

## Sexual Violence and Harassment Action Plan - Interim Implementation Report

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In order to monitor progress towards commitments in the [Sexual Violence and Harassment Action Plan](#), colleges and universities are to complete the following form, have it signed by the President/Executive Head, and submit it to [PostsecondaryAccountability@ontario.ca](mailto:PostsecondaryAccountability@ontario.ca) no later than June 30, 2015.

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**Institution Name:**

Western University

**Contact:**

Jana Luker, Associate Vice-President, Student Experience, [jluker@uwo.ca](mailto:jluker@uwo.ca)

**1. Stand-Alone Policy** – Has a stand-alone sexual violence and harassment policy been developed?

YES  NO

If yes, please provide a link to the policy on your website.

Sexual Violence Policy:

[http://www.uwo.ca/univsec/pdf/policies\\_procedures/section1/mapp152.pdf](http://www.uwo.ca/univsec/pdf/policies_procedures/section1/mapp152.pdf)

Sexual Violence Policy's procedures:

[http://www.uwo.ca/univsec/pdf/policies\\_procedures/section1/mapp152\\_procedure.pdf](http://www.uwo.ca/univsec/pdf/policies_procedures/section1/mapp152_procedure.pdf)

Non-Discrimination and Harassment Policy (includes sexual harassment):

[http://www.uwo.ca/univsec/pdf/policies\\_procedures/section1/mapp135.pdf](http://www.uwo.ca/univsec/pdf/policies_procedures/section1/mapp135.pdf)

Non-Discrimination and Harassment Policy's procedures:

[http://www.uwo.ca/univsec/pdf/policies\\_procedures/section1/mapp135\\_procedure.pdf](http://www.uwo.ca/univsec/pdf/policies_procedures/section1/mapp135_procedure.pdf)

If no, please describe the steps that are being taken to develop the policy, and the timeline for implementation including key milestones.

N/A

**2. Student Involvement** – Describe how students were, and will continue to be, involved in the development of the stand-alone policy and in other activities related to sexual violence and harassment.

The Sexual Violence Working Group was responsible for drafting the policy and procedures. There was campus-wide representation on the committee including graduate and undergraduate students. The policy was approved by Western's Board of Governors, which has undergraduate and graduate student voting members, as well as Faculty and Staff, Alumni, City and County representation.

On an ongoing basis, a Sexual Violence Prevention Education Committee (SVPEC) has been established, which is a working group of the Safe Campus Advisory Partners committee. Currently, the committee is working on training initiatives, response protocols and an awareness campaign

that is expected to launch this fall. The following areas have representation on the committee: Campus Community Police Services; Centre for Research & Education on Violence Against Women & Children; Communications & Public Affairs; Equity & Human Rights Services; Housing & Ancillary Services; School of Graduate & Postdoctoral Studies; Student Development Centre; Student Health Services; Western International; Western Mustangs Athletics as well as graduate and undergraduate students representing the University Students Council and Society of Graduate Students. Student voices at this committee are important and encouraged.

SVPEC is planning a fall forum on sexual violence and a sub-group has been formed to coordinate this initiative. Students make up the majority of members of this group and were integral in deciding on the topic of the forum (Creating a Consent Culture on Campus). This forum will be open to all members of the Western community and will be structured to encourage dialogue and engagement by the student attendees to gain their insights and ideas.

Additionally, an undergraduate student is in the role of co-chair of the Orientation Governance Board, which helps to determine Orientation programming for undergraduate students. The School of Graduate and Postdoctoral Studies (SGPS) will include a session on Sexual Violence Awareness for all incoming graduate students. Western ensures students have a place on committees that discuss activities related to this policy and programming for students.

- 3. Staff Training** – Describe how faculty and staff will be trained on the new sexual violence and harassment policy, the steps that are being taken to develop staff training, and the timeline for implementation.

All faculty and staff received notice of the launch of Western’s Sexual Violence website ([www.uwo.ca/sexualviolence](http://www.uwo.ca/sexualviolence)). This website offers comprehensive support to anyone needing support regarding sexual violence. On the website, there is a page entitled “Help Someone” which details the steps one may take when in receipt of a disclosure. [http://safecampus.uwo.ca/sexual\\_violence/help\\_someone/index.html](http://safecampus.uwo.ca/sexual_violence/help_someone/index.html). New information is added to the website on a regular basis to ensure it is up-to-date and responsive to campus needs.

With respect to sexual harassment, Western staff and faculty are required to take training titled “Safe Campus Community – Preventing Harassment, Violence and Domestic Violence at Western”. This requirement has been in place since June 2010. Prior to that time, learning sessions regarding harassment (including sexual harassment) were delivered upon request.

Western, through the SVPEC Committee, intends to offer campus-wide bystander/upstanding training to faculty and staff beginning in the summer of 2015. We are currently reviewing our internal programs as well as looking externally for best practices.

We have begun receiving requests for faculty and staff training and are responding to those requests as they are made. For example, this summer, Athletics coaches and staff, as well as Academic Leaders (Chairs, Deans, etc.) will receive information regarding Western’s Sexual Violence Policy and procedures and how to respond to disclosures.

- 4. Orientation Week** – Describe what activities/information/materials are being planned beginning with orientation this fall and continuing throughout the year, including student-led initiatives. Provide links to website materials where applicable.

