
Report Number: BOG-2025-75

To: Board of Governors

**From: Jennifer Cosway, Associate Vice President, Human Resources and Equity
and Sadie K. Goddard-Durant, Director, Office of Equity, Diversity &
Inclusion**

Date of Report: September 30, 2025

Date of Meeting: October 8, 2025

Subject: Sexual Violence and Harassment Action Plan Annual Report

1. Purpose

To provide a statistical report on the Sexual Violence and Harassment Action Plan. The Ministry of Colleges and Universities Act that outlines the Board Report requirement: *Information Required for Minister from every college or university described in subsection (2) shall collect from its students and other persons, and provide to the Minister, such data and other information relating to the following as may be requested by the Minister, in the manner and form directed by the Minister:*

- The number of times supports, services and accommodation relating to sexual violence are requested and obtained by students enrolled at the college or university, and information about the supports, services and accommodation.
- Any initiatives and programs established by the college or university to promote awareness of the supports and services available to students.
- The number of incidents and complaints of sexual violence reported by students, and information about such incidents and complaints.
- The implementation and effectiveness of the policy.

(Ministry of Colleges and Universities Sexual Violence and Harassment Action Plan Act – Supporting Survivors and Challenging Sexual Violence and Harassment, 2016, S.O. 2016, c. 2 – Bill 132)

2. Recommendation

This report is being presented for information only.

3. Background

In March 2015, the Government of Ontario launched “It’s Never Okay: An Action Plan to Stop Sexual Violence and Harassment,” an initiative enabled by Bill 132, the Sexual Violence and Harassment Action Plan Act (Supporting Survivors and Challenging Sexual Violence and Harassment), to stop sexual violence and harassment.

Sexual Violence is defined as: Any sexual act or act targeting a person’s sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person’s consent, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation. ([Durham College Standard Definitions, last revised September 2023](#))

As part of this plan, all Ontario colleges and universities are required to develop a common policy that addresses sexual violence and sexual assault on campus. Additionally, these provincial institutions must implement effective response protocols to address sexual violence, increase supports for survivors, and formalize how incidents are addressed.

Durham College (DC) established the Sexual Violence Policy and Procedure (ADMIN-244) in compliance with this initiative. The 2024-2025 reporting period was 12 months, covering the period from October 1, 2024, to September 30, 2025

4. Discussion/Options

4.1 The implementation and effectiveness of the policy.

- DC continues to make significant efforts in implementing this policy. This past year saw the expansion of the ways in which we educate the campus community about sexual violence and how to prevent and respond to disclosures based on feedback from the community about their preferred ways to receive information. Consultations were also conducted with 2SLGBTQQIA+ members of our campus community to understand their experiences and needs around sexual violence. Of note, significant updates were made to the policy following widespread consultation with students and/or student survivors, and campus and community partners to ensure that Durham College is continuing to facilitate a plan grounded in emerging best practices and legislative

requirements, and responsive to trends in the manifestation of sexual violence within our campus community. Key updates to the policy include:

- Inclusion of an informal resolution process grounded in Restorative Justice principles;
- Expansion of interim measures to include applicability to disclosures;
- Use of an equity and inclusion lens to enhance processes and resources;
- Streamlining of the Complaint Procedure with our Student Conduct Policy
- Expansion of education topics to include sex trafficking.

Future implementation plans are outlined in the 2025-2026 priorities.

4.2 Community Education Initiatives

Public education remains a vital and proven strategy to reduce and/or prevent incidences of sexual violence. DC is committed to growing its education and awareness efforts to address the critical issue of sexual violence. Through the role of the Sexual Violence Education and Prevention Coordinator primarily, the College's Office of Equity, Diversity and Inclusion leads education and prevention initiatives by:

- Increasing understanding and knowledge about sexual violence and rape culture, consent, harmful stereotypes, myths and stigma that perpetuate sexism and violence;
- Empowering survivors of sexual violence to seek support and report incidents;
- Building confidence in students, faculty, staff and visitors to intervene and report concerns or witnessed incidents;
- Fostering a respectful and safe campus community for all; and
- Mobilizing the campus community to act to combat gender-based and sexual violence.

4.3 Training

Tables 1 and 2 provide details of sexual violence training for students and employees during the reporting period.

Table 1 - Student Participation in Various Sexual Violence Training 2024-5

Training	Participation this reporting cycle	Details
PREP 1000	3,883 new enrollments A total of 16,409 since the launch of Prep1000.	Start Strong at DC – A series of online modules and in-person/virtual sessions that help new students feel confident, connected, and prepared for their first day. Sessions are available starting 8 weeks before the semester begins. Sexual Violence Awareness Module – Developed by the Office of Equity, Diversity and Inclusion (OEDI), this module is part of the Start Strong series for new students.
Sexual Violence First Aid	630 students enrolled	Educates participants on trauma-informed approaches and provides tools and resources for supporting survivors in immediate need. Content was developed in partnership with the Durham Rape Crisis Centre. Participation is voluntary for students.

