Fleming College

Sexual Violence Prevention Task Force Committee Report 2019-2020

Mandate and Scope
Fleming College's Sexual Violence Prevention (SVP) Committee is intended to bring together stakeholders from across the College with a mandate to:

1. Share information on sexual violence prevention related work and initiatives;
2. Consult and collaborate to further sexual violence prevention for the Fleming community;
3. Provide consultation on the review/maintenance of the SVP Policy and Procedure

The Committee mandate is subject to review at least once every 3 years. In scope activities and initiatives of the SVP Committee are focused on prevention and education within the college community. Work unrelated to Fleming College is out of scope. All committee work aligns with the Fleming College Sexual Violence Prevention Policy.

Membership
The Committee strives to include community members from across the College to capture different perspectives and expertise, including:

- Accessible Student Services
- Academic
- Diversity and Inclusion (Student Services or HR)
- Indigenous Student Services
- Counselling Services
- International Student Services
- Security
- Residence
- Student Administrative Council and Frost Student Association
- Student Rights and Responsibilities
- Student representatives (minimum - one from Sutherland, one from Frost)

Review of 2019-20:

	Activities and Interventions	Recommendations
Supports, Services, Accommodations (most frequently accessed)	- Safety plans (on and off campus) - Campus Safe Walks program - Health related services including external referrals - Counselling services (on campus, external agencies) - Support for students accessing police services to file a report - Referral to Victim Services for justice system support (assisting with writing victim impact statements, engaging the	1. Timelines clearly identified on consent forms and outcome documents 2. Individual accommodations edited or provided to include language about how to access new/altered accommodations due to an incident 3. Increase staffing to include a case manager for Frost/Haliburton

		4. Create an online education and training module for employees 5. Identify best supports for cyber incidents related to the virtual learning environment
Raising Awareness and Training	• *Take Back the Night* event • *16 days of Activism a*wareness events • Hosted "Far from the Heart" a forum theater experience highlighting consent and bystander intervention • *Green Flag Campaign* event held at all campuses, celebrating positive relationships • International Women's Day event in collaboration with Student Administrative Council and Indigenous Student Services • Passive intervention via posters and social media, including an academic partnership with the Graphic Design program • Print and posted materials outlining support and reporting options available on campus • Website featuring information on supports, resources and policy • Sexual Violence Prevention Training Level 1 & 2 • Wen Do Workshops (self-defence training for women) • *Down Low on Getting Down* workshop series (sex-positive topics focussed on healthy relationships) • *Mending Workshops* offered by Kawartha Sexual Assault Centre (intended to engage with men to support ending gender-based violence against women) • Indigenous Student Services held an event at the Sutherland campus in February to raise awareness for Missing, Murdered Indigenous Women, Girls and Trans (MMIWGT). The event included installing red dresses around campus during Indigenous Awareness Week and was in partnership with SAC. Staff were on hand to speak with students and employees directly about the event.	1. Increased collaborations with marketing and communications and student governments (SAC & FSA) to increase online presence and have a broader reach on campus 2. Expand and diversify programs to include topics of interest to support and promote consent-based culture on campus for all communities 3. Increase education and training relative to cyber harassment 4. Identify and implement a comprehensive online training module for students and staff
Implementation and Effectiveness of the Policy	Sexual Violence Prevention Policy and its corresponding operating procedures are implemented immediately upon disclosure of sexual violence across all four College	1. Updating the Sexual Violence Prevention – Operating Policy to include

	campuses. Policy has been reviewed by a legal expert. The policy follows a survivor-centric approach allows people to engage in education, support, and reporting options in ways that make the most sense for them.	more detail on the use of interim measures 2. Increase awareness raising efforts through more intentional and focused education about the policy 3. Ensuring that resources, education and Sexual Violence Prevention policy are prominently presented on the website, easily accessible to students and employees 4. Increase outreach and policy awareness training to international
Impacts of COVID-19	• Residence capacity reduction may result in a heightened risk and greater opportunities for incidents to occur in isolation • Providing support services virtually is challenging for survivors to meet with their college support person face to face • Delivering virtual supports and services has assisted with providing services to all campuses, both college and community supports without the challenge of geography • Investigating remotely limits the ability for investigators and counsellors to read body language, a challenge with remote service • All training and education workshops have been successful delivered virtually since March and will be delivered virtually for the foreseeable future • Greater need to identify a mandatory Sexual Violence Awareness online training module for staff and students • Task Force acknowledges the impact of COVID on the reporting data from March 13, 2020 onward, potentially resulting greater variances from year to year • Physical disconnection from faculty reduces ability to identify with non-verbal cues when a student is in distress • Barriers preventing access to community supports were put in place at	1. Increase check-ins with residents and further engage student mentors to support 2. The college enables face to face support when possible including on campus meetings while the college is closed 3. Best practices to be retained from virtual supports 4. Continue to work with community agencies to promote resources

