

SEXUAL VIOLENCE
RESPONSE AND PREVENTION
ANNUAL REPORT

The following information is being presented by the Equity, Diversity and Human Rights Office (EDHRO) to the Board of Governors regarding matters dealt with under the Policy on Response and Prevention of Sexual Violence (Policy) as well as sexual violence prevention/awareness initiatives completed during 2022-23 fiscal year.

Case Contacts

A case contact is an individual who brings forward a complaint, consultation or enquiry to the EDHRO. In this context, the case contact does not need to have made a complaint to be named as such. "Case contact" is simply the term used for the individual/unit who initially makes contact with the EDHRO, which includes contact for the purpose of an enquiry, consultation, or complaint.

Each case contact with the EDHRO can be broken down into the following three (3) categories:

- (1) Complaint: a written complaint received by the EDHRO by an individual who believes that they have been subjected to behaviour that may breach the Policy. Note that once the EDHRO receives a written Case Resolution Request Form, the case is categorized as a complaint. Complaints may be addressed both through formal and informal resolution processes;
- (2) Consultation: guidance and/or direction provided by the EDHRO on concerns, questions or potential complaints. Consultations may include (but are not limited to) requests for assistance or clarification from members of the Laurentian University community, including academic or administrative leaders (i.e. those with the authority or responsibility to address concerns), requests for information and/or assistance by third parties (i.e. friends, co-workers seeking assistance to support others), or the provision of information with appropriate guidance. Typically, this would entail a longer interaction or more than one meeting to address a possible concern relating to a matter falling under the EDHRO mandate. Some consultation services may also require follow up with other individuals or administrative or academic units.

*It is important to note that a Consultation can include a disclosure of sexual violence and the survivor has chosen not to engage the complaint process under the Policy, but is disclosing for the purposes of obtaining support and accommodations under the Policy.

- (3) Enquiry: a basic clarification, reference or provision of information.

There were 35 total case contacts with the EDHRO in 2022-2023 that were dealt with under the Policy. These case contacts were comprised of 2 complaints, 30 consultations, and 4 enquiries.

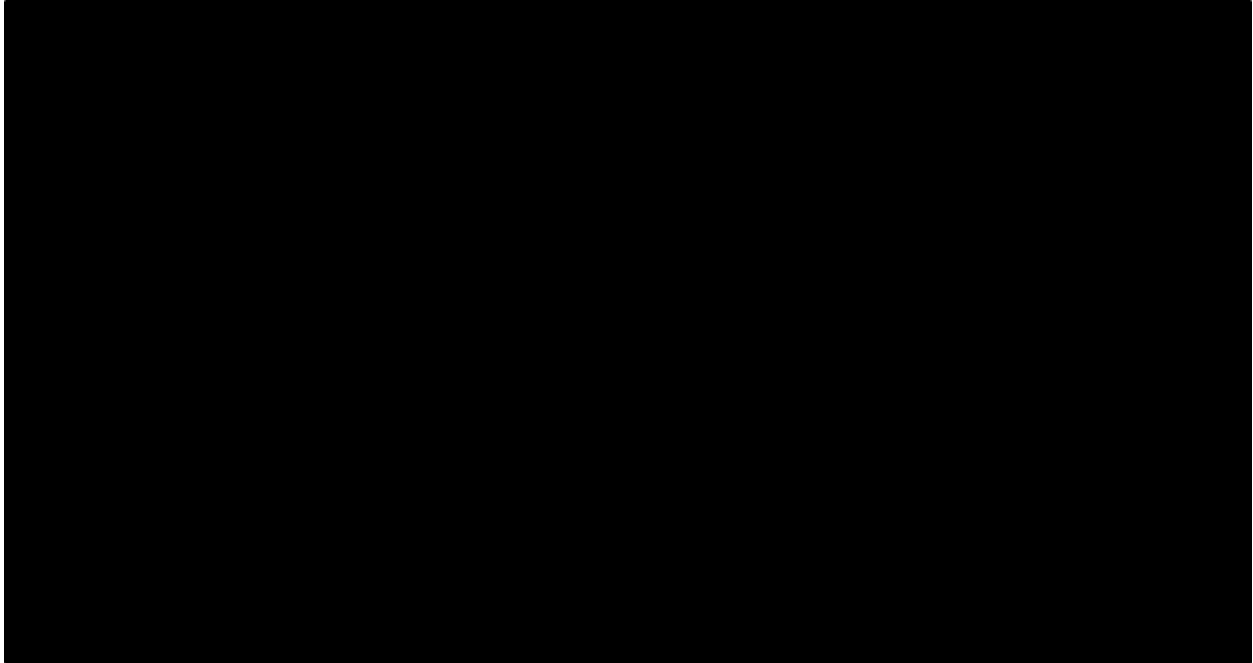


Figure 1 Case contacts dealt with under the Policy on Response and Prevention of Sexual Violence

