

# **SEXUAL VIOLENCE PREVENTION ANNUAL REPORT**

**SEXUAL VIOLENCE AND HARASSMENT  
PREVENTION TASK FORCE  
2021-2022**



St. Lawrence  
College

## OUR MISSION

At St. Lawrence College, we have a shared set of values to guide our behaviour. Building on this foundation, the College values respect for all individuals, civility, diversity, dignity, equality, and freedom, and is committed to maintaining a healthy and safe learning, living, social, recreational, and working environment. We are also committed to maintaining a campus free of discrimination and harassment and strive to foster an atmosphere of healthy attitudes and behaviours towards sexuality, sex, and gender roles. Behaviour that contributes to a hostile and inequitable learning and working environment will not be tolerated by the College. Our commitment to supporting those who experience sexual violence is taken very seriously, and we work diligently on campus and with community partners on programs, policies, and resources to ensure that our campus remains free from sexual violence.

### BACKGROUND

This is the third year of formal data collection and reporting. Program development is in direct response to available qualitative and quantitative data. At year three, we continue to build a longitudinal dataset that will support trending for predictive planning and policy and program quality improvements.

The current year data needs to be considered in the context of the second year of COVID-19, a year in which the on-campus presence represented approximately 60% relative to prior years.

#### **The Ministry of Colleges and Universities Act outlines the Board Report requirement:**

Information Required for Minister

(7) 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:

1. 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.
2. Any initiatives and programs established by the college or university to promote awareness of the supports and services available to students.
3. The number of incidents and complaints of sexual violence reported by students, and information about such incidents and complaints.
4. The implementation and effectiveness of the policy.

#### **Annual Report to the Board of Governors**

(7.1) Every college or university described in subsection (2) shall provide its Board of Governors with an annual report setting out, in respect of the preceding year, the information described in paragraphs 1, 2, 3, and 4 of subsection (7).

<https://www.ontario.ca/laws/statute/90m19>

## SEXUAL VIOLENCE PREVENTION INITIATIVES AND PROGRAMS

The following list highlights just some of the initiatives and programs undertaken by St. Lawrence College during 2021-2022 to create awareness of and address issues related to Sexual Violence Prevention, and to promote a positive, supportive campus culture, with no tolerance for sexual violence.

- The Sexual Violence and Harassment Prevention Task Force (the 'Task Force') membership and Terms of Reference were reviewed and validated as part of the annual review processes.
- Roles and responsibilities of the Task Force as established within the Terms of Reference are also reviewed annually, and were confirmed to remain in effect without amendment:
  1. Ensure continuity and implement recommendations which fall under the scope of practice of the Task Force.
  2. Review, and make recommendations towards, the College infrastructure available to assist those who have been affected by sexual violence.
  3. Review, and make recommendations towards, College protocols on institutional response to disclosures of sexual violence, ensuring that those who disclose are believed, and that their right to dignity and respect is protected throughout the process of disclosure and investigation, if applicable.
  4. Make recommendations towards strategies and initiatives that promote a campus climate of consent and mutual respect for all members of the SLC community.
  5. Monitor and analyze, and make recommendations related to, available College data on sexual violence and harassment.
  6. Review, and make recommendations towards, College policies and protocols regarding sexual violence and harassment ensuring they align with related College policies and broader best practices.
  7. Make recommendations towards College education, training and prevention strategies and initiatives aimed at creating awareness towards, and decreasing occurrences of, sexual violence and harassment.
  8. On an individual basis, act as an ambassador to the College community in promoting the work of the Task Force and creating awareness of sexual violence and harassment prevention strategies, policies, and protocols.
  9. Receive and assist in preparing annual reports as required by the Ministry.
  10. Generally promote a campus culture in which sexual violence and harassment are not tolerated.
- The Task Force held regular and recurring meetings throughout the 2021-2022 academic year to review, support implementation, and monitor Sexual Violence and Harassment Prevention programming and to provide recommendations on new potential initiatives.

