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**Sexual Violence Prevention Annual Report 2020-2021**

**Supports, Services, Accommodations:**

Fleming College students impacted by sexual violence, regardless of whether their experience reported is formal or informal, recent or historical, are supported with internal and external supports, services, accommodations 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 2020-21 included:

* Campus Safe Walk program provided by Security services; 11 students accessed this risk prevention program from May 2020-March 2021, down from 56 in 2019/20. COVID-19 impacted students accessing this service due to temporary campus closures, reduced on campus activity and on-campus residences at 1/3 capacity;
* Fleming Safe App; 7764 users as of April 14, 2021, up from 4694 users prior to campus re-opening for the final seven weeks of the fall semester. Fleming Safety App services also included 22 students accessing virtual safe walks, and 10 push notifications/safety alerts sent to students;
* Safety plans provided to students on and off-campus;
* Health related services available 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 available virtually with a Fleming counsellor, with the Kawartha Sexual Assault Centre, and/or other community resources;
* Assistance for students accessing police services to file a report. Students choosing to file a report at the police station are supported by the College, including transportation and advocacy upon request;
* 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. Referrals and supports are offered based on the specific needs presented by the individual student.*

**Awareness Raising:**

Fleming College offers and participates in programs that raise awareness about sexual violence and promote a culture of consent. Programming intentionally draws attention to supports and services available to students through Fleming College and within the community. In 2020-21, the college offered and/or collaborated on the following educational programming and communications:

* **Take Back the Night:** Promoted this virtual event organized by Kawartha Sexual Assault Centre in September, 2020
* **Residence Move-In:** As a reduced number of students were able to live on campus this year (220), educational activities during move-in were limited to a mandatory online session, awareness posters, and a Safe Party Tips educational campaign for Halloween. Residence Life Mentors (student staff) were fully trained in Sexual Violence Prevention Levels One and Two (see table below for description)
* **16 Days of Activism Awareness:** Fleming organized a print poster campaign and a social media campaign designed by a Fleming Visual & Graphic Design student. Open workshops were also held online during the event between November 25th-December 10th
* **Mixed Company Theatre:** this forum theatre company was secured to deliver an engaging online Consent/Bystander Intervention session for students during winter orientation in January 2021
* **Missing and Murdered Indigenous Women, Girls, and Two Spirit Persons:** Indigenous Student Services and Diversity & Inclusion Services partnered to host a week of online events in February 2021 to raise awareness for MMIWGT. The week included an outdoor display of red dresses at Peterborough and Frost campus main entrances and Residence walkways
* **Kawartha Sexual Assault Centre (KSAC) services:** KSAC was contracted to provide virtual workshops on Healthy Relationships and Bystander Intervention, which were organized in partnership with Enactus, a Fleming student club. KSAC also created recorded videos for use in our Orientation programming for new students, addressing “How to Help a Friend Who Discloses” and a KSAC service overview. Fleming and KSAC also began a collaboration on a series of workshops called Young Men Leading Change for racialized male students, which addresses male allyship in ending gender-based violence, which will launch in May 2021
* **Positive Space Education Program:** Diversity & Inclusion Services integrated sexual violence information specific to LGBT2SQ+ youth to their educational programming for student and employees. These workshops were also delivered in an online format throughout the year.
* **Sexual Violence Prevention Website:** this online resource was maintained and promoted, which has information about the College policy, facts and myths, FAQ, online reporting tool (can be anonymous), internal and external support services, and training options. This includes three clickable flowcharts - online tools for faculty, staff or students 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.
* **Online training development:** Fleming secured a licensing agreement with Concordia University for access to and modifications of their online training module “It Takes All of Us–Creating a Campus Community Free of Sexual Violence”. This module will be mandatory for all students beginning fall 2021. The program will address four themes: understanding sexual violence, consent, bystander intervention, and responding to a disclosure. A subsequent plan to develop an on-line training module for staff will be established during 2021-22.

## 2020-21 Workshops/Training:

During the 2020-2021 academic year, Fleming provided 37 total workshops for students and employees to approximately 904 people.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Target group and type of session | Sexual Violence Prevention Level 1:  Informed  Support | Sexual Violence Prevention Level 2: Bystander intervention | Healthy Relationships/ Healthy Sexuality  Workshops | MENding or Young Men Leading Change Series (men only) | Positive Space Training (marginalized sexuality & gender minorities) |
| Residence Life Staff | X | X |  |  | X |
| Students in Residence (mandatory) | X | X |  |  |  |
| Coaches & Athletes \* (mandatory) |  |  |  |  |  |
| Faculty Onboarding | X |  |  |  | X |
| Security\* |  |  |  |  |  |
| Classroom Sessions | X | X | X | X | X |
| Open Sessions | X | X | X | X | X |

*\* Mandatory workshop for student-athletes and coaches was not implemented due to the cancelation of Varsity sports for the 2020-21 academic year.*

*\* Security training planned for summer 2021 for new security and refresher for current security*

**Reported Incidents:**

The Sexual Violence Task Force has identified the potential impact of COVID-19 on the reporting data for 2020-21, resulting in a greater variance between this year and previous years. Prior to 2020-21, reporting statistics indicated an ongoing increase in disclosures since the implementation of the stand alone Sexual Violence Prevention policy in 2015. It is presumed that increasing statistics correlates to the increase in education and awareness aligned with a survivor-centric policy that supports people impacted by harm to 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.

**Incident Reporting 2020-21**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Formal or Informal Reports | **Formal Reports** | | **Informal reports** | |
|  | 2020-21 | 2019-20 | 2020-21 | 2019-20 |
| Spring Semester | 1 | 3 | 4 | 7 |
| Fall Semester | 0 | 8 | 1 | 18 |
| Winter Semester | 2 | 11 | 3 | 13 |
| TOTAL | 3 | 22 | 8 | 38 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Domestic or International | **2020/21** | | **2020/21** | |
|  | Domestic | International | Residence | Off-Campus |
| Spring Semester | 4 | 1 | 0 | 5 |
| Fall Semester | 1 | 0 | 1 | 0 |
| Winter Semester | 3 | 2 | 0 | 5 |
| TOTAL | 8 | 3 | 1 | 10 |

|  |  |  |
| --- | --- | --- |
| Campus | **2020/21** | |
|  | Sutherland | Frost |
| Spring Semester | 2 | 3 |
| Fall Semester | 1 | 0 |
| Winter Semester | 4 | 1 |
| TOTAL | 7 | 4 |

**Category of incidents 2020-21**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Sexual Assault** | | **Sexual Harassment** | | **Voyeurism** | | **Indecent**  **Exposure** | | **Sexual Exploitation** | | **Stalking** | |
|  | 2020-21 | 2019-20 | 2020-21 | 2019-20 | 2020-21 | 2019-20 | 2020-21 | 2019-20 | 2020-21 | 2019-20 | 2020-21 | 2019-20 |
| Formal | 1 | 7 | 1 | 11 | 0 | 0 | 0 | 2 | 0 | 0 | 1 | 2 |
| Informal | 1 | 15 | 4 | 11 | 0 | 0 | 1 | 3 | 1 | 5 | 1 | 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 can offer effective responses, reflecting the unique needs of individuals involved in each situation.

**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).