

**SEXUAL VIOLENCE  
PREVENTION  
ANNUAL REPORT  
TO THE BOARD  
OF GOVERNORS**

**2023-2024 ACADEMIC YEAR**



St. Lawrence  
College

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# INTRODUCTION

St. Lawrence College is committed to maintaining a healthy and safe learning, living, social, recreational, and working environment and affirms and maintains a climate and culture in which all members of the College community are free from any form of sexual or gender-based violence. Our community has a shared set of values to guide our behaviour that ensures civility, diversity, dignity, equality, and freedom. We are 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. The College prohibits all forms of Sexual and Gender-Based Violence, and any behaviour that contributes to a hostile or inequitable learning and working environment will not be tolerated. 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 SLC community remains free from sexual violence.

# MINISTRY REQUIREMENTS

In 2015, a provincial action plan was launched to stop sexual violence and harassment and the Ministry of Colleges and Universities responded. 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. It includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, and sexual exploitation” (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).

Pursuant to obligations under the Section 17(7) of the Ministry of Colleges and Universities Act, every college or university described in subsection (2) shall collect from its students and other persons, and report annually 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

Pursuant to Section 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).

[ontario.ca/laws/statute/90m19](https://ontario.ca/laws/statute/90m19)

## SEXUAL VIOLENCE & HARASSMENT PREVENTION TASK FORCE

The St. Lawrence College Sexual Violence and Harassment Prevention Task Force is comprised of a comprehensive, tri-campus, interprofessional membership, including SLC employees and student government representatives, responsible for providing trauma-informed, objective and strategic leadership relating to sexual and gender-based violence prevention, awareness, response and policy. The Task Force mandate is delineated in the Terms of Reference, attached as Appendix 'A', and reviewed and approved annually.

The Task Force held regular and recurring meetings throughout the 2023-24 academic year to review, support implementation and monitor sexual and gender-based violence and harassment prevention programming and to provide recommendations on new potential initiatives. Our formal multi-year work plan and initiative cycle drives meeting content and actions, and ensures deliverables and timelines are met.

## SEXUAL AND GENDER-BASED VIOLENCE PREVENTION POLICY

As part of the work plan, the Sexual and Gender-Based Violence Prevention Policy is reviewed annually for any required updates. In the 2022-23 reporting year, the policy was significantly amended to reflect a number of intersections and general procedural improvements. This review was timely and in support of overarching structure and process improvements to streamline policy function and new legislative intersections (i.e., Bill 26). The policy has been reviewed in detail by the Task Force, and no changes were recommended for the 2023-24 year. We continue to operationalize practice amendments under the policy and will monitor for legislative updates and/or practice amendment requirements.

## BILL 26 REQUIREMENTS

SLC has implemented the "Sexual Misconduct of an Employee Toward a Student" policy as mandated by Bill 26, with the policy accessible both internally and on our external SLC website. We are fully compliant with legislative requirements.

SLC had previously established clear guidelines for handling disciplinary actions, ensuring that processes are transparent and fair to maintain a safe and supportive educational environment. The introduction of Bill 26 has further bolstered SLC's legal protection, mitigating the legal risks previously assumed in upholding our SLC values during the discipline and termination of employees for inappropriate behavior.

# AWARENESS AND PREVENTION

The following table summarizes and highlights some of the key initiatives and programs undertaken by St. Lawrence College during 2023-24 to create awareness of and address issues related to sexual and gender-based violence, and promoting a safe, positive, and supportive campus culture, with zero tolerance for sexual violence. For additional detail on these initiatives, see Appendix 'B'.

