



2021

Sexual Violence Prevention on Campus

Annual Report



Background & Context

Sexual violence is defined as “any 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, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation” (*Ministry of Training, Colleges and Universities Act*, R.S.O. 1990, c. M.19).

In March 2015, the Government of Ontario announced, “It’s Never Okay: An Action Plan to Stop Sexual Violence and Harassment”. This Action Plan set out the government’s commitment to stopping sexual violence and harassment across the province. The Action Plan introduced legislation that required all Ontario colleges and universities to work with students to create campus-wide sexual violence and harassment policies. As Lambton College is a publicly assisted college, the *Ministry of Training, Colleges and Universities Act, 1990* requires the submission of an annual report to the Lambton College Board of Governors and the Ministry of Colleges and Universities (herein referred to as the “MCU”). This annual report addresses and reports on several matters related to sexual violence awareness, prevention and the supports offered to students who are affected by sexual assault.

The Lambton College Sexual Assault & Sexual Violence Policy & Protocol (herein referred to as the “Policy”) addresses sexual violence and describes the process of how the College will respond to and address incidents and complaints of sexual violence involving students enrolled at the College. The Policy also provides recommendations on additional steps to ensure a safe environment for all. At least once every three years the Policy must be reviewed and amended as needed. When developing the Policy, student input was considered and is considered each time the policy is reviewed or amended.

A Community Response

At Lambton College, we are committed to creating a campus atmosphere that is free from sexual violence. Sexual violence is a broad societal issue that is rooted in gender inequality, power and oppression. As such, measures to address sexual violence on campus must consider an approach that is developmental, responsive and supportive. Lambton College commits to a community response that seeks to build and develop an environment that is safe and supportive for its members through education, prevention, incident response, survivor support, and community development.

Sexual Assault Advisory Task Force

The MCU requires that every publicly assisted college and university have a task force devoted to tackling sexual violence on campus. The Lambton College Sexual Assault Advisory Task Force (herein referred to as the “Task Force”) established in 2016 is responsible for providing thoughtful, objective and strategic leadership to the implementation of sexual violence prevention, awareness and education initiatives, including policy development and supports.



The Policy was first established in 2016 and was last updated in June 2021 to address student concerns around potential repercussions and stigma. The update provides that a complainant who discloses or reports sexual violence, will not be subject to actions for violations of policies related to drug or alcohol use at the time the sexual violence took place. As well, a student who shares their experience of sexual violence will not be questioned about past sexual history or sexual expression.

The Policy balances survivors’ needs, and respondents’ rights while ensuring that the individual who has been affected by sexual assault will be believed, supported and appropriately accommodated. We ensure that all Lambton College employees are knowledgeable on the Policy through the completion of a mandatory training module. This module is reviewed periodically to ensure that the information is current and accurate.

The Task Force representation consists of students, faculty, staff, administration and representatives from local community services. In 2021, the Task Force was made up of the following members:

Patrick Bennett	Registrar, Lambton College - Chair
Laura Burke	Safety & Security Specialist, Lambton College
James Grant	Manager, Athletics & Student Life, Lambton College
Kurtis Gray	Associate Vice President, Student Success
Mary Vaughan	Senior Vice-President, Academic & Student Success, Lambton College
Karolina Kulinska	Counsellor, Lambton College
Leslie Lapier	Sexual Assault Coordinator, Bluewater Health Sexual Assault /Domestic Violence Treatment Centre
Jane Manning	Manager, Indigenous Education, Lambton College
Kristen Carter	Executive Director, Victim Services of Sarnia-Lambton
Francis Haight	Campus Nurse, Lambton College
Carolyn Fracalanza	Administrative Assistant, Student Success, Lambton College
Jennifer Vansteenkiste	Executive Director, Women’s Interval Home of Sarnia-Lambton
Trish Vanoosterom	Counsellor and Public Education Coordinator, Sexual Assault Survivors’ Centre Sarnia-Lambton
Ashley Carroll	Sexual Assault Prevention Ambassador, Lambton College
Summer Catt	President of the Indigenous Student Council, Lambton College

Figure 1.1 – Sexual Violence Task Force Membership

During 2021, the Task Force met in May and November. Key priorities and objectives were discussed and include the following:

1. To ensure that the college complies with the legislative requirements outlined by the MCU and Ontario Human Rights Code.
2. Work collaboratively to implement sexual violence prevention initiatives, training, education and response efforts as outlined in the Sexual Violence Action Plan.
3. Participate in the community roundtable to identify issues, trends, insights and best practices.

