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**Report Number: BOG-2026-66**

**To: Board of Governors**

**From: Sadie K. Goddard-Durant, Director, Office of Equity, Diversity & Inclusion**

**Date of Report: September 30, 2026**

**Date of Meeting: October 14, 2026**

**Subject: Sexual Violence and Harassment Action Plan Annual 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 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.

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### 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). The initiative requires Ontario colleges and universities to establish policies, prevention and education measures, survivor supports, and response protocols to address sexual violence on campus..

At Durham College (DC), 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 support for survivors, and formalize how incidents are addressed.

To comply with provincial requirements, DC implemented the Sexual Violence Policy and Procedure (ADMIN-244). This report summarizes sexual violence prevention and response activities and reported incidents for the 2025-2026 reporting period. This period covers 12 months, from October 1, 2025, to September 30, 2026.

### 4. Discussion/Options

#### 4.1 The implementation and effectiveness of the policy.

- a. DC continues to demonstrate its commitment to preventing sexual violence and supporting those impacted, guided by its Sexual Violence Prevention & Response Policy. During this reporting year, DC’s community collaboratively ensured that essential prevention and response efforts were prioritized. Established ways in which we educate the campus community about how to prevent sexual violence, and how to make and respond to disclosures were maintained, and a number of approaches were enhanced to reflect the new policy as well as address the ways in which equity-deserving communities are impacted by sexual violence. The campus community upheld their

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dedication to ensuring that survivors were met with empathy and support when they chose to make disclosures and complaints.

## 4.2 Community Education Initiatives

The College's policy recognizes that public education remains a vital and essential strategy to reduce and/or prevent incidences of sexual violence. Consequently, the education and prevention program, primarily coordinated and resourced via the Office of Equity Diversity and Inclusion (OEDI), focuses on:

- 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; and
- Mobilizing the campus community to act to combat sexual and gender-based violence.

### a. Training

There are several asynchronous and in-person training opportunities available to students and employees. During this year, an equity and inclusion lens was integrated into the in-person training for students. In addition, the content of the Sexual Violence Awareness module (see Table 1) was updated to reflect the new policy-resolution options available; provide knowledge and resources needed to not be a bystander, and how to submit disclosures; and address the ways in which equity-deserving communities experience sexual violence, and inclusion of relevant supports for them.

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

**Table 1 - 2025-2026 Sexual Violence Training Participation (Students)**

| Training                                                 | Participation levels | Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|----------------------------------------------------------|----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Sexual Violence Awareness Module</b> within PREP 1000 | 1037 new enrollments | <b>Sexual Violence Awareness Module</b> – Developed by the OEDI, this online module is designed to equip students with the knowledge, skills, and resources needed to prevent and respond to sexual violence. It is delivered as part of the Start Strong program, DC's online pre-arrival program designed to help incoming students feel confident, connected, and prepared for their transition to college. Students can access the module and other Start Strong content beginning eight weeks before the start of their semester. program |
| Sexual Violence First Aid                                | 74 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 - 2025-2026 Sexual Violence Training Participation (Employees)**

| Training                                | Participation | Details                                                                                                                                                                                               |
|-----------------------------------------|---------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Responding to Sexual Violence on Campus | 203 completed | Managed by Human Resources, this is mandatory training for all employees. Participants are issued certificates of completion. Reporting reflects new hires as well as those doing refresher training. |
| Sexual Violence First Aid               | 11 completed  | This module was developed in partnership with the Durham Rape                                                                                                                                         |

|  |  |  |                                                                                                                                                                                                                                                                                      |
|--|--|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  |  |  | Crisis Centre and managed by Human Resources. It seeks to educate participants on trauma-informed approaches and provides tools and resources for supporting survivors in immediate need. Participation is voluntary for employees and they are issued certificates upon completion. |
|--|--|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## b. 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 (including Consent Awareness Week); reminding individuals of their rights and responsibilities under our Sexual Violence Prevention & Response Policy and associated policies; and connecting them to on and off campus resources, including how to make sexual violence disclosures and reports.
  - The OEDI 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 816 followers.
- Sexual Violence Support Website:** Continued to leverage the microsite as a centralized source of trusted information on sexual violence, how to access and provide support to those impacted, and on and off-campus resources.
- Information Cards:** Enhanced information cards summarizing the policy, defining consent and sexual violence, and the steps campus community members should take to make and receive a disclosure. Information tailored according to student and employee audiences and disseminated to all departments and faculty offices, at various orientation and days of awareness events for employees and students.

