
Sexual Violence Prevention Task Force

2019-2020
Sexual Violence
Prevention
Annual Report

April 1, 2020

ALGONQUIN
COLLEGE

Introduction

In March 2015, the province of Ontario launched an action plan to stop sexual violence and harassment against women across the province. Sexual violence is defined as “any sexual act or act 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. It includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, and sexual exploitation” (Ministry of Colleges and Universities Sexual Violence and Harassment Action Plan Act – Supporting Survivors and Challenging Sexual Violence and Harassment, 2016, S.O. 2016, c. 2 – Bill 132). As part of this plan, all Ontario Colleges collaborated in the development of a common Sexual Assault / Sexual Violence Policy – SA16 at Algonquin College.

The Ministry of Colleges and Universities Act that outlines the Board Report requirement:

Information required for Minister

(7) Every college or university described in subsection (2) shall collect from its students and other persons, and provide to the Minister, such data and other information relating to the following as may be requested by the Minister, in the manner and form directed by the Minister:

1. The number of times supports, services and accommodation relating to sexual violence are requested and obtained by students enrolled at the college or university, and information about the supports, services, and accommodation.
2. Any initiatives and programs established by the college or university to promote awareness of the supports and services available to students.
3. The number of incidents and complaints of sexual violence reported by students, and information about such incidents and complaints.
4. The implementation and effectiveness of the policy.

Annual report to the Board of Governors

(7.1) Every college or university described in subsection (2) shall provide its Board of Governors with an annual report setting out, in respect of the preceding year, the information described in paragraphs 1, 2, 3 and 4 of subsection (7).

<https://www.ontario.ca/laws/statute/90m19>

1. The number of times supports, services and accommodation relating to sexual violence are requested and obtained by students enrolled at the college, and information about the supports, services, and accommodation.

In the reporting period of April 1, 2019 to March 31, 2020, 27 students presented at either Counselling Services or Health Services seeking support, services or accommodations due to sexual violence, compared to 23 in the year before. Of the 27 that presented looking for services or support, 6 requested accommodations, compared to 8 requests for accommodations in 2018-2019.

Students experiencing sexual violence typically request one or more of the following accommodations:

1. Change to a different class or program
2. Receive an extension or a change in location for a test or assignment
3. Switch to a different parking lot
4. Scheduling flexibility to attend appointments

Supports and services accessed by students on campus included Counselling Services, Health Services, the Pride Centre and Security Services and a number of off-campus partners, including:

1. Ottawa Rape Crisis Centre
2. Sexual Assault Support Centre of Ottawa
3. Sexual Assault and Partner Abuse Program available 24/7 The Ottawa Hospital-Civic Campus
4. Renfrew Victoria Hospital
5. Lanark County Sexual Assault and Domestic Violence Program
6. The Police (Ontario Provincial Police (OPP) and Ottawa Police Services (OPS))

2. Any initiatives and programs established by the college to promote awareness of the supports and services available to students.

Sexual Violence Prevention Efforts

In January 2017, Algonquin College hired an expert in sexual health and sexual violence prevention as a 'Sexual Violence Prevention and Harm Reduction Coordinator'. Since January 2017, this individual has been responsible for leading a wide range of activities, campaigns and events on all three of Algonquin's campuses through Project Lighthouse. Project Lighthouse is Algonquin College's sexual violence prevention project, aiming to shine a light on sexual violence and promote healthy relationships. Activities offered by Project Lighthouse in this reporting period have included:

- Provided leadership to both student employees and placement students;
- Liaison with institutional leads at Colleges and Universities across the province, sharing best practice information, ideas, and expertise; and
- Developing new materials for students and employees, including booklets, swag,



podcasts, and videos.

Ottawa Campus

To date Project Lighthouse has facilitated 82 sessions since the start of the year including: 35 events, 2 trainings, 4 classroom and 42 tabling initiatives. With a total of 8,764 students participating in our outreach efforts.

Strengthened relationships with Ottawa Rape Crisis Centre and the Regional Sexual Assault and Partner Abuse Care Program from the Ottawa Hospital.

Strengthening partnerships internally with the Students Association, the Residence, the Mamidosewin Centre, Counselling Services, Health Services, and the International Education Centre.

Participated in AC Day 1 activities, Campus Village events, and the Summer Carnival.

Participated in the Sexual Violence Task Force, the Mental Health Steering Committee, Crime Prevention Ottawa's Gender Based Reference Group, and the Ottawa Coalition to End Violence Against Women's public education advisory committee. Started the CACUSS Sexual Violence Prevention and Response Community of Practice, and the Ontario College's Network of Sexual Violence Prevention and Response staff.

Hosted Sisters in Spirit student event with guest speaker Brian Jackson from Moosehide, focusing on ending sexual violence in Indigenous communities.

