
Memorandum

Office of the Deputy Provost (Student Life and Learning)

James Administration Building, Room 621

Tel: number: 514-398-3109

TO: Senate

FROM: Professor Angela Campbell, Interim Deputy Provost
(Student Life and Learning)

SUBJECT: Annual Report on the Policy against Sexual Violence

DATE: April 16, 2025

DOCUMENT #: D24-80

ACTION REQUIRED: INFORMATION APPROVAL/DECISION

ISSUE & EXPECTED OUTCOME The Annual Report on the Policy against Sexual Violence is presented to Senate for information.

BACKGROUND & RATIONALE The Policy against Sexual Violence (“the Policy”) calls for the Provost to report annually on its operation. This Annual Report addresses activities, cases, and developments under or in connection with the Policy from January 1, 2024 to December 31, 2024. McGill is committed to creating and sustaining a safe environment through proactive, visible, accessible and effective approaches that seek to prevent and respond to Sexual Violence. The University further recognizes the singular importance of striving toward an equitable environment in which all members of the University community are respected, safe and free from violence, especially Sexual Violence.

PRIOR CONSULTATION Presented, for information, to both the Human Resources Committee of the Board of Governors on March 31, 2025, and the Joint Board-Senate Equity Diversity, and Inclusion Committee on April 15, 2025.

SUSTAINABILITY CONSIDERATIONS Strong policies relating to social climate, and accountability in relation to their application, contribute to social sustainability on our campuses.

IMPACT OF DECISION AND NEXT STEPS This Annual Report will be presented to the Board of Governors on April 24, 2025.

MOTION OR RESOLUTION FOR APPROVAL *n/a*

APPENDICES Appendix A: Annual Report on the Policy against Sexual Violence

Policy against Sexual Violence

Annual Report to McGill's Senate and Board of Governors

Introduction

The present report is submitted to McGill's Senate and Board of Governors pursuant to section 54 of the University's [Policy against Sexual Violence](#) (Policy), which provides:

54. The Provost shall report annually to Senate and the Board of Governors on the implementation and application of this Policy. This report will include information about the number of Disclosures and Reports received during the reporting period, and about measures taken to pursue the prevention and education objectives of this Policy. Subject to the University's obligations to respect the privacy rights of Members of the University Community, annual reports to Senate and the Board will include aggregated information on the number of Reports of Sexual Violence submitted during the reference period by or against students, faculty and staff, the number of Reports where the evidence was sufficient to find that Sexual Violence had occurred, the number of cases where the disciplinary officer followed or did not follow a recommendation of the Special Investigator in regard to imposing discipline, and the types of disciplinary and administrative measures imposed.

This Report covers a 12-month period: 1 January 2024 to 31 December 2024.

Objectives of the Policy

McGill's first *Policy against Sexual Violence* was adopted in December 2016.

This Policy pursues the following objectives:

- Sexual Violence prevention through education and other systemic and proactive efforts to promote awareness about the nature and effects of Sexual Violence;
- establishing and maintaining a climate and culture in which all members of the University Community enjoy a safe and respectful working and learning environment;
- support for Survivors; and
- effective and timely response to Disclosures and Reports.

Implementation Committee

The Policy (section 9) mandates the creation of a standing committee to oversee its implementation. This committee is known as the Implementation Committee and includes representation of students, academic staff, and administrative and support staff. The role of the Implementation Committee is to examine the operation of the Policy, with a focus on:

- ensuring that McGill's [Office for Sexual Violence Response, Support & Education \(OSVRSE\)](#) can carry out its work effectively in connection with education, Survivor support, and confidential data collection about Disclosures;
- assessing campus Sexual Violence prevention and response education initiatives;
- evaluating communications about the Policy and associated resources;
- consulting with various relevant campus services and offices; and
- making recommendations to strengthen the Policy and associated Procedures or resources.

The Implementation Committee has two subgroups that focus on specific strategic initiatives: one dedicated to safety and reporting, and one focused on communications.

Throughout the reference period, the Implementation Committee met twice, the Safety and Reporting Subgroup met three times, and the Communications Subgroup met twice. All meetings took place via Zoom or Teams.

Educational Activities

Through the Policy, the University commits to a series of educational activities aimed at raising awareness about Sexual Violence and its impacts with a view to a reduction of occurrences. Educational efforts were rolled out throughout the reference period via various formats. The OSVRSE is McGill's central site for Sexual Violence education and support of all members of the University Community. The OSVRSE leads most awareness-raising efforts at McGill in relation to Sexual Violence and Consent.

The OSVRSE team experienced the reference period as two distinct seasons. During the first half, the team settled into a coordinated workflow following a period of renewal in 2023. Response advising was again available to all students and staff, and the Outreach Education Advisor, with a team of student staff and volunteers, built a robust presence by tabling across campus and offering workshops to interested groups.

