

**Report Number: BOG-2023-89**

**To: Board of Governors**

**From: Marisa Mei, Sexual Violence Prevention and Education Coordinator /  
Neil Gonsalves, Director, Office of Equity, Diversity & Inclusion**

**Date of Report: October 2, 2023**

**Date of Meeting: October 11, 2023**

**Subject: Sexual Violence and Harassment Action Plan Statistics Report**

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## **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)***

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## 2. Recommendation

This report is being presented for information only.

## 3. Background:

In March 2015, the province of Ontario launched an action plan, “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” to stop sexual violence and harassment against women across the province.

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, Bill 132 requires all Ontario Colleges to develop a common Sexual Assault / Sexual Violence Policy. Additionally, Ontario colleges and universities are required to implement effective response protocols to address sexual violence, increase supports for survivors and formalize how incidents are addressed.

### **Implementation and effectiveness of the Sexual Violence Policy (ADMIN-244):**

The last review and approval of the Durham College Sexual Violence Policy was September 2022. This review included adding the provincial governments regulatory amendments in September 2021 which were fulfilled by March 1, 2022.

The Sexual Violence Policy will be reviewed after three (3) years, in September 2025 as per Bill 132 requirements. Extenuating circumstances may require a review before September 2025, as Durham College remains committed to ensuring the effectiveness of the Sexual Violence Policy.

The following represents statistical information for the sexual violence mandate at Durham College for **December 2022 – September 2023**. This current reporting period is ten (10) months, as the deadline for last terms report had been adjusted by the Ministry to November 2022. A full twelve (12) month cycle will be reflected in the next reporting period, October 2023 – September 2024.

	Formal Complaints	Informal Complaints
<b>Total number of Formal Complaints/Reports complaints of sexual violence</b>	<b>3</b>	<b>16</b>
Total number of formal complaints/reports of sexual assault	3	1
Total number of formal complaints/reports of sexual harassment	0	3
Total number of formal complaints/reports of stalking	0	1
Total number of formal complaints/reports of indecent exposure	0	0
Total number of formal complaints/reports of voyeurism	0	0
Total number of formal complaints/reports of sexual exploitation	0	0
Total number of Uncategorized Sexual Violence*	0	11

- Formal reports/ Complaints received by the Office of Campus Safety.
- Informal Reports/ disclosures received by Sexual Violence Education and Prevention Coordinator (SVEPC) or by other campus community members (I.E. Staff/Faculty/ Students etc.) who inform the SVEPC of a disclosure received as per the Sexual Violence Policy (**ADMIN-244**). The statistical data for informal reports reflects both disclosures received directly from the SVEPC and those campus members who report a disclosure to the SVEPC.

*\*Uncategorized Sexual violence is representative of disclosures received without a narrative. A survivor may disclose an experience of sexual violence without sharing the specific details or nature of the incident; in the absence of a narrative and details of an incident, the incident of sexual violence cannot be further categorized. Trauma-informed and survivor-centered approaches empower a survivor to share as much or as little information about their experience without causing them any further emotional stress or harm. Supports, accommodations, safety planning and resources are made available to all survivors who disclose an experience of sexual violence with or without a narrative provided.*

## Accommodations and Supports for Disclosures:

Durham College supports survivors of sexual violence through the following means;

- Meeting(s) with the Sexual Violence Education and Prevention Coordinator; Provision of immediate emotional support, and safety planning. Facilitation of academic or personal accommodations requested are assessed, and on-campus and off-campus resources are highlighted.
- Mental health and counselling support available through the Campus Health and Wellness Centre and the Support Hub, Durham College Student Association;
- Medical attention is accessible through the Campus Health and Wellness Centre;
- Community Information and resources made available; inclusive of direct referrals for support at Durham Rape Crisis Centre;
- Incident reporting options shared; informal, formal campus reporting and/or reporting to the police.
- The Employee Assistance Program is exclusively available to staff and faculty.