In 2019, a subcommittee was created to develop a detailed action plan designed to track and monitor the work of the Sexual Assault and Sexual Violence Advisory Task Force. It assesses the effectiveness of Lambton College’s current programs and services to combat sexual violence on campus and provides recommendations on additional steps that the College may take to ensure a safe campus environment. On December 3, 2019, the sub-committee met to create a 2020-2022 Sexual Assault and Sexual Violence Prevention and Education Plan. This detailed action plan included 20 objectives with associated actions and timelines. The sub-committee met again on May 3, 2021, to review the current objectives. In November 2021, the action plan objectives were completed and reviewed by Task Force members. To build on the

work done in the initial Plan, a second iteration with updated objectives will be established in fall 2022 to address new areas of focus/goals.

Reporting Obligations to Board of Governors and Ministry

The *Ministry of Training, Colleges and Universities Act, 1990* requires that every post-secondary institution collect data and other information relating to the following:

1. The number of times supports, services and accommodations relating to sexual violence are requested and obtained by students and information about the supports, services and accommodations.
2. Any initiatives and programs established by the college 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.

Reporting Metric Definitions

- Sexual Assault is defined as the non-consensual contact or activity, including the threat of such activity, done by one person or a group of persons to another. Can range from unwanted sexual touching, kissing, or fondling to forced sexual intercourse.
- Stalking is defined as behaviours that occur on more than one occasion and which collectively instill fear in the person or threaten the person's safety or mental health, or that of their family or friends. Includes face to face, phone, email, social media, surveillance and pursuit, and sending unsolicited gifts.
- Sexual Harassment is defined as a course of vexatious comment, conduct and/or communication based on sex, sexual orientation, gender, gender identity, or gender expression or orientation that is known or should be known to be unwelcome.
- Indecent Exposure is defined as the exposure of the private or intimate parts of the body in a lewd or sexual manner, in public place when the perpetrator may be readily observed. Includes exhibitionism.
- Voyeurism is defined as the surreptitious observing of a person without their consent and

in circumstances where they could reasonably expect privacy. Includes direct observation, observation by mechanical means, or visual recordings.

- Sexual Exploitation is defined as taking advantage of another person through non-consensual or abusive sexual control. May include digital or electronic broadcasting, distributing, recording and photographing of people involved in sexual acts without their consent.

Reports

A formal report of sexual violence can be made through the Office of the Registrar. Individuals who report an incident of sexual violence are supported through Safety & Security and the Wellness Centre. Formal reports are investigated by the Registrar and the investigation may be terminated at any time if the survivor no longer wishes to continue as long as the nature of the incident does not endanger public safety.

In 2021, there were 3 reports of sexual violence on the Sarnia campus. Lambton College's partnership colleges, CESTAR and Queen's reporting metrics are also included in this report. CESTAR had 1 report of sexual violence and Queen's had 0 reports. Lambton College held

meetings with CESTAR and Queen’s to align prevention efforts on sexual violence reporting, action, planning and support services for our students.

Sarnia Campus – Complaints of Sexual Violence

Number of Formal Complaints					
	2017	2018	2019	2020	2021
Sexual Violence	5	5	1	0	3
Sexual Assault	2	2	1	0	3
Sexual Harassment	1	1	1	0	1
Stalking	1	3	0	0	0
Indecent Exposure	1	0	0	0	
Voyeurism	0	0	0	0	0
Sexual Exploitation	0	0	1	0	0

Figure 1.2 - Formal Complaints of Sexual Violence * A complaint of sexual violence may include more than one reporting metric

Student Supports and Services Requested and Obtained-Sarnia

Number of Times Student Supports and Services Requested and Obtained in 2021	
Supports	3
Services	3
Accommodations	3

Figure 1.3 – Student Supports and Services Requested and Obtained at Sarnia Campus

Cestar College – Complaints of Sexual Violence

Number of Formal Complaints					
	2017	2018	2019	2020	2021
Sexual Violence		1	2	1	1
Sexual Assault		0	0	0	0
Sexual Harassment		1	2	0	0
Stalking		0	0	0	0
Indecent Exposure		0	0	1	1
Voyeurism		0	0	0	0
Sexual Exploitation		0	0	0	0

Figure 1.4 - Formal Complaints of Sexual Violence at Cestar College * A complaint of sexual violence may include more than one reporting metrics

Student Supports and Services Requested and Obtained-Cestar

Number of Times Student Supports and Services Requested and Obtained in 2021	
Supports	0
Services	0
Accommodations	0

Figure 1.5. - Student Supports and Services Requested and Obtained at Cestar Campus

Queen’s College - Complaints of Sexual Violence

Number of Formal Complaints					
	2017	2018	2019	2020	2021
Sexual Violence		1	2	0	0
Sexual Assault		0	0	0	0
Sexual Harassment		1	2	0	0
Stalking		0	0	0	0
Indecent Exposure		0	0	0	0
Voyeurism		0	0	0	0
Sexual Exploitation		0	0	0	0