- Our formal work plan format and design was updated this year to offer a more concise depiction and a graphic Gantt summary to monitor and track timeframes for deliverables. This work plan supports the Task Force in meeting deliverables and timeline cycles and informs monthly meeting agenda requirements.
- As part of the work plan, the Sexual Violence Policy is reviewed annually for update, with next update due September 2023. Last year's updates included proactive planning for inclusion of language to reduce bias or inherent assumptions relating to a complainant's history or orientation and to remove barriers to reporting relative to concerns re substance use. This language was ultimately requested by the Ministry for inclusion in March 2022, and SLC had proactively achieved compliance in September 2021.
- The Sexual Violence [webpage](#) for the College was updated by the Task Force to ensure its content was fully aligned with the policy changes.

## ONLINE ORIENTATION

As part of the College Fall 2021 Online Orientation, the SLC President & CEO again highlighted the importance of sexual violence prevention and noted resources available for survivors/victims/witnesses. Over 3,400 students were provided access to the Online Modules. Over 750 first year students completed Online Orientation in its entirety, and over 450 first year students completed some portion of the Online Orientation. Student participation in online orientation significantly dropped from the year prior. While this may be related to overall decline in non-mandatory Teams activity (i.e., 'Zoom fatigue'), there was also a rapid shift in orientation format five days prior (from in-person to on-line), relating to the local COVID-19 context.

Also, as part of that Online Orientation, many diverse information sessions were offered, including one facilitated by the Students Rights & Responsibilities Officer (SRRO). This session provided information about the SRRO role as well as information regarding Sexual Violence Prevention and College supports. This very specific session was attended by 131 students.

## TRAINING, AWARENESS, AND EDUCATIONAL INITIATIVES

The Task Force submitted a Proposal to IT Governance for approval of the acquisition and implementation of "It Takes All of Us" Sexual Violence Prevention Training. Student Wellness & Accessibility via the Student Rights & Responsibilities Office sought to procure and implement a pre-developed and tested, evidenced-based online module training program for students on sexual violence prevention. Funding was approved and supported through the Campus Safety Grant. This validated training module was created by Concordia University and is currently licensed by multiple other post-secondary institutions in Canada and abroad. Our objective is to provide this training to as many students as possible, with preliminary focus on start up for students in Residence, to create a safer community for all. This approach is intended to target what is defined as the 'red zone' or the first six-week period of high risk sexual violence perpetration on college campuses. This online program is intended to support comprehensive access and allow for efficient, effective,

and sustainable implementation to our student body year over year. Notwithstanding secured funding to implement, unfortunately, this submission was not prioritized for advancement this year by the IT Governance Committee. The Task Force maintains the importance of this initiative and will resubmit again in the coming academic year.

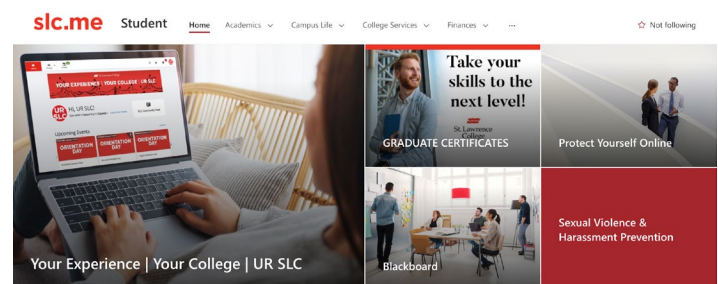
The Rape Aggression Defence System (R.A.D.) training prioritized by the Task Force in the prior academic year had been deferred due to COVID-19. The R.A.D. system provides a holistic approach to self defense education, offering students information on personal safety, awareness, risk reduction and avoidance. R.A.D. teaches practical defensive techniques through education and specialized simulation of physical resistive strategies. This initiative, given its face-to-face requirements, continued to be deferred this 2021-2022 academic year due to COVID-19. Plans to reinstate this hands-on student training will proceed in the year ahead.

