



## MEMORANDUM

**Date:** October 18, 2023

**To:** Board of Governors  
**From:** Jill Symington, VP – Organizational Effectiveness  
**Subject:** **Sexual Assault Sexual Violence**

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The Ministry of Training, Colleges and Universities Act requires institutions to report the following to their Boards annually:

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.

This report has been prepared in full compliance with the directive provided. Confederation College's Sexual Assault/Sexual Violence (SASV) Task Force comprises a diverse membership, featuring 7 administrative representatives from various departments, 2 faculty representatives, 2 SUCCI representatives, 1 Health Centre representative, and 2 Support Staff representatives. The committee is chaired by the DE&I Student Appeals Advisor, who ensures strict regulatory compliance.

In support of the Sexual Violence and Sexual Misconduct policy, the Task Force developed three protocols: Reporting, Support and Record Keeping.

To enhance awareness and adherence to our policies and protocols, all College employees are mandated to complete the online SAFE campus training upon their initial employment, which is an integral part of their employment contracts. This training is also readily available to our students on-demand.

Our commitment to safety extends to the 'Safe Campus' app, which features a "Personal Safety Toolbox" providing direct access to our Safe Campus video, offering detailed information on reporting, consent, and safety features on campus. The app also includes a direct reporting link for sexual assault/violence under the Support resources tab, providing resources and counseling options.

Moreover, we've established SAFE campus booths at all our Campus Community Connections Fairs, ensuring that information and resources are readily accessible. Quick reference resources, outlining available supports and the reporting process, have been developed for both students and employees, and these documents are easily accessible in main office areas and on the SAFE Campus website.

To ensure awareness for all students, we actively incorporate these elements into our orientation activities at the start of every semester. During orientation, we educate students about the availability of supports, services, and accommodations for addressing sexual violence, while also highlighting our awareness initiatives and programs aimed at facilitating access to these resources. Our reporting system is designed to effectively capture and address incidents and complaints, with orientation activities emphasizing the significance of our policies in preventing and addressing sexual violence on campus, thus safeguarding the well-being of all students.

Student Union of Confederation College Incorporated (SUCCI) consistently supports these by conducting 'Healthy Sexuality Week' campaigns during each semester (Fall, Winter, Spring/Summer). These campaigns serve as vital tools in raising awareness among all students on topics such as Consent, Safety, and Supports. Collaborative efforts with key contributors from the Public Health Unit – Sexual Health Division, our on-campus Nurse Practitioner through our health clinic, and the Thunder Bay Sexual Abuse Centre ensure the success of these events. 'Healthy Sexuality Week' is dedicated to fostering both student awareness and education through a combination of in-person and virtual events, along with accessible educational handouts for all students.

In 2022-2023 academic year, there were 2 on campus complaints reported by students. There have been 9 referrals to the counselling office for supports and 6 referrals through our Crisis Response Worker.

In support of our students' well-being and needs, we offer an array of resources for individual assistance and referrals to community resources, including sexual abuse centres/clinics, emergency services, police, legal support services, counseling specialists, and affiliated support groups. For situations involving a continued threat or identified need, we provide referrals for safe housing and connect students with community programs that align with their preferences, including indigenous organizations offering culturally informed responses. Our commitment to supporting students extends to offering trauma therapy, including EMDR, both on campus and through external referrals.

We respectfully request the Board's acceptance of this report.