> This research further enforces the importance of having a firm and survivor-centric policy on gender-based violence at all universities.

University-specific gender-based violence policies are intended to provide a different form of redress for survivors of gender-based violence within a university environment. These policies are intended to be less onerous on the survivor, with shorter timelines and alternative, campus-level remedies as compared to the traditional criminal justice system.<sup>19</sup> However, gender-based violence is inherently complex, making it difficult for even trained law enforcement to handle effectively.<sup>20</sup> It is critical for institutions to implement policies specific to gender-based violence that are comprehensive enough to handle the various complexities that may arise appropriately.<sup>21</sup> Additionally, the process and policies the university creates should be clear, accessible to all students, and created with gender-based violence survivors in mind. The recommendations outlined in this document and proposed by the University Students' Council were created with these goals in mind and aim to create a more transparent, survivor-centric approach to gender-based violence prevention on campus. This is done through the recommendations of updating and consolidating all of Western's Policies concerning gender-based violence into one stand-alone document, advocating for increased and strategically targeted programming regarding gender-based violence awareness and prevention on Western's campus, and providing advocacy points for the USC to use with the municipal, provincial and federal governments regarding university gender-based violence prevention. These policy expansions and programming proposals are supported by the provincial government's investment in Women's Campus Safety Grant to assist colleges and universities in preventing gender-based violence.<sup>22</sup>

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<sup>17</sup> S. Cranney, *The Relationship Between Sexual Victimization and Year in School in U.S. Colleges: Investigating the Parameters of the "Red Zone,"* (*Journal of Interpersonal Violence*, 30(17), 2015), 3133–3145. <https://doi.org/10.1177/0886260514554425>

<sup>18</sup> *London Safe Cities Report*, (City of London Ontario Canada, 2019).

<sup>19</sup> *Our Turn: A National, Student-Led Action Plan to End Campus Sexual Violence*, (Students for Consent Culture Canada, 2017), [https://ssmu.ca/wp-content/uploads/2017/10/our\\_turn\\_action\\_plan\\_final\\_english\\_web.pdf?x26516](https://ssmu.ca/wp-content/uploads/2017/10/our_turn_action_plan_final_english_web.pdf?x26516)

<sup>20</sup> J. Napolitano, 'Only Yes Means Yes': *An Essay on University Policies Regarding Sexual Violence and Sexual Assault*, (*Yale Law & Policy Review*, 2015), 387–402.

<sup>21</sup> T. L. Tamborra, and F. M. Narchet, *A University Sexual Misconduct Policy: Prioritizing Student Victims' Voices*, (*Crime and Community Safety*, 13, 2011), 16–33. doi:10.1057/cps.2010.17.

<sup>22</sup> Ministry of Training, Colleges and Universities, *Province Doubles Investment to Help Prevent Sexual Violence on Campus*, March 19, 2019. <https://news.ontario.ca/maesd/en/2019/03/ontario-government-takes-action-to-protect-students-from-sexual-violence.html>

## Recommendations for Western University's Policy on Gender-Based Violence

Principle: Universities are required to have policies in place to deal with instances of gender-based violence on campus.<sup>23</sup>

Principle: Western University should have a policy that outlines a clear, comprehensive and survivor-centric approach to gender-based violence.

Principle: Victims of gender-based violence are more likely to come forward with their reports if they know they will not be alone in the reporting process.

Principle: Survivors of gender-based violence should be able to access all policies and related procedures in a stand-alone document.

Concern: In the Student Voices on Sexual Violence Survey, Western was above the provincial average in areas, including students who disclosed an experience of sexual harassment and students who had a non-consensual sexual experience.<sup>24</sup>

Concern: Many victims of gender-based violence do not report their experiences.<sup>25</sup>

Concern: 90% of university sexual assaults are committed by repeat perpetrators.<sup>26</sup>

Concern: Western's Policy on Sexual Violence is currently not survivor-centric.

Recommendation: Western University should create a stand-alone policy on gender-based violence.

Recommendation: Western's Policy on Sexual Violence should ensure complaints of gender-based violence are not suspended if the respondent ends their relationship with the school.

Recommendation: Western's Policy on Sexual Violence should include an external third party independent member on the sexual violence review committee who is not affiliated with the university.

Recommendation: Western's Policy on Sexual Violence should provide an independent investigator who is accessible to survivors during the reporting process.

Recommendation: Western's Policy on Sexual Violence should contain informal, restorative justice mechanisms, including educational sanctions, rather than solely offering punitive action.

Recommendation: Western's Policy on Sexual Violence should include Face-to-Face Protections for survivors so they do not have to encounter the respondent during the investigation process.

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<sup>23</sup> Legislative Assembly of Ontario, *Bill 132: Sexual Violence and Harassment Action Plan Act (Supporting Survivors and Challenging Sexual Violence and Harassment)*, 2016.

<sup>24</sup> Government of Ontario, "Summary Report of the Student Voices on Sexual Violence Survey," *CCI Research Inc.*, 2019).

<sup>25</sup> Statistics Canada, *Canada, Juristat, Criminal Victimization in Canada, 2014*, by Samuel Perreault, (Ottawa: Minister of Industry, 2015), 40.

<sup>26</sup> Callisto: Tech to Combat Sexual Violence, *Year Three of Combating Sexual Assault, Empowering Survivors and Advancing Justice: 2017-2018 Academic Year Report*, (2018), 4.

Recommendation: Western's Policy on Sexual Violence should explicitly mention that all sanctions applied to the respondent will be made known to the survivor.

Recommendation: Western's Policy on Sexual Violence should include interim measures that will be available to a survivor if they choose to file a complaint regarding gender-based violence.

Recommendation: Western's Policy on Sexual Violence should remove the formal time limit to file a complaint regarding a sexual harassment incident.