The SRRO delivered virtual training sessions for Bringing in the Bystander during 2021-2022 academic year, in total there were nine virtual sessions tri-campus. This includes training sessions for key areas such as Student Governments and Residence Advisors. Overall, 60 students completed this comprehensive training during the 2021-2022 academic year. Bringing in the Bystander was also embedded into program curriculum, being offered to students in Module 9 of NURS 1500, a course for student enrolled in the Practical Nursing Program on the Cornwall campus. Bringing in the Bystander will continue to be offered in this Module moving forward and opportunities to expand this innovative approach to access will be explored.

The Task Force continued to promote our Sexual Violence Prevention and Consent videos. These videos are public facing on our website as a consistent available resource. They were designed in consultation with students, depicting our students, and are shared on social media and used as ongoing training resources. Links to the videos are found here:

<https://stlawrencecollege.ca/about/college-reports-and-policies/sexual-assault-policy/resources/>.

Ongoing marketing/communications campaign continued in this academic year, shared on the College's social media sites to raise awareness of Sexual Violence prevention month and the additional risks for survivors/victims who are self-isolating. Advancing awareness efforts, the Task Force was able to secure a primary standing icon link on SLC.me:



Culturally relevant resources relating to sexual violence and harassment prevention are maintained on our website for our international students. As part of an approved Strategic Initiative, One College/One Student, we are currently working with SOCH Mental Health Consulting to develop culturally and linguistically relevant multi-media resources associated with violence risk reduction, human trafficking awareness and student mental health and well-being.

Student Wellness continues to invest in additional licensed modules related to Alcohol Literacy as part of their digital wellness education platform, Therapy Assistance Online (TAO). In 2021-2022, 589 students accessed TAO resources for support.

The College's Belonging, Human Resources and Organizational Development (BHR&OD) department continued to roll out the recently revamped College Sexual Assault and Sexual Violence training module. The new redesign resulted in enhanced content and a cleaner format of this session under the guidance of the SLC Sexual Violence and Harassment Prevention Task Force and a third-party consultant. The module is included in a mandatory training bundle that is assigned to all full-time and part-time employees at SLC upon hire, with a refresh of the training being required every three years.

The Task Force delivered a comprehensive workshop at SLC's annual Learning Connections Conference, providing an overview of the Sexual Violence and Harassment Prevention Task Force, including historical context and evolution of the Task Force, overview of current and upcoming initiatives with participant survey to gauge knowledge of Sexual Violence Prevention work at St. Lawrence College. Participants provided session feedback noting the value and importance of the information.

The Manager, Student Rights & Responsibilities, the Student Rights & Responsibilities Officer and the SLC Wellness Advisor attended a two-day Trauma Informed Training of Trainers workshop to become certified to deliver Community Resilience Initiative's Trauma Informed Level 1 Training to SLC staff. This training was provided by the Community Foundation for Kingston & Area. Several other community agencies participated in this training in hopes of forming a Kingston and Area Community of Practice. Trauma Informed Level 1 Training Workshops for the St. Lawrence College community are currently being planned, with a workshop primer shared at SLC's Learning Connection Conference on May 30, 2022. Employee feedback reflected a keen interest in SLC advancing this approach and training rollout more broadly. BHR&OD is now engaged to expand Trainer access for expanded staff training. This work aligns with and intersects with tactics under the Integrated Mental Health Strategy and recommendations arising from the College's Equity, Diversity, Inclusion (EDI) & Belonging Task Force recommendations report, supporting the advancement of psychologically safe learning and working environments.

