

Annual Sexualized Violence (SV) Statistics 2023-2024

Land acknowledgement

The [Sexualized Violence Resource Office \(SVRO\)](#) in Equity and Human Rights (EQHR) acknowledges with respect the Lək'wəŋən (Songhees and Xwsepsəm/Esquimalt) Peoples on whose territory the university stands, and the Lək'wəŋən and W̱SÁNEĆ Peoples whose historical relationships with the land continue to this day.

Our work in the SVRO cannot be done without acknowledging that sexualized violence (SV) is a systemic societal concern that disproportionately impacts Indigenous women, girls, and Two Spirit people alongside other historically marginalized and oppressed groups including the 2SLGBTQIA+ community, immigrants and refugees, Black women and women of colour, persons with disabilities, those who are insecurely housed, as well as others. This is because SV operates as an extension of broader and intersecting systems of oppressions including colonialism, racism, sexism, transantagonism, homoantagonism, classism and white supremacy among others.

We therefore seek to take an intersectional approach to our prevention and response efforts which includes tailored education, meaningful on- and off- campus support options, voluntary resolution options that are restorative and preventative in focus, as well as disclosing and/or formal reporting mechanisms. This work is designed to be survivor-centred and trauma-informed in both theory and application. This work is ongoing, and imperfect, but critical because everyone deserves to live, work and learn in an environment free from SV.

Report

This report provides the SVRO's 2023-2024 disclosure and report statistics, which includes all disclosures made through the SVRO, located in EQHR, as well as the Office of Student Life (OSL), 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 SV 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 Prevention and Response Policy. The only place on campus to make a Report is the SVRO.

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How SV statistics are collected

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 [Sexualized Violence Prevention and Response \(SVPR\) policy](#) encompasses this in determining the jurisdiction of an incident of SV, 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).

The process for collecting our statistics begins when disclosures of SV 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 SV is only numerically counted once it has been communicated to the office of record, namely the SVRO in EQHR. All disclosures are received either in-person to EQHR or via a coordinated disclosure form through one of the other 3 offices.

Why is transparency and accountability important to us?

- Both are necessary to build trust with both survivors and those identified to have caused harm. We want all parties to feel as comfortable as possible 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.

Limitations to count and report on SV statistics

Concerning SV 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.

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- 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 SV. 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. Experiences of SV at PSIs, are shown to be in line with individuals and groups identified in the literature as most targeted.

Sanctioning

The SVRO does not make sanctions and therefore does not have detailed information on what sanctions are delivered. These decisions are made by the administrative authority responsible for the respondent to an investigation.

- For students: Associate Vice-President, Student Affairs
- For staff: Associate Vice-President, Human Resources
- For faculty: Vice-President Academic and Provost

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 SVRO 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).

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The University is obligated to follow FIPPA, which does not permit releasing information related to the discipline of individuals. What we can share is that discipline for students tends to include both minor (e.g., education and training) and major (e.g., probation) sanctions. For staff and faculty, sanctions are in keeping with their respective Collective Agreements. To understand more about possible outcomes of formal investigations, please view our [‘Understanding Potential Outcomes’ handout](#).

Disclosure statistics

Disclosures decreased slightly from 59 during the last calendar year (2022-23) to 52 in 2023-24. 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. Notable is the increase in the total number of community members alleged to have caused harm (25%) – a category that includes anyone who is not a student, staff or faculty member.

Disclosures: September 1, 2023 – August 31, 2024

	Student	Staff	Faculty	Community Member	Other	Total
Survivors	41	7	3	0	1	52
*Person alleged to have caused harm	26	6	1	13	5	52

**“Person alleged to have caused harm” (PATHCH) means a person who is the subject of a disclosure. If a report is filed about this person with EQHR, they will then be referred to as a respondent. “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).*

SVPR policy jurisdiction

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

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

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Below we identify of the 52 disclosures received, how many occurred within our jurisdiction (“yes”) and how many did not (“no”). All survivors, regardless of whether there is policy jurisdiction for the purposes of an investigation are offered information, advice and support. As survivors have the choice to not share information about the identity or position of an alleged respondent, some also choose not to disclose where an incident has occurred which results in an “unknown” category.

Jurisdiction: September 1, 2023 – August 31, 2024

Disclosure	Yes	No	Unknown	Total
Totals	27	22	4	52
*Historical	8	44	1	52

** 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 compromise individuals’ anonymity and confidentiality. In some cases, the gender of the person alleged to have caused harm is unknown because the information was not provided during the disclosure. In keeping with previous years, most survivors identify as women (73%) and those identified as causing harm are men (82%).