AWARENESS AND PREVENTION		
Priority Initiative	Description	Metric
<b>Student Orientation and SV Awareness</b>	Sharing of resources and information by SRRO with students during Orientation activities tri-campus	6650 new students viewed the President's Welcome as well as the SRRO video
<b>Services Fair</b>	Student Rights & Responsibilities Office represented at Services Fair to provide information on support for survivors of SGBV. This event happens tri-campus	Student Participants: Spring 2023- 840 Fall 2023- 3100 Winter 2024- 650
<b>Ongoing Marketing/Comms Strategy</b>	Ongoing partnership with the Comms department to deliver information and education to the College community through SLC newsletters, social media; digital displays and emails	Ongoing promotion; 3 SLC newsletter articles
<b>Website, Social Media</b>	Consistent updates to website and social media to ensure access to appropriate information and resources	
<b>Culturally Relevant Updates</b>	Working with community partners (i.e., SOCH Mental Health) to develop culturally relevant materials	
<b>Consent Videos</b>	Continued sharing of consent videos in presentations, on website and College social media	
STUDENT EDUCATION		
<b>It Takes All of Us</b>	Continued work to implement It Takes All of Us Module - pilot in Residence scheduled for Fall 2024	
<b>Bringing in the Bystander</b>	Seven sessions delivered over the 2023-2024 Academic Year	Seven (7) sessions, 4 virtual; 3 in-person. Total of 85 participants
<b>TAO - Alcohol Literacy</b>	Understanding context and impacts of substance use relating to sexual violence and consent	1083 unique student users of TAO
<b>IMHS - EDI</b>	Related work plan objectives under the SLC Strategic Initiative: Integrated Mental Health Strategy	
EMPLOYEE EDUCATION		
<b>Mandatory Sexual Violence Training</b>	Ongoing as part of employee mandatory training cycles and for new employees	
<b>Human Trafficking Awareness Training</b>	SV-HP Task Force participated in HT Awareness training  Introduction to Human Trafficking session offered at Learning Connections Conference	4 Task Force members completed  35 SLC employees attended

## RESPONSE AND SUPPORT

In addition to the education and consent awareness programming, there are several mechanisms of support for members of our student community who have been impacted by sexual violence. Each student who reports that they have been involved in an incident of sexual violence is connected to the Manager, Student Rights and Responsibilities, who supports students through a trauma-informed case management approach, connecting them to resources, informing them of their options, and assisting them with navigating academic or environmental supports. Pursuant to SLC’s Sexual and Gender-Based Violence Prevention policy, students who formally report that they have been impacted by an incident of sexual violence will be provided with support and are assured that the formal response will be timely, compassionate, and procedurally fair. A student who does not wish to formally report an incident is still entitled to support.

Detail regarding community partnerships in support of awareness, prevention and response are noted below, with additional detail provided in Schedule ‘B’.

COMMUNITY PARTNERSHIP	
Priority Initiative	Detail
<b>Kingston and Frontenac Anti-Violence Coordinating Committee</b>	Active membership on KFACC. KFACC is a group working together at the local level to end intimate partner abuse and sexual violence
<b>SLC/Queen’s partnership</b>	Continued partnership with Queen’s for events and resources
<b>Sexual Assault Centre Kingston</b>	Partnership with referrals, sharing of information of services and supports offered
<b>Assault Response and Care Centre</b>	Partnership with referrals, sharing of information of services and supports offered
<b>Assault and Sexual Abuse Program Cornwall</b>	Partnership with referrals, sharing of information of services and supports offered
<b>Kingston, Frontenac Lennox, and Addington Anti-Human Trafficking Working Group</b>	Kingston, Frontenac, Lennox, and Addington Anti-Human Trafficking Committee is a committee comprised of community agencies. The purpose is to collaborate to address human trafficking in the community. St. Lawrence College is an active member of this committee

## HUMAN TRAFFICKING

In 2022-23, preliminary work was undertaken to develop a risk mitigation framework for human trafficking. Efforts supporting this work include education and awareness programming, and development of a comprehensive response protocol. The Anti-Human Trafficking Framework was finalized in the Fall 2023, with programming implementation being introduced throughout the year. Wide-reaching employee education will be targeted in the coming year through the collaborative efforts of Student Rights and Responsibilities and Belonging, People and Culture. Further information on initiatives can be found in Appendix B.