Table 2 - Employee Participation in Various Sexual Violence Training 2024-5

Training	Participation	Details
Responding to Sexual Violence on Campus	58	Mandatory training for all employees. Reporting reflects new hires.
Sexual Violence First Aid	29	<p>Educates participants on trauma-informed approaches and provides tools and resources for supporting survivors in immediate need.</p> <p>Content was developed in partnership with the Durham Rape Crisis Centre</p> <p>Participation is voluntary for employees.</p>

4.4 Information Sharing

- Days of Awareness Communications:** Shared communications with the DC community via DC email, the DC Calendar and social media explaining the significance of various dates of awareness relevant to sexual violence through the academic year; reminding individuals of their rights and responsibilities under our Sexual Violence Policy and associated policies; and connecting them to on and off campus resources, including how to make sexual violence disclosures and reports.
 - The Office of Equity, Diversity and Inclusion continued to leverage social media (@EquityATDC on Instagram) to share information and promote events and training opportunities related to sexual violence. The @EquityATDC Instagram page has 784 followers.
- Enhancement of the Sexual Violence Support Website:** Using a phased approach, conducted a comprehensive assessment of the edits required to enhance the microsite and worked with the Communications and Marketing Department to make basic, interim edits.

4.5 Information Fairs, Tablings, and Displays

- **Consent Awareness Week** (September 2024): Engaged in education and awareness outreach activities. Students provided with information on: consent, sexting, healthy relationships, on-campus and off-campus sexual violence resources and support information. Students and employees had the opportunity to use consent awareness photo props and to take photos to help spread awareness about consent culture at DC. Another activity “tested” students’ consent knowledge and provided opportunities for the Office of Equity, Diversity and Inclusion to share additional information and resources about consent.
- **The Red Dress Project** (May 2025): DC continues to recognize the National Day of Awareness and Action for Missing and Murdered Indigenous Women, Girls and Two-Spirit People, widely known as Red Dress Day. This year the First Peoples Indigenous Centre transitioned to leading DC to mount dress displays and disseminate campus-wide communications. Each display had a banner or poster to outline the significance of this day of recognition.
- **Sexual Violence Prevention Month** (May 2025): Hosted two campus informational resource service fairs for all campus community members in recognition of Sexual Violence Prevention Month. On-campus partners and community-based organizations who provide support services to survivors of gender-based and sexual violence were invited to share information about sexual violence and their supports.
 - Oshawa Campus total number of interactions: 56
 - Whitby Campus total number of interactions: 32
- **DCSA’s Pride Picnic** (June 2025): In recognition that Pride Month is a time of celebration as well as a time to draw awareness to the challenges faced by the 2SLGBTQQIA+ community- including sexual and gender-based violence- participated in Durham College Student Association’s Campus Pride festivities. Event participants received celebratory DC and Pride swag along with resources and materials about Sexual Violence, Gender-based Violence among other topics.
 - Total number of interactions: 21

- **Orientation:** Continued participation in various orientation events throughout the academic year, engaging with students to discuss consent and healthy relationships, and share information about our Policy, how to make disclosures, and resources.

4.6 Community-based Consultations

- Engagement with DC's 2SLGBTQQIA+ Community and Community Partners: Throughout the year, sought feedback from community members and community partners on their experiences and programming needs, including around sexual violence and gender-based violence. Used this information to inform the design of OEDI programming for the 2025-6 academic year, and DC's first ever Institutional Action Plan set to be launched in 2026.

4.7 Memorials

- National Day of Remembrance and Action on Violence Against Women (December 2024): Hosted a memorial at each campus to commemorate and educate the DC community about Gender-based Violence and actionable steps to prevent violence against women, girls, two-spirit, transgender and gender-diverse people. A two Spirit person offered healing through a musical rendition and event attendees created pledges of actions they would take to end violence against women on our campus and wider community.

4.8 Collaborations with Community Partners:

- Women's Committee of Durham Region Community Abuse Awareness Event (November 2024): As part of membership on this committee, helped plan and promote an awareness event to our campus community providing all campus community members an opportunity to participate and engage with our broader community's violence against women sector within Durham Region. There were over 100 attendees.

4.9 Sexual Violence Disclosures & Complaints

At DC, students can make two types of reports:

- Complaints to the Office of Campus Safety (OCS) or
- Disclosures to the Sexual Violence Education and Prevention Coordinator or other campus community members (i.e., employees, contractors).

