



**DALHOUSIE  
UNIVERSITY**

# Sexualized Violence Policy Report – Public Release, 2020-2021

September 1, 2020 - August 31, 2021

This Report was presented to Dalhousie's President's Advisory Council on Sexualized Violence in May 2022, by Lyndsay Anderson, Advisor, Sexualized Violence.

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## **INTRODUCTION**

### ***Executive Summary***

Dalhousie University's Sexualized Violence Policy underwent its 2-year review in Spring 2021, with minor revisions accepted, including the formalization of data requirements informed within our Annual Reports. The Policy review commenced in June 2021, received approvals from the Senate & the Board of Governors, and the revised policy was in effect beginning September 1, 2021.

Figures and Tables within this Report are often labeled as 2021 and, unless otherwise stated, the data pertains to the 2020 - 2021 academic year. This Report includes details on the Disclosures and Reports received (Table 1) and displays a 5-year trend of Sexualized Violence Cases by Category (Fig. 2). We delve into the demographics of complainants and respondents, including self-identified underrepresented population (Table 2), affiliation to the institution (Fig. 3), and self-identified gender (Fig. 4). Location of incidents (Fig. 1), actions undertaken by victim(s)/survivor(s) (Table 4) and disposition of a case at time of closure (Table 5) are also considered for discussion. On average, cases are open for 46-days, although any of our cases can be reopened in the future should the victim(s)/survivor(s) request additional supports or to engage in a Report.

During the late summer 2021, we initiated our hiring process to formalize a replacement permanent employee with the Advisor, Sexualized Violence role as the role had been temporarily filled since July 2019. Our report ends with an announcement of our newly appointed Advisor, a look forward to 2024 as discussed within our updated Prevention & Response Strategy, and a note to contextualize our data.

## ***Data represents September 1, 2020, to August 31, 2021***

Cases are recorded based on the academic year in which the incident was initially reported and logged into Human Rights & Equity Services' secure and confidential database, which is separate from academic and employee records.

It should be noted that the data compiled in this report is limited to incidences of sexualized violence reported to HRES and sexual assaults disclosed to Residence Life and Security Services. Within this understanding, the information presented in this document is limited in its analysis and scope and may not accurately reflect the breadth of sexualized violence experiences at Dalhousie. NCHA, iMPACTS, and StatsCan surveys collect large population data, which could be analyzed for Dalhousie and Canadian trends; commitments regarding further data analysis from these national surveys are found in the conclusion section of this report.

In this report, reference is made to individuals as victim(s)/survivor(s) commonly when discussing services rendered, and Complainant when referring to data; in either case reference is made to the individual who has experienced sexualized violence. The term Respondent is used when discussing an individual accused of perpetrating sexualized violence.

Even with this understanding of the terminology we use to discuss victim(s)/survivor(s), this report can read as detached or impersonal; this is not a reflection of our teams' commitment to the people we support and advise. Rather is due to the author trying to remove themselves and their connection to the people they support from the Report, to keep the language and discussions neutral and without identifying comments.

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## Sexualized Violence Policy Data

Our office strives for an environment of transparency, while maintaining our priority of supporting victim(s)/survivor(s) and upholding their confidentiality. Our office takes a survivor-centered approach, and the Sexualized Violence Advisor's primary responsibility is to provide trauma-informed services and care to victim(s)/survivor(s) of sexualized violence.