	<b>Durham Rape Crisis Centre (DRCC)</b>
<b>Total number of Students receiving Sexual Violence Mental Health and Counselling support</b>	<b>44</b>
Total number of formal complaints/reports of sexual assault	N/A
Total number of formal complaints/reports of sexual harassment	N/A
Total number of formal complaints/reports of stalking	N/A
Total number of formal complaints/reports of indecent exposure	N/A
Total number of formal complaints/reports of voyeurism	N/A
Total number of formal complaints/reports of sexual exploitation	N/A

*\*DRCC receives direct referrals from students seen at the Campus Health and Wellness Centre (40) and from the SVEPC (4). For the next reporting cycle, DRCC is working with the SVEPC on tracking the types of sexual violence students are receiving supports for to further inform the Office of Equity, Diversity and Inclusion's education and awareness efforts.*

<b>Total number of Accommodations facilitated in accordance with the Sexual Violence Policy (ADMIN-224)</b>	<b>4</b>
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*\*Statistical data is only representative of the accommodations facilitated by the Sexual Violence Education and Prevention Coordinator (SVEPC).*

## 4. Discussion/Options

The Office of Campus Safety received three (3) reports; compared to the seven (7) reports received last year (November 2021- November 2022) that would meet the reporting criteria of Sexual Violence.

The Sexual Violence Educator and Support Coordinator received sixteen (16) disclosures of sexual violence from campus members; compared to twenty-four (24) disclosures received in the previous reporting cycle. Disclosures were received from students, staff, faculty, campus residence(s), and the Campus Health and Wellness Centre (CHWC).

Public education remains a vital and proven strategy to reduce and or prevent incidences of sexual violence. The OEDI is committed to growing its education and awareness efforts to address the important issue of Sexual Violence. OEDI's education and prevention programming continues to be delivered and further development adheres to the following objectives:

- 1) Increase our campus communities understanding and knowledge about Sexual Violence and consent culture; and address harmful stereotypes, rape culture, myths and stigma that perpetuate sexism and violence.
- 2) Empower survivors of Sexual Violence to seek support and report incidences of Sexual Violence.
- 3) Build confidence in staff/faculty and students to intervene and report concerns or witnessed incidents of sexual violence.
- 4) Foster a respectful and safe campus community for all.
- 5) Mobilize our campus to take action(s) to combat gender-based and sexual violence.

### **Education, Awareness programming and Training**

A variety of education and awareness opportunities were completed throughout December 2022 – September 2023 creating diverse opportunities for students, faculty and staff to engage with the OEDI, and SVEPC from within the department.

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Activities included:

- The annual **16 Days of Activism Against Gender-based Violence (GBV)** campaign continued in collaboration with Ontario Tech University. This year included: Community educational sessions to address topics of intersectionality and restorative justice frameworks. Community partners and organizations participated in an information, service and resource fair at the Whitby Campus.
- December 6th memorial in honor of the **National Day of Remembrance and Action on Violence Against Women**: Talk and educational activities to commemorate and educate DC community about GBV and actionable steps to prevent violence against women, girls, 2-Spirit, transgender and gender diverse people.
- **“Let’s Talk Sex” Series**: Student sexual health workshop(s) facilitated by The AIDS Committee of Durham Region. Seven (7) sessions were completed virtually and one (1) in-person inclusive of Durham College students, Ontario Tech University and Trent University.
- The Red Dress Project: Recognizing **Red Dress Day**, National Day of Awareness and Action for Missing and Murdered Indigenous Women, Girls and Two-Spirit People. Supporting the First Peoples Indigenous Centre, dress displays and campus-wide communications were shared. Each display had a banner and or poster to outline the significance of this day of recognition.
- **Campus orientation events**: Tabling and providing office specific, on-campus and off-campus resources and information. The SVEPC engaged students with tabling activities that generated discussion about consent and healthy relationships. Approximately a total of 15 campus orientation events were attended by the OEDI team inclusive of the SVEPC.
- Targeted education and awareness outreach completed in all on-campus residences throughout **Consent Awareness Week**. Students who engaged with the table and activities received consent, sexting, healthy relationships, on-campus and off-campus sexual violence resources and support information. Attendance at the Durham College.
- **Social Media Campaigns**: The SVEPC leveraged popular social media trends among campus users to disseminate Sexual Violence education, awareness, and promote events and training opportunities for all campus community members. “Yes Means Yes at DC” Instagram page dedicated

to Sexual Violence and Consent Culture awareness to date has 524 followers.