Recommendation: Western's Policy on Sexual Violence should contain an appeal process for the complainant. Currently, there is only an appeal process for the respondent.

Recommendation: Western's Policy on Sexual Violence should explicitly mention rape culture on university campuses.

Recommendation: Western's Policy on Sexual Violence should include a provision where a student has the option to bring their report of gender-based violence forward to Western's administration only if someone else reports the same assailant within the internal reporting system.

Recommendation: Every Western student should be required to complete an annual online gender-based violence prevention course as a condition of attending Western University.

The policy recommendations for Western University's Policy on Sexual Violence are based on research about existing university sexual violence policies in Ontario and across Canada. In 2017, the Province of Ontario passed Bill 132: Sexual Violence and Harassment Action Plan, which created mandates for gender-based violence policies at post-secondary institutions. This bill and the policies it mandated universities create were later examined by a student-led advocacy group, Students for Consent Culture Canada. This group released a National Action Plan which graded and consolidated the sexual violence policies of different Canadian universities, highlighting the strengths and weaknesses of each institutions' policies. This group and our provincial advocacy partner, Ontario Undergraduate Student Alliance (OUSA), called on the provincial government to provide greater guidance for universities in the development of gender-based violence prevention policies and greater enforcement mechanisms to hold post-secondary institutions accountable for these policies.<sup>27</sup> The policy recommendations from their National Action Plan provided a starting point for the recommendations that this paper makes for the Policy on Sexual Violence for Western University by amalgamating the strengths of the institutions' policies into our own policies.

The creation of a stand-alone sexual violence policy is central to creating survivor-centric gender-based violence prevention. A student or member of the university community should be able to

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<sup>27</sup>Alliance of BC Students et al., *Spotlight: Campus Sexual Violence Prevention and Response in Ontario*, May 10, 2018, [https://www.ousa.ca/blog\\_shared\\_perspectives\\_ontario](https://www.ousa.ca/blog_shared_perspectives_ontario)

find all of the relevant information regarding sexual violence policies, procedures, and prevention in one single document. Western University's Policy on Sexual Violence currently intersects with three separate university documents: The Residence Contract, The Code of Student Conduct, and The Non-Discrimination Harassment Policy. The current intersection of these documents complicates the sexual violence reporting process and makes an already daunting experience for a student even more convoluted. The creation of a single, stand-alone policy will streamline the process of dealing with an act of gender-based violence and creates fewer barriers for reporting and supporting those who have experienced instances of gender-based violence. It is also significant to recognize that while some of these policy recommendations may happen in practice, this may vary depending on who is implementing the policy. In order to ensure best practices are always followed, the USC wishes to enshrine best practices into Western's sexual violence policy itself.

After the existing policies regarding gender-based violence on Western's campus are consolidated, there are a number of specific policy recommendations that the USC and the students of Western University recommend are incorporated into the stand-alone policy. Firstly, it must be ensured that complaints of gender-based violence are not suspended if the respondent ends their relationship with the university (i.e. transfers or drops out). It is integral to ensure the survivor continues to have a choice in the investigation, regardless of external circumstances. Should a respondent end the relationship with the school, complaints should continue to be investigated to ensure the safety of the survivor in the case that the accused visits the school, is on university property or wishes to re-enrol as a student. Additionally, the existence of an external third party independent member on the review committee who is not affiliated with the university and not including legal counsel should be present in every investigation of gender-based violence. This can be a community member with expertise in this area (i.e. a staff member from ANOVA) or another expert in the field. The external third party independent member on the review committee will help to ensure that all bodies are being impartial during the reporting and investigation process. Furthermore, the USC recommends that an independent investigator should be accessible for all students who are filing a complaint of gender-based violence. Survivors should be given the choice to have their complaint reviewed by someone who is not a member of the university community. This is common across other university's sexual violence policies and ensures that the act of gender-based violence is dealt with in a manner that is preferable to the student.<sup>28</sup>

Further recommendations for Western's Policy on Sexual Violence include the implementation of Face-to-Face Protections for survivors. This would mean survivors do not have to encounter the respondent face-to-face if they choose not to do so during the investigation process. Incidents of

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<sup>28</sup> *Policy Against Sexual Violence*, (McGill University, Montreal: March 2019), 8.  
[https://www.mcgill.ca/secretariat/files/secretariat/policy\\_against\\_sexual\\_violence.pdf](https://www.mcgill.ca/secretariat/files/secretariat/policy_against_sexual_violence.pdf)

gender-based violence can be strenuous for the survivor and having to see their assailant through the reporting process can act as a deterrent to reporting an act of gender-based violence. Adding Face-to-Face Protections ensure a survivor does not have to relive their experience while navigating the university reporting system. Western's Policy on Sexual Violence should also contain explicit mention that sanctions applied to the respondent will be made known to the survivor. This is an essential component in the survivor assessing their own safety on Western's campus. It is incredibly important for this to occur regardless of what position the respondent holds within the university, as a survivor should never unknowingly come across their assailant while attending university. The term 'rape culture' pertaining to university campuses should also be included in Western's Policy on Sexual Violence. The purpose is to validate a survivor's experiences and to address the cultural values that underpin the campus sexual assault epidemic.

