



2024 Annual Report

Sexual Violence Prevention on Campus

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).

The Government of Ontario announced, “It’s Never Okay: An Action Plan to Stop Sexual Violence and Harassment”, on March 6, 2015. This Action Plan set out the government’s commitment to stopping sexual violence and harassment across the province. As a result of this Action Plan, the Sexual Violence and Harassment Action Plan Act (or Bill 132) came into force in September 2016. Bill 132 introduced new legislation that required all Ontario Colleges and Universities to work with students to create campus-wide sexual violence and harassment policies. This annual report addresses and reports on several matters related to the experiences of and supports offered to students who are affected by sexual assault.

Sexual Assault & Sexual Violence Policy & Protocol

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.

The Policy was first established in 2016 and was last updated in May 2023 to reflect legislation outlined in Bill 26, Strengthening Post-secondary Institutions and Students Act, 2022 which provides additional protection to students from abuse by a member of the College staff or faculty. The Policy now outlines the limited circumstances when nondisclosure agreements are permitted and is clear to state that if an employee commits an act of sexual misconduct and the employee is discharged for that act, or the employee resigns from their employment, Lambton College will not subsequently re-employ the individual. We ensure that all Lambton College employees are knowledgeable on the Policy through the completion of a mandatory training module. This module was updated in 2023 to include information on the important legislative updates and to ensure that existing information is current and accurate. Overall, 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.

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. Through collaboration with local community organizations and other departments here at Lambton College, we can create a response to the needs of our students and community.

Sexual Assault Advisory Task Force

The Government of Ontario announced that every publicly assisted College and University is required to 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 Task Force representation consists of students, faculty, staff, administration, and representatives from local community organizations. In 2024, the Task Force was made up of the following members:

Kurtis Gray	Associate Vice President, Student Success - Chair
Tracey Arnold	Manager, Occupational Health & Safety and Emergency Planning, Lambton College
Patrick Bennett	Director, Institutional Intelligence & Registrar, Lambton College
James Grant	Manager, Athletics & Student Life, Lambton College
Lori Brush	Manager, Counselling, Accessibility & Testing Services, Lambton College
Francis Haight	Campus Nurse, Lambton College
Leslie Lapier	Sexual Assault Coordinator, Bluewater Health Sexual Assault /Domestic Violence Treatment Centre
Sarah Easter	Bluewater Health Sexual Assault /Domestic Violence Treatment Centre
Jane Manning	Manager, Indigenous Education, Lambton College
Selena Joseph	Executive Director, Victim Services of Sarnia-Lambton
Jennifer Vansteenkiste	Executive Director, Women’s Interval Home of Sarnia-Lambton
Veronica Ross	Women’s Interval Home of Sarnia-Lambton
Rene Barnier	Women’s Interval Home of Sarnia-Lambton
Trish Vanoosterom	Counsellor and Public Education Coordinator, Sexual Assault Survivors' Centre Sarnia-Lambton
Alyssa Bak	Health & Safety Assistant, Lambton College
Student Representatives	Sexual Assault Prevention Ambassador, President of the Indigenous Student Council and Student Administrative Council, Lambton College

Figure 1.1 – Sexual Violence Task Force Membership

In April and October 2024, the Task Force met and discussed key priorities and objectives including:

1. Ensuring that the College complies with the legislative requirements outlined by the MCU and Ontario Human Rights Code.
2. Working collaboratively to implement sexual violence prevention initiatives, training, education and response efforts.
3. Participating 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 to ensure a safe campus environment. A 2023 - 2025 Sexual Assault and Sexual Violence Prevention and Education Plan was created and includes 18 objectives with associated actions and timelines. This action plan is a second iteration to build on the work done in the initial 2020 – 2022 action plan and it includes updated objectives that 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 support, 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 2024, there was 4 reports of sexual violence on the Sarnia campus. Lambton College's partnership Colleges, CESTAR and Queen's as well as our new Ottawa campus reporting metrics are also included in this report. CESTAR had 0 reports of sexual violence, Queen's had 2 reports and Ottawa had 0 reports. Lambton College held meetings with CESTAR, Queen's and Ottawa in 2024 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					
Sexual Violence	2020	2021	2022	2023	2024
Sexual Assault	0	3	1	4	4
Sexual Harassment	0	1	0	1	0
Stalking	0	0	0	0	0
Indecent Exposure	0	0	0	0	0
Voyeurism	0	0	0	0	0
Sexual Exploitation	0	0	0	0	0

