

Annual Sexual Violence Report – 2025

Canadore College
June 2025



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INTRODUCTION

Canadore College is committed to challenging and preventing sexual violence and creating a safe space for anyone in our community who has experienced sexual violence. The College is expected to be a safe and positive space where members of the College community feel able to work, learn and express themselves in an environment free from sexual violence. Canadore's sexual violence response and prevention efforts seek to build and develop an environment that is safe and supportive for its members through education, prevention, incident response, survivor support, and community development. This includes situations whereby they, or another person, may be at risk of, are experiencing, or in the past have experienced sexual violence. All reported incidents of sexual violence will be investigated to the best of the administration's ability and in a manner that ensures due process. No individual should feel uncomfortable about making a report in good faith about sexual violence that any person has experienced or witnessed. We recognize that sexual violence can occur between individuals regardless of sexual orientation, gender, and gender identity or relationship status as articulated in the Ontario Human Rights Code. We also recognize that individuals who have experienced sexual violence may experience emotional, academic or other difficulties. Sexual violence is a broad societal issue that is rooted in gender inequality, power, and oppression. As such, measures to address sexual violence on campus must consider an approach that is developmental, responsive, and supportive. This means that the best response is a community response that seeks to build and develop an environment that is safe and supportive for its members through education, prevention, incident response, survivor support, and community development.

SUPPORT INITIATIVES AND EDUCATIONAL PROGRAMMING

Canadore College uses multiple different methods with planning and delivery of educational programming for students. Canadore relies on full-time staff in collaboration with students, to develop curriculum, and peer leaders to build the events and deliver programming with several different departments working in collaboration with each other. This includes Student Success Services, Office of Inclusion, Campus Security, Academic, Student Council, Residence, First Peoples Centre, and Administration. The College also created a Sexual Violence Prevention Task Force (SVPTF) which was established as a result of provincial legislation who were to act as a facilitation team to ensure programs and policies were implemented at higher education institutions within Ontario. This task force included both employee and student stakeholder groups. The SVPTF was instrumental in reviewing policy around sexual violence and harassment as well as insuring support structures met mandated requirements. The College continues to review policies, procedures, and outcomes to understand effectiveness of the response, education, and onsite resources available to mitigate the risks associated with sexual and gender-based violence on campus. Using this multi-stakeholder and departmental approach, the College was able to gather broad perspectives and viewpoints on the effectiveness of the resources available on campus. Over this past year the SVPTF was able to conduct meetings in each semester throughout the academic year discussing various items and tracking action items through to completion. These meetings included discussions on how best the College would be positioned to continue on delivering programming to students in regards to sexual violence and harassment education, reporting, and supports without the use of the SVTF itself. It was unanimously decided that the College has implemented the policies and directives required so that sexual violence and harassment supports are imbedded across the College services to ensure students are knowledgeable about the prevention strategies as well as supported to manage both historical and newly reported cases of sexual violence and harassment.

- SVPTF reviewed and inventoried programs, workshops, and services available including by the various departments:
 - Partners in Success program in which the Sexual Violence and Harassment Policy is reviewed with all new students each year.

- International Orientation, which provides an introduction into the policies and supports available, and encourages participants to engage in conversation regarding cultural norms and differences in legal framework.
- The First Peoples Centre, Student Success Services, and Campus Health Centre which provides both programming and direct mental health support, physical health services, and referral for external services.
- Office of Inclusion which promotes education and various campus events, promotion of DEI initiatives, referral and connection into College services, and provides solutions to those requiring informed intake outcomes.
- Student Council offering intake, referral, education, student life programming, advocacy, policy review input, and direct peer support.
- Academic, placement, and various apprenticeship support areas
- Residence and Residence Life services offering a multitude of direct student support services, reporting, investigation, educational, and referral services.
- Occupational Health and Safety and Campus Security offering intake, referral, investigation, policy review and educational supports.
- Organizational Development and Talent management providing direct support to employees, intake, investigation, policy and procedure reviews, and education.

TRAINING

Canadore provides the Bringing in the Bystander (BITB) training program each year to students, and a train-the-trainer program for staff in relevant areas of the college. The program focuses on how to interject and be an active bystander in difficult situations that are relevant to the daily lives of college students. The program is provided to student groups, student leaders, and in a number of academic programs. Additionally, open sessions are hosted where any student can attend. BITB is a bystander intervention workshop which includes sexual violence awareness, consent, bystander intervention, and supporting survivors. Through 2023 to 2025, the BITB training focused on delivering training to all Residence Advisor (RA) staff. In addition to BITB training, the College developed a course for all first-year students building on the insights gained from the MMIW presentation that delivered comprehensive training to staff and students on violence prevention and fostering healthy relationship behaviors. This initiative creates a new introductory safety and awareness course focused on leveraging other interactive elements such as games to engage students actively, an education and awareness workshop designed for employees to deepen their understanding and involvement. The College also offers other cultural safety and sensitivity training in collaboration with the First Peoples Centre, aiming to create a more informed, inclusive, and sensitive community environment. This included Biigiiweyan Training throughout the year focused to redefine Inter professional education (training and learning across disciplines) as well as live actor simulation, to train health care professionals in offering cultural safe health care to Indigenous peoples. The College has also created an online introductory course which all first year students must complete that includes a focus on delivering information regarding the Canadore Safe App (Mobile Blue Light, Friend Walk, Virtual Walk Home, and emergency contact information), Consent & Sexual Violence policy and program focusing on respect for all individuals' civility, diversity, dignity, equality, sexual orientation, and freedom with a link to the policy outlining the College commitment to maintaining a healthy and safe learning, living, social, spiritual, recreational, and working environment. Furthermore, there was information on consent including definitions and detailed information on Sexual Violence and Mental Health with links to Student Support Services, how to report incidents of sexual violence and harassment, and where students can access external supports. There was 70% student involvement with this first role out of the course. Currently this course is mandatory but there are no requirements to complete and will not impact status. The course is currently only available to students but the College is working on a system to make it available to all employees as well.



