



## Sexual Violence Prevention Annual Report 2021-2022

### Supports, Services, Accommodations

Fleming College students impacted by sexual violence, regardless of whether their experience is formally or informally reported, recent or historical, are supported with internal and external supports, services, accommodations and referrals. Cases listed in “reported incidents” identify a minimum number of all relevant supports offered.

Most frequently accessed supports\* for 2021-22 included:

- **Campus Safe Walk:** program provided by Security services; 29 students accessed this risk prevention program from May 2021-April 2022, up from 11 in 2020/21. Increased academic and service activity on campus impacted students increased access to this service; and
- **Fleming Safe App:** 15112 users as of April 30, 2022, up from 7764 users in April 2021. The significant increase was primarily due to the student COVID Screening/Passport module developed. Fleming Safety App services included 22 push notifications/safety alerts sent to students; and
- **Safety plans:** provided to students on and off-campus; and
- **Health services:** including referral to the Sexual Violence Response Team at the Peterborough Regional Health Centre. Fleming College provides free transportation to students from all four campuses; and
- **Counselling services:** available in person and virtually with a Fleming counsellor, the Kawartha Sexual Assault Centre, and other community resources; and
- **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; and
- **Referral to Victim Services:** for support to assist in navigating the justice system, writing victim impact statements, and engaging the criminal injury compensation process; and
- **Academic support:** which 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:** 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 broader community.

In 2021-22, the college offered and/or collaborated on educational programming and communications:

- **Online Training for Students:** Fleming launched a new online module, created by Concordia University’s Knowledge One team, in November 2021,. Students received a lanyard and *One Card* holder containing information and a QR code to the module. Virtual information was shared via myCampus Announcements, Fleming socials, digital sign boards, Fleming Friday events, general emails to all students, as well as individually addressed emails sent via Communication Generation.
- **“It Takes All of Us: Creating a Campus Community Free of Sexual Violence”** is a 40-minute module addressing four themes: understanding sexual violence, how it affects survivors, bystander intervention, and how to help someone who discloses an incident. The module includes a listing of on and off campus resources. The module became mandatory for full-time students January 2022, and 62% completed the module as of April 21, 2022.

**Completion rates by Academic School as of April 21, 2022**

School	# Completed	Total student body	Completion Rate
HALIB	108	145	74%
IDS	57	96	59%
IHA	745	1118	67%
L&J	606	980	62%
MBS	387	883	44%
SENRS	905	1314	69%
SKTR	275	453	61%
<b>TOTALS</b>	<b>3083</b>	<b>4989</b>	<b>62%</b>

*Alternate completion formats*

	# of Students
LINC	47
Exemptions	16
Accommodations*	4
Other**	18
<b>Total</b>	<b>85</b>

\* 2 with a disability/2 with technical issues

\*\* CICE students were exempted from completing this semester due to extenuating circumstances, but will complete it in September 2022 in class with support from us in a debrief.

Students in the Language Instruction for New Canadians (LINC) program received a classroom presentation in January 2022, with their teachers and tutors to ensure they had an opportunity to ask questions, and the knowledge test was administered and discussed as a group. Survivors who self-identified in advance were exempt from completing the module. An alternate format was available, including an accessible pdf transcript and a Word version of the knowledge test. Students who successfully completed the module received Co-Curricular Record recognition as “Level One Informed Support Person.”

- **Education in Residence:** Residence Life Mentors were trained on Level One Informed Support Person and Level Two Bystander Intervention. Students moving into residence September 2021 and January 2022 participated in an online session about sexual violence, college policy and support services available. Residents received a coffee mug with our new “We believe you” graphic design and QR code link to Fleming sexual violence prevention support services.
- **16 Days of Activism Awareness:** Diversity & Inclusion Services and Marketing organized a 16-day social media campaign featuring educational resources about gender-based violence. Open workshops were held online during the event (November 25th-December 10th), and the new on-line training module was launched with prizes as an additional incentive at all campuses.
- **Missing and Murdered Indigenous Women, Girls, and Two Spirit Persons:** Indigenous Student Services and Diversity & Inclusion Services partnered in hosting a week of in-person and online events March 2022 to raise awareness for MMIWG2S. The week included an indoor installation of red dresses at Peterborough and Lindsey campuses, a Sacred Fire vigil, film viewing of “Sisters Rising,” a virtual Healthy Masculinity workshop, Red Dress beading activities, an info booth with Moose Hide Campaign information and a commitment banner for student and employee participation.
- **Kawartha Sexual Assault Centre (KSAC) services:** The College contracted KSAC to provide virtual workshops on Healthy Relationships and Bystander Intervention, utilizing KSAC videos produced in partnership with the college in 2021 for use in Orientation programming, addressing “*How to Help a Friend Who Discloses*” and a KSAC service overview. Fleming and KSAC collaborated in the development and delivery of a virtual workshop series “*Young Men Leading Change*,” for racialized male students which addresses male allyship in ending gender-based violence. It launched May 2021; with low registration and no students completing the series.
- **Positive Space Education Program:** Diversity & Inclusion Services continued this program, offered to students and employees, to improve inclusion for 2SLGBTQ+ students. These workshops address harm and sexual violence from an intersectional lens, addressing gender identity and sexual orientation.
- **Sexual Violence Prevention Website:** The College policy, facts and myths, FAQ, online reporting tool (can be anonymous), internal and external support services, and training options are all available online tools are available for faculty, staff, or students to navigate through how to receive a disclosure, what happens after a disclosure is made, and what to do if you witness sexual violence.

