



Sexual Violence Prevention Annual Report 2022-2023

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 2022-23 included:

- Fleming Safe App; 17,867 users as of April 30, 2023, up 2155 users from April 2022. Fleming Safe App services also included 31 push notifications for safety alerts sent to students;
- Friend Walk risk prevention program available for 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. Fleming College provides free transportation to students from all campuses;
- Counselling services available in person and/or 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 support to assist in navigating the justice system, writing victim impact statements, and engaging the criminal injury compensation process;
- 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 a range of programming that raises awareness about sexual violence and promotes a culture of consent. Programming intentionally draws attention to supports and services available to students through Fleming College and within

the community. In 2022-23, the college offered and/or collaborated on the following educational programming and communications:

Online Training for Students: “It Takes All of Us: Creating a Campus Community Free of Sexual Violence”

This 40-minute module addresses four themes: understanding sexual violence, how it affects survivors, bystander intervention, and how to help someone who discloses an incident, which includes information about on- and off-campus resources. The module became mandatory for full-time students in January 2022. Approximately 71% of new students completed the module during the 2022-23 academic year. Students receive three email communications about the training, along with active promotion in the foyers at identified times of the semester. Students who do not complete the training are referred to the Student Rights and Responsibilities Office. To increase timely completion of the training, the team is exploring limiting systems access with the Registrar’s Office and the Academic Schools.

A voluntary survey collected student feedback, and 84% of respondents reported the module was very effective in helping them to understand sexual violence and its impact on survivors. A further 75% agreed they felt positive about the module, knowing that the college was committed to their safety. Only 5% said they would prefer to learn in an in-person format.

| Academic School | New student completions | Total new students registered | Completion Rate |
|-----------------------------------|--------------------------------|--------------------------------------|------------------------|
| Haliburton | 80 | 144 | 56% |
| General Arts | 71 | 138 | 52% |
| Health | 510 | 771 | 66% |
| Justice/Community Services | 472 | 760 | 71% |
| Business and Technology | 455 | 968 | 47% |
| Environmental Science | 623 | 1020 | 61% |
| Skilled Trades | 460 | 545 | 84% |
| All schools via D2L | 419 | | |
| TOTALS | 3090 | 4346 | 71% |

Additional Programming:

- **#IBelieveYou Day:** Fleming College participated in the #IBelieveYou campaign throughout Consent Week during week three of the fall semester. This included an educational display, outreach and a social media campaign that shared our “We Believe You” logo and message.
- **Take Back the Night:** Fleming College promoted this community event organized by the Kawartha Sexual Assault Centre in September 2022 and we provided a bus to enable 19 international students to participate and volunteer at the event helping support participation and safety of community members in the rally and march.
- **Residence:** Educational activities were expanded in residence to increase engagement with students living on-campus. This included mandatory online education during the move-in period, outreach and consent education throughout the year. Residence Life student staff were fully trained in Sexual Violence Prevention Levels One and Two in August 2022.
- **Orientation: International Student Services:** Sexual violence support services information was embedded in their new student handbook and their orientation programming, reaching thousands of new international students in August and December 2022, and April 2023.
- **16 Days of Activism Against Gender-Based Violence:** Fleming organized an engaging ‘Orange the World’ Quilt Project between November 25 - December 10, 2022, to spread awareness about gender-based violence. Students and employees from all campus locations participated in making fabric squares expressing their feelings and thoughts on the issue. A 15-foot banner toured all three campus locations and communities between December 2022 and August 2023.
- **Missing and Murdered Indigenous Women, Girls, and Two Spirit Persons:** Indigenous Student Services and Diversity & Inclusion Services partnered to host a week of events in March 2023 to raise awareness for MMIWG2S. This included an indoor and outdoor awareness display of red dresses at the Peterborough and Lindsay campuses, films, educational workshops, and beading activities.
- **Kawartha Sexual Assault Centre (KSAC) services:** KSAC was contracted to provide virtual workshops on Healthy Relationships, Bystander Intervention Skills Training, and MENding Leadership Training for male allies.
- **Workshops/Training:** Fleming provided 12 workshops for approximately 163 students and employees. Workshops included face-to-face Informed Support Person training for newcomer and cooperative education students, Bystander Intervention for all students, MENding for male students, and employee training on the sexual violence prevention policy and how to receive a disclosure, including specialized workshops for Residence Life staff and pub staff.
- **Positive Space Education Program:** Diversity & Inclusion Services integrated sexual violence information specific to LGBT2SQ+ youth to their educational programming for students and employees. These workshops were held in person throughout the year.
- **Sexual Violence Prevention Website:** This online resource was maintained and promoted, has and includes information about the College policy, facts and myths,