AWARENESS

Awareness can happen in many ways and can be difficult to quantify beyond attendance. The College is aware that many students commute versus live on-campus, Canadore used several different methods to bring both awareness and create engagement opportunities with students to create connections and awareness, along with in-person events and passive programming (e.g., poster campaigns, advertisements on LCD screens, etc.). Much of the engagement is developed with the Consent education Program as a basis for content development. The Consent program focuses programming and initiatives on sexual violence awareness, building consent culture, sexual health awareness, sex positivity, and healthy relationship promotion.

- All RA staff met and completed a session with Emilia Rising (a local sexual violence support centre) during their onboarding training.
- Emilia Rising hosts a booth at the residence early in the fall term.
- Residence life team runs programming throughout the year regarding consent, safe sex, gender-based violence awareness, inclusivity, etc. (typically, one every month or two)
- Distribution of information regarding the Keep.me.SAFE which is a support after-hours app and phone line. Includes information within the app about sexual violence prevention.
- Info booth in which members of the Student Success Services team had an info table about sexual violence prevention/education at each Campus.
- Smash or Pass a program centered around consent in a gameshow/quiz format with a prize punch board.
- BYOB (Bring Your Own Banana) in which participants had the opportunity to build their own banana split with the banana, review information/resources about sexual health, leave anonymous questions about sexual health/consent that would be answered through the next program.
- Sex in the Dark- Kahoot! Trivia quiz on sexual health - allowed participants to participate in a group from their phone under a nickname for anonymity, prizes awarded to the 3 participants with the highest scores. Answers to the anonymous questions from BYOB were posted on the wall for participants to read through.
- Consent Information Booth at all campus locations including residence.
- The new Peer Support Program also played a role in promoting consent awareness by engaging students in meaningful conversations around respectful sexual engagement and the importance of clear, ongoing consent. Through collaboration with staff, the Peer supporters have helped increase visibility of available supports and contributed to building a safer, more informed campus culture.

Gender Based Violence Campaign ⁽⁶⁾

- FPC were awarded funds for gender-based violence prevention and promotional items were purchased to be shared with different departments across all campuses.
- Digital copies were also purchased to be used in the future and shared across platforms and screens during the campaign runs. The team is currently working on activities and events to provide this information to students on campus closer to the fall 2024 term.
- More funding opportunities are available and will be pursued so more work can come of this initiative with a focus on including MMIW and Gender based violence prevention on our website.
- Moose Hide campaign was successfully completed on campus in May of 2025. The Moose Hide Campaign is an Indigenous-led movement to engage men and boys in ending violence towards women and children. It has since grown into a nationwide movement of Indigenous and non-Indigenous Canadians who are committed to taking action to end the violence. Some of the activities that occurred on campus included traditional teachings and tree planting in addition to the education of strategies to end the violence against women and children

REPORTING

While Canadore College encourages all to come forward and report an incident of sexual violence either to the College or to police, statistically knowing that many sexual assaults are unreported for many different factors; part of the training and education Canadore provides is to ensure students know they can receive support regardless of whether



they opt to make a formal report or not. When reviewing internal statistics with respect to reports of sexual violence, the College understands there are distinctions between disclosures and reports. Disclosures are informal, can occur in any space at the college, and can be made to any member of the community without a formal report. A individual who chooses to disclose is offered connection to several resources, including a support through Student Success Services and access to a pathway navigator, who along with Campus Security team can advise on the many pathways that an individual can opt to pursue, both within and outside of the college. One of the options is to formally report the incident for follow up through the Respectful College Community and Sexual Violence Policies. This would result in a formal report being filed and is represented within the statistics as an “investigation.” Formal reports are investigated and, depending on the timing and nature, may result in a formal or informal process through the police based on the wishes of the survivor who retain control through the entire process. The result of a report being made through the Respectful College Community Policy is a formal complaint which will be investigated by trained Sexual Misconduct Investigators and may result in findings of responsibility and associated outcomes. All employees follow the Employee Procedures for investigation and resolution, those complaints may be investigated by an independent 3rd party dependent upon the complexity of the investigation.

DISCLOSURES

In 2024-2025 there were 40 total disclosures across Canadore College campuses as of June 1, 2025. This included 18 disclosures of Sexual Harassment and 20 Sexual Assault/Violence (13 historical), and 2 Intimate Relationship Violence cases. Of the disclosures, 2 Sexual Harassment reports resulted in formal investigations being completed. It is important to note that these statistics represent disclosures where the receiver in turn provides that information. The nature of the disclosure process, and the willingness of survivors to have high-level confidential discussions with Student Success Services or Campus Security will impact the accuracy of the statistics. It is important to note that although disclosures are made by College Community members, respondents can involve members or the public not directly attached to the College. As per the College’s Violence Policy, all employees who receive a disclosure are required to notify their immediate supervisor so appropriate direction, supports, and connections can be made for both the student and the employee. We also encourage all College community members who receive a disclosure from a survivor to reach out for assistance in supporting the survivor with reporting.