

Sexual Violence Prevention on Campus

2020 Annual Report to Lambton
College's Board of Governors



Background & Context

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 a number of matters related to the experiences of and supports offered to students who are affected by sexual assault.

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 Lambton College Sexual Assault and Sexual Violence Policy and 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 the elimination of sexual violence from campus and to members of our college community. 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 December 2016 and was last updated in December 2020. 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. In addition, Lambton College provides a mandatory training module on the policy and protocol for all employees. The Task Force representation consists of students, faculty, staff, administration and representatives from local community services.

The Task Force is currently made up of the following members:

Member Name	Position
Angie Marks	Sexual Assault Survivors' Centre Sarnia-Lambton and Women's Interval Home of Sarnia-Lambton
Patrick Bennett	Registrar, Lambton College
Laura Burke	Safety & Security Specialist, Lambton College
James Grant	Manager, Athletics & Student Life, Lambton College
Kurtis Gray	Director, Student Success & Community Engagement, Lambton College
Rob Kardas	Vice-President, Academic & Student Success, Lambton College - Chair
Karolina Kulinska	Counsellor, Lambton College
Leslie Lapier	Sexual & Domestic Assault Treatment Centre, Bluewater Health
Jane Manning	Manager, Indigenous Education, Lambton College
Greg Lee	Manager, Student Housing & Conference Services
Kristen Carter	Victim Services, Sarnia-Lambton
Francis Haight	Campus Nurse, Lambton College
Carolyn Fracalanza	Student Success, Administrative Assistant, Lambton College
Student Representative	Student Administrative Council

Figure 1.1 – Sexual Violence Task Force Membership

During 2020, the Task Force assembled virtually for an online meeting. Key priorities and objectives moving forward are:

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, training, education and response efforts as outlined in the Sexual Violence Action and Education Plan.
3. Participate in the community roundtable to identify issues, trends, insights and best practices.
4. Focus on community partner reporting.

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 environment for all. On December 3, 2019 the sub-committee met to create a 2020-2021 Sexual Assault and Sexual Violence Prevention and Education Plan. This detailed action plan includes 20 objectives with associated actions and timelines.

[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 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 2020, there were no reports of sexual violence on the Sarnia campus. Lambton College’s partnership colleges, CESTAR and Queen’s also had no reports of sexual violence. 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
Sexual Violence	5	5	1	0
Sexual Assault	2	2	1	0
Sexual Harassment	1	1	1	0
Stalking	1	3	0	0
Indecent Exposure	1	0	0	0
Voyeurism	0	0	0	0
Sexual Exploitation	0	0	1	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 2020	
Supports	1
Services	1
Accommodations	1

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
Sexual Violence		1	0	0
Sexual Assault		0	0	0
Sexual Harassment		1	0	0
Stalking		0	0	0
Indecent Exposure		0	0	0
Voyeurism		0	0	0
Sexual Exploitation		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

Student Supports and Services Requested and Obtained-Cestar

Number of Times Student Supports and Services Requested and Obtained in 2020	
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
Sexual Violence		1	2	0
Sexual Assault		0	0	0
Sexual Harassment		1	2	0
Stalking		0	0	0
Indecent Exposure		0	0	0
Voyeurism		0	0	0
Sexual Exploitation		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 2020	
Supports	0
Services	0
Accommodations	0

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

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. Disclosures are informal, can occur in any space at the college and can be made to any member of community without 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 effects COVID-19 on survivors of sexual violence. Many external services have been closed and adapted for online offerings. Lambton College will continue to work together with our community partners to best support survivors during COVID-19, create public awareness campaigns and have them posted on a variety of different platforms, and implement virtual Bystander Intervention Training.

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. A Lambton College student who is looking for support and/or accommodations can go to the Wellness Centre and speak with a counsellor. A counsellor connects the student with the supports and accommodations.

New Campus Initiatives

Many activities, training and campaigns were postponed due to COVID-19 and the closure of campus buildings. Training was offered for Residence Advisors and a virtual health fair was held. A healthy relationships campaign was delivered with a focus on respect and consent. Many physical improvements were made to the campus such as the installation of employee panic desktop buttons, security cameras, swipe card access and the installation of exterior emergency duress stations.

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 is able to do 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.