## 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 \$113,909.95 from the provincial Campus Safety Grant.

These funds were utilized within Campus Security services and supported numerous other safety initiatives:

- 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;
- Use of a Mass Notification System to allow for critical community messaging, including various awareness campaign materials;
- Behavioural Intervention Team (BIT) threat assessment training and membership renewals;
- Critical CCTV and Access Control enhancements;
- Incident Reporting/Management software; and
- Support services for students impacted by sexual violence as they navigate the complaint and investigation process.

# REPORTING STATISTICS

This is our sixth year of tracking and our fourth in formal data collection and reporting. Program evolution and development is in direct response to emerging needs and information provided through qualitative and quantitative data. The consistency of data collection supports our efforts to refine a comprehensive longitudinal dataset that will be instrumental in predictively advancing policy and programing.

The following chart presents the 2023-2024 Sexual Violence reporting statistics.

	Indecent Exposure	Sexual Assault	Sexual Exploitation	Sexual Harassment	Stalking	Voyeurism	Intimate Partner Violence	Totals
<b>Complaint for Formal Investigation</b>	0	2	0	1	0	0	0	3
<b>Disclosures</b>	0	31	0	14	1	0	4	50
<b># of Unique Accommodations</b>	0	7	0	2	0	0	4	13
<b># of Support Requests/ Referral Volumes</b>	0	18	0	14	1	0	0	33
<b># of Interactions</b>	0	233	0	67	4	0	30	334
<b># of Complainants</b>	0	33	0	15	1	0	4	53
<b># of On-Campus Incidents</b>	0	24	0	14	0	0	0	38
<b># of Off-Campus Incidents</b>	0	9	0	1	1	0	4	15

## CHART / REPORTING LOGIC

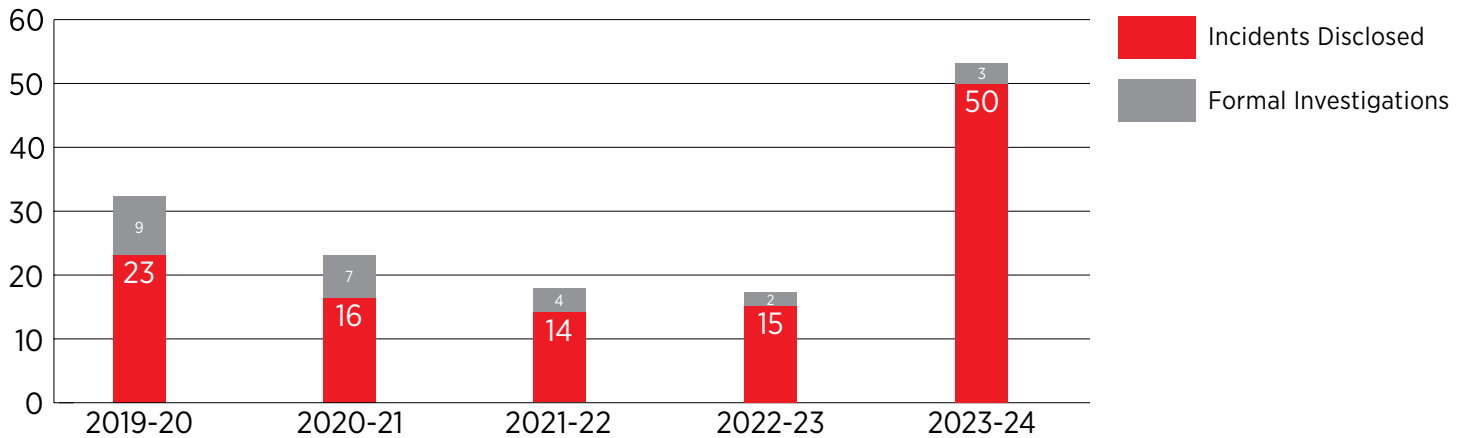
- Formal Investigation and Disclosure are mutually exclusive to a singular event
- One incident may result in multiple accommodations and/or support/referral requests
- One incident may result in multiple interactions (meetings/ telephone support/counselling sessions)
- One complainant may launch multiple 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 2023-24 academic year, there were 53 reported incidents of sexual violence within the SLC Community. This represents a 211% increase in incidents over the last reporting year. Of those 53 disclosures, three (3) resulted in formal investigations. Disclosures of on-campus incidents increased compared to previous years, with 72% of incidents reported to have occurred on campus, and 28% off campus. Seven (7) of the on-campus incidents disclosed to the SRRO are known to have occurred in residence. The information presented in the chart above is categorized according to Ministry reporting standards, with an addition of a new classification column to reflect disclosures of intimate partner violence.