As outlined in the Sexualized Violence Policy on pages 8 & 9, **Section E.5.:**

Annual Reporting by Human Rights and Equity Services: The Vice-Provost Equity and Inclusion will deliver an annual report to the Senate and Board of Governors, through the President's Advisory Committee on Sexualized Violence, which will include:

- a. At the end of each academic year, the number of Disclosures and Reports;
- b. a representation of the Reports by type (Complainant or University-Initiated);
- c. representation of the Reports by kind of outcomes (e.g., dismissal of Reports, Non-Investigative Stream, Investigative Stream);
- d. a representation of Investigation Stream outcomes (e.g., no finding or finding of sexualized violence); and
- e. a representation of the sanctions applied as a result of a finding that an act of Sexualized Violence was committed.
- f. a representation of incident location, displayed as on-campus, Residence, and off-campus;
- g. a representation of incidents which were vs. were not deemed to have met the criteria in section B.2.d.;
- h. a representation of the previous 5-academic years' data regarding the type of sexualized violence (e.g. sexual harassment, sexual assault, intimate partner violence) and voluntary, self-identified demographics of complainants (e.g. racially visible, SOGI, African Nova Scotian, person with a disability, etc.);
- i. the average, median and maximum number of days a case is open.

The Report will be made available to Members of the University Community

Table 1 represents, in total number, data related to **Section E.5a**

**E.5a.** HRES' data captured a total of 46 cases, all of which were Disclosures.

Table 6 Case Totals – 2021

Type		
<b>Disclosures</b>	Anonymous Disclosure	2
	Disclosure	33
	Third Party Disclosure	11
<b>Grand Total</b>		<b>46</b>

The number of Disclosures reported in this academic year remained relatively similar to the previous year (with 53 Disclosures in 2019-20); the difference in case totals is due to no Inquiries/Consults being registered and zero (0) Reports initiated. The lack of Reports being initiated may be a result of the location of the incident(s) being primarily off-campus and often sanctions sought through the reporting process are to request a respondent's removal from the living environment and restrictions regarding shared spaces.

As zero Reports were initiated during this reporting cycle, there are no further representations to communicate regarding **E.5b. c. d. & e.**

Figure 1 represents, as a percentage, data related to **Section E.5f**

### Location



Figure 1 Incident Location - 2021

Figure 1, above, illustrates that slightly less than three-quarters (72%) of all Disclosures made to HRES are about incidents that have taken place off-campus, with most other incidents (24%) taking place on-campus. Of the on-campus incidents, only 4% had taken place within a Dalhousie Residence building. In previous academic years, off-campus incidences reported to HRES made up approximately 50% of location; this increase (72%) in off-campus reporting is likely due to the 2020-21 academic year being completed as remote learning, with decreased numbers of students living on campus. Interestingly, the percentage of on-campus incidents, exclusive of Residence, increased slightly; given that the academic year was remote learning, this could be due to an increase in awareness regarding the type of behaviour (including sexualized comments or unwanted touching of a sexual nature) included within our Policy's scope.

Note: Off-campus represents any location outside the boundaries of the University campuses and includes out-of-province or country locations. Any Dalhousie University-owned or leased buildings or office space outside of the boundaries of the campuses, but acquired for the purpose of university activities, would be considered On-Campus for this report (i.e. the Office of Advancement located at 6389 Coburg Road, 4th floor is considered On-Campus).

**Section E.5g.** requirements are related to criteria in section B.2.d.(page 2); as this section is specifically with respect to Reports, there is no information to relay.

Table 2 represents, as a percentage and whole number, data related to **Section E.5h.**

Complainant Demographics 2017-2021

	Response		F		RV		INDG		PD		SOGI		BK		ANS		MK	
	n	Rate																
Intimate Partner Violence	21	95%	95%	(20)	15%	(3)	0%	(0)	20%	(4)	30%	(6)	5%	(1)	5%	(1)	0%	(0)
Sexual Assault	144	89%	94%	(135)	23%	(29)	7%	(9)	32%	(41)	25%	(32)	2%	(3)	2%	(2)	2%	(2)
Sexual Harassment	152	89%	89%	(136)	18%	(24)	10%	(13)	18%	(24)	24%	(33)	4%	(6)	2%	(3)	4%	(5)
Grand Total	317	89%	92%	(291)	20%	(56)	8%	(22)	24%	(69)	25%	(71)	4%	(10)	2%	(6)	2%	(7)

