Sexual Violence Prevention

Annual Report | 2023-2024

INTRODUCTION

Fleming College is committed to creating a safe, equitable campus community where sexual harassment, violence and abuse are not tolerated. Supporting survivors, addressing and responding to complaints of sexual violence, raising awareness and educating our community are top priorities.

This annual report provides an overview of the services and programs available on our campus related to sexual violence prevention and support, the educational and awareness campaigns and a summary of the reported incidents for the reporting period.

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.

SUPPORTS, SERVICES & ACCOMMODATIONS

The supports, services and accommodations provided to students include a combination of digital, in-person, on-campus and community-based programs and initiatives.

The most frequently accessed supports* in 2023-24 include:

- Fleming Safe App; 19,687 users as of June 6, 2024 up 1,820 users from April 2023. Fleming Safety App services also included 31 push notifications/safety alerts sent to students. The Fleming Safe App is a robust safety communication and information tool that has become a vital resource to the Fleming College Community. The Fleming Safe App plays an essential role as an emergency notification system. In the event of an emergency or essential service outage impacting the College community, Campus Security staff or dispatchers are able to alert subscribers through messaging broadcast on the app. In the event of an emergency, this communication may be supplemented with corresponding desktop alerts and both campus-wide and online messaging;

- Friend Walk risk prevention program available for students, and accessible through the Fleming Safe App. 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 four 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 & EDUCATIONAL CAMPAIGNS & TRAININGS

Fleming College offers and participates in a range of programming that raise 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. Prevention education and outreach is led by Diversity & Inclusion Services and supported by several campus partners, including, but not limited to, Student Rights and Responsibilities, Residence Life, International Student Services, and Indigenous Student Services. Academic partners also collaborate by promoting our educational programming.

In 2023-24, the college offered and/or collaborated on the following educational programming and communications:

ONLINE TRAINING | "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, and includes information about on- and off-campus resources.

During the summer of 2023, the module was updated to include expanded information on the impact of sexual violence on transgender communities and updated campus and community resources. This updated version was launched in Fall 2023. We also introduced a new automated communication generation tool to streamline email communications about our policy, support services, and the module, avoiding duplication and reducing student email fatigue.

Though not mandatory, students are asked to complete the module by the end of Reading Week (Week 8), or through an alternate method including in-class presentations (particularly for English-language learners and Community Integration through Cooperative Education students) or accessible formats. The training is eligible for notation on a student's Co-Curricular Record. This year, Fleming Nursing programs added the module to their mandatory Non-Academic Requirements, and the School of Trades completed their first full year of mandatory completion for apprenticeships, increasing participation rates in those schools.

Approximately 51% of new students completed the module during the 2023-24 academic year (April 2023 to March 2024), compared to 71% in 2022-23. This was an overall increase of 10% (319 students) completing the module over the previous year, however college enrolment increased significantly, so a reduced percentage of total students completed the module.

Online module completion rates, April 2023 to March 2024:

Academic School	New student completion rates	Total new students registered	2023-24 Completion Rates
Haliburton	45	145	31%
General Arts	57	148	39%
Health	515	1194	43%
Justice/Community Services	604	1309	46%
Business and Technology	535	1928	28%
Environmental Science	509	1168	44%
Skilled Trades	487	732	67%
All schools via D2L*	657		
Total completions	3409	6624	51%

Statistics on students who complete the module via the learning management system are not recorded by program

A voluntary survey collected student feedback about the training. Of note:

- 87% of respondents found the module was very effective helping them understand sexual violence and its impact on survivors.
- 78% agreed they felt positive about the module, knowing that the college was committed to their safety.
- 68% felt they were much more knowledgeable about sexual violence after completing the module.
- 52% felt they were more engaged to intervene as a bystander if they were to witness sexual violence.

Feedback from students indicated this training was very important for newcomers to Canada and filled a knowledge gap, and many international students commented on how their understanding of consent and healthy relationships changed through the training. Fleming continues to receive student feedback and will build next year's programming around the following key pillars:

1. Embed voluntary survey into our web-based module version to expand results.
2. Integrate regular feedback mechanisms through our in-person workshops to deepen our findings from the online module.
3. Expand our digital education options through enhanced web resources, as well as more frequent poster campaigns.
4. Build more culturally relevant scenarios into all our programming, including cultural-specific resources and resources for newcomers.

International Student Services Orientation
Updated sexual violence support services information in their student handbook and added Campus Safety sessions to their orientation programming in April, August, and December 2023, reaching thousands of new international students with sexual violence prevention and support services information. We also hosted information tables at in-person orientation events and provided branded lanyards and student card holders.

Residence Orientation
Residence Advisors (student staff) and Student Experience Peer Mentors were fully trained in Sexual Violence Prevention levels one and two in August 2023. Residence also promoted the prevention module through its move-in orientation.