St. Lawrence College and Queen's University partnered together for Online Movies for Mental Health – Creating Supportive Communities for Survivors of Sexual Violence by Art with Impact on November 18, 2021. Movies for Mental Health is a virtual workshop which showcases short films to initiate discussion and dialogue with the participants. The goal of the workshop is to engage students in discussions around mental health impacts and sexual violence in order to create more supportive communities. Participants viewed three

short films, engaged in mind-body exercises, participated in discussions, and was presented with a panel of community and school specific supports. The workshop was promoted to students through social media, emails, the College's event pages, and through direct connection with professors to include the event information to their classes. Between Queen's University and St. Lawrence College students, there were approximately 40 participants. Feedback from the event indicates that the presentation was well-received, and students' main takeaways were related to supporting survivors of sexual violence, importance of validation, and the various resources available to them as students.

## COMMUNITY PARTNERSHIPS

The College maintains partnerships with Sexual Assault and Support Services (SASS) in Cornwall and Brockville and the Sexual Assault Centre (SAC) in Kingston. There is continual exploration of educating students on these available community supports.

The Task Force, through the Manager, Student Rights & Responsibilities, maintains College representation on the Kingston and Frontenac Anti-Violence Coordinating Committee (KFACC), which is a group of members from approximately 20 community stakeholders, including the Ontario Provincial Police, Queen's University, the Sexual Assault Centre, among others. This collaborative works to provide training, share resources, and deliver educational events to the Kingston area on preventing violence, including sexual violence.

### CAMPUS SAFETY GRANT

St. Lawrence College receives funding each year through the Campus Safety Grant. These funds are used for programming, resources, security equipment, events, and salaries supporting campus safety. During this reporting period, St. Lawrence College received \$114,719.91 from the provincial Campus Safety Grant. These funds were utilized within Campus Security services and supported numerous other safety initiatives:

- Throughout the year, the fund allowed for the continued use of a safety app for delivering important safety related information as well as providing links to users for reporting software. The app has formed an important part of our safety awareness programming. The fund has also allowed for the continued use of an incident report database that houses all safety and security related data and incident details.
- Licensing and training of Women’s Self Defence instructors.

- External investigators hired for a complex sexual violence case.
- Development of new training program, Preventing and Responding to Sexual Violence, to Protect the Physical and Psychological Wellbeing of the SLC Community.
- Critical enhancements to CCTV systems and related cameras were undertaken to update aging infrastructure and increase capacity across three campuses.
- Replaced damaged parking lot lighting on two campuses in critical areas.
- Student Rights & Responsibilities Office/Students Wellness promotional and awareness items for personal safety: alarms, pens, microfibre cloths.
- Creation of Students Rights & Responsibilities Video related to Sexual Violence.

## REPORTING STATISTICS

The following chart presents the 2021-2022 Sexual Violence reporting statistics.

	Indecent Exposure	Sexual Assault	Sexual Exploitation	Sexual Harassment	Stalking	Voyeurism
<b>Complaint for Formal Investigation</b>	0	0	0	4	0	0
<b>Disclosures</b>	0	12	0	2	0	0
<b># of Unique Accommodations</b>	0	5	0	3	0	0
<b># of Support Requests/Referral Volumes</b>	0	12	0	6	0	0
<b># of Interactions</b>	0	115	0	22	0	0
<b># of Complainants</b>	0	12	0	6	0	0
<b># of On-Campus Incidents</b>	0	4	0	5	0	0
<b># of Off-Campus Incidents</b>	0	9	0	0	0	0

