

Sexual Violence Prevention Annual Report 2019-2020

Supports, Services, Accommodations:

Students impacted by sexual violence, regardless of whether the report is formal or informal, recent or historical, are supported with internal and external services and/or referrals. The cases listed in the reported incidents section of this document identify a minimum number of all relevant supports offered. Most frequently accessed supports* for 2019-20 include:

- Safety plans for on and off campus;
- Campus Safe Walks program provided by Security services; 56 students accessed this risk prevention program from May 2019- March 2020;
- Health related services including referral to the Sexual Violence Response Team at the Peterborough Regional Health Centre (the College provides free transportation to students from all four campuses);
- Counselling services are available on campus and with the Kawartha Sexual Assault Centre, and/or other community resources;
- Assistance for students accessing police services to file a report. Police invited to campus to increase accessibility and comfort for students. Students choosing to file a report at the police station will be supported by the College, including transportation and advocacy;
- Referral to Victim Services for justice system support to assist in navigating the justice system, writing victim impact statements, and engaging the criminal injury compensation process; and,
- Academic support, that includes notifying faculty of an “approved” absence under the absence policy without violating the survivor’s privacy and assisting in short-term accommodations.

**This list is not exhaustive; every situation is responded to on a case-by-case basis and referrals and supports are offered based on the specific needs presented by the individual student.*

Awareness Raising:

The College offers and participates in programs that raise awareness about sexual violence and promote a culture of consent on campus. Programming also draws attention to the supports and services available to students on and off campus. In 2019-20, the college offered and/or collaborated on:

- Support the Take Back the Night event in partnership with the Kawartha Sexual Assault Centre in all four communities;
- Awareness events during the 16 days of Activism (November 25th-December 10th);
- Hosted “Far from the Heart” a forum theater experience highlighting consent and bystander intervention;
- On Valentine’s day we ran events at our Haliburton, Frost and Sutherland campuses called the “Green Flag Campaign”. Feedback from participants indicated that many were familiar with relationship “red flags” and that this campaign emphasized the positive traits that should be foundational, but can sometimes be overlooked;
- On International Women’s Day we brought to life a student led initiative by collaborating with Student Administrative Council and Indigenous Student Services to host a brunch with a keynote address and panelists who were female professionals and Fleming Alumni;
- Passive intervention via posters and social media. This includes a partnership with the Graphic Design program to create some new poster material;
- Pamphlet materials and public posters outlining support and reporting options available on campus; and,
- Website with information about the policy, facts and myths, FAQ, online reporting tool (can be anonymous), internal and external support services. This includes three Clickable flowcharts – easy online tools for faculty, staff or student to use to navigate through how to receive a disclosure, what happens after a disclosure is made, and what to do if you witness sexual violence
- 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.

2019-20 Workshops/Training:

In the 2019-2020 academic year, Fleming provided 64 student and 10 employee workshops to approximately 2,364 people.

	Sexual Violence Prevention Training Level 1	Sexual Violence Prevention Training Level 2 – Bystander Intervention	Wen Do Workshops (self-defence training for women)	"Down Low on Getting Down" Workshop Series	Mending Workshops
Residence Life Staff	X	X			
Students living in Residence (Mandatory)	X	X			
Coaches and Athletes (Mandatory)	X				
Faculty Onboarding	X				
Security	X	X			
By invite into classrooms	X	X			
Open sessions (employees and students)	X	X	X	X	X

Table 1: 2019-20 Workshops and Trainings Offered at Fleming College

Reported Incidents:

Reporting statistics since launching the policy in 2015 indicate an increase in disclosures as compared to before the stand-alone College policy came into effect. This is promising, as it demonstrates how an increase in education and awareness, matched with a survivor-centric policy, can lead people impacted by harm to have an increased trust that the institution will respond appropriately and supportively and therefore come forward. National data on sexual violence disclosures suggests consistent, unchanging rates of sexual violence over the last 50+ years (Conroy & Cotter, 2017), meaning harm is likely to have always been happening in our communities, but now institutions are more aware, and as such, is in a better position to provide supportive responses.

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

Implementation and Effectiveness of the Policy:

The Sexual Violence Prevention Policy and its corresponding operating procedures are implemented immediately upon disclosure of sexual violence across all four College campuses. Though we cannot undo the harm that has been caused, we respond to each situation honouring the dignity and right of choice for each person impacted by harm. This survivor-centric approach allows people to engage in education, support, and reporting options in ways that make the most sense for them. By offering consistent implementation of our policy, which is based on best-practice and survivor feedback, Fleming is able to offer effective responses, reflecting the unique needs of individuals involved in each situation. Feedback that has been given from external community partners (Kawartha Sexual Assault Centre & The Peterborough Regional Health Centre) is that international students are seeking off campus supports but are not disclosing these experiences to the college. This is an area requiring additional research, understanding and a plan for improvement.

Reference:

Conroy, S., & Cotter, A. (2017). *Self-reported sexual assault in Canada, 2014*. [Catalogue no. 85-002-X]. Ottawa, ON: Statistics Canada. Retrieved from https://www150.statcan.gc.ca/n1/en/pub/85-002-x/2017001/article/14842-eng.pdf?st=U_8u-A4

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).