Table 7 Complainant Demographics - 2017-2021

**Legend**

F	Female
RV	Racialized Persons
INDG	Indigenous Peoples
PD	Persons with Disabilities
SOGI	Diverse Sexual Orientation and Gender Identity
BK	Black/African
ANS	African Nova Scotian
MK	Mi'kmaq

Table 2 displays a representation of the previous 5-academic years' data regarding the type of sexualized violence (e.g. sexual harassment, sexual assault, intimate partner violence) and the Complainants' voluntary, self-identified demographics, integrated from the Dalhousie Census, admissions, and personnel records. This Table displays the percentage, and total number, of Complainants identifying as a member of an underrepresented group.

When considering grand totals, our Response Rate from 2017-2021 increased by 10% from our previous reporting period (2016-2020). Regarding Complainants, 20% identify as Racialized, an increase of 5% from our previous reporting period. 24% of Complainants identify as Persons with Disabilities; and 25% of Complainants reported having diverse Sexual Orientation and Gender Identities. We consider the increased response rate of racialized persons, people with disabilities and SOGI (20%, 24% and 25% respectively) may be due to more members representative of these groups are willing to access HRES to disclose their experiences with sexualized violence.

Response rates related to the remaining self-identified demographics remain consistently low.

*Note: Complainants may self-identify, and be recorded, under multiple columns of underrepresented populations. Column 'n' is the total number of Complainants in each category (i.e. 21 victim(s)/survivor(s) of Intimate Partner Violence) during this 5-year period. Response rate is equal to the number of individuals who responded to the Be Counted Census; when considering our response rate of almost 80%, this meets our objective for not re-identifying individuals, which allows for public disclosure of the related data. The data is displayed as both a percentage and total number (in brackets).*

*Note: the data in this report does not reflect the prevalence of sexualized violence within these groups but of those reported to HRES. We cannot assume that the low percentage of people who identify as Black/African Ancestry, African Nova Scotia, and Mi'kmaq represented in our data is an accurate measure of sexualized violence within these communities but reflects only what is reported to HRES.*

Table 3 represents, as a whole number, data related to **Section E.5i**.

Duration (days)

Avg. Duration	46
Median Duration	12
Max. Duration	334

Table 3 Duration of Cases Reported in 2021 (days)

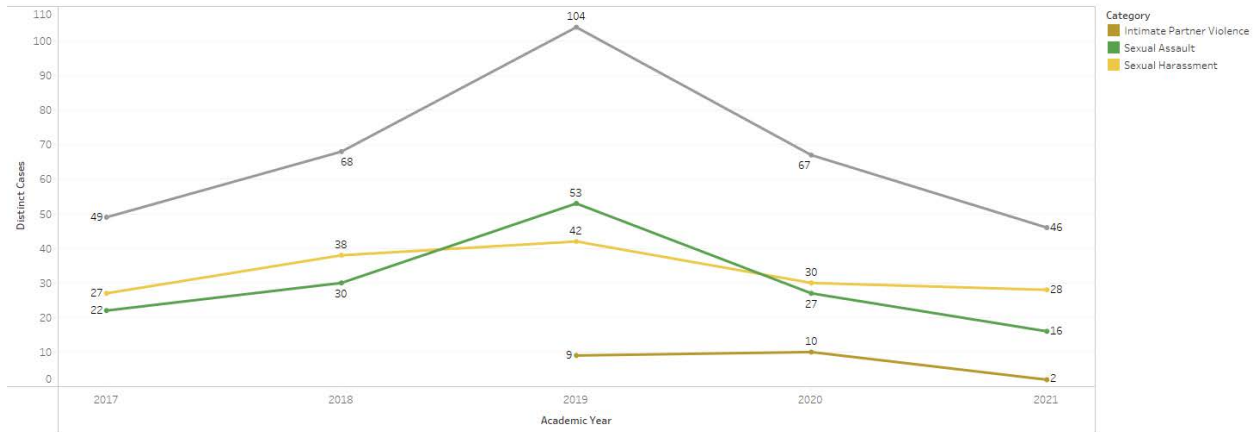
Table 3 displays the average, median and maximum number of days a case is open. At the time of writing this report, an average case of sexualized violence was open for 46 days, with the maximum duration being 334 days. This represents a decrease from our previously reported academic year of 74 days and 468 days respectively. This decrease is likely due to the absence of Reports being initiated within this 1-year reporting period, as the Report process itself would increase the length of time a case is open.