The third and fifth grey 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. Intervention supports offered by the institution (e.g., Student Rights and Responsibilities, Campus Health and Student Wellness / Counselling) supporting individuals through these incidents have also shown a very significant increase this past year. Referral volumes have more than doubled, with intervention interactions tripled over last year (e.g., 105 individual sessions in 2022-23, compared to 334 in this reporting year). While this is expected with higher incident volumes, the exponential increase speaks also to complexity of cases and support needs of individuals and community.

## MULTI-YEAR COMPARISON

The graph below offers a trended summary over five years.



We have seen a significant increase in disclosures in the past year, after a slight three-year decreasing trend in sexual violence incident rates. This increase relates in part to the continued efforts to create an informed, sexual violence literate community, who are aware of campus supports. We know that there is chronic under-reporting by survivors in this area, so an increase in disclosures by students may be linked to a sense of safety in reaching out to campus resources for support.

While this year's data is reflective of a significant increase in incident rates, in addition to the growth of a safe reporting culture, there are two key factors also influencing these volumes. The first relates to the addition of a unique data source. With the expansion of sexual health promotion efforts within the Campus Health Centres tri-campus and linkages between the CHCs, SRRO and students, the CHC has seen increased patient disclosures of sexual violence. Further the CHC is now able to accurately record and contribute to unique student data within our new clinical health record, providing distinct electronic record indicators for accurate, aggregate data collection. These changes are highly likely to have influenced a baseline change in incident volumes, and they represent 15 of the additional disclosures noted in the 2023-24 year.

The second significant contributor to increased incidents of sexual violence relates to an observed increase in incidents of sexual harassment on campus. There has been a noted upward trend which appears, in part, to be influenced by intercultural differences and understanding of interpersonal norms and boundaries. Students involved in these specific incidents have received education and coaching on social norms, personal space and boundaries individually, and the Task Force is refining the Work Plan to advance additional awareness and education on this topic as part of orientation and engagement activities.

## AFFILIATE PARTNER, ALPHA COLLEGE

Our Affiliate Partner, Alpha College had one (1) reported disclosure of sexual or gender-based violence in the 2023-24 academic year. This disclosure was categorized as sexual harassment.

Alpha College has been working closely with the Director of Health, Wellness & Accessibility and the Manager of Student Rights & Responsibilities at St. Lawrence College to achieve greater alignment between our Sexual Violence policies and responses.

In terms of recent progress made at Alpha College, four key positions were created relevant to supporting sexual violence reporting and investigation:

- Security Manager
- Human Resources Manager
- Student Services Manager
- Student Counselor

This strengthening of our organizational structure has allowed us to strengthen our procedure for receiving and investigating incident reports. These improved procedures, as well as the roles and responsibilities of each position, are detailed in our [SV policy](#).

Finally, Alpha College has continued to advance the following initiatives:

- Improved student awareness of the SV policy at Alpha College through student orientations and making it more accessible on our website;
- Improved staff and faculty awareness of the policy through inclusion into our onboarding;
- Workshops on mental health and student wellbeing that touch on the topic.