Informal and restorative justice mechanisms rather than punitive action should be available as remedies in Western's Policy on Sexual Violence. This way, a survivor can address the act of gender-based violence in the way that they and Western's administration see fit. Additionally, the sanctions available should be explicitly mentioned in Western's Policy on Sexual Violence. This is important in ensuring a survivor knows all of the options available to them while filing a report of gender-based violence with Western University. To further strengthen Western's Policy on Sexual Violence, explicit interim measures should be publically available to all students wishing to inquire about reporting an act of gender-based violence. Interim measures are mentioned in Western's Sexual Violence Policy, but explicit mention that the university will help the survivor to develop a safety plan and can offer support in reporting to the police is critical. These measures can be based on past instances or solely general guidelines from the university but must be made publically available to ensure that survivors are aware of the protections available to them if they choose to report their instance of gender-based violence to the university. Additionally, Western's current Policy on Sexual Violence does include a time limit to file a formal complaint after the incident of gender-based violence (one year). This limit should be removed, and it should be reiterated by Western that there are no time limits for survivors. Finally, the USC recommends that the appeal process that is currently available for respondents be extended to the complainant. A survivor must have other avenues of recourse, specifically, the ability to appeal to an external non-administrative body, just as the complainant is able to.

There are two final policy recommendations that the USC wishes to recommend to Western University. Firstly, an additional option in Western's gender-based violence reporting process should be implemented where a student has the option to bring their report forward to Western's administration only if someone else reports the same assailant. This concept is based on research by an American company, Callisto: Tech to Combat Sexual Assault. Callisto is a program on American university campuses that

allows sexual assault survivors to report their experiences through a specialized online forum. This forum allows for survivors to save information and evidence electronically and have the option to report their assailant on the spot, or to withhold their report until that assailant is reported by another student in the online forum. By giving information that uniquely identifies the perpetrator, the report of gender-based violence would only be given to Western's administration if the same assailant was reported by another student. 15% of all reports entered into the website matched with another victim of the same assailant, causing them to report simultaneously.<sup>29</sup> In the Callisto System, 100% of people who used the service recommended it to a friend who had also been sexually assaulted on campus.<sup>30</sup> Western implementing a similar system into their online reporting form for gender-based violence would be a significant step in supporting survivors of gender-based assault and strategically target repeat offenders.

Secondly, Western should create a mandatory, online gender-based violence prevention course that each staff, student, and administrator is required to complete while they attend the university. This strategy was recently announced at McGill University and will be implemented for the 2019-2020 school year.<sup>31</sup> All students must complete a mandatory online training course on gender-based violence that discusses the meaning, impact, and prevalence of gender-based violence. Students learn about consent, how to safely intervene to prevent acts of gender-based violence, and how to support survivors who disclose experiences of gender-based violence.<sup>32</sup> This course could be facilitated through the online portal 'OWL' and would be required to be completed before students were able to pick their courses for the upcoming semester to ensure completion by the student body.

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<sup>29</sup> Callisto: Tech to Combat Sexual Violence, *Year Three of Combating Sexual Assault, Empowering Survivors and Advancing Justice: 2017-2018 Academic Year Report*, (2018), 4.

<sup>30</sup> *Ibid.*, 3.

<sup>31</sup> *It Takes All of Us*, McGill University, (Sexual Violence Education Program, Montreal: 2019), <https://mcgill.ca/sv-education/>

<sup>32</sup> *Ibid.*

## Policy Recommendations for Western University's Residence Policy

Principle: Western University should have a clear, comprehensive and survivor-centric approach to gender-based violence.

Principle: Students are most susceptible to acts of gender-based violence in their first few months on a university campus and currently are not receiving adequate support.<sup>33</sup>

Principle: All Western students deserve the same rights, respect, and due process when dealing with gender-based violence.

Principle: Sexual Violence Policies should be available in a stand-alone document.

Concern: There are three separate university policies governing gender-based violence on campus, meaning Western does not have a stand-alone policy.

Concern: This lack of a stand-alone policy on gender-based violence means students may have different experiences in reporting incidents of gender-based violence, as they are dealt with by different university staff depending on which policy the investigation is conducted under.

Concern: The existing sexual violence policy in the Residence Code of Conduct is not comprehensive and needs to be reviewed and updated as the university's sexual violence policies are re-examined as mandated by the provincial government.

Concern: Other universities do not have separate policies for gender-based violence in residence.

Recommendation: Western University should consolidate their existing policies on gender-based violence into one complete stand-alone policy.

Recommendation: In the interim, Western University should review and update the Residence Sexual Violence Policy in the Residence Contract and create a stand-alone sexual violence prevention and procedure policy that is independent of the residence contract.

Recommendation: Housing at Western University should remove the 'up not out' residence protocol to ensure a survivor-centric approach to gender-based violence prevention is taken while ensuring confidentiality for the survivor.

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<sup>33</sup> S. Cranney, *The Relationship Between Sexual Victimization and Year in School in U.S. Colleges: Investigating the Parameters of the "Red Zone,"* (*Journal of Interpersonal Violence*, 30(17), 2015), 3133–3145.

Recommendation: Western University should implement an external third party independent member on the sexual violence review committee in residence which must include a review member who is not affiliated with the university that does not include legal counsel in residence sexual violence procedure.

Recommendation: Western University should allow a complainant to also be offered the right to appeal the decision, as currently, the appeals process is only available for the respondent.

Recommendation: Western University should allow for the possibility of academic sanctions to be imposed for those found guilty of gender-based violence in residence.

Recommendation: Western University should publish the sexual violence prevention policies and reporting procedures online on the Western Housing website, so they are available for all students.