As mentioned in the Executive Summary, all closed cases can be reopened, should a Complainant request further resolutions, support, or a Report be initiated. As such, Table 3 is a snapshot of the duration captured at the time of writing and adjustments to these numbers are possible, should a case reported in this academic year be reopened.

*Note: Duration is defined by the date an incident is reported to HRES (not the date an incident took place), until the case file is closed by the assigned Advisor. In cases that have become inactive, the case closure date is the date of the last contact.*

## Additional HRES Data

Sexualized Violence Cases by Category



Unique case numbers, no filter on involvement type

Figure 2 Sexualized Violence Cases by Category (5-year Trend)

Figure 2 represents the 5-years, displayed as 2017-2021, in which a total of 334 incidences of sexualized violence were reported to HRES (grey line). This Figure represents the trend seen in type of sexualized violence (e.g. sexual harassment, sexual assault, intimate partner violence (IPV)) reported to HRES over the period. The increase in reported incidences in 2019 related to the introduction of our new Sexualized Violence Policy.

Note: IPV data was only collected as a category beginning in 2019 with the start of our new Sexualized Violence Policy.

Figure 3 represents a breakdown of total cases reported per academic term, where 2021 represents the 2020-21 academic year.

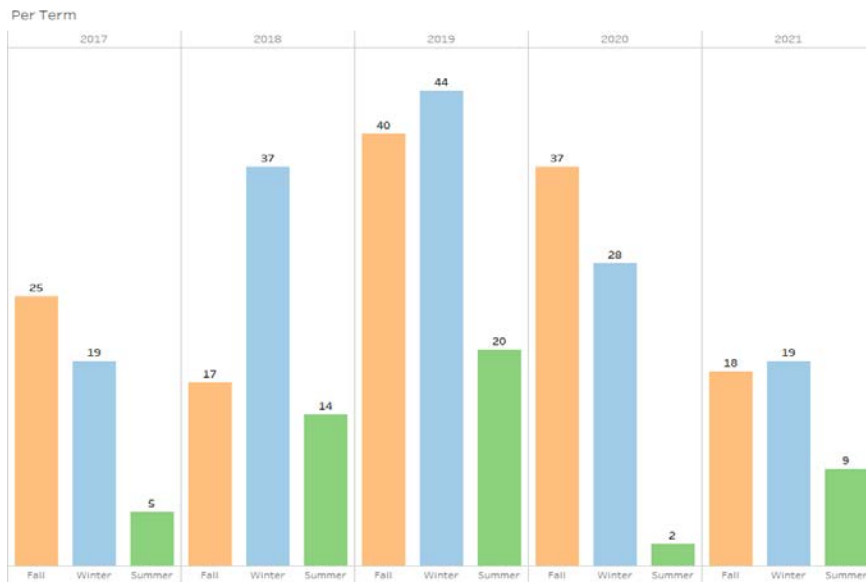


Figure 3 Case Totals per Term (5-Year Trend)



Our 2020-21 academic year saw an overall decrease in disclosed and reported incidences of sexualized violence, with only the summer term seeing a case increase from the previous year. The reason for our case reporting decrease has been surmised above. With the 2021-22 academic year being completed primarily via in-person learning, and Residence Buildings at higher occupancy, there is an expectation that this return to campus life will result in an increase of incidences reported to HRES.