The second half of the reference period presented renewed and significant changes for OSVRSE, which included an office move into a space shared with the OMR, a temporary change in leadership (due to a parental leave), and some staffing turnover. Adjustments were largely made during the quieter summer months and by fall 2024, services continued with little interruption. It is, however, worth noting that since late 2023, OSVRSE has been without an Education Advisor responsible for managing and updating educational initiatives like *It Takes All of Us* and for developing companion trainings. Also of note, given OSVRSE's move into a shared space in October 2024, the team pivoted to a hybrid work format after losing full-time access to a

confidential, Trauma-Informed space. Like other units across McGill, in the context of current constrained fiscal realities, the reference year was marked by sacrifice and resilience within OSVRSE in support of the University's mission and Community.

Workshops

In 2024, OSVRSE led or co-facilitated **24** workshops or information sessions, 19 for students and five for staff (both academic and administrative). These workshops focused on topics ranging from how to navigate situations of sexual or gender-based violence in the workplace, to how to receive a disclosure of Sexual Violence, to how to be an active bystander. Workshops over the reference year was delivered to **406** members of the campus community. This is in addition to the *It Takes All of Us* module, which requires mandatory completion for all students, faculty, and staff.

Disclosures

In 2024, staff at OSVRSE met with **89** members of the McGill community, who were themselves navigating a situation of sexual or gender-based violence, or who were supporting someone effected. 82 of these disclosers were students, and seven were staff (academic or administrative).

As in past years, Disclosures were accompanied by requests for: 1) emotional/psychological support, 2) coordination of academic, housing, and work accommodations, 3) coordination of safety measures on McGill campuses, 4) reporting information and/or accompaniment, and 5) referrals to further psychological and/or medical assistance.

Completion Rates: *It Takes All of Us*

It Takes All of Us, the asynchronous online Sexual Violence awareness and prevention program, continues to be a mandatory training for all members of the McGill community.

Completion rates in the reference year are as follows:

Student population: 77%

Total: 10063/12973

Tenure-Track and Tenured Academic Staff: 56%

Total: 451/795

Contract Academic Staff (minus clinical, tenure and tenured track): 23%

Total: 467/1994

Administrative and Support Staff: 73%

Total: 2746/3714

These completion rates are below our goal of 100% completion rates for all segments of the McGill community. Factors attributing to partial success in this domain include the rollout of a revised *It Takes All of Us* module in 2024 which reset prior completion rates to zero, and the absence of a staff member in OSVRSE to track and prompt completion of the module. In the coming month, a concerted effort will be made to boost these completion rates, particularly among the various employee groups at McGill.

Reports

The Policy defines a “Report” as *“the act of informing the Special Investigator about an incident of Sexual Violence in accordance with this Policy for the purpose of investigation.”*

Hence, unlike a Disclosure, which is confidential and primarily made to acquire support services, a Report is made to initiate a formal process (mediation or investigation) related into a claim that Sexual Violence has occurred. A Report thus can lead to disciplinary consequences for the Respondent party.

As of September 2019, all Reports of Sexual Violence at McGill are investigated by a special investigator (SI) external to the University (that is, not a McGill employee). This decision was made to ensure the impartiality and competence of Sexual Violence investigations. Presently, in view of feedback from the McGill community, we are exploring the potential to conduct some investigations of Sexual Violence by impartial investigators who are internal to the University.

Reports reach the SI through the Office for Mediation and Reporting (OMR), which is the site for intake of all Reports regarding Sexual Violence. Reports of Sexual Violence filed through the OMR are referred to the SI for investigation following a preliminary review to ensure a Report falls within the Policy’s scope. Once the SI completes an investigation, the SI prepares a written report that sets out findings based on the evidence presented. The SI then draws a conclusion as to whether the evidence presented was sufficient to establish, on a balance of probabilities, that the alleged Sexual Violence occurred.

The SI’s written report is filed with the Provost. Where the SI’s report yields a finding of Sexual Violence, the Provost refers the matter to the appropriate disciplinary authority who determines whether disciplinary and/or administrative measures will be imposed. The disciplinary stage of this process must abide by the requirements of applicable regulations, policies, and collective agreements.

1. Number of Reports and the Parties Involved

16 new Reports were initiated in the reference year, which is one more than in 2023. Seven of the Reports are complete, two were ongoing at the time of filing this Annual Report, four were outside of the scope of the Policy,¹ and three were withdrawn (two before initial review, and one after). In all cases, the Survivors were referred to OSVRSE for support and accommodations. The data that follow include information regarding the 10 Reports that were investigated (i.e., within scope and not withdrawn before initial review).