Gender-based violence is an issue on all university campuses, but university students are most susceptible to acts of gender-based violence in their first few months at university.<sup>34</sup> This makes residence gender-based violence policies essential, as 78.3% of first-year students lived on-campus at Western in 2016.<sup>35</sup> Acts of gender-based violence at Western are governed by the Universities Policy on Sexual Violence. Western University's Policy on Sexual Violence intersects with three separate documents: the Residence Contract, Code of Student Conduct, and Non-Discrimination Harassment Policy. This raises an issue, as acts of gender-based violence that are committed against students that live off-campus are dealt with by different administrators, procedures, guidelines than acts of gender-based violence committed in residence as an initial point of contact. This would mean that how an act of gender-based violence is investigated can depend on the person's relationship with the university.<sup>36</sup> Having a consistent protocol to investigating and accommodating for acts of gender-based violence committed by or against any student or staff at Western is integral to ensuring that each survivor receives consistent intervention strategies and support.<sup>37</sup>

Dealing with a case of gender-based violence in residence as an interim measure may have some benefits, as Housing has greater control over where students live on campus and may have more

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<sup>34</sup>S. Cranney, *The Relationship Between Sexual Victimization and Year in School in U.S. Colleges: Investigating the Parameters of the "Red Zone,"* (*Journal of Interpersonal Violence*, 30(17), 2015), 3133–3145.

<sup>35</sup> Western University, "Common University Data Ontario - 2017," *Western University*.  
<http://www.ipb.uwo.ca/documents/cudo2017.pdf>

<sup>36</sup> Anqi Shen, *Universities Across Canada Implement Sexual Violence Policies*, (University Affairs, 2017)  
<https://www.universityaffairs.ca/news/news-article/universities-across-canada-implement-sexual-violence-policies/>

<sup>37</sup> Angela F Amar et al., *Administrators' perceptions of college campus protocols, response, and student prevention efforts for sexual assault.* (*Violence and victims* 29, 2014), 579-93.  
<https://www.lib.uwo.ca/cgi-bin/ezpauthn.cgi?url=http://search.proquest.com/docview/1549953730?accountid=15115>

liberty to accommodate the housing needs of a student who has experienced gender-based violence in residence. However, Housing is limited in only being able to apply sanctions pertaining to residence, including termination of the Residence Contract, probation, mandatory move to another residence, or limited access to resident buildings.<sup>38</sup> Housing does not have jurisdiction over other areas of the university that may impact sexual assault survivors experience at Western, including educational sanctions, suspension or expulsion from the university.

The ultimate goal of this policy proposal is to have one comprehensive, stand-alone sexual violence policy that governs all student activity on Western's campus in residence, on-campus and off-campus. This would ensure that each student is treated the same and offered the same support no matter where they reside.

The USC wishes to ensure that as Western's Policy on Sexual Violence is continually updated and that Residences' policies are also being reviewed and revised over time to meet the current needs of Western students. In the interim, the USC recommends several provisions to be added to the Residence Contract to include stronger policies for gender-based violence prevention if the existing policies cannot be amalgamated in the upcoming review of Western's Policy on Sexual Violence. Similar recommendations are also made to improve Western's current Sexual Violence Policy. These recommendations include removal of the 'up not out' Residence policy to ensure a survivor-centric approach to gender-based violence where a Residence Advisor should not be required to disclose all instances of known gender-based violence to their superior. Specifically, students who have already dealt with their personal instances of gender-based violence should not be required to re-visit the instance with a Residence Manager, but instead student staff should refer students to information explaining their options, the Sexual Violence Prevention Education Coordinator (SVPEC), or the opportunity to speak with a Residence Manager. In cases where students have experienced sexual violence in recent history (within a few days) and disclose to a student staff member, student staff should let survivors know they as student staff members can support them, but have limited resources to make changes. If students want any changes made to residence arrangements or otherwise, student staff should encourage them to speak with a manager or the SVPEC. Residence staff can and should make efforts to connect them to these resources if it is the student's wishes. Western Housing should make every effort to express these limits of confidentiality transparently online and in person to allow survivors to make an educated choice on their options prior to making a disclosure or report. The existence of an external third party independent member on the review committee is also recommended to be implemented into the residence gender-based violence procedure. This may include a community expert in the area, including

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<sup>38</sup> Western University, "Policy 1.52 – Policy on Sexual Violence," *Manual of Administrative Policies and Procedures*, 11. [https://www.uwo.ca/univsec/pdf/policies\\_procedures/section1/mapp152.pdf#page=4](https://www.uwo.ca/univsec/pdf/policies_procedures/section1/mapp152.pdf#page=4)

an ANOVA staff member. The committee reviewing the act of gender-based violence must also include a review member who is not affiliated with the university that does not include legal counsel. The complainant must also be offered the right to appeal the decision, as currently, the appeals process is only available for the respondent. Finally, the residence gender-based violence prevention policies and reporting procedures should be made available for all students on the Western Housing website, as the current information available in the Residence Contract is limited.

## Programming Recommendations for Western University

### A. Support

Principle: Clear gender-based violence prevention policies and procedures are an important resource for supporting gender-based assault survivors.

Principle: Students deserve to be provided with and have access to programs at Western that encourage campus safety and support survivors of gender-based violence.

Concern: There is currently no forum for group therapy for students to discuss or receive support for acts of gender-based violence on Western's campus.

Concern: The Student Services committee constantly reviews the necessity existing safety program for Western students, meaning that the funding for the program is at risk of being cut.

Recommendation: Western University should clarify the existing gender-based violence reporting system, programs and prevention strategies that exist on campus for Western students.

Recommendation: A gender-based violence support group should be created through Psychological Services at Western through the form of 'Group Care and Workshops' to address and provide support for survivors of gender-based violence.

Recommendation: Western University should continue to fund existing programs that support gender-based violence prevention and safety on campus.