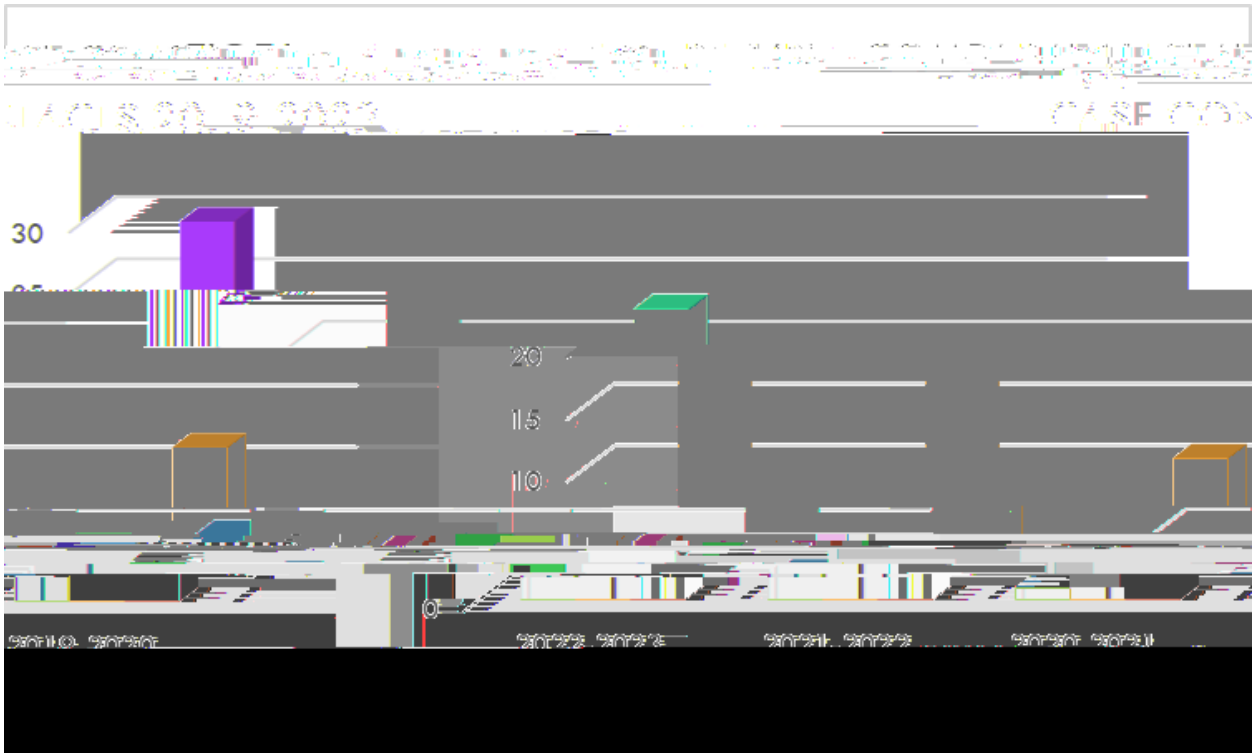


Figure 1(b) - Comparative statistics for case contacts: 2019-2023

The case contacts and respondents in each file are broken down into seven (7) constituency groups as follows:

- (1) Faculty: this group includes all members of the Laurentian University Faculty Association (LUFA) as well as department Chairs/Directors (who are members of LUFA);
- (2) Faculty Unit/Department: this group includes cases brought forward on behalf of or against a faculty unit or department as a whole and not by any one individual;
- (3) Employees: this includes all employees other than Faculty. Included are members of the Laurentian University Staff Union (LUSU), graduated teaching assistants represented by the Canadian Union of Public Employees (CUPE), and members of the Laurentian University Administrative and Professional Staff (LUAPS) who do not fall into the leadership group personnel category listed below as well as all other employees who do not belong to a union or association;
- (4) Staff Unit: this group includes cases brought forward on behalf of or against a staff unit or department as a whole and not by any one individual;
- (5) Students: this group includes all students at Laurentian University;
- (6) Leadership group personnel: this category includes all leadership personnel including Executive Team members, Associate Vice-Presidents, Deans and Directors. It does not include Directors and Chairs of departments as they are included as members of Faculty, as noted above, and;
- (7) \ Included in this category are either case contacts or respondents who are not a member of the Laurentian University community or where the case contact did not wish to reveal the name of the respondent. This group may also include Laurentian University investigating or responding to a complaint as an institution.

The following is a breakdown by constituency group of case contacts who sought services from or consulted with the EDHRO under the Policy.

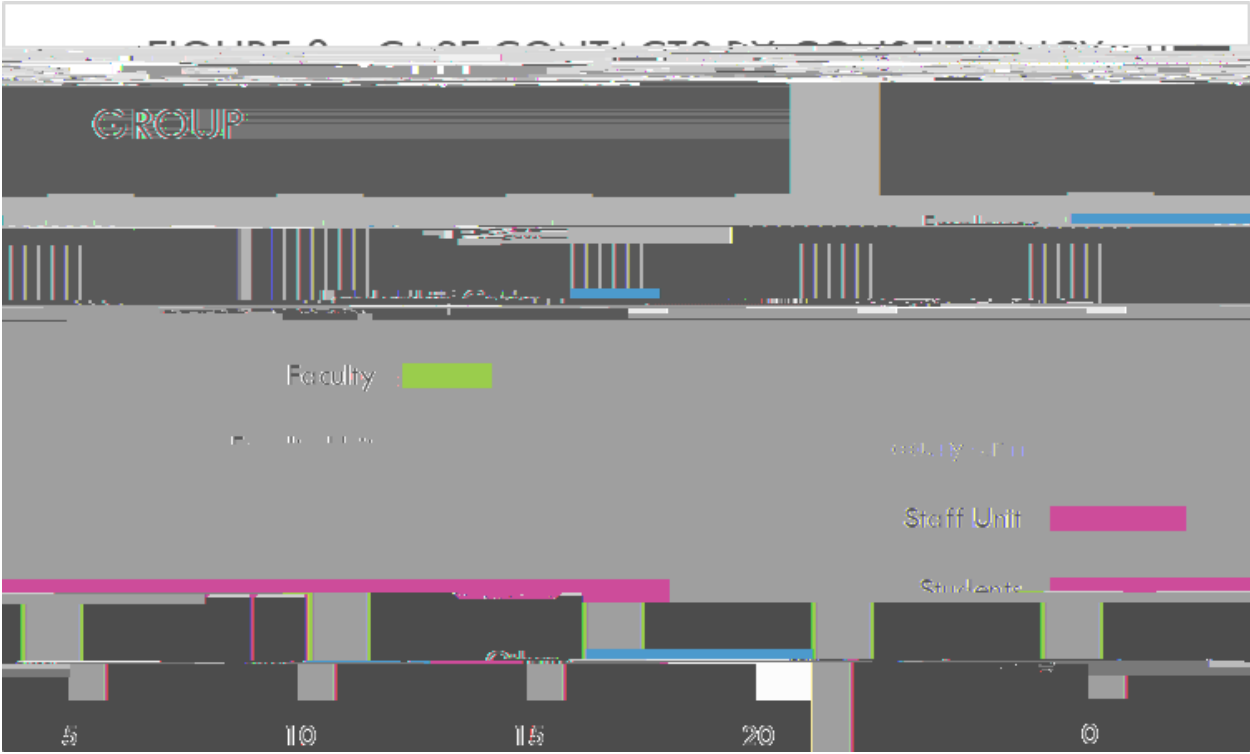


Figure 2 Case contacts dealt with under the Policy broken down by constituency group

Resolution of complaints

Of the 2 complaints made in 2022-2023 under the Policy and 3 brought forward from 2021-22, there were a total of 5 complaints resolved in 2022-23. Of the resolved complaints, 3 were resolved by way of investigation, and 2 were abandoned or withdrawn.

Initiatives