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

Sarnia Campus - Student Supports and Services Requested and Obtained

Number of Times Student Supports and Services Requested and Obtained in 2024	
Supports	4
Services	0
Accommodations	0

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

Cestar College – Complaints of Sexual Violence

Number of Formal Complaints					
Sexual Violence	2020	2021	2022	2023	2024
Sexual Assault	0	0	0	2	0
Sexual Harassment	0	0	0	0	0
Stalking	0	0	0	1	0
Indecent Exposure	1	1	0	0	0
Voyeurism	0	0	0	0	0
Sexual Exploitation	0	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 metric.

Cestar College - Student Supports and Services Requested and Obtained

Number of Times Student Supports and Services Requested and Obtained in 2024	
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					
Sexual Violence	2020	2021	2022	2023	2024
Sexual Assault	0	0	0	0	0
Sexual Harassment	0	0	2	1	2
Stalking	0	0	2	0	0
Indecent Exposure	0	0	0	0	0
Voyeurism	0	0	0	0	0
Sexual Exploitation	0	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.

Queens College - Student Supports and Services Requested and Obtained

Number of Times Student Supports and Services Requested and Obtained in 2024	
Supports	2
Services	0
Accommodations	0

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

Ottawa Campus - Student Supports and Services Requested and Obtained

Number of Times Student Supports and Services Requested and Obtained in 2024	
Supports	0
Services	0
Accommodations	0

Figure 1.8 - Student Supports and Services Requested and Obtained at Ottawa Campus

Ottawa Campus - Complaints of Sexual Violence

Number of Formal Complaints					
Sexual Violence	2020	2021	2022	2023	2024
	N/A	N/A	N/A	N/A	0
Sexual Assault	N/A	N/A	N/A	N/A	0
Sexual Harassment	N/A	N/A	N/A	N/A	0
Stalking	N/A	N/A	N/A	N/A	0
Indecent Exposure	N/A	N/A	N/A	N/A	0
Voyeurism	N/A	N/A	N/A	N/A	0
Sexual Exploitation	N/A	N/A	N/A	N/A	0

Statistics

When reviewing the statistics 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.

Figure 1.9 - Formal Complaints of Sexual Violence at Ottawa Campus* A complaint of sexual violence may include more than one reporting metric.

Training and Awareness

We continue to offer both virtual and in-person sexual violence education and awareness workshops. As well, a variety of different posters are displayed 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 numerous 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.

Campus Initiatives

Bystander Intervention Training

Bystander Intervention Training is a sexual violence prevention workshop that provides students with the knowledge and tools that will help them to recognize, de-escalate and safely intervene in situations where there might be a risk of sexual violence. The Sexual Assault Survivors Centre (The Centre) Sarnia-Lambton presented this training, and it was well received by members of the college community. Attending a bystander Intervention training session is a co-curricular recognized activity as it enhances the students learning and personal growth.

Healthy Relationships Campaign

Every year during the month of February, we put together a healthy relationships campaign to educate students on healthy relationships. In 2024, we spent the week of Monday, February 12 to Friday, February 16 providing presentations and hosting events for students that highlighted healthy relationships. On February 14th, we hosted an event with the Women’s Interval Home and The Centre discussing healthy relationships and boundaries as well as warning signs and red flags to recognize in relationships.

Online Dating Scams & Safety Campaign

It was identified by the Centre for Global Engagement department that many students were experiencing online dating scams and sextortion. As a result, an online dating safety campaign was created to inform students what these scams might look like and how they can stay safe online. In addition to this

campaign, The Centre Sarnia-Lambton provided a presentation to students about online dating scams and safety. This presentation provided the students with information on what these scams can look like and what they can do if they believe they are being scammed or have been scammed. The students who attended this presentation were entered into a draw to win a Campus Shop gift card. Also, this topic is now covered at each international orientation at the College.