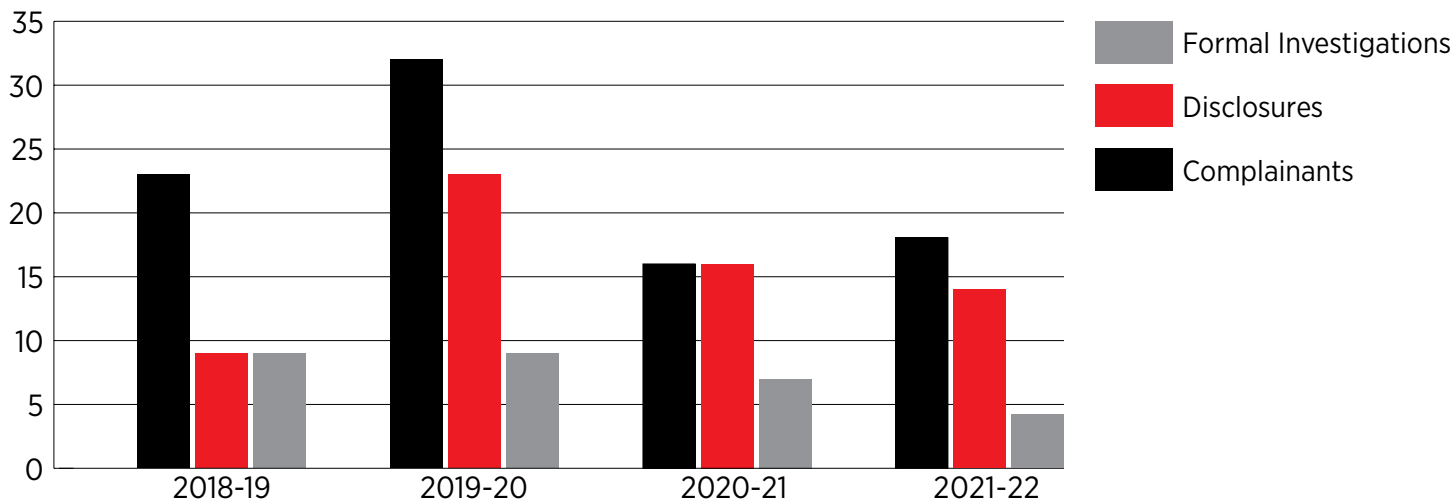
### CHART/REPORTING LOGIC

- Formal Investigation and Disclosures are mutually exclusive to a singular event
- One incident may result in multiple accommodations and/or support/referral requests
- One incident may result in multiple interactions (meetings/telephone support/counseling sessions)
- One complainant may launch multiple formal investigation requests and/or disclosures if there are multiple separate incidents
- “Complainant” relates to a single individual
- One individual may report multiple on and off-campus events

In the 2021-2022 academic year, there were 18 reported incidents sexual violence within the SLC Community. Of those 18 disclosures, 4 resulted in formal investigations. Fifty percent (50%) of incidents were reported to have occurred on campus, and 50% off campus. The dark blue rows above denote information related to accommodations and requests for support relating to the sexual violence events. Of note, an individual incident report may result in multiple interactions and service supports. This data is critical to ensure we are responding appropriately as an institution and that sufficient resources are allocated to support our students’ needs.

## YEAR-OVER-YEAR COMPARISON

The graph below offers a trended summary over three years. The decline in incidents in the 2020-2021 reporting year may be influenced by lower enrollment and lower on-campus activity arising from the COVID-19 pandemic context.



Until the first COVID-19 year in 2020-2021, incident volumes had been reflecting a year-over-year increase. It is important to note that this variance in incident volumes is explained by a number of variables:

- 2018-2019 brought a designated role to support students who had been victim to sexual violence. The Student Rights & Responsibilities Officer was hired, creating an additional resource support, and an alternate avenue beyond Security for reporting.
- In 2019-2020 the Task Force sought to obtain comprehensive sexual violence metrics and while protecting the privacy of individuals impacted, pursued access to multiple data bases (Security, SRRO, and Student Wellness & Accessibility) for a broader understanding of the issue and needs. The Task Force was aware that there was potential under-reporting based on multiple reporting sectors historically not being captured.
- Awareness campaigns have heightened our zero-tolerance approach towards sexual violence at SLC. Further training and supports around sexual violence continue to be areas of focus at the College with yearly increases in targeted promotion of available supports. The topic of sexual violence is also more actively promoted in society in general, which, in turn, impacts comfort and safety in reporting and support for victims of sexual violence.