FAQs, 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.

Reported Incidents:

Reporting statistics indicates 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 has likely always been occurring in our communities, but now institutions are more aware, and as such, are in a better position to provide supportive responses.

Comparison of Overall Incident Reporting by Term – Year over year

| Formal or Informal Reports | Formal Reports | | | Informal Reports | | | Total Reports | | |
|----------------------------|----------------|-----------|----------|------------------|-----------|----------|---------------|-----------|-----------|
| | 2022-23 | 2021-22 | 2020-21 | 2022-23 | 2021-22 | 2020-21 | 2022-23 | 2021-22 | 2020-21 |
| Spring Semester | 0 | 0 | 1 | 3 | 0 | 4 | 3 | 0 | 5 |
| Fall Semester | 1 | 13 | 0 | 6 | 9 | 1 | 7 | 22 | 1 |
| Winter Semester | 3 | 0 | 2 | 10 | 2 | 3 | 13 | 2 | 5 |
| TOTAL | 4 | 13 | 3 | 19 | 11 | 8 | 23 | 24 | 11 |

Breakdown of the total reports in 2022-23 between Domestic & International Students, Campus Location, and Residence & Off-Campus:

| Formal and Informal Reports by Domestic/International Students | 2022-23 | | |
|--|-----------|---------------|----------|
| | Domestic | International | Unknown |
| Spring Semester | 1 | 1 | 1 |
| Fall Semester | 5 | 0 | 1 |
| Winter Semester | 8 | 2 | 5 |
| TOTAL | 14 | 3 | 7 |

| Formal and Informal Reports by Campus Location | 2022-23 | | | |
|--|------------|-----------|------------|----------|
| | Sutherland | Frost | Haliburton | Unknown |
| Spring Semester | 2 | 1 | 0 | 0 |
| Fall Semester | 3 | 4 | 0 | 0 |
| Winter Semester | 6 | 5 | 1 | 2 |
| TOTAL | 11 | 10 | 1 | 2 |

| Formal and Informal Reports Occurring in Residence/ Off-Campus | 2022-23 | | |
|--|-----------|------------|----------|
| | Residence | Off-Campus | Unknown |
| Spring Semester | 0 | 3 | 0 |
| Fall Semester | 4 | 2 | 0 |
| Winter Semester | 8 | 5 | 2 |
| TOTAL | 12 | 10 | 2 |

Category of Incidents year over year

| | Sexual Assault | | | Sexual Harassment | | | Voyeurism | | | Indecent Exposure | | | Sexual Exploitation | | | Stalking | | |
|--------------|----------------|----------|----------|-------------------|-----------|----------|-----------|----------|----------|-------------------|----------|----------|---------------------|----------|----------|----------|----------|----------|
| | 2022-23 | 2021-22 | 2020-21 | 2022-23 | 2021-22 | 2020-21 | 2022-23 | 2021-22 | 2020-21 | 2022-23 | 2021-22 | 2020-21 | 2022-23 | 2021-22 | 2020-21 | 2022-23 | 2021-22 | 2020-21 |
| Formal | 0 | 3 | 1 | 3 | 10 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Informal | 8 | 6 | 1 | 9 | 5 | 4 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 1 | 2 | 0 | 1 |
| Total | 8 | 9 | 2 | 12 | 15 | 5 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 1 | 3 | 0 | 2 |

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 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 consistently implementing our policy, which is based on best-practices and survivor feedback, Fleming offers effective responses that reflect the unique needs of each individual 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 including social media.

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. 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).