The University Students' Council (USC) Peer Support Centre provides peer to peer support and referral services. As well, the USC programming through Orientation Week includes the 'One Love Rally'.

Graduate students have several orientations they must attend for their program, for Teaching Assistants, for their own programs, etc., one of which is a 2-hour orientation session offered by the School of Graduate and Post Doctoral Studies (SGPS). About 750-900 students (with a large number of international students) normally attend. SGPS will set aside 10 minutes to introduce the concept of Sexual Violence within the larger framework of our safe campus, using the Government of Ontario short video to lead into this presentation. The video will be followed by a discussion about safe campus and programs in place to support students. Graduate students will be encouraged to attend the sessions on Sexual Violence being offered at the end of September across campus. .

Western, led by Housing & Ancillary Services, has created a video, inspired by the White House's '1 is 2 Many' campaign. The video, called 'See Something, Do Something', features male leaders from across our campus speaking out against sexual violence. Students are encouraged to watch the video, and share it: [www.youtube.com/watch?v=epznxZp-Jcg;](http://www.youtube.com/watch?v=epznxZp-Jcg;) Western's Department of Communications & Public Affairs plans to share the link to the video as well as information regarding sexual violence resources on the University's official Twitter, Facebook, LinkedIn and Google+ accounts during Orientation Week.

Western will be distributing resources provided by the ministry linked to the #WhoWillYouHelp campaign, including digital assets for use on websites and social media channels, and hard copy products for distribution through Residence, Off-Campus events, O-Week events, and throughout the year.

Western has held a presentation for 8+ years on issues of consent and bystander intervention for Western & Affiliate University College students as part of Orientation to Western - as part of Orientation to Western, led by Mike Domitrz, a professional keynote.

Western provides Orientation Week Soph (Orientation Leaders) Sexual Assault / Sexual Violence Protocol – if a student discloses information, immediately “report up” to refer to professionals.

Western's Division of Housing & Ancillary Services has created a video to educate students on intervening as an upstander. This video specifically focuses on bystander intervention techniques in situations of sexual assault and violence. This 7-minute video is used as a training tool in the Upstander Training program.

Western provides *Upstander Training* which aims to develop a culture of looking out for one another on campus. This training program focuses on using upstander skills to help prevent sexual assault. It is a campaign about taking action when something seems out of place and teaching students to “do something” by empowering participants to create this culture in their communities. This training program was recognized by the Ontario Association of Colleges & University Housing Officers (OACUHO) as the 2013-2014 Program of the Year. A comprehensive facilitator guide has been developed. We have shared this across campus and with other Ontario institutions at the recent Ontario Association of College and University Housing Officer (OACUHO) conference held at York University in June 2015, and at the Ontario Association of College and University Security Officers (OACUSO) held in May 2015 in London.

Western also offers residence campaigns around the prevention of sexual violence in our Residences, and they are outlined in a table provided with this report.

**5. Services and Supports** – Describe how the institution intends to meet the requirement that services and supports for survivors be available 24/7.

An individual who has experienced a sexual assault is encouraged to seek health care immediately. In London, immediate care and counselling support is available 24/7 at the [Regional Sexual Assault and Domestic Violence Treatment Centre](#), located at St. Joseph's Hospital.

Support is provided regardless of gender and, with the consent of the survivor/victim, will also be provided to a partner/significant other. The Centre will provide support in making choices and understanding options. Options include treatment of injuries, emotional support and crisis intervention, pregnancy prevention, the testing and treatment for sexually transmitted infection, safety planning and referrals. A survivor/victim will be provided with the option of collecting forensic (physical) evidence which they may choose to use later, or not at all. Individuals may access counselling directly, without seeking any other services at the Regional Sexual Assault and Domestic Violence Treatment Centre. Counselling may be accessed for up to one year post-sexual assault. Western's Student Health Services, Workplace Health Clinics and Student Development Centre (Psychological Services) are also able to support a survivor/victim's physical and emotional care following a sexual assault.

The [Sexual Assault Centre London](#) also provides individual and group counselling and accompaniment and advocacy for women. A 24-hour crisis and support line is available to men and women.

Western's Campus Community Police Services, which operates 24 hours a day, 7 days a week, 365 days a year, is available to meet with individuals to provide support and safety planning. Campus Police's role is to describe the various options available to a survivor/victim of sexual violence, which may include:

- taking no action;
- the police issuing a warning to the perpetrator;
- the University pursuing sanctions under the Code of Student Conduct; and/or,
- the filing of a formal complaint which may result in criminal charges.

Any investigation of a sexual assault is led by the London Police Service.

Residence full-time and student staff who live with the students 24/7 in Residence receive "Behind Closed Doors" training: domestic violence & sexual assault scenarios where Residence Staff practice how they would respond to a student that has disclosed to them they have been sexually assaulted and/or experienced domestic violence.

Other places to find support and learn about resources and options are Student Health Services, Workplace Health Clinics, Student Development Centre (Psychological Services), Rehabilitation Services (Human Resources), and Equity & Human Rights Services, Housing & Ancillary Services and the University Students' Council. A comprehensive list of these and other support services and resources available at Western, and in the local community, is available at [http://safecampus.uwo.ca/sexual\\_violence/](http://safecampus.uwo.ca/sexual_violence/)