Figure 1.6 - Formal Complaints of Sexual Violence at Queen’s College * A complaint of sexual violence may include more than one reporting metric

Student Supports and Services Requested and Obtained-Queen’s

Number of Times Student Supports and Services Requested and Obtained in 2021	
Supports	0
Services	0
Accommodations	0

Figure 1.7 - Student Supports and Services Requested and Obtained at Queen’s Campus

Statistics

When reviewing the statics with respect to reports of sexual violence, it is important to note that there are distinctions between disclosures and reports. A disclosure is informal, can occur in any space within the College and can be made to any member of community without filing a formal report. A survivor who chooses to disclose is offered connection to several resources and advised on the many pathways that they can opt to pursue.

Training and Awareness

The Task Force has identified the continued affects that COVID-19 has had on survivors of sexual violence. As COVID-19 regulations and Government guidelines regularly changed, many external services have adapted a hybrid model where services are offered both online and in-person. Lambton College will continue to work together with our community partners to best support survivors during COVID-19. In 2021, numerous sexual violence education and awareness workshops were held both virtually and in-person. Awareness posters were created and posted around our campus to convey the College's commitment to believing and supporting survivors of sexual violence.

On and Off Campus Supports

Support and accommodations are available to survivors through various services and departments on-campus. A number of community supports and resources are also available to students. Lambton College students who require support and/or accommodations can go to the Wellness Centre and speak with a counsellor. A counsellor can help connect a student with the on and off campus supports and accommodations they need.



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Campus Initiatives

In 2021, a significant number of sexual violence education and prevention initiatives took place at Lambton College. To educate our College community on sexual assault and sexual violence, various workshops and trainings were held throughout the year. 547 students and employees attended in-person and virtual Bystander Intervention Training workshops. As well, virtual self-defense and street safety workshops were attended by 67 students and employees. This self-defense workshop demonstrates practical prevention and response strategies and includes a valuable street safety and situational awareness lesson.

As COVID-19 restrictions lifted, in-person events and gatherings were permitted and allowed for sexual violence awareness and informational tables to be hosted at College events on-campus. Multiple awareness campaigns were delivered that focused on healthy relationships, consent, safety and other sexual assault and sexual violence prevention topics. With help from students, sexual violence and sexual assault awareness campaign materials were created in Hindi.

Focus was placed on collaborating and coordinating with our external community partners. To highlight some of the off-campus services available to survivors, Lambton College sponsored three Sarnia-Lambton organizations that assist survivors of sexual violence. This sponsorship allowed these organizations to each have a video produced. The videos showcase each organization and the support services that they offer. The goal of the videos was to eliminate barriers to accessing services and allow students to connect with the support they might need. Additional awareness videos were filmed on-campus to showcase the sexual violence supports and resources available to student survivors at Lambton College.

The videos feature multiple Lambton College students and employees and provide information about sexual assault and sexual violence. It is our hope that any student affected by sexual violence knows that they are not alone and there are on and off campus support services available to assist them. To further support our students who experience sexual violence, a Support & Options Guide was created to make students feel more comfortable with the formal complaint process and introduce students to the accommodations, supports and resources available to them at Lambton College. This document has since been used to provide information to sexual violence survivors at the College.

It was a priority to create a sexual assault and sexual violence training that included information specific to Lambton College and our College community. An internal module was developed to educate students about sexual violence, consent, how to intervene if they witness an inappropriate situation, and how to respond to disclosures of sexual violence. This module will be accessed by students in early 2022.

Summary

Lambton College is committed to confronting and preventing sexual violence and creating a safe space for anyone in our College community who has been affected by sexual violence. The College strives to provide a safe and positive space where members of our community feel able to work, learn and express themselves in an environment free from sexual violence. Lambton does this by engaging in public education, prevention activities and providing appropriate education and training to the College community about sexual violence and assault.

Lambton College uses social media platforms and the myLambton.ca Sexual Violence Support & Education page to share important sexual violence related information and promote the College's values for a respectful and supportive survivor-centered response.

Lambton ensures that those who disclose that they have experienced sexual violence are believed, and that their right to dignity and respect is protected throughout the process of disclosure, investigation and adjudication. Students are strongly encouraged to report incidents of sexual violence, but do not need to file a report or formal complaint to obtain supports, services, or accommodation from the College.

Lambton College will continue to update and monitor our Sexual Assault and Sexual Violence Policy & Protocol to ensure that it remains effective and in line with our other existing policies and best practices.

Lambton College is always working towards the creation of a campus atmosphere in which sexual violence is not tolerated and where College community members feel comfortable coming forward and reporting incidents of sexual violence. The College stands with and believes survivors of sexual violence.