Disclosures can occur in any space at the college and be made to any member of the community without a complaint. A survivor is then provided with pathways to available DC and community-based services. When a complaint is submitted, the OCS will investigate, following the Student Conduct Policy and Procedure (ADMIN-248).

All recipients of a disclosure are required to inform the Sexual Violence Education and Prevention Coordinator.

Figure 1 and Table 3 show the number of disclosures and complaints submitted during the 2024-2025 period. All reports noted in the section below include sexual harassment or sexual violence. Where a report includes more than one type of incident, it is captured only once. Reports with no element of sexual violence or harassment were documented as Human Rights complaints and are not reflected in Figure 1 or Table 3.

Figure 1 - Number of Sexual Violence Reports Received 2024-2025



Table 3 – Number of Sexual Violence Reports Received 2024-2025

Type of Report	Complaints	Disclosure
Sexual Assault	4	2
Sexual Harassment	1	8
Stalking	0	3
Indecent Exposure	0	0
Voyeurism	0	0
Sexual Exploitation	0	0
Historical Sexual Violence	0	4
Gender-based Violence	0	0
Uncategorized Sexual Violence	0	12
Totals	5	30

The definitions below provide additional context for Figure 1 and Table 3.

Historical Sexual Violence – includes incidents that are disclosed during the time that a student is attending DC but occurred prior to enrolment at the college.

Gender-based Violence (GBV) – includes sexual violence as well as psychological/emotional, economic/financial, and spiritual abuse. GBV can come in the form of harassment and discrimination.

Uncategorized sexual violence – represents disclosures received without the specific details or nature of the incident.

4.10 Supports and Accommodations

DC supports survivors of sexual violence through the following activities:

- Meetings with the Sexual Violence Education and Prevention Coordinator who:
 - provides immediate emotional support, safety planning;
 - highlights available on-campus resources (e.g., CHWC, DCSA, ASC);
 - shares information on community resources (legal, housing, food, cultural, religious). This resource list was developed through an equity and inclusion lens;
 - assesses and facilitates any required academic or financial accommodations.
 - reviews available reporting options

- Mental health and counselling support: available through the Campus Health and Wellness Centre (CHWC) and for full-time students, through the Support Hub of the Durham College Student Association (DCSA);
 - Medical attention: accessible through the CHWC;
 - Promotion of appropriate incident reporting options – disclosures, complaints, and reporting to law enforcement.

Table 4 -Student Supports

Type of Support	# Students Provided with On Campus Support	# Students Provided with Off Campus Support
Safety Planning Resources	30	NA
Safety Planning Referrals	NA	2
Advocacy	NA	2
Physical Health Resources	30	30
Physical Health Services (CHWC)	17	NA
Mental Health Resources	30	30
Mental Health Referrals	NA	7*
Community Resources (Miscellaneous)	NA	30

*Of the 17 students who disclosed sexual violence to Campus Health and Wellness, 7 were referred to Durham Rape Crisis Centre.

Table 5 - Student Accommodations

Type of Accommodation	Total
Academic	2
Financial	2

4.11 Priorities for 2025- 2026

- Enhance and deliver one sexual violence related-learning opportunity to students and one to employees, through an equity and inclusion lens to ensure 1) the intersectionality of experiences of this phenomenon for all campus community members included and 2) learning styles and needs of the campus community are integrated;
- Implement sexual violence initiatives for the 2SLGBTQQIA+community based on consultations during 2024-2025 academic year.
- Continue to leverage the Days of Awareness Calendar and associated communications as an educational tool;
- Continue to increase education and awareness reach to campus community members via enhanced social media plan;
- Complete enhancements to the Sexual Violence Awareness pages on DC's website;
- Complete and launch an enhanced Sexual Violence Disclosure form and new case management database.

5. Financial/Human Resource Implications

The implementation of the “It’s Never Okay: An Action Plan to Stop Sexual Violence and Harassment” initiative continues to require dedicated resources to both carry out the work and to engage in necessary training.

6. Implications for the Joint Campus Master Plan

There are no implications for the joint campus master plan.

7. Implications for Ontario Tech University

Implications for Ontario Tech University arise through shared events and any shared processes or procedures in the OCS.

8. Relationship to the Strategic Plan/Business Plan

Sexual violence and sexual harassment relate to the Sustainable and People Centered goals in our Strategic Vision 2030. This report supports our institutional operational compliance with key Sexual Violence legislation, and addresses the following business plan objectives:

1. We will continuously evaluate and refine processes to enhance the student experience and support our teams (2.3 x)
2. We will nurture our organizational culture, where students, employees, alumni and partners feel welcomed, valued, respected, and part of our community (3.1 iii, iv, v)
3. We will review and enhance policies and practices to address inequities, deepen knowledge, and strengthen capacity to better support the needs of students and employees (3.3i)