## POLICY, INITIATIVES AND PROGRAM EFFECTIVENESS

At the end of each academic year, the Task Force reviews the Sexual and Gender-Based 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. Programming is continuously monitored for quality improvement and relevance, and new initiatives are implemented based on community voice, quantitative data and emerging trends. A key example is further education around cultural norms to mitigate incidents of sexual harassment among international students, as evidenced by this year's data.

## SUMMARY

The past academic year has shown a significant increase in incidents of sexual and gender-based violence among our student population. New data sources and emerging behavioural trends relating to intercultural clarity around what constitutes sexual harassment are the primary contributors to this increase. In a known area of under-reporting, this increase incident rate may also be indicative of students feeling safe and comfortable reaching out to our campus resources for support. Further dedicated, human resources have been identified to support this important work.

St. Lawrence College declares its commitment to the safety and well-being of its community members. Its commitment to sexual and gender-based violence awareness, prevention and response efforts are intentional and driven to create a safe and supportive learning and living environment for its students. We are committed to ensuring our students and employees are equipped with the knowledge, information and resources necessary to appropriately and sensitively respond to challenging and complex situations. SLC focuses on supporting and responding to our students in a trauma-informed and compassionate way, while ensuring we are meeting the needs of our diverse student population. Our policy has been shown to be effective in setting a cultural expectation of no tolerance for sexual and gender-based violence, as well as in trauma-informed consistency of response. This work is ongoing in providing our community members with a safe and inclusive environment, free from sexual and gender-based violence.

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

#### For further information, please contact:

SV-HP Chair, Caryn Langstaff, M.Sc.  
Director of Health, Wellness & Accessibility  
[clangstaff@sl.on.ca](mailto:clangstaff@sl.on.ca)



## APPENDIX “A” - TERMS OF REFERENCE - 2023-24

# SEXUAL VIOLENCE & HARASSMENT PREVENTION TASK FORCE TERMS OF REFERENCE

### ROLE/PURPOSE

The St. Lawrence College Sexual Violence & Harassment Prevention Task Force is a cross- functional group of staff and students devoted to developing strategies, initiatives, policies and procedures which help to mitigate situations on campus pertaining to sexual violence and harassment. The Task Force is responsible for reporting to the SLC Board of Governors and the Ministry of Training, Colleges and Universities.

### TERM

Membership of the Task force is reviewed on a yearly basis.

### MEMBERSHIP

The task force has diverse representation including students, faculty, support staff, and administrative staff.

The chair of the Task Force is a Senior Administrator.

### TASK FORCE MEMBERS

Director of Health, Wellness & Accessibility (Chair)  
 Associate Director, Safety & Security, Facility Management Services  
 Brockville Student Administrative Council Student Representative  
 Communications Officer, Communications and Government Relations  
 Cornwall Student Union, VP of Student Life  
 Executive Director, Student Association Kingston  
 General Manager, Brockville Student Administrative Council  
 International Education Manager, Community Development  
 Kingston Student Association Student Representative  
 Manager, Athletics & Student Engagement, Student Services / JHSC Rep  
 Manager, Employee Development, Human Resources  
 Manager, Student Rights & Responsibilities, Wellness and Accessibility  
 Professor, Child & Youth Care Program  
 Professor, Community & Justice Services Program, Ad Hoc Subject Matter Expert/Consultant  
 Residence Education Coordinator  
 Scheduling Officer, Registrar’s Office

### ROLES & RESPONSIBILITIES

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 prepare annual reports as required by the Ministry.
10. Generally promote of a campus culture in which sexual violence and harassment are not tolerated.

### MEETINGS

The Task Force will meet approximately every six weeks during the Fall and Winter academic terms; beginning early August, ending in May. Meetings are chaired by a permanent administrative member.

In order to ensure proper representation, if a student member is not available for a meeting, they may send a designate

### AMENDMENT, MODIFICATION OR VARIATION

This Terms of Reference may be amended or modified in writing after consultation and agreement by Task Force members.