Consent Week/ #IBelieveYou Day
Fleming College continued to support the national "I Believe You" campaign during Consent Week in Week 3 of the Fall 2023 semester. Educational displays and outreach were organized at all campus locations and a social

media campaign shared our "We Believe You" logo and message. We partnered with the Student Association in Lindsay to host a Consent Week event with over 175 students attending. This year, we also repeated Consent Week in Week 3 of the Winter 2024 semester at Sutherland and Frost campus to reach the large number of new students starting in January.

Take Back the Night

Diversity & Inclusion Services promoted this community event organized by Kawartha Sexual Assault Centre in September 2023 and recruited a volunteer team of students to help with set-up and the participation and safety of community members in the rally and march. We continued to partner with Kawartha Sexual Assault Centre and hosted them frequently on campus.

Outreach & Awareness Events & Communications

33 outreach events were held over the year across all campus locations and residences, promoting awareness of our online training and support services, and commemorating significant dates including: Sexual Assault Awareness Month, Stolen Sisters Day (impact on Indigenous women), Stomp Out Stigma Day, Trans Day of Remembrance (impact on transgender men and women), International Day for the Elimination of Violence Against Women, White Ribbon Day (male allyship), and Valentines Day (healthy relationships). Diversity & Inclusion Services promoted sexual violence prevention through its menstrual equity workshop series and Emerging Student Leaders Program. Fleming's Marketing and Communications team supported these events with educational media content to broaden our reach to the college community.

Workshops/Training

Diversity & Inclusion Services and Student Rights & Responsibilities provided 13 workshops to approximately 126 participants. This included face-to-face Informed Support Person training for newcomer and Cooperative Education students as an alternative to online learning, Bystander Intervention Skills (now offered through our Emerging Student Leader Program), and MENding (allyship program) for male-identifying students. Student Rights & Responsibilities also offered employee training on the sexual violence prevention policy and how to receive a disclosure for student leaders. The Kawartha Sexual Assault Centre was contracted to provide the MENding Leadership Training, but attendance was low and the series did not run the full 4 weeks.

Sexual Violence Prevention Website

This online resource has information about College policy and procedures, an online reporting tool, campus and community support services, and opportunities for education. Resources include three interactive flowcharts for employees or students to use to navigate 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 has 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 encourages and 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.

The tables below provide a snapshot of the types of reports received (formal and informal), the location by campus, and the categories of incidents. A year over year summary of reports is also provided to display the patterns of reporting over the last three reporting years. Current reporting year results are highlighted in each report.

Table 1: Comparison of Overall Incidents Reported by Term | Year Over Year

Formal or Informal Reports	Formal Reports			Informal Reports			Total Reports		
	2023-24	2022-23	2021-22	2023-24	2022-23	2021-22	2023-24	2022-23	2021-22
Spring Semester	3	0	0	0	3	0	3	3	0
Fall Semester	5	1	13	10	6	9	15	7	22
Winter Semester	4	3	0	4	10	2	8	13	2
TOTAL	**12**	**4**	**13**	**14**	**19**	**11**	**26**	**23**	**24**

Table 2: Comparison of Formal/Informal Incidents Reported by Category | Year Over Year

	Sexual Assault			Sexual Harassment			Voyeurism			Indecent Exposure			Sexual Exploitation			Stalking		
	2023-24	2022-23	2021-22	2023-24	2022-23	2021-22	2023-24	2022-23	2021-22	2023-24	2022-23	2021-22	2023-24	2022-23	2021-22	2023-24	2022-23	2021-22
Formal	4	0	3	4	3	10	0	0	0	3	1	0	2	0	0	2	1	0
Informal	2	8	6	9	9	5	0	0	0	3	1	0	2	0	0	0	2	0
Total	**6**	**8**	**9**	**13**	**12**	**15**	**0**	**0**	**0**	**6**	**2**	**0**	**4**	**0**	**0**	**2**	**3**	**0**

Incidents reported by category is higher than total number of annual reported incidents as multiple categories may apply to a single incident.

Table 3: Total Number of Incidents Reported by Campus

Formal and Informal Reports by Campus	2023-24			
	Sutherland	**Frost**	**Haliburton**	**Not Reported**
Spring Semester	1	1	0	1
Fall Semester	10	1	0	4
Winter Semester	5	2	0	1
TOTAL	**16**	**4**	**0**	**6**

Table 4: Comparison of Formal/Informal Incidents Reported by Location

Formal and Informal Reports Occurring in Residence/ Off-Campus	2023-24			
	Residence	**Off-Campus**	**On-Campus (non residence)**	**Unknown**
Spring Semester	0	0	2	2
Fall Semester	5	4	5	1
Winter Semester	3	0	4	0
TOTAL	**8**	**4**	**11**	**3**

SEXUAL VIOLENCE PREVENTION AND RESPONSE 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.

DEFINITIONS

The definitions below describe the categories used for reporting purposes and provide the reader with an understanding of the key terms the College uses within the Sexual Violence Prevention and Response Policy.

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).

REFERENCES

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