	the start of COVID but they are now starting to expand back to pre-COVID levels	

Student and Employee Reported Incidents

 # Incidents involving students

	Formal Reports		Informal reports	
	2019-20	2018-19	2019-20	2018-19
Spring Semester	3	3	7	6
Fall Semester	8	6	18	9
Winter Semester	11	6	13	12
TOTAL	22	15	38	27

Category of incidents

	Sexual Assault		Sexual Harassment		Voyeurism		Indecent Exposure		Sexual Exploitation		Stalking	
	2019-20	2018-19	2019-20	2018-19	2019-20	2018-19	2019-20	2018-19	2019-20	2018-19	2019-20	2018-19
Formal	7	3	11	7	0	0	2	3	0	1	2	1
Informal	15	9	11	11	0	0	3	1	5	2	4	4

 # Incidents involving employees-only

	Formal Reports		Informal reports	
	2019-20	2018-19	2019-20	2018-19
Spring Semester	0	0	0	0
Fall Semester	2	1	0	0
Winter Semester	1	1	2	1
TOTAL	3	2	2	1

Category of incidents

	Sexual Assault		Sexual Harassment		Voyeurism		Indecent Exposure		Sexual Exploitation		Stalking	
	2019-20	2018-19	2019-20	2018-19	2019-20	2018-19	2019-20	2018-19	2019-20	2018-19	2019-20	2018-19
Formal	1	0	2	2	0	0	0	0	0	0	0	0
Informal	0	0	2	1	0	0	0	0	0	0	0	0

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Appendix A: Sexual Violence Definitions

Sexual Violence:
Any sexual act(s) 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. Instances of sexual violence covered by this policy include those that occur in person, through a third party, by telephone, and online.

Sexual Assault:
Sexual assault is any type of unwanted sexual act done by one person to another that violates the sexual integrity of the victim and involves a range of behaviours from any unwanted touching to penetration. Sexual assault is characterized by a broad range of behaviours that involve the use of force, threats, or control towards a person, which makes that person feel uncomfortable, distressed, frightened, threatened, or that is carried out in circumstances in which the person has not freely agreed, consented to, or is incapable of consenting to sexual activity.

Sexual Harassment:
"Engaging in a course of vexatious comment or conduct that is known or ought to be known to be unwelcome." (Section 10 of Human Rights Code). Depending on the circumstances, one incident could be significant or substantial enough to be sexual harassment. This can include conduct, comment, and/or gesture relating to sex or sexuality.

Voyeurism:
Observing unsuspecting people while they undress, are naked, or engage in sexual activities. A key element of voyeurism is that the person being watched does not know they are being observed. The person is typically in a place where they have a reasonable expectation of privacy, such as their home or other private area.

Indecent Exposure:
Intentionally showing one's sexual organs or engaging in a sexual act while in public.

Sexual Exploitation:
Leveraging power, trust or authority over a person in relation to sexuality.
Examples of sexual exploitation could include:
- Allowing another to observe consensual sexual activity, or sexual imagery without the knowledge and consent of all parties involved
- Prostituting another individual
- Exposing another's sex-organs in non-consensual circumstances
- Inducing incapacitation for the purpose of making another person vulnerable to non-consensual sexual activity
- Engaging in, or soliciting sexual activity, when the initiating party is in a position of power/trust or authority

Stalking:
Willfully engaging in a course of conduct directed at a person that serves no legitimate purpose and seriously alarms, annoys, or intimidates that person (such as repeatedly following or harassing a person).