An essential step in supporting survivors of gender-based violence at Western University is implementing a clear and concise Policy on Sexual Violence and educating students about the policy. This is so that students know what experiences should be reported and ensures that survivors feel that their concerns are being heard and validated. Furthermore, it will ensure Western is aware of the current climate of safety on its campus. This means students will only have to access a single document in order to get information regarding gender-based violence on campus, creating a survivor-centric approach to supporting survivors of gender-based violence at Western. This information should be further distributed through social media campaigns, posters, and other promotions in order to ensure all students are aware

of their reporting options. This information should be targeted at informing and supporting specific communities. Statistics suggest that survivors of gender-based violence from minority ethnic and lesbian, gay, bisexual and trans\* (LGBT+) communities are less likely to access specialist support following acts of gender-based violence than other members of the general population.<sup>39</sup> Informing students about the existing reporting options was also recommended by the London Safe Cities Report as a way to combat gender-based violence in London, Ontario.<sup>40</sup>

Supporting a survivor of gender-based violence after an experience is equally as important as having a sufficient and supportive reporting process. In order to further support survivors of gender-based violence on Western's campus, Psychological Services should create a group therapy program for gender-based assault survivors. This could be created through existing Group Care Workshops to address and provide support for survivors of gender-based violence and will provide survivors with a forum to speak with others about their shared experiences if they wish to.<sup>41</sup> In addition to these new services, it is important that Western University continues to fund existing supports for survivors of gender-based violence. This will ensure a culture of safety and support is fostered on Western's campus and will set an example to help challenge rape culture on all university campuses.

## B. Prevention

Principle: Students leaders are often the first point of contact for first-year students at Western.

Principle: Western students deserve to feel safe on campus and in their communities.

Concern: Students are most susceptible to acts of gender-based violence in their first few months on a university campus.<sup>42</sup>

Concern: Students on campus may not be trained in identifying and assisting those facing risks of gender-based violence.

Concern: In the Student Voices on Sexual Violence Survey, Western scored higher than the provincial average for students that did not know how to access support for sexual violence.<sup>43</sup>

Concern: Not all gender-based violence prevention training is effective.

Concern: As many as one in four young women will experience attempted or completed rape before graduating from university.<sup>44</sup>

<sup>39</sup> Gillian, Love et al., *Improving Access to Sexual Violence Support for Marginalised Individuals: Findings from the Lesbian, Gay, Bisexual, and Trans and the Black and Minority Ethnic Communities*. (Critical and Radical Social Work 5, no. 2, 2017): 163-179.

<sup>40</sup> *London Safe Cities Report*, (City of London Ontario Canada, 2019).

<sup>41</sup> Western Health and Wellness, *Group Care Workshops*, [https://www.uwo.ca/health/psych/group\\_care.html](https://www.uwo.ca/health/psych/group_care.html)

<sup>42</sup> S. Cranney, *The Relationship Between Sexual Victimization and Year in School in U.S. Colleges: Investigating the Parameters of the "Red Zone,"* (*Journal of Interpersonal Violence*, 30(17), 2015), 3133–3145.

<sup>43</sup> *Summary Report of the Student Voices on Sexual Violence Survey*, (CCI Research Inc., March 19, 2019).

<sup>44</sup> Sexual Assault Resistance Education Center, "About *Flip the Script*<sup>™</sup>, the Enhanced Assess, Acknowledge, Act (EAAA) Sexual Assault Resistance Education Program," *The SARE Centre*. <http://sarecentre.org/>

Recommendation: Gender-based violence prevention training for student leaders at Western should be conducted by ANOVA to ensure consistent, survivor-centric gender-based violence prevention training.

Recommendation: Mandatory bystander intervention training should be implemented for all USC bar, host and serving staff at the Wave and the Spoke.

Recommendation: All security personnel at USC events should be trained in best practices for bystander intervention and gender-based violence prevention.

Recommendation: The Enhanced Assess, Acknowledge, Act Sexual Assault Resistance Education Program (EAAA) should be incorporated into a course under Western's Women's Studies Department.

Recommendation: Increasing lighting on campus should be made a priority of Western's administration so that Western students feel safe on campus at night.

Recommendation: Western should continue to focus on a framework of healthy sexualities as a gender-based violence prevention method.

University students are most susceptible to acts of gender-based violence in their first few months on a university campus.<sup>45</sup> Student leaders are often the first point of contact for first-year students at Western who are the most vulnerable. Because of this, student leaders on campus are trained in gender-based violence prevention, however, not all gender-based violence prevention training is created equally. Some programs are not survivor-centric, and the programs available to student leaders on campus are not consistent from year-to-year, which could create different results in student experiences. The USC recommends that all gender-based violence prevention training for student leaders should be conducted by ANOVA to ensure consistent, survivor-centric gender-based violence prevention training.

Furthermore, all employees at the Spoke, the Wave and that are hired as security staff for the USC will be required to complete mandatory gender-based violence prevention and bystander intervention training. This is important, as it is well documented that places where alcohol is consumed have high rates of gender-based violence which can impact women's safety.<sup>46</sup> Research has shown that alcohol increases the likelihood of gender-based assault perpetration in men who are already predisposed to committing gender-based violence.<sup>47</sup> The USC serves alcohol in its establishments and at its events, making this training important for all USC employees that work in this environment.

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<sup>45</sup> S. Cranney, *The Relationship Between Sexual Victimization and Year in School in U.S. Colleges: Investigating the Parameters of the "Red Zone,"* (*Journal of Interpersonal Violence*, 30(17), 2015), 3133–3145.

<sup>46</sup> Kathryn Graham and Samantha Wells, *Is this what feminism has come to? How is it that women are so helpless that they need bartenders to protect them?* (42nd Annual Alcohol Epidemiology Symposium of the Kettil Bruun Society in Stockholm, 2016).

<sup>47</sup> Antonia Abbey, *Alcohol's Role in Sexual Violence Perpetration: Theoretical Explanations, Existing Evidence, and Future Directions,* (*Drug and Alcohol Review* 30, no. 5 2011) 481-489.