## APPENDIX “B” - 2023-24 AWARENESS, PREVENTION AND RESPONSE INITIATIVES

### AWARENESS AND PREVENTION

- As part of the College Orientation, the SLC President & CEO again highlighted the importance of sexual violence prevention and noted resources available for survivors/victims/witnesses. Approximately 4500 students attended orientation in person, tri-campus. Over 6,650 new students for the 2023-2024 semester startups had access to and watched the SRRO introduction video as well as the President’s Welcome video where the topic of consent was mentioned.
  - Also, as part of Orientation, many diverse information sessions were offered, including one facilitated by the Students Rights & Responsibilities Office (SRRO). This session provided information about the SRRO role, College supports as well as information regarding Sexual Violence Prevention and College supports. These sessions were attended by 25 students in Brockville and 80 students in Cornwall.
  - The Student Rights & Responsibilities was present at Orientation Service Fairs for the Fall 2023 semester. The SRRO provided a table with resources and information about sexual and gender-based violence support. The Services Fairs are tri-campus, and SRRO had a table or resources available on reach campus.
  - The ongoing Marketing/Communications campaign continued in this academic year to raise awareness of sexual violence prevention, utilizing newsletters as well as the on-campus screens to share messaging. The Sexual Violence webpage for the College also underwent annual review and update.
  - Culturally relevant resources relating to sexual violence and harassment prevention are maintained on our website for our international students. A Strategic Initiative under One College, One Student supported development of culturally and linguistically relevant print and video materials associated with student mental health and well-being and human trafficking. Soch Mental Health assisted in creating Human Trafficking videos geared toward our students who are part of the South Asian community.
  - 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](#).
- students information on personal safety, awareness, risk reduction and avoidance. RAD teaches practical defensive techniques through education and specialized simulation of physical resistive strategies. This training was deferred for the 2023-2024 academic year.
- The SRRO delivered virtual training sessions for Bringing in the Bystander during 2023-24 academic year, in total there were 7 sessions tri-campus, 3 being delivered virtually and 4 being delivered in person. This includes training sessions for key areas such and Residence Advisors. Overall, 85 students completed this training during the 2023-24 academic year.
  - Bringing in the Bystander was also provided 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.
  - The SRRO delivered a session for the Bachelor of Science (BSCN) in Nursing Peer Buddies Program about Sexual and Gender Based Violence and support. The BSCN Peer Buddies is a program in the BSCN department where upper year students are mentors and provide support to lower year students. The goal of this program is to ensure that mentors know about supports available on campus so that they can refer students to appropriate resources. Thirty-Three (33) students attended this session and feedback was shared that they found this session informative and helpful.
  - SRRO participated in Varsity 101, an education session provided to all student Athletes. The SRRO provided information about sexual and gender-based violence, consent and being a proactive bystander as information and resource sharing on this topic is a requirement set by the Canadian Collegiate Athletics Association (CCAA), the national governing body for Canadian collegiate sports. Similar training is required to be completed by all head and assistant coaches, athletic therapist and athletic coordinators. In 2023, the SRRO delivered this messaging to over 100 student-athletes. New this year was inclusion of content around human trafficking, recognizing that student athletes travel frequently and may be exposed to these situations.
  - The SRRO presented to the Community Integration through Cooperative Education (CICE) PLACICI course. This is a course to prepare students for placement. A requirement of the course is for the students to complete a module reviewing SLC’s Sexual Violence Policy. The SRRO presented the policy to the class in October 2023 and 20 students were in attendance.
  - GENE 115 Creating a Sustainable Society is a faculty-led international program. One of the pre-departure sessions was around Student Code of Conduct and Sexual Violence Policy. The SRRO met with students to provide an overview about how these policies apply to the two weeks study abroad experience in Costa Rica, Ireland, and Tanzania. It was important to include this pre-departure session because students were on College-sponsored learning activities and they received academic credits for this course.
  - The SRRO partnered with White Ribbon to present Draw the Line, a 1.5-hour interactive workshop. This training offered a unique perspective on campus culture as it challenged gender norms and traditional concepts of masculinity and took a survivor-centered approach to addressing sexual violence on and off-campus through fostering accountability and building strong

### STUDENT EDUCATION AND TRAINING

- 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. This evidenced-based online training program for students on sexual violence prevention is planned for Fall 2024 rollout, targeting as many students as possible, with preliminary focus on students in Residence. The training will be offered as a course on Blackboard.
- The Rape Aggression Defence System (R.A.D.) training system provides a holistic approach to self defense education, offering

intervention skills.

