



# 2023 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 are able to 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 2023, 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
Hope Poole	Nurse Examiner, 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
Trish Vanosterom	Counsellor and Public Education Coordinator, Sexual Assault Survivors’ Centre Sarnia-Lambton
Ashley Carroll	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 2023, 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 that the College may take to ensure a safe campus environment. In January 2023, the subcommittee met to create a 2023 - 2025 Sexual Assault and Sexual Violence Prevention and Education Plan. This detailed action plan includes 18 objectives with associated actions and timelines. The sub-committee met again on September 15, 2023, to finalize the objectives. 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 2023, there was **5** 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 3 reports of sexual violence and Queen's had 1 report. 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					
	2019	2020	2021	2022	2023
Sexual Violence	1	0	3	1	5
Sexual Assault	1	0	3	1	4
Sexual Harassment	1	0	1	0	1
Stalking	0	0	0	0	0
Indecent Exposure	0	0	0	0	0
Voyeurism	0	0	0	0	0
Sexual Exploitation	1	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 2023	
Supports	1
Services	0
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					
	2019	2020	2021	2022	2023
Sexual Violence	2	1	1	0	3
Sexual Assault	0	0	0	0	2
Sexual Harassment	2	0	0	0	0
Stalking	0	0	0	0	1
Indecent Exposure	0	1	1	0	0
Voyeurism	0	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 metric.

## Cestar College - Student Supports and Services Requested and Obtained

Number of Times Student Supports and Services Requested and Obtained in 2023	
Supports	2
Services	2
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					
	2019	2020	2021	2022	2023
Sexual Violence	2	0	0	4	1
Sexual Assault	0	0	0	0	0
Sexual Harassment	2	0	0	2	1
Stalking	0	0	0	2	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 2023	
Supports	1
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. 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 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 Sarnia-Lambton presented this training. In 2023, we had over 550 students and employees trained in bystander intervention training. 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 2023, we spent the week of Monday, February 13 to Friday, February 17 providing presentations and hosting events for students that highlighted healthy relationships. On February 14 we handed out items to students in the hallway and engaged in conversations with them about healthy relationships and consent. On February 15, the Sexual Assault Survivors Centre Sarnia-Lambton provided a Bystander Intervention Training session and on February 16 the Women's Interval Home Sarnia-Lambton provided a presentation to students about healthy relationships and boundaries. Those students who attended these sessions were entered into a draw to win wireless earbuds.

### 