Another program that should be implemented at Western is The Enhanced Assess, Acknowledge, Act Sexual Assault Resistance Education Program (EAAA). EAAA should be implemented into a course under Western's Women's Studies Department to ensure that as many students as possible are able to receive the training and that the cost of the program can be subsidized through tuition. This course would entail lectures once a week regarding topics concerning women's safety on university campuses and gender-based education with four EAAA 3 hour sessions every other week during the semester. This model was first implemented at the University of Iowa, and has also been implemented at Stanford, where the course material is based on theory, research evidence, and best practices for helping women resist acquaintance gender-based assault.<sup>48</sup> Possible existing courses that this program could be expanded into include Women's Studies 1020E, 2163B, or 2160A. If the facilitation of a new course is not able to be created in time for the upcoming school year, a voluntary course should be offered for women at Western to receive EAAA training in the interim. This could be offered on weekends and weekdays over a four week period. This was also implemented at Concordia University, the University of Windsor, and Carleton University.<sup>49</sup>

### C. Intervention

Principle: Challenging the existing culture that underlies many of the issues women face is an important step in ensuring a culture of safety is fostered on campus.

Concern: Places where alcohol is consumed have high rates of gender-based violence which can impact women's safety.<sup>50</sup>

Concern: Areas of transition or travel and areas on Western's Campus were identified as particularly unsafe for women in the London Safe Cities Report.<sup>51</sup>

Concern: Many gender-based violence prevention programs are voluntary and therefore may have a selection bias.

Recommendation: Western University should release existing data on the safety of students on and around Western's campus improving women's safety on Western's Campus.

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<sup>48</sup>Stanford, Bulletin Explore Courses, "SOMGEN 160: Flip the Script," *Stanford University, California*. <https://explorecourses.stanford.edu/search?view=catalog&filter-coursestatus-Active=on&page=0&catalog=&academicYear=&q=somgen+160&collapse=>; Elizabeth Willmore, "Flip the Script teaches sexual assault resistance to UI students," <https://studentlife.uiowa.edu/news/flip-the-script/>.

<sup>49</sup> Sexual Assault Resistance Education Center, "About *Flip the Script*<sup>™</sup>, the Enhanced Assess, Acknowledge, Act (EAAA) Sexual Assault Resistance Education Program," *The SARE Centre*. <http://sarecentre.org/>

<sup>50</sup> Kathryn Graham and Samantha Wells, *Is this what feminism has come to? How is it that women are so helpless that they need bartenders to protect them?* (42nd Annual Alcohol Epidemiology Symposium of the Kettil Bruun Society in Stockholm, 2016).

<sup>51</sup> *London Safe Cities Report*, (City of London Ontario Canada, 2019).

Recommendation: Western should expand their program 'Man Made' into specific areas to target toxic masculine culture, including fraternities, varsity athletics, and engineering.

Recommendation: Western should partner with the USC to create a campaign to educate students of the safety options they have while riding with LTC.

Beyond informing and educating students about gender-based violence, targeting the cultural perceptions that create our culture of gender-based violence is important. Programs like this exist at Western, including 'Man Made,' which is targeted at having educated conversations with men about masculinity. Currently, this program is voluntary and therefore, may have a selection bias, as the people who volunteer to participate in the program are likely already aware and sympathetic to the issues women face. Therefore, Western should expand the program 'Man Made' into specific areas to target toxic masculine culture. Western could further benefit from this program by targeting areas where women face the most barriers or where toxic masculinity manifests. Specific areas to consider include engineering, where one study found that 55.6% of female engineering students and only 13.5% of male engineering students believe women face additional barriers in university life.<sup>52</sup> Additional areas include Fraternities<sup>53</sup> and Varsity sports teams<sup>54</sup> Currently, the Interfraternity Council (IFC) in London, the body that governs all fraternities, requires all new recruits to attend a one-hour sexual violence prevention information session conducted by ANOVA. Similarly, varsity athletes are encouraged but not required to attend the Man Made training. The USC wishes to work with engineering students, the IFC and varsity sports teams to expand upon the work they are already doing for gender-based violence prevention.

In addition to expanding and improving existing Western policies and programming, the USC wishes to recommend new programming be implemented at Western University to further support survivors of gender-based violence. The London Transit Commission (LTC) has policies in place to support the safety of its riders, but these policies are not well known. These policies include providing courtesy stops, onboard safety features like cameras and records and acting as a general community safe haven for acts of unsafety in London.<sup>55</sup> The USC should partner with Western to create a campaign to educate students of the safety options they have while riding with LTC. This could take the form of informational signs and posters that are placed around bus stops on campus and social media campaigns aimed to inform riders of the policies LTC has in place to help women's safety. Highlighting these

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<sup>52</sup> Navneet Khinda, 'How Gender Impacts a Student's Experience on Campus, Survey Results,' (*University of Alberta's Student Union, Project Feminist U*, January 2015).

<sup>53</sup> Adam M. McCready, *Relationships between Collective Fraternity Chapter Masculine Norm Climates and the Alcohol Consumption of Fraternity Men*, (*Psychology of Men and Masculinity*, 2018).

<sup>54</sup> Isabelle Cote, *A Culture of Entitlement, Silence and Protection: The Case of the University of Ottawa's Men's Hockey Team*, (*Canadian Woman Studies* 32, no. 1-2 2017)  
<http://link.galegroup.com/apps/doc/A551496037/AONE?u=lond95336&sid=AONE&xid=fdced4f4>.

<sup>55</sup> London Transit, *Travel Safe: Your Safety is a Priority*, <http://www.londontransit.ca/our-services/travel-safe/>

practices was also recommended by the London Safe Cities Report.<sup>56</sup> In the London Safe Cities Report, women outlined using transit, especially at night, created safety concerns or issues. This was exacerbated when women were walking late at night from their destination from a bus stop. However, the LTC implements a “Travel Safe” program where women can request courtesy stops, and Londoners can flag down an LTC bus if they are feeling unsafe. Students and Londoners are not aware of these initiatives, and hence they should be advertised at Western bus stops.

