

Annual Sexual Violence Report – 2023

Canadore College
June 2023



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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 Access and Inclusion, Campus Security, Academic, Student Council, Residence, First Peoples Centre, and Administration. The College has also created a Sexual Violence Prevention Task Force (SVPTF) which is well established, involving both employee and student stakeholder groups. The SVPTF has finalized and updated their Terms of Reference, discussed structure and mandate, and completed a review of the mandate versus current program and policy compliance. 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 the multi-stakeholder approach, the taskforce is able to gather broad perspectives and viewpoints on the effectiveness of the resources available on campus. The SVPTF was able to conduct comprehensive meetings in each semester throughout the academic year discussing various items and tracking action items through to completion. These meetings included training sessions, discussions on opportunities for education and training, as well as developing solutions to items identified during on campus audits. Copied below is a list of items completed as a result of the work of the task force.

- SVPTF reviewed and inventoried programs, workshops, and services available including:
 - 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 task force hosted a presentation from an expert on Missing and Murdered Indigenous Women (MMIW), shedding light on this critical issue and sparking important discussions on how to address and prevent violence against Indigenous communities within our framework.



The College is expected to provide a public report, with submission to the Ministry, on the outcomes of discussions with the SVPTF over the past 12 months in June, 2023. The report serves as both the Board of Governors update as well as meeting the requirements of the yearly public reporting requirements. The college's Assessment and Care Team also provides input and data to the Board on a regular basis, including discussions on interventions that may be required throughout the academic year. This ACT threat assessment team meets weekly is also well established in assessing risk to the campus community.

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. In 2023, 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 to create 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. The CAN100 course which all first year students must complete included 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.

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 in main lobby of the College Drive 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 Booth both at all campus locations including residence

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 2022-2023 there were 24 total disclosures across Canadore College campuses as of June 1, 2023. This included 14 disclosures of Sexual Harassment, 7 Sexual Assault/Violence, and 3 Sexual Violence Historical reports, not campus related. Of the 24 disclosures, 2 resulted in an investigation of sexual harassment. 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 information confidential discussions with Student Success Services or Campus Security will impact the accuracy of the statistics. All disclosures were made by a Canadore College student but do not necessarily involve a College community member as the respondent. 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.