



Sexual Violence Prevention on Campus

2022 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. 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 June 2021 to address student concerns around potential repercussions and stigma. The update ensures 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.

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 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 services. In 2022, 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
James Grant	Manager, Athletics & Student Life, Lambton College
Patrick Bennett	Director, Institutional Intelligence & College Registrar
Lori Brush	Manager, Counselling, Accessibility & Testing Services, 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
Grusha Kaur Sawhney	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 2022, the Task Force met in April 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.
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. In December 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 2023 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 2022, there was 1 report 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 0 reports of sexual violence and Queen's had 4 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					
	2018	2019	2020	2021	2022
Sexual Violence	5	1	0	3	0
Sexual Assault	2	1	0	3	1
Sexual Harassment	1	1	0	1	0
Stalking	3	0	0	0	0
Indecent Exposure	0	0	0	0	0
Voyeurism	0	0	0	0	0
Sexual Exploitation	0	1	0	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 2022	
Supports	1
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					
	2018	2019	2020	2021	2022
Sexual Violence	1	2	1	1	0
Sexual Assault	0	0	0	0	0
Sexual Harassment	1	2	0	0	0
Stalking	0	0	0	0	0
Indecent Exposure	0	0	1	1	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 metrics

Cestar College - Student Supports and Services Requested and Obtained

Number of Times Student Supports and Services Requested and Obtained in 2022	
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					
	2018	2019	2020	2021	2022
Sexual Violence	1	2	0	0	4
Sexual Assault	0	0	0	0	0
Sexual Harassment	1	2	0	0	2
Stalking	0	0	0	0	2
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 2022	
Supports	4
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 have 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. 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 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.

Campus Initiatives

A student Sexual Assault Prevention Ambassador was hired in January 2022 to assist in coordinating sexual violence education and prevention initiatives at Lambton College. A focus was placed on educating our college community on sexual assault and sexual violence through various workshops and trainings. 318 students attended in person and virtual Bystander Intervention Training workshops provided by the Sexual Assault Survivors Centre Sarnia-Lambton. 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. Sexual Harassment in the Workplace education sessions were offered to both students and employees. These sessions provided information about what workplace sexual harassment is, how to recognize it, and the rights and protections you are entitled to at your workplace.

In February a Valentine's Day campaign was created to promote consent and healthy relationships. Heart shaped stress balls were distributed to students at building entrances that communicated a message about consent in relationships. To continue the conversation about consent at our college, vouchers were distributed to students to encourage them to join us in "spilling the tea" on consent. These vouchers allowed students to save \$2.00 on a beverage of their choice in the Marketplace Café located on our main campus.



A Sexual Violence Prevention Instagram page was created to provide Instagram users with general sexual violence information. To encourage Lambton College students to follow the Sexual Violence Prevention Instagram page we did a gift card giveaway. In addition to sharing sexual violence information, having an Instagram account allows us to promote the training and education opportunities that are happening on and off campus.

To help raise awareness about male stereotyping, a campaign was created that encouraged a campus environment free of

male stereotyping. Although we know that sexual violence is most often committed against women by men, we acknowledge that people of all genders can experience sexual violence. In Canada, 1 in 8 men experience sexual violence; however, they are less likely to report. This campaign raised awareness about men experiencing sexual violence and that they should be able to share their experience without feeling shame or self-doubt.

A virtual sexual violence education session was held for international students. This session allowed us to better understand what our international students understand about sexual violence in Ontario / Canada. Those who registered for this workshop were asked to answer a few questions about sexual violence before attending the session. By knowing what our international students understand about sexual violence in Ontario we can better educate them and create a safer campus experience for all students. Lambton College developed a new online course designed to help international students stay safe while studying in Canada. The course, titled "Staying Safe in Canada" includes a 2-hour module dedicated to consent and sexual assault. The module explores consent and sexual violence and provides information as to where they can seek help, assistance and support, both on and off campus. International students enrolled at Lambton College will be required to complete this course prior to starting their courses.

Summary

Lambton College
is here for you.

We believe you.



If you or someone you
know is a victim or
witness of sexual
violence, support
is available.

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.