Figure 4 represents a breakdown of Complainant(s) and Respondent(s) affiliation to Dalhousie. (Note: External includes anyone without an affiliation to Dalhousie (i.e. Visitor, alumni, etc.).)

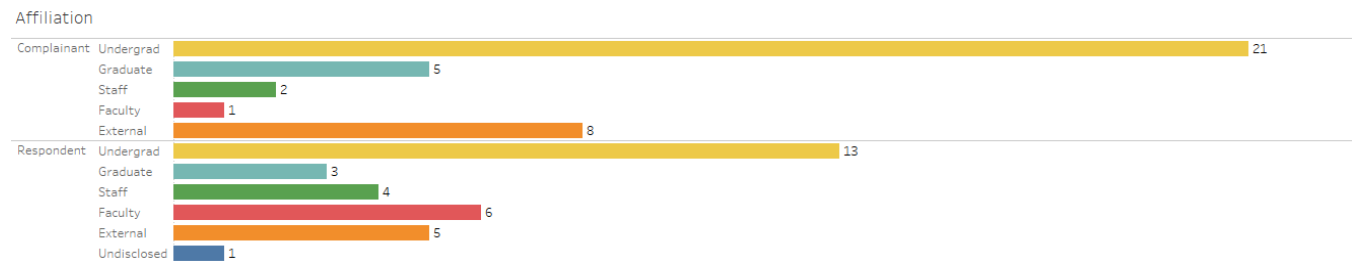


Figure 4 Complainant and Respondent Affiliation - 2021

Undergraduate Students continue to make up the largest segment of individuals supported by HRES; represented as total number: Complainant (21) and Respondent (13). Under our Policy, a Visitor (labeled as Complainant - External) (8) can make a Disclosure and will be provided with information about the option to report to the police and receive support referrals. The number of External individuals reporting sexualized violence to HRES increased by 2 over the previous reporting period.

The total number of Complainants (37) is lower than the total cases (46), due to Anonymous and Third-Party Disclosures in which Complainants can remain unknown. As Disclosures do not require a Complainant to divulge the particulars of their case, the total number of Respondents (32) often remains below the number of cases. It should also be noted, that some cases have multiple Complainants or/and Respondents, making the 1:1 comparison of case totals to affiliation imperfect.

Figure 5 displays Complainant and Respondent gender as known to HRES. (Note: when the individual's self-identified gender was not disclosed upon Intake, the individual's data from Banner was used; however Banner only provides male or female options.)

*People of all genders are subjected to sexualized violence. However, sexualized violence is more commonly experienced by: Women and girls (both cisgender and transgender), and gender non-conforming, non-binary and Two-Spirit people.*

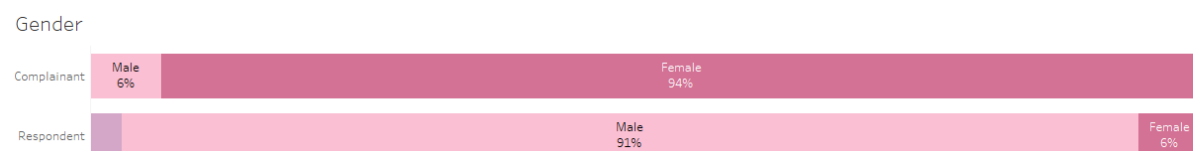


Figure 5 Complainant and Respondent Gender - 2021

As displayed in the data in Figure 5, female-identified Complainant's account for 94%; an increase from the previous two reporting periods (from ~88%). This could simply be due to a lack of available self-identified data related to the gender of complainants. The remaining Complainants are male, at 4%. The gender of Respondents remained consistent with male representing 91%; Female represented 6% and, while too small to label, non-binary at 3%.

Table 4 offers a representation, in total number, of actions taken by Complainants, as facilitated by the Sexualized Violence Advisor; Complainants might engage in multiple actions.