Leading and coordinating the Colleges December 6th Day of Remembrance and Action on Violence Against Women events.

Planning and executing College-wide campaigns, including, "I Believe You", "Just Got Weird" and "The Mask You Live In".

Pembroke Campus

To date Project Lighthouse has facilitated 5 sessions since the start of the year including: 3 events and 2 tabling initiatives. With a total of 246 students participating in our outreach efforts.

Participated in AC Day 1 activities.

Perth Campus

To date Project Lighthouse has facilitated 5 sessions since the start of the year including: 2 events, 1 trainings, and 2 tabling initiatives. With a total of 135 students participating in our outreach efforts.

Participated in AC Day 1 activities.

Residence – Ottawa Campus

To date Project Lighthouse has facilitated 13 sessions since the start of the year including: 4 events, 1 trainings, and 8 tabling initiatives. With a total of 246 students participating in our outreach efforts.

These events including Banging Brunch, Sex After Dark Q & A, Sexual Health Awareness event, Sex Education Jeopardy event, Consent based events, information booths, materials, and campaigns.

Residence campaigns and events to coincide with high-risk times of the year like Valentine's Day, Canada Day, St Patrick's Day, Halloween, Christmas and New Year.

Prepared a letter to the parents of all students moving into Residence, highlighting supports and programming around substance use and sexual violence prevention.

Women's Campus Safety Fund

Algonquin College has received funding through the Women's Campus Safety Fund for over 12 years. These funds can be used for programming, resources, equipment, and events, but not for employee salaries. During this reporting period, Algonquin College received \$152,546 from the provincial Women's Campus Safety Fund. These funds were shared with Security Services and allocated as follows:

- \$72,546 – multiple large scale on-campus events, including swag, supplies and speaker fees
- \$5,000 - on-campus events Pembroke during orientation
- \$30,000 - Ottawa Rape Crisis Centre staff to provide specific support to those who experienced sexual violence. This will be offered in individual and group formats
- \$45,000 - to security for enhanced security equipment on campuses, esp. cameras in areas of concern

3. The number of incidents and complaints of sexual violence reported by students, and information about such incidents and complaints.

Data collected between April 1, 2019, and March 31, 2020, by Security Services at all three Algonquin College campuses indicated the following:

Total number of Complaints/Reports of Sexual Violence	2018-19	2019-20
Total number of formal complaints/reports of sexual assault	25	34
Total number of formal complaints/reports of sexual harassment	16	17
Total number of formal complaints/reports of stalking	2	2
Total number of formal complaints/reports of indecent exposure	1	1
Total number of formal complaints/reports of voyeurism	1	2
Total number of formal complaints/reports of sexual exploitation	0	1

It is worth noting that students can present both to Security Services and Counselling Services for support and assistance, but not all students that report incidents to Security Services elect to attend Counselling Services, this explains the difference in the number of incidents reported to Security Services and Counselling Services.

Students seeking support were assisted through the Colleges Security Services, Health Services, and Counselling Services, and where appropriate, by community partners in Ottawa, Perth, and Pembroke.

4. The implementation and effectiveness of the policy.

Sexual Assault/Sexual Violence Policy

In the summer of 2019, Algonquin College's Sexual Violence Prevention Task Force was established (see appendix A for mandate and appendix B for membership) and led a review of the Colleges Sexual Assault / Sexual Violence policy, SA16. The review was completed in September 2019, and approved by Algonquin College's Board of Governors. The updated policy can be reviewed at

<https://www.algonquincollege.com/policies/files/2019/11/SA16.pdf>

The Sexual Violence Prevention Task Force met seven times during this reporting period for the purposes of reviewing and revising the Sexual Violence policy, reviewing survey statistics, efficiency and effectiveness of programs, support services, training and awareness with regards to sexual assault and sexual violence prevention.

In the spring of 2019, Algonquin Colleges Human Resources department developed an online training tool on the topic of the SA16 - Sexual Violence/Sexual Assault policy that was added to the College's professional development web site – learn more at

<https://www.algonquincollege.com/pd/>.

All front line student-facing employees were mandated to take the training, and all new employees are instructed to complete the training as part of their induction. As of March 31st, 2020, 2,063 employees have completed the online training module. To ensure all new employees are aware of this policy the following steps have been put in place:

- New employees are directed to take this mandated online training in Algonquin's human resource management system – "Workday" and are prompted to indicate in Workday when it's completed
- The onboarding dashboard in Workday has a link to register for this mandated online training as well as a checklist for new employees that includes the training
- New employees attending College orientation are reminded of their obligation to complete this mandatory online training
- Departmental orientations are to include a reminder for all new employees to complete this mandatory online training

Data Collection

In the Spring of 2019, Algonquin College participated for the second time in the National College Health Association (NCHA) survey. Two Thousand, four hundred and thirty five Algonquin College students participated in this 69 question survey about all aspects of student's health and wellness-related behaviors, including sexual health and sexual violence. The survey results were used to inform programming across multiple teams in Student Support Services, including Project Lighthouse.