- **Student Sexual Violence Training Modules:**

<p><b>Prep 1000:</b> DC's first-year experience course, as well as a discussion on how to navigate the first year of college. This module introduces students to strategies and resources available to ensure success as a new student. <b>The office of Student Development has embedded a Sexual Violence awareness module within this course, content for this section is developed by the SVEPC.</b></p> <p><i>*Course is listed as Mandatory for students; not enforced.</i></p>	<p>Approximately 5,770 students have completed this course.</p> <p><i>*Total number of completions between January 2023- September 2023</i></p>
<p><b>Sexual Violence First Aid:</b> This training course educates participants in trauma informed approaches and provides tools and resources for supporting survivors in immediate needs, in addition to providing crisis support until professional help is obtained.</p> <p>Content creation was developed in partnership with The Durham Rape Crisis Centre.</p> <p><i>*Participation is Voluntary</i></p>	<p>Users to date: 1,082 Average quiz score: 89.65%</p> <p><i>*Total number of users is from date of module launch to September 2023.</i></p>
<p><b>Leadership Certificate - Diversity, Self-Awareness and Action:</b> The third section addresses the Sexual Violence policy (ADMIN-244), consent, support and resources options and ways to take action against Sexual Violence.</p>	<p>Users to date: 5,689 Average quiz score: Not applicable.</p> <p><i>*Total number of users is from date of module launch to September 2023.</i></p>

- **Staff & Faculty Sexual Violence training modules:**

<p><b>Responding to Sexual Violence on Campus</b> <i>*Participation and completion is mandatory, Human Resources tracks and ensures compliance of all new hires.</i></p>	<p>Total completed: 103</p> <p><i>*Total number of completions between December 2022- September 2023</i></p>
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<p><b>Sexual Violence First Aid</b> <i>*Participation is Voluntary</i></p>	<p>Total Completed: 29</p> <p><i>*Total number of completions between December 2022-September 2023</i></p>

**Sexual Violence Education and Prevention Priorities for the 2023-2024 academic year:**

- Launch two (2) in-person Sexual Violence Workshops for both Staff/ Faculty and or Student audiences;
- Develop a social media strategic plan to increase education and awareness reach to campus community members;
- Update the Sexual Awareness pages on the Durham College external website
- Revise and launch a new informal incident report form;
- Increase 2SLGBTQIA+ programming, and resources;
- Maintain and build campus and community relations and partnerships.

The SVEPC is responsible for leading this work and ensuring completeness, reporting to the Director of Equity, Diversity and Inclusion at mid-term, January 2024 and of reporting cycle, September 2024.

## 5. Financial/Human Resource Implications

The implementation of the Act continues to require dedicated resources, to ensure training materials remain relevant and responsive to the community’s needs. Additionally, it required that every employee and board member continue to participate in mandated training to understand roles in policy compliance. It requires coordination between the Director of Campus Safety and the Director of OEDI for the continued management of all components of the Act.

## 6. Implications for the Joint Campus Master Plan

There are no implications for the joint campus master plan.



## **7. Implications for OTU**

Ontario Tech University is also required to provide statistics to its Advisory Committee on Student Sexual Violence Prevention and Support and the Board of Governors.

## **8. Relationship to the Strategic Plan/Business Plan**

This subject pertains to the “our people” and “our students” pillars in the strategic plan, and business plan to foster a positive and inclusive work environment that is diverse, inclusive, and respectful. Additionally, to ensure Durham College achieves Bill 132 compliance.