### **2021-22 Workshops/Training**

In addition to the 3083 students who completed the online Sexual Violence Prevention module, Fleming provided 27 virtual workshops for students and employees to approximately 332 participants.

<b>Target group and type of session</b>	<b>Sexual Violence Prevention Level 1: Informed Support</b>	<b>Sexual Violence Prevention Level 2: Bystander intervention</b>	<b>Healthy Relationships/ Healthy Sexuality Workshops</b>	<b>Positive Space Training (marginalized sexuality &amp; gender minorities)</b>
Residence Life Staff	X	X		X
Students in Residence (mandatory)	X			
Faculty Onboarding	X			X
Security	X			
Classroom Sessions	X	X		X
Open Sessions	X	X	X	X

*\* In person programs and workshops for student athletes and coaches were not offered in 2021-22 due to COVID-19 measures in place. All coaches and athletes were required to complete the on-line Sexual Violence Prevention training module prior to their participation in varsity sport.*

### **Reported Incidents**

The Sexual Violence Task Force identified the potential impact of the COVID-19 Pandemic on reporting data, resulting in a greater variance between this year and previous years. The data reported this year could reflect increased student activity on campus and living in residence. Prior to the Pandemic, 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 also 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 are in a better position to provide supportive responses.

**Overall Incident Reporting for 2021-2022 to 2019-20 by Term**

Formal or Informal Reports	Formal Reports			Informal Reports			Total Reports		
	2021-22	2020-21	2019-20	2021-22	2020-21	2019-20	2021-22	2020-21	2019-20
Spring Semester	0	1	3	0	4	7	0	5	10
Fall Semester	13	0	8	9	1	18	22	1	26
Winter Semester	0	2	11	2	3	13	2	5	24
<b>TOTAL</b>	<b>13</b>	<b>3</b>	<b>22</b>	<b>11</b>	<b>8</b>	<b>38</b>	<b>24</b>	<b>11</b>	<b>60</b>

**2021-22 Domestic and International Student Report Rates**

Formal and Informal Reports by Domestic/International Student	2021/22	
	Domestic	International
Spring Semester	0	0
Fall Semester	22	0
Winter Semester	2	0
<b>TOTAL</b>	<b>24</b>	<b>0</b>

**2021-22 Campus Location Report Data**

Formal and Informal Reports by Campus Location	2021/22		
	Sutherland	Frost	Unknown
Spring Semester	0	0	0
Fall Semester	13	7	2
Winter Semester	1	0	1
<b>TOTAL</b>	<b>14</b>	<b>7</b>	<b>3</b>

**2021-22 Residence and Off-Campus Report Data**

Formal and Informal Reports Occurring in Residence/ Off-Campus	2021/22		
	Residence	Off-Campus	Unknown
Spring Semester	0	0	0
Fall Semester	16	4	2
Winter Semester	1	0	1
<b>TOTAL</b>	<b>17</b>	<b>4</b>	<b>3</b>

**Category of Incidents 2021-22, 2020-21 and 2019-20**

	Sexual Assault			Sexual Harassment			Voyeurism			Indecent Exposure			Sexual Exploitation			Stalking		
	2021-22	2020-21	2019-20	2021-22	2020-21	2019-20	2021-22	2020-21	2019-20	2021-22	2020-21	2019-20	2021-22	2020-21	2019-20	2021-22	2020-21	2019-20
Formal	3	1	7	10	1	11	0	0	0	0	0	2	0	0	0	0	1	2
Informal	6	1	15	5	4	11	0	0	0	0	1	3	0	1	5	0	1	4
<b>Total</b>	<b>9</b>	<b>2</b>	<b>23</b>	<b>15</b>	<b>5</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>2</b>	<b>6</b>

### **Policy Implementation and Effectiveness**

The Sexual Violence Prevention Policy and its corresponding operating procedures are activated immediately upon disclosure of sexual violence across all four College campuses. Though the College cannot undo 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 policy implementation, based on best-practice and survivor feedback, Fleming College 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](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).