The survey results indicated that;

- 18.9 % of students received information from the College on relationship difficulties
- 52.5 % of students were interested in receiving information from the College on relationship difficulties
- 57.1 % of students received information from the College on sexual assault/relationship violence prevention
- 60.1 % of students were interested in receiving information from the College on sexual assault/relationship violence prevention

In the 12 months prior to the survey being completed students reported the following;

- 17 % of females and 6 % of males reported being touched sexually without their consent
- 6 % of females and 2 % of males reported experiencing attempted sexual penetration without their consent
- 4 % of females and 2 % of males reported they were sexually penetrated without their consent
- 12 % of females and 5 % of males reported being the victim of stalking
- 16 % of females and 11 % of males reported being victims of emotional abuse within an intimate relationship
- 4 % of females and males reported being physically attacked within an intimate relationship
- 6 % of females and 2 % of males reported being in a sexually abusive relationship

In January 2020, additional data from the provincial 2018 Student Voices on Sexual Violence survey was released to Ontario post-secondary institutions. Although this data is now two years old, it is being reviewed alongside the NCHA data and will inform future planning of sexual violence prevention programming.

The survey results are expected to be used to help post-secondary institutions:

- Increase awareness of sexual violence;
- Learn more about how students perceive those services;
- Improve policies and processes for responding to sexual violence;
- Improve services and support offered to survivors;
- Better understand student experiences of sexual violence;
- Better understand how bystanders in the campus community may react to harassment or assault;

- Better understand how students perceive consent to sexual activity; and
- Reflect on social dynamics that contribute to sexual violence.

Conclusion

Algonquin College is well-positioned to proactively and consistently address the topic of reducing sexual violence on campus, with informed and committed leadership, a strong and robust policy, a culture of continuous improvement, a growing collection of rich survey data and programming on all three campuses that engage students and employees in significant numbers.

Mandate of the Sexual Violence Prevention Task Force (as of October 21, 2019)
(Ministry Mandated Task Force)

As stated during the Ministry's March 19, 2019 announcement, each institution is required to create a task force by September 30, 2019.

The task force will be responsible for:

- Assessing the sufficiency of Algonquin College's sexual violence policy;
- Assessing the effectiveness of the current programs and services to combat sexual violence on campus;
- Providing recommendation on the additional steps that Algonquin College may take to ensure a safe environment for all.

The task force should represent the diversity of Algonquin College's student population, as well as faculty and administration.

Each task force must submit their independent report to their respective Board of Governors by June 1 of each year.

- Annual Report to the Board – Pursuant to subsection 17 (7.1) of the Ministry of Training, Colleges and Universities Act, Algonquin College is required to provide an annual report to its Board of Governors. For the 2018-19 academic year, the Minister requires that a copy of the report be provided on or before December 31, 2019. Beginning in 2020, the Minister will require Algonquin College to provide a copy of that report on or before June 1st. For transparency purposes, the ministry asks that Algonquin College makes the report to the Board publicly available, and share the report with the ministry.

The Ministry Act that outlines the Board Report requirement:**Information required for Minister**

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The rights and privacy of individuals is of utmost concern. The task force should not act as an investigative or adjudicative body responsible for receiving or investigating complaints or incidents of sexual violence.

Sexual Violence Prevention Task Force Membership

As of February 21, 2020

	Area	Title	Employee name
1	Communications	Manager, Communications	Ruth Dunley
2	Faculty		Vacant
3	Faculty		Vacant
4	Human Resources	Labour Relations Specialist	Helen Huang
5	Office of the Ombudsman	Assistant Ombudsman	Barbara Carswell
6	Office of the Ombudsman	Ombudsman	George Cole
7	Residence Life	Manager of Residence Life	Brittanie Walker-Reid
8	Risk Management	Director of Risk Management	Colin Bonang
9	Risk Management	Manager, Risk Management	Michael Laviolette
10	Security Services	Coordinator, Security Investigations	Jason Condon
11	Security Services	Sexual Assault & Sexual Violence Investigator	Michel Houle
12	Students	President of the Students' Association	Shanti Cosentino
13	Students	Director on the Students' Association Board	Vacant
14	Student Services	Vice President Student Services (Chair)	Laura Stanbra
15	Student Services	Director, Student Support Services	Ben Bridgstock
16	Student Services	Manager, Counselling & Spiritual Centre	Doug Stringer
17	Student Services	Sexual Violence Prevention & Harm Reduction Coordinator	Sarah Crawford