



FLEMING

Sexual Violence Prevention

Annual Report | 2024-2025

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 AND 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 access supports* in 2024-2025 include:

- Fleming Safe App; 20,855 users as of June 2025, up 1,168 users from June 2024. 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. 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 Student Life, 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 2024-25, 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, and includes information about on- and off-campus resources.

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). This training is eligible for notation on a student’s Co-curricular Record. School of Trades embed this training for mandatory completion for apprenticeships, and student athletes are also required to complete this training prior to competing in varsity sports.

Approximately 36% of new students completed the module during the 2024-2025 academic year, compared to 51% in 2023-2024. Removing mandatory language from our communications is likely a factor in reduced completion rates. The removal of the mandatory requirement was made after careful consideration with the student experience and academic teams. The module is highly recommended to students through school-wide communication, implemented in some of our programs, and completely mandatory for Fleming College student athletes. However, we are unable to mandate academic teams to include the module in curriculum.

Table 1

Academic School	New student completion rates	Total new students registered	2024-25 Completion Rates	2023-24 Completion Rates
Haliburton	39	150	26%	31%
General Arts	36	67	54%	39%
Health	432	1247	35%	43%
Justice/Community Services	447	1618	28%	46%
Business and Technology	105	596	18%	28%
Environmental Sciences	280	622	45%	44%
Skilled Trades	355	794	45%	67%
All schools via D2L*	312 students			657 students
Total completions	2006	5094	36%	51%

** Statistics on students who complete the module via the learning management system (D2L) are not recorded by program.*

Feedback Survey Results

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

- 85% of respondents found the module was very effective helping them understand sexual violence and its impact on survivors.
- 79% agreed they felt positive about the module, knowing that the college was committed to their safety.
- 69% felt they were much more knowledgeable about sexual violence after completing the module.
- 47% felt they were more engaged to intervene as a bystander when they witness sexual violence.

International Student Services Orientation

International Student Services continued offering Campus Safety information sessions in their online and in-person orientation programming in May, September, and January, reaching new international students with sexual violence prevention and support services information. We also hosted information tables at in-person Orientation events at all campus locations, providing branded lanyards and student card holders with links to our website and training modules.

Residence and Student Life Student Employee Training

Residence Advisors and Student Experience Peer Mentors were trained in Sexual Violence Prevention Level One in August 2024, and other identified EDI training including Positive Space 2SLGBTQ+ inclusion and Anti-racism education.

Consent Week/#IBelieveYou Day:

Fleming College continued to support the national “I Believe You” campaign during Consent Week in Week 3 of the Fall 2024 semester. Educational displays and outreach were organized at all campus locations and a social media campaign shared our “We Believe You” logo and video campaign. We also included menstrual health resources and gave away free disposable and reusable period products thanks to a partnership with The Period Purse. This facilitated our ability to connect with female students at all three campus locations and spread awareness of Sexual Violence Support Services. We also partnered with the Student Association in Lindsay hosting a September Consent Week event with over 175 students attending. We repeated Consent Week in Week 3 of the Winter Semester, with a strong focus on resources for culturally diverse students and newcomers to Canada. This included a new initiative, Campus & Community Service Fairs.

In May 2024, we marked Menstrual Health Day by lighting our campus buildings in red on May 28th and hosting an info table. Engaging female students with free products and reaching them through Sexual Assault Awareness Month content was highly effective.

Take Back the Night

Student Life, Diversity & Inclusion Services promoted this annual community event organized by Kawartha Sexual Assault Centre in September 2024 and recruited a volunteer team of 30 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 for pop-ups and women’s events, such as International Women’s Day.

Outreach & Awareness Events & Communications:

Twenty-eight outreach events were held over the year across all of our campus locations including residences, promoting awareness of our on-line training, educational programming and our support services, and commemorating significant dates including: Sexual Assault Awareness Month, Red Dress Day (impact on Indigenous women), #IBelieveYou Day, Stomp Out Stigma Day, Trans Day of Remembrance (impact on transgender men and women), International Day for the Elimination of Violence Against Women and the 16 Days of Activism media campaign, White Ribbon Day (male allyship) and Menstrual Health Day.

Sexual violence prevention outreach also included:

- a menstrual health workshop series with The Period Purse, two Menstrual Health & Equity Fairs, and partnering with Indigenous Student Services on stocking wellness cabinets with multilingual resources on health and sexual violence themes.
- a new partnership initiative with 13 community agencies, Campus and Community Services Fairs. These events were well attended and helped strengthen partnerships with agencies that service victims of sexual violence in Peterborough, Lindsay and Haliburton.
- embedding Bystander Intervention Skills Training in the Emerging Student Leaders Program.

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.

Fleming Communications supported these events with educational media content to broaden our reach to the college community.

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 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, 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.

Reported Incidents:

Table 2: Comparison of Overall Incident Reporting by Term – Year over year

Formal or Informal Reports	Formal Reports			Informal Reports			Total Incident Reports		
	2024-25	2023-24	2022-23	2024-25	2023-24	2022-23	2024-25	2023-24	2022-23
Spring Semester	0	3	0	1	0	3	1	3	3
Fall Semester	6	5	1	1	10	6	7	15	7
Winter Semester	2	4	3	0	4	10	2	8	13
TOTAL	8	12	4	2	14	19	10	26	23

**As students have the option to report multiple types of sexual violence in a single incident, the “Total Incident Reports” noted above will not equal the row totals in Table 4 by reporting year.*

Table 3: Breakdown of the total reports in 2024-25 between Campus Location, Residence & Off-Campus:

Formal and Informal Reports by Campus Location	2024-25			
	Sutherland	Frost	Haliburton	Not Reported
Spring Semester	0	1	0	0
Fall Semester	7	0	0	0
Winter Semester	2	0	0	0
TOTAL	9	1	0	0

Formal and Informal Reports Occurring in Residence/Off Campus	2024-25			
	Residence	Off-Campus	On-Campus (non-residence)	Unknown
Spring Semester	0	1	0	0
Fall Semester	7	0	0	0
Winter Semester	2	0	0	0
TOTAL	9	1	0	0

Table 4

	Sexual Assault			Sexual Harassment			Voyeurism			Indecent Exposure			Sexual Exploitation			Stalking		
	2024-25	2023-24	2022-23	2024-25	2023-24	2022-23	2024-25	2023-24	2022-23	2024-25	2023-24	2022-23	2024-25	2023-24	2022-23	2024-25	2023-24	2022-23
Formal	4	4	0	2	4	3	0	0	0	0	3	1	1	2	0	1	2	1
Informal	0	2	8	0	9	9	0	0	0	2	3	1	0	2	0	0	0	2
TOTAL	4	6	8	2	13	12	0	0	0	2	6	2	1	4	0	1	2	3

SEXUAL VIOLENCE PREVENTION AND RESPONSE POLICY

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.

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 [Self-reported sexual assault in Canada, 2014](#)