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## c. Resource Fairs and Displays

- **The Red Dress Project** (May 2026): 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. Led by the First Peoples Indigenous Centre, there was a display of dresses and red bows; a movie screening and tabling where information was available pertaining to on- and off-campus supports for persons impacted by sexual violence; and dissemination of campus-wide communications.
- **Orientation:** Continued to leverage various orientation events at both campuses throughout the academic year to engage with students to discuss consent and healthy relationships, and share information about our Policy, how to make disclosures, and resources.

## d. Memorials

- **National Day of Remembrance and Action on Violence Against Women** (December 2025): DC hosted a memorial to commemorate and educate the campus 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.

## 4.3 Sexual Violence Disclosures & Complaints

At DC, students can make two types of reports:

- Complaints to the Office of Campus Safety (OCS). This is the process through which OCS can investigate a student's allegations of sexual violence in accordance with the procedure articulated in the policy; or
- Disclosures to the Sexual Violence Education and Prevention Coordinator or any other campus community members (i.e., employees, contractors), in any space at the College. Students can disclose that they have experienced sexual violence without filing a complaint. They are then provided with pathways to available on and off campus services. All recipients of a disclosure are required to inform the Sexual Violence Education and Prevention Coordinator.

During this reporting period, the OEDI continued development of an enhanced Sexual Violence Reporting Platform and new Case Management Database. Intended to streamline documentation and

enhance the quality and utility of the data collected for prevention and response efforts, particularly with those from equity-deserving communities, integration of feedback from partners is underway.

Table 3 shows the number of disclosures and complaints received during the 2025-2026 period.

**Table 3 – Number of Sexual Violence Reports Received 2025-2026**

| Type of Report                | Complaints | Disclosures |
|-------------------------------|------------|-------------|
| Sexual Assault                | 1          | 4           |
| Sexual Harassment             | 1          | 5           |
| Stalking                      | 0          | 0           |
| Indecent Exposure             | 0          | 0           |
| Voyeurism                     | 0          | 0           |
| Sexual Exploitation           | 0          | 0           |
| Historical Sexual Violence    | 0          | 0           |
| Gender-based Violence         | 0          | 0           |
| Uncategorized Sexual Violence | 0          | 0           |
| <b>Totals</b>                 | <b>2</b>   | <b>9</b>    |

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.

#### 4.4 Supports and Accommodations

DC offers the following support options for survivors of sexual violence:

- Opportunity to disclose to any employee and be provided with information about response options available to them under the policy, and on and off campus resources, including meetings with the Sexual Violence Education and Prevention Coordinator for further support if desired;

- Opportunity to meet with the Sexual Violence Education and Prevention Coordinator who:
  - provides immediate emotional support, safety planning;
  - highlights available on-campus resources;
  - shares information on community resources (legal, housing, food, cultural, religious);
  - reviews available reporting options;
    - assesses and facilitates any required academic or financial accommodations. This year, the OEDI and Access and Support Centre at DC collaborated to streamline the process for students impacted by sexual violence to obtain academic accommodations, such that the referral from the Sexual Violence Education and Prevention Coordinator validated the need for the accommodation and students did not need to re-tell their experience.
- Mental health and counselling support: available through the Campus Health and Wellness Centre (CHWC) for all students; and through the Support Hub of the Durham College Student Association for full-time students;
- Medical attention accessible through the CHWC;
- Promotion of 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 Provided | 11                                         | --                                          |
| Safety Planning Referrals Made     | 2                                          | --                                          |
| Advocacy                           | NA                                         | --                                          |
| Physical Health Resources Provided | 9                                          | 11                                          |
| Physical Health Services (CHWC)    | --                                         | NA                                          |
| Mental Health Resources Provided   | 11                                         | 11                                          |

|                                     |    |    |
|-------------------------------------|----|----|
| Mental Health Services (CHWC)       | 2  | NA |
| Mental Health Referrals Made        | -- | 1  |
| Community Resources (Miscellaneous) | NA | 11 |

**Table 5 - Student Accommodations**

| Type of Accommodation | Total |
|-----------------------|-------|
| Academic              | 3     |
| Financial             | 0     |

#### 4.5 Priorities for 2026-2027

- Update the job description of the Sexual Violence Prevention & Response Coordinator to align with the recent restructuring in the institution, and fill the vacancy;
- 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;
- Continue to increase education and awareness reach to campus community members via social media and Information Centre for Employees (ICE);
- 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.

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## 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 Vision/Business Plan

Sexual violence and sexual harassment relate to the Sustainable and People Centred 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)