In addition to these new and expanded programs, it is important that Western keeps existing programs targeting gender-based violence prevention funded and running for students to take advantage of. Services, including Western’s Foot patrol, should be kept open and available to all students, as students deserve to be provided with and have access to programs at Western that support their safety on campus.

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<sup>56</sup> *London Safe Cities Report*, (City of London Ontario Canada, 2019).

## External Advocacy Initiatives

Principle: Sexual violence prevention resources are integral to supporting survivors of gender-based assault.

Principle: All students at Western deserve to feel safe and secure on campus.

Principle: The existence of gender-neutral bathrooms is integral in ensuring that LGBTQ+ students feel safe and integrated into Western's student body.

Concern: Places where alcohol is consumed have high rates of gender-based violence which can impact women's safety.<sup>57</sup>

Concern: Employees at establishments where alcohol is served are not always aware of the risks of gender-based violence and if they are, do not always have the training or the tools to accurately combat it in their work environment.

Concern: Student survivors are often referred to provincial, municipal and government-subsidized services after-hours or during summer break periods when University services are limited.

Concern: Currently, there is no requirement for gender-neutral bathrooms in public spaces.

Concern: College and university campus police are separate from their local and provincial police services and are not always required to receive the same training regarding gender-based violence prevention.

Recommendation: Bystander intervention training should be required for all employees that are licensed to serve alcohol through the Ontario Smart Serve Training.

Recommendation: Security personnel at establishments where alcohol is served should be trained in appropriate bystander intervention and gender-based violence prevention.

Recommendation: The Provincial Government should increase the Women's Campus Safety Grant funding.

Recommendation: The Provincial Government should increase funding for Sexual Violence centres outside of college and university campuses.

Recommendation: Gender-neutral bathrooms should be available in all public spaces, including all college and university campuses.

Recommendation: All police forces, whether municipal, provincial and university, should be required to complete gender-based violence prevention and sensitivity training annually.

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<sup>57</sup> Kathryn Graham and Samantha Wells, *Is this what feminism has come to? How is it that women are so helpless that they need bartenders to protect them?* (42nd Annual Alcohol Epidemiology Symposium of the Kettil Bruun Society in Stockholm, 2016).

The USC will advocate for bystander intervention training to be required provincially for all employees that are licensed to serve alcohol. This will include training bar staff to identify and intervene in gender-based aggression and will assist in reducing sexual aggression in bars.<sup>58</sup> This could be facilitated through the Ontario Smart Serve Training that is already required of all employees who serve alcohol in Ontario. This training is necessary, as places where alcohol is consumed have high rates of gender-based violence which can impact women's safety.<sup>59</sup> Research also shows that alcohol increases the likelihood of gender-based assault perpetration in men who are already predisposed to committing gender-based violence.<sup>60</sup> A Florida Program called 'BarTAB' which is similar to the proposed Smart Serve Training was studied for effectiveness in 2018 as a bystander intervention program for bar staff. This study suggests that evidence surrounding the effectiveness of this program is promising as it decreases rape myths, decreases barriers to intervention, and increases bartenders willingness to intervene.<sup>61</sup>

Gender-based violence prevention resources are integral to supporting survivors of gender-based assault. However, student survivors are often referred to provincial, municipal and government-subsidized services after-hours or during summer break periods when University services are limited. If these services are reduced, university students and residents of the Province of Ontario will not have access to these support services. This means survivors may not be adequately supported. Many sexual assault crisis centres, like the one in Windsor, Ontario, are already being negatively impacted by the funding cuts.<sup>62</sup> For these reasons, the Government of Ontario should also increase funding to off-university gender-based violence prevention resources to benefit all Canadians, including university students.

Furthermore, gender-neutral bathrooms should be required in all public spaces, including all college and university campuses. All Canadians deserve to feel safe and secure in public spaces, and the existence of gender-neutral bathrooms is integral in ensuring that LGBTQ+ students feel safe and integrated into our community. The USC also recommends gender-neutral bathrooms are implemented

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<sup>58</sup> Kathryn Graham and Samantha Wells, *Is this what feminism has come to? How is it that women are so helpless that they need bartenders to protect them?* (42nd Annual Alcohol Epidemiology Symposium of the Kettill Bruun Society in Stockholm, 2016).

<sup>59</sup> Ibid.

<sup>60</sup> Antonia Abbey, *Alcohol's Role in Sexual Violence Perpetration: Theoretical Explanations, Existing Evidence, and Future Directions*, (Drug and Alcohol Review 30, no. 5 2011), 481-489.

<sup>61</sup> Ráchael A. Powers and Jennifer Leili, *Bar Training for Active Bystanders: Evaluation of a Community-Based Bystander Intervention Program*, (Violence Against Women 24 2018), 1614-1634.

<sup>62</sup> CBC, 'Province reverses funding agreement, will cause Sexual Assault Crisis Centre services to suffer,' <https://www.cbc.ca/news/canada/windsor/sacc-staff-loss-1.5139511>

across Western's campus, as the only gender-neutral bathrooms on campus are currently in the University Community Centre.

Finally, Police are often some of the first responders in the line of defence against gender-based assault in Canada. They are often the people responsible for investigating the reports of gender-based violence, filing them, and ensuring all of the relevant evidence is preserved; However, police are not always trained in gender-based violence sensitivity and may not use survivor-centric language in their investigations. For these reasons, the USC recommends that all police officers, especially officers on university and college campuses, be required to complete annual gender-based violence sensitivity training and bystander intervention training. This will help to ensure that survivors are treated with respect during the reporting process and that future victims feel more comfortable coming forward with their experiences of gender-based violence to the police.