** Gender Identity: September 1, 2023 – August 31, 2024*

	Survivor	PATHCH
Men (cis and trans)	4	41
Women (cis and trans)	38	5
2 Spirit, non-binary and gender diverse	9	1
Unknown	1	3
Totals	52	52

**Language around gender identity categories and best practices for collecting reliable demographic data is constantly evolving. The categories above reflect the data EQHR currently has available. In line with best-practices for low-barrier, accessible service provision, it is EQHR's practice to only collect data necessary for service and therefore providing demographic data, such as gender identity, is optional. When gender identity is not shared with EQHR, it is listed as 'unknown'.*

Voluntary processes (VP) and formal reports

A VP 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

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caused harm, to mediation, healing circles, or more formal behavioural or communication agreements. This year, 15% of survivors requested a VP, with most resulting in either awareness and education for the person alleged to have caused harm and/or behavioural agreements including voluntary no-contact agreements. In many cases, a VP was initiated but not completed as one or more of the parties withdrew from the process. In some unique cases, UVic will terminate a VP process when the parties are unable to advance their interests. We received two formal reports this year (4% of survivors) and proceeded to investigate both. Of the two investigations, one resulted in a policy breach while the other is ongoing due to when it was initiated last year. For more information on voluntary processes and formal reports, please view the [fact sheets](#).

Types of incidents

Like previous years, many disclosures described unwanted sexualized attention in the form of sexualized looks, comments, and persistent reach outs, messages, and come-ons. While these types of incidents did not involve physical contact, many survivors found these interactions emotionally and psychologically harmful. However, we have seen several cases where sexual intercourse started out as consensual but ended with one party engaging in forceful and non-consensual acts

Types of supports offered and requested

Each person who disclosed to the SVRO was 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 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 a quarter of those who disclosed request a VP. In some instances, these processes 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 safe. In other instances, the request was for some form of academic concession or accommodation. Read more about [supports available through the SVRO](#).

Information and 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

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SV in these third-party conversations. Further, oftentimes more than one person will reach out in reference to the same incident, making the total number of third-party disclosures an inaccurate number of actual incidents of SV.

- **Total number of times UVic community reach out to/visit the SVRO for information, advice and supports:** Given the significant number of people both (in)directly impacted by SV who access the SVRO, and that many individuals access the office numerous times, we do not have the capacity to count all these interactions. The time to track such stats is invested, instead, in supporting survivors and providing people with the information and advice to navigate situations of SV.
- **Feedback from students, staff and faculty that have participated in investigations:** The SVRO has implemented a 'satisfaction survey' for those who have completed a formal process. Complainants and respondents are sent a link to the survey once an investigation is completed. Due to the low number of individuals who completed the survey, there are no themes to come out of the feedback.

SV education and prevention strategies

From September 2023 to August 2024, the SVRO delivered 34 educational workshops to students, staff and faculty; the total reach was 758 UVic community members. This does not include the workshops delivered to students through the OSL, the Anti-Violence Project, or those who take the abbreviated, online, version of Tools for Change. For more information on Office of Student Life and Anti-Violence statistics please reach out to their offices.

In 2024, the SVRO launched a pilot program called 'Engaging Men' with 20 participants from Vikes Varsity teams. The six-week leadership program focused on supporting men in their efforts to have healthier relationships, better engage in SV prevention, and build skills associated with consent and accountability.

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

EQHR continues to partner with other offices and student advocacy groups on campus to coordinate awareness of resources and supports available for our campus community and educational sessions on consent for Sexualized Violence Awareness Week (SVAW). This year that work has included commissioning a video series for students on the distinction between a disclosure and a report as well as options for anonymous reporting.

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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 Foundations Series:** a new 3-part series including workshops on foundational concepts and practices associated with SV basics including how to respond to a disclosure, consent and active bystander intervention.
3. **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 SV; how to receive disclosures; how to support and appropriately refer survivors; well as policy procedures.
4. **Spotlight on Inclusion:** an in-person program designed for the unique circumstances of the performing arts including the prevention and response to SV as well as discrimination and harassment (for actors, stage crew and directors).
5. **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
6. **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. The workshop is designed to be interactive and includes a case study for reflection and skill-building.
7. **Engaging Men:** a six-week in-person program designed to increase masculine identifying students' understanding of SV and to build their sense of accountability and skillset to intervene and prevent SV in their community

To read more information about our workshops or to find out how to schedule a workshop, please view SVRO's site on [education and workshops](#).

The SVRO's educational workshops are constantly evolving due to participant feedback and emerging trends in SV research and community needs. Currently, the SVRO is working on updating or creating the following programs:

- The SVRO has developed [a new 3-part SV Foundations Series](#), including SV 101, Consent, and Active Bystander Intervention. Each workshop is 50-80 minutes. This series will slowly replace the previous 3-hour Tools for Change workshop.
- A new Engaging Men program was piloted in 2023-2024 aimed at equipping male athletes on campus with the skills and knowledge to be critical agents of change in ending gender-based violence and create cultures of care, consent and accountability.
- In partnership with the Theatre department, the SVRO is updating Spotlight on Inclusion, incorporating new content on industry best practices and opportunities to practice important consent and bystander intervention skills in the workshop.

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 contacting Annette Angell at annetteangell@uvic.ca or 250-472-4114.

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