**Action Taken** (cases can have multiple)

Academic Accommodation	10
Educational 1:1	2
Follow Up Communication (respondent)	0
Interim Measures	0
Living Accommodation	0
No-contact Agreement	4
PEGaSUS	4
Safety Planning	0

Table 4 Actions Taken - 2021

Given the absence of Reports being initiated, which would typically see Interim Measures being implemented, the virtual learning environment and COVID-19 restrictions in place which kept individuals mostly off-campus, the overall decrease in actions being requested by Complainants is not surprising.

*Note: Academic accommodation supported by HRES include extensions to assignments/papers, quiz re-writes, exam deferrals, etc.; HRES works closely with Student Accessibility Services when long-term accommodation plans, note-taking, or technological accommodations are required. No-contact Agreements are signed by both parties and outline expected conduct between the parties and address outcomes for breaching the contract. PEGaSUS is a psycho-educational group for student survivors of adult sexual assault and was facilitated virtually by HRES Advisors Crystal Ragush and Amina Abawajy.*

Table 5 displays, in total number, the Disposition at the time a case is closed; only 1 disposition can be selected.

## Disposition

Activities Completed	32
Inactive	5
Complainant Requested No Action be Taken	2
Human Resources Action	1
Residence Code of Conduct	1
Security Action	1
Student Code of Conduct	1
Under Investigation	1

Table 5 Disposition - 2021

Disposition serves to act as an indication of a case's conclusion, as determined by the Advisor; including where the resolutions were undertaken by stakeholder units, such as Human Resources, Security Services or Student Affairs.

44 cases have Dispositions listed; the remaining 2 cases remain active at the time of writing this. In 32 cases all activities/requests were deemed to be completed; 5 became inactive (i.e. a Complainant no longer responds to communications); 2 cases had Complainants who requested no action be taken. The remaining cases were resolved by stakeholder units.

*Note: as all closed cases can be reopened, Dispositions in Table 5 are representative of a snapshot taken in March 2022.*

The Sexualized Violence Advisor is aware of only 3 Complainants that have reported their experience of sexualized violence to the applicable police department in their incident's jurisdiction (i.e. Halifax Regional Police, RCMP, etc.). Dalhousie University has a legal obligation to limit confidentiality in circumstances where individuals pose a serious and credible risk of harming themselves and/or others, or where the sexualized violence involved a minor. None of the 46 cases met this test.

### ***Introducing our new Advisor, Sexualized Violence***

In the Fall of 2021, we commenced our hiring process and are pleased to announce Lyndsay Anderson is the Sexualized Violence Advisor in Human Rights & Equity Services at Dalhousie University. Lyndsay has spent her career working in Student Affairs on various campuses in Nova Scotia, including StFX, Dalhousie and Saint Mary's University. She has extensive experience with student conduct and accountability, which includes developing a restorative justice program for students causing harm in the Halifax community, revising student behaviour policies, investigating sexualized violence cases, and facilitating educational sessions and workshops on sexualized violence, consent, and bystander intervention. Lyndsay holds a BA in Criminology from the University of Toronto and a MA in Women and Gender studies from Mount Saint Vincent University and Saint Mary's University, with a research topic of rape culture and sexualization discourses on university campuses.

From Lyndsay – “I am so pleased to be back at Dalhousie and working in HRES. Supporting survivors of sexualized violence and working towards a greater understanding of consent and accountability on campus is the work that truly matters to me. The COVID-19 pandemic has impacted gender-based violence work immensely – we need to re-engage our educational and prevention initiatives, increase awareness of survivor supports, engage bystanders to take action, and identify and work with people who cause harm, now more than ever. I look forward to working with the campus community to achieve these objectives and welcome feedback on our prevention and response strategies.”