## Campus Safety

Principle: All students deserve to feel safe and secure on campus and in their communities.

Principle: Students should have knowledge of and access to the gender-based violence prevention and safety programs that Western currently offers.

Concern: Students and visitors at Western often feel unsafe on campus.<sup>63</sup>

Concern: Many services and programs aimed at combating gender-based violence on campus are available but are not well advertised and information about them is not easily accessible to students.

Concern: In the Student Voices on Sexual Violence Survey, Western scored above the provincial average for students that did not know how to access support for gender-based violence.<sup>64</sup>

Concern: Many students do not report their instances of off-campus safety.

Recommendation: Western should enhance the lighting in specific areas where women feel most unsafe on campus at night.

Recommendation: Western University should release existing data on the safety of students on and around Western's campus.

Recommendation: Western should connect their students with existing safety programs and resources, consolidating the available information about Western services on campus into an easily accessible, online format for students.

Campus safety is important in the broader context of gender-based violence. The environment that we create at Western shapes the campus culture and directly impacts the prevention and response to instances of gender-based violence.<sup>65</sup> In order to combat instances of unsafety on Western's campus, Western University should enhance the lighting in specific areas where students feel the most unsafe on campus at night. In a preliminary focus group conducted regarding student safety on campus, students directly connected the lack of lighting on campus to their perception of safety in a given area. Furthermore, the areas perceived to be the most unsafe on campus all shared the aspect of having a lack of lighting or visibility, including the path from Natural Sciences down the side of UC hill, the walkway from the Recreation Center to Sarnia Road, and the underground tunnels. The strategy of increasing lighting in areas to combat safety concerns was also recommended by the London Safe Cities

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<sup>63</sup>London Safe Cities Report, (City of London Ontario Canada, 2019).

<sup>64</sup> Government of Ontario, "Summary Report of the Student Voices on Sexual Violence Survey," CCI Research Inc., 2019).

<sup>65</sup> Angela F Amar et al., *Administrators' perceptions of college campus protocols, response, and student prevention efforts for sexual assault.* (*Violence and victims* 29, 2014), 579-93.  
<https://www.lib.uwo.ca/cgi-bin/ezpauthn.cgi?url=http://search.proquest.com/docview/1549953730?accountid=15115>

Report.<sup>66</sup> Plans to expand lighting on campus exist through Western's Open Space Strategy, but the timeline for implementation is vague and needs to be an increased priority for Western's administration.

Western University should release existing data on the safety of students on and around Western's campus. The strategy of targeting specific areas where students feel unsafe is consistent with the United Nations sexual violence prevention strategy<sup>67</sup> and Safe Cities London report.<sup>68</sup> When the city of London collected data on women's safety, downtown London and Western's campus were some of the areas where women reported feeling the most unsafe. Specific data on the locations where Western students feel unsafe within campus exists, but is not available to institutions other than Western, preventing organizations like the USC and the city of London from strategically contributing to efforts to make our community safer. Other organizations, like CBC News London, have also called for the release of this data.<sup>69</sup> Collaboration and cooperation between all stakeholders is paramount in fostering a safer campus environment and releasing this data will help all organizations involved target their efforts in the most effective areas.

Finally, Western should continue to connect students with existing safety programs and resources available on campus. Students should have knowledge of and access to the gender-based violence prevention and safety programs that Western currently offers. However, many of these services are not common knowledge on Western's campus and the information about them is not easily accessible for all students. In the Student Voices on Sexual Violence Survey, Western scored higher than the provincial average for students that did not know how to access support for gender-based violence.<sup>70</sup> Increased distribution of information regarding the existing programs at Western offered to combat gender-based violence may decrease the knowledge gap between students and the services that are offered for their safety. This strategy was also recommended by the London Safe Cities Report.<sup>71</sup> This could be done through

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<sup>66</sup> *London Safe Cities Report*, (City of London Ontario Canada, 2019).

<sup>67</sup> United Nations, 'Women: Creating Safe Public Spaces,' <http://www.unwomen.org/en/what-we-do/ending-violence-against-women/creating-safe-public-spaces>

<sup>68</sup> *London Safe Cities Report*, (City of London Ontario Canada, 2019).

<sup>69</sup> 'Here are the places where women feel unsafe in November 19th, 2018.' <https://www.cbc.ca/news/canada/london/london-ontario-stalking-womens-safety-safe-cities-1.4909143>

<sup>70</sup> Government of Ontario, "Summary Report of the Student Voices on Sexual Violence Survey," *CCI Research Inc.*, 2019).

<sup>71</sup> *London Safe Cities Report*, (City of London Ontario Canada, 2019).

physical literature as well as media campaigns. The integration of this information into the 'WesternU' App is another effective way that students could easily access this information and may also lead to greater use of the services. Existing programs and initiatives include but are not limited to Work-Safe, Foot Patrol, RAD Training, Being Aware, and Man Made. The implementation of the previous recommendation to create a stand-alone gender-based violence policy will also assist in connecting students to existing resources. Furthermore, Western should create guidelines for students to combat instances of safety off-campus. The Western Student Priorities Survey where 49% of students indicated neighborhood safety as the top priority and 77% indicated it was in their top two priorities.<sup>72</sup> In recent years, there has been an increased number of highly publicized instances of stalking, lurking and harassment on and around Western's campus. Additionally, many students do not report their instances of off-campus safety. Examples of guidelines could include: What to do if there is lurking, stalking, etc. around campus, or encouraging students to always report all off-campus safety concerns to police. This strategy was also recommended by the London Safe Cities Report<sup>73</sup> and will help to foster a safer campus community for all.

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<sup>72</sup> Western Student Priorities Survey, 2018.

<sup>73</sup> *London Safe Cities Report*, (City of London Ontario Canada, 2019).

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