The status of the parties is as follows:

Survivor	Respondent	Total 2024	Total 2023	Total 2022	Total 2021	Total 2020	Total 19/20
Undergraduate student	Undergraduate student	0	3	6	3	9	9
	Graduate student or Postdoctoral fellow	2	0	3	0	0	0
	Academic staff*	10	0	0	0	1	3
Graduate student or Postdoctoral fellow	Admin. staff	0	1	0	1	0	0
	Graduate student or Postdoctoral fellow	2	0	1	0	0	0
	Academic staff	2	4	0	0	0	0
Admin. staff	Admin. staff	0	0	1	1	1	1
Academic staff	Graduate student or Postdoctoral fellow	1	1	0	0	0	0
Other**	Academic staff	2	1	0	0	5	5
	Admin. staff	0	0	0	2	0	0
	Undergraduate student	0	1	0	0	1	1
	Graduate student or Postdoctoral fellow	0	0	0	0	1	0
	Other	0	0	1	0	0	0
		19 NB: Total > 10 as one case included many Survivors	11	12	7***	18	19

¹ Four Reports were deemed outside of the Policy's scope because: there was no University Context, the Respondent was not a member of McGill community, the did not present a *prima facie* case of Sexual Violence, or Procedural Fairness for all parties could not be guaranteed on the basis of a confidential Report.

* Academic staff = tenure-track or tenured professor, contract academic staff (including nil-salary with hospital/health centre affiliations), and course lecturer.

**Other = alumnus/a or confidential reporter.

*** seven cases are noted for the 2021 reporting period because in one case, while no Report was filed pursuant to the Policy, University authorities had sufficient information from other channels to investigate – applying a Trauma-Informed and procedurally fair approach – the alleged Sexual Violence. That case is thus included in the data.

2. Form of Sexual Violence Reported (more than one form of Sexual Violence may be alleged)

	2024	2023	2022	2021	2020	19/20
Sexual Assault	4	8	5	4	10	11
Sexual Harassment	8	6	6	3	7	8
Stalking/Voyeurism	1	1	2	1	1	0
Sexual Exploitation	0	0	0	0	0	1
Indecent Exposure	1	0	1	0	0	0
Distribution of Sexual Images	0	0	2	0	0	0
Breach of Code of Conduct (s.8)	2	3	1	0	0	0

3. Gender of the Parties

Gender Identity	2024		2023		2022		2021		2020		19/20	
	S	R	S	R	S	R	S	R	S	R	S	R
Female	7	2	10	1	10	1	5	0	15	0	19	0
Male	2	8	1	10	2	11	0	6	1	18	0	19
Non-binary/ other	1	0	0	0	0	0	0	0	0	0	0	0
Unknown*	0	0	0	0	0	0	2	0	2	0	0	0

*Unknown = anonymous reporter or gender not disclosed to the Office for Mediation and Reporting.

4. Outcomes of Investigations

Of the 10 Reports within scope, one was withdrawn during the investigation. Mediation was attempted and unsuccessful in one case, and so it proceeded to investigation.

The outcomes of the nine investigations are as follows:

	2024	2023	2022	2021	2020	2019
Founded	4	5	5	6	13	8
Not Founded	3	3	1	0	3	4
Ongoing at the end of the reference period	2	3	6	1*	0	0

*In the 2022 reference year, the investigation that was ongoing from 2021 was withdrawn, and the investigation did not continue.

Five investigations exceeded the 90-day delay set by the Policy. Delays arise when additional incidents are disclosed in the course of an investigation, when a cross-complaint is initiated, when the investigations occur during a holiday period, or when the evidence submitted is voluminous and/or complex. Extensions can be granted to the SI where the University is satisfied that this would not compromise our commitment to a Trauma-Informed and procedurally fair process.

5. Disciplinary Measures Imposed

In the four cases where an investigation yielded a finding of Sexual Violence, discipline was imposed. In another case, although there was no finding of Sexual Violence, there was a finding of psychological harassment, leading to a disciplinary process.

Disciplinary measures imposed during the reference year included:

- Conduct probation
- Formal Reprimand
- Dismissal from the University

Disciplinary measures were often accompanied by a cease-and-desist communication order, which is an administrative measure.

Conclusion and Looking Forward

Extensive energy and skill are brought to the critical work needed to meet the objectives that the Policy sets. Through the combined efforts of the OSVRSE, the OMR, and the Special Investigators,

McGill has established a robust framework for Sexual Violence prevention and response. While much work has been done to build and sustain this framework, there is always room for learning and growth.

In the year ahead, we will deepen our efforts to prevent Sexual Violence, notably through broadened educational and awareness-raising activities. We will also prioritize sustaining and expanding capacity to respond to Disclosures and Reports. Finally, 2025 will also bring about the triennial review of the Policy.