Based on the changes in metrics, the increased capacity, and mechanisms to track metrics, and our improved safety and culture of support for our students, the Task Force anticipated a change in incident volumes from prior years. It was anticipated that the data would reflect an increase in rates, and it is proposed that the change in volumes may be attributable to more comprehensive reporting capacity and a culture and environment supporting victims to report.

We are now seeing a three-year trend of an overall reduction in sexual violence incident rates. While this is extremely positive within an informed, sexual violence literate community, these numbers may continue to be influenced by lower enrollment and reduced on-campus activity.

## FUTURE AREAS OF FOCUS

At the end of each academic year, the Task Force reviews the Sexual Violence Policy as well as all initiatives and programs undertaken during the year to address sexual violence. In addition, the Task Force reviews sexual violence statistics for the year and develops a summary report outlining the effectiveness of the policy, initiatives, and programs along with recommendations for improvement in subsequent years.

For the academic year ahead, the following areas of focus have been identified:

- Develop a Sexual Violence Harassment Prevention key dates calendar for robust, proactive communications and awareness planning cycle.
- Develop a risk mitigation framework, workplan, awareness resources and community response protocol relating to human trafficking.
- Integrate outcomes associated with One College/One Student Strategic Initiative relating to development of culturally and linguistically relevant mental health and sexual violence awareness resources through SOCH Mental Health Consulting.
- Develop an ongoing professional development Sexual Violence and Harassment Prevention Task Force Professional Development plan to ensure ongoing capacity building and evidence-informed decision making. Emerging issues and needs will prioritize primary areas of focus. Preliminary topics identified include Intercultural Competency Training and Human Trafficking Risk Assessment training.
- Re-engage IT Governance for prioritization and approval to acquire and implement “It Takes All of Us” Sexual Violence Prevention Training as mandatory student training, commencing in Residence.
- Continued improvements in evaluation practices and data collection for both existing and new initiatives to examine impact, ensuring continued relevance and efficacy of all targeted initiatives.
- Continued improvements in incident reporting and data collection, which will provide relevant baseline data for year-over-year comparisons.
- Ongoing communications and awareness initiatives relating to Sexual Violence Prevention and promotion of a campus culture in which sexual violence and harassment are not tolerated.
- Collaborate and coordinate objectives under the SLC Strategic Initiative - the Integrated Mental Health Strategy relating to supporting safe and inclusive physical and learning environments, safeguarding from all forms of violence, including, but not limited to, racism, transphobia, bullying, and sexual assault.
- Targeted awareness, education, and interventions focusing on the relationship between alcohol consumption and sexual violence rates.
- Foster collaborative relationships with the Director of Belonging, Equity & Diversity to identify work plan intersections and advance prioritized initiatives relating to SLC’s value of Belonging.
- Continue to offer psychoeducational supports for students around drug and alcohol use, abuse, and addictions.
- Continue to expand resources and supports associated with isolation and increased incidents of intimate partner violence in alternate (remote) delivery of academic programming and services.
- Reinstate R.A.D. training.
- Continue to review capacity and requirements to expand sexual and gender-based violence training to include including Safety Canada, Radius’ Youth Dating Violence Intensive Intervention Program working to end dating violence and The Speak OUT: LGBTQI2S Youth Dating Violence, and a Peer-Led Sexual Violence Prevention student group.

## CONCLUSION

St. Lawrence College is committed to ensuring survivors/victims of sexual violence are listened to, believed in, and supported. St. Lawrence College and the Sexual Violence and Harassment Prevention Task Force will continue to work diligently on initiatives, programs, policies, and resources that aim to support survivors/victims of sexual violence and ultimately end sexual violence in our communities.

### ST. LAWRENCE COLLEGE SEXUAL VIOLENCE AND HARASSMENT PREVENTION TASK FORCE

For further information, please contact the Sexual Violence and Harassment Prevention Task Force Chair:

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# St. Lawrence College

Kingston, Brockville, Cornwall  
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