- 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). Targeted awareness, education and interventions, including TAO modules, focus on the relationship between alcohol consumption and sexual violence rates. In 2023-24, there were 1083 unique student users who utilized TAO resources for support.
- Collaborated and coordinated objectives under the SLC Strategic Initiative - the Integrated Mental Health Strategy relating to supporting safe and inclusive physical and learning environments, safeguards from all forms of violence, including, but not limited to, racism, transphobia, bullying and sexual assault.

## EMPLOYEE PROFESSIONAL DEVELOPMENT

- The College's Belonging, Human Resources and Organizational Development department continued offer the College Sexual Assault and Sexual Violence training module. 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.
- Under the SV-HP Task Force Professional Development plan the Task Force engaged in Human Trafficking awareness training.
- The SRRO delivered a presentation for the School of Contemporary Teaching and Learning semester start up titled: Empowering Survivors: Building a Safer College Community. This presentation provided participants with a detailed review of SLC's Sexual Violence Policy and information about supports available on campus. This session was attended by over 10 faculty members.
- The SRRO delivered a training to 40 staff in the CICE program. This session provided an introduction to the Student Code of Conduct, Sexual and Gender-Based Violence Policy, and the Behavioural Intervention Team and their role in supporting students, particularly students in the CICE program.
- The Task Force delivered a comprehensive workshop at SLC's annual Learning Connections Conference. The workshop "Introduction to Human Trafficking" provided an overview of what human trafficking is and SLC's anti-human trafficking efforts. The workshop was attended by over 35 faculty and staff, and Participants provided extremely positive feedback and endorsement of the importance of SLC's role in this work.

## COMMUNITY PARTNERSHIP

- The Task Force, through the Manager, Student Rights and Responsibilities, maintains College representation on the Kingston and Frontenac Anti-Violence Coordinating Committee (KFACC), which is a group of members from approximately 20 community constituents, 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.
- The Task Force, through Manager, Student Rights & Responsibilities, maintains College representation on the

Kingston, Frontenac, Lennox and Addington (KFL&A) Anti-Human Trafficking Working Group. This committee brings together over 30 community agencies and stakeholders in the community with an aim to collaborate with agencies in the community with regard to the issue of Human Trafficking.

- The College maintains partnerships with the Sexual Assault Centre (SAC) Kingston, Assault Response and Care Centre in Brockville and Assault and Sexual Abuse Program in Cornwall. There is continual exploration of educating students on these available community supports.
- This year, partnerships have continued with many community agencies in order to advance SLC's anti-human trafficking efforts. This includes connections with local Police Services and Ontario Provincial Police, local Victim Services, and the Ministry of Labour, Divisional Intelligence. These partnerships have been created in Brockville, Cornwall and Kingston. In the Anti-Human Trafficking Framework, Education, awareness and prevention initiatives and response and support planning for students will be created with each campus in mind, with connection to local agencies working in anti-human trafficking in the area. Through this approach, we will address unique campus needs and concerns, while tailoring response and supports to the individual approach and resources available within each community. The College will communicate and collaborate with community-based service providers, local police services, and in the case of minor students, Child Welfare and Protection Services, as applicable and as required by law, in responding to all situations of suspected or confirmed human trafficking of students.



# St. Lawrence College

Kingston, Brockville, Cornwall  
Sexual Violence Prevention Annual Report  
2023-2024  
[www.stlawrencecollege.ca](http://www.stlawrencecollege.ca)  
[www.stratplanslc.ca](http://www.stratplanslc.ca)