

Prevention:

Description (1-2 sentences): Upstream prevention education and prioritizing the voices of survivors are vital. Prevention work should be progressive, evidence-informed, and survivor-centric in order to proactively mitigate sexual and gender-based violence before it happens.

1. Western University should immediately **require and provide consent-training modules for all current campus community members** (ie. faculty, students, and staff);
2. Western University should **mandate consent-training modules for all future campus community members** (ie. faculty, students, and staff) moving forward;
3. Western University should **prioritize listening circles and consultations with survivors** when reviewing the recently-implemented Policy on Gender-Based and Sexual Violence in the 2022/23 academic year.

Response:

Description (1-2 sentences): Western's response to the violence our campus has had to navigate this September must be trauma-informed, intersectional, and recognize that sexual and gender-based violence is an equity issue as well as a safety issue.

1. Western University should **equip all incoming students with** campus and community sexual- and gender-based violence **response resources**;
2. Western University should **consolidate and centralize** sexual- and gender-based violence **reporting under the portfolio of the AVP EDI** and include addressing such violence as a strategic priority of the portfolio;
3. Western University should **commit to a third-party investigation** of the violence which occurred on 10 September 2021;
4. Western University should **introduce a third-party** sexual- and gender-based violence **reporting tool** for campus community members; and
5. Western University should ensure that **equity-oriented approaches** to sexual and gender-based violence are **prioritized** in the work that **the new Task Force on Student Safety and Sexual Violence** takes on.

Student Supports:

Description (1-2 sentences): Having strong supports in place for first year students and student leaders is necessary to empower our community to navigate difficult situations, such as responding to incidents of sexual and gender-based violence. These recommendations consider how Western can better equip our students to access support on campus.

1. Western University should **reintroduce the live-in Residence Soph program** for the 2022/23 academic year;
2. Western University should **permit all Sophs to visit their first-year students in**

- residences effective immediately;**
3. Western University should commit to **amending Soph training to include improved gender-based violence prevention and response and suicide prevention and response training**, in consultation with Sophs and the USC.

Campus Culture:

Description (1-2 sentences): Sexual and gender-based violence has its root causes embedded in cultural and social norms, and systems of oppression such as racism, sexism, homophobia, ableism, and others create and maintain a culture in which inequality and violence are normalized. It is essential to consider how we can change this culture.

1. Western University should ensure the **provision of free-of-charge menstrual products** in all campus buildings;
2. Western University should prioritize work through Facilities Management to create a long term plan for **retrofitting existing buildings on campus with gender neutral washrooms**, with an end goal to have a gender-neutral washroom **in every building on campus**;
3. Western University should **review its student recruitment strategies in order to reach different communities** and build a more inclusive and diverse student population.

Government Support:

Description (1-2 sentences): The provincial government has a major role to play in our fight for a safer campus. These recommendations offer avenues for how the government can take survivor-centric and trauma-informed approaches to Sexual and Gender-Based Violence prevention and response.

1. The provincial government should **amend Ontario Regulation 131/16** to ensure that institutions' sexual violence **policies take a trauma-informed and survivor-centric approach**.
2. The provincial government should **amend section 17 of the Ministry of Training, Colleges and Universities Act** to:
 - a. require that post-secondary institutions **participate in a gender-based and sexual violence campus climate survey** administered every three years;
 - b. require post-secondary campuses to **employ an appropriate and proportional number of gender-based violence educators**;
 - c. require that all **staff and faculty be trained in how to respond to disclosures of gender-based and sexual violence in a way that is survivor-centric and trauma-informed**.
3. The provincial government should **provide grant funding to community sexual health clinics** to work with post-secondary institutions to **provide students with resources and information about local supports**, as well as enhancing infrastructure and referral systems.
4. The provincial government should **mandate evidence-based Sexual and**

Gender-Based Violence Prevention training for all current and future liquor servers.

5. The provincial government should **eliminate the liquor server sub minimum wage** to mitigate the precarious work such labourers may engage in for tips.
6. The Ministry of Education should **include sexual health in all subject areas of the K-12 curricula** and, specifically, amend the Health and Physical Education curriculum to include research-based education about consent and safe relationships.