### ***Prevention & Response Initiatives***

Dalhousie’s Sexualized Violence Prevention and Response Strategy has recently been updated to include new initiatives and recommendations to tackle sexualized violence on campus, identifying strategic action through to 2024. Within this Strategy, we address long-term prevention goals for addressing systemic change, outline our prevention and response strategy, and identify support initiatives for employees and students. Following approval of this Strategy in Spring 2022, it will be made available to the public via [dal.ca/hres](http://dal.ca/hres).

Discussed in the Strategy is a program new to Dalhousie, aimed at men and male-identified individuals, providing a space to discuss healthy masculinity, consent, sexuality, and accountability. The program, Man|Made (<https://www.anovafuture.org/manmade/>), is a five-week psychoeducational group that views postsecondary men as agents of social change. Our aim is to pilot this program during the Summer 2022 term, with open sessions taking place in September 2022.

A refresher training module will be developed and offered to investigators currently on our internal investigator roster (our roster includes employees who had completed our July 2018 training and subsequent modules). Investigators looking to remain on our roster will be required to complete this refresher module in an effort to keep promising practise and emerging sexualized violence matters informing their investigation process. Continued education and self-study also remain a priority for the Sexualized Violence Advisor and the HRES team.

A renewed focus on training bystanders to prevent and respond to incidents of sexualized violence through the provincial Waves of Change program will begin in late summer/early Fall. This is especially important given the increased presence of students on campus, relaxing or removal of COVID-19 restrictions, and increasing opportunities for social engagements after a two-year+ period of social isolation. Provincial funding from the Department of Advanced Education is expected to hire a student to lead the implementation of Waves of Change for various student groups and student leaders.

Finally, with updates to the Sexualized Violence Policy in 2021, a renewed effort to train faculty, staff, and students on campus on how to respond to disclosures and support survivors has begun,

with a focus on faculty and staff during the spring/summer terms and students in the fall. Using the Purple Folder as a primary resource, the Sexualized Violence Advisor will offer virtual and in-person training sessions for various departments and student groups to provide information on the policy and how to respond to disclosures using trauma-informed and survivor-centered approaches.

## **Data Analytics**

In September 2020, Senate approved a motion to develop reporting practices that contextualize and analyze the patterns observed annually in the administration of the Sexualized Violence Policy. This feedback, and additional data points, were initially incorporated in our 2019-2020 Report, and will continue to be reported.

With regards to the analysis completed in this report, it has been brought to our attention that additional data comparisons and/ or analysis would be welcome. In HRES' opinion, the total number of cases is relatively small for valid quantitative analyses, to discern reliable patterns, and for generalizability, and can lead to biased conclusions.

With this in mind, Dalhousie Analytics is currently bringing together all Dalhousie survey data into a single source. The objective is to provide a system that can store surveys from different sources in a common database. This will allow Human Rights & Equity Services to contextualize and analyze patterns of sexualized violence across campus, and the country over time. For example, the National College Health Assessment (NCHA) includes disaggregated demographic data for 1,331 Dalhousie students and 55,284 students in the Canadian Consortium for six questions on sexualized violence in 2019. It is recommended that this and the 2013 and 2016 survey years be analyzed for Dalhousie and Canadian trends, and incorporated into future Sexualized Violence Policy Reports.

iMPACTS: Collaborations to Address Sexual Violence on Campus survey has been delayed until Fall 2022. The SSHRC-funded study from McGill University is supported by the Council of Nova Scotia University Presidents (CONSUP). The campus climate survey will be administered to students across the country. Dr. Diane Crocker, regional lead at Saint Mary's University, received approval from the Dalhousie Research Ethics Board in May 2020. It is recommended that results from this survey be incorporated into future Sexualized Violence Policy Reports.

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All media inquiries should be directed to Janet Bryson, Associate Director of Media Relations and Issues Management, Dalhousie University. Phone: 902-494-1269, email: [janet.bryson@dal.ca](mailto:janet.bryson@dal.ca)

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