Let's Talk About Human Trafficking – With Elyssa Rose

On October 3rd, Elyssa Rose from The Chippewas of Kettle & Stony Point First Nation, joined us on campus to educate our students about the significance of human trafficking, the signs to watch for, and share her years of experience with the subject. It was a very surreal, emotional discussion that helped to raise awareness on an issue that happens more frequently than we think.



EMPOWER THEM EVENT

Join us for a special event on safety and well-being, presented by Laadliyan in collaboration with Lambton College and the Women's Interval Home. We'll share findings, case studies, and lessons learned to raise awareness about culturally responsive resources for international students and how to set boundaries within relationships. Don't miss this chance to learn, engage, and contribute!

DETAILS

TUESDAY
October 8th, 2024

LAMBTON COLLEGE
Event Centre

AGENDA

REGISTRATION
4:30pm-5:30pm

PRESENTATION BY LAADLIYAN
5:30pm-6:30pm

PANEL DISCUSSION
6:30pm-8:30pm

ROUND TABLES
7:30pm-8:30pm

REGISTER

• CCR OFFERED • REFRESHMENTS & LIGHT SNACKS • PRIZES

Logos: Women's Interval Home of Sarnia-Lambton, Lambton College, REBOUND, Family Counselling Centre

Empower Them Event

On October 8th, we hosted an event with local community organizations that focused on empowering individuals in relationships and explored how individual and cultural differences affect relationships through a restorative justice lens.

For this event, Manvir Bhangu, the Founder & Executive Director of Laadliyan, spoke to students about how she has been able to navigate cultural differences while living in Canada. There was also a panel where students had the opportunity to ask questions and / or advice from Manvir and other individuals from local community organizations. The event finished with restorative justice tables where students were guided through discussions by community members who have received restorative justice training.

This event was very well received with many saying they can't wait for more empowering events such as this. We have hosted similar events in the past and continue to add to them and improve each time based on the feedback from our students.

Sexual Harassment in the Workplace Education Sessions

Community Legal Assistance Sarnia offered Sexual Harassment in the Workplace education sessions to both Lambton College students and employees. These sessions included public legal education on sexual harassment in the workplace. They identified what sexual harassment is, how to recognize it and the rights and protections that you are entitled to as an employee.

16 Days of Activism Against Gender-based Violence

The 16 Days of Activism Against Gender-based violence is an annual campaign that begins on November 25 and ends on December 10. Each year at Lambton College we create promotional materials and provide information to students on gender-based violence and violence against women. In 2024, we set up informational tables to provide information to students. As well, we had a representative from The Centre Sarnia-Lambton come to our campus and provide information to students. The Lambton College social media pages also shared a post on each of the 16 days with important messages and information regarding the significance of each day as well as resources.

Personal Boundaries Workshop

To kick off the 16 Days of Activism Against Gender-Based Violence and the International Day for the Elimination of Violence Against Women, we hosted an empowering session led by Jenna Willman, a counsellor at the College. This workshop was more than just a conversation; it was about empowering each student to understand their worth, communicate clearly, and stand firm to feel safe and respected. Through meaningful dialogue and real-life tools, students learned how to build stronger, safer spaces for themselves and others.

Collaborative Events

In 2024, we collaborated with other departments of the College on various events and initiatives. We collaborated with The Lions Mind, a peer wellness collective that focuses on health, wellness, and supporting students. With The Lions Mind, we hosted a table display in the cafeteria on September 10th, talking about World Suicide Prevention Day and sharing our resources with students.

On September 20th, we collaborated with The Lions Mind once again for a Chalk Walk Event. At the Chalk Walk, students were writing empowering quotes in chalk on walkways around campus spreading positivity. This event showcased the strength of our diverse community, united in promoting a positive environment, respect, and inclusivity for all.

On October 18th, we joined the Counselling and Wellness department at the Health & Wellness Fair to raise awareness and share Sexual Violence Prevention resources. We hosted a table display with trivia questions regarding myths and facts about Sexual Violence and those that got the correct answer, received a prize.

These collaborations helped greatly to further spread awareness and get the word out to a larger amount of the school than we could achieve on our own, and we look forward to planning many more collaborative events with these groups and other groups on campus.

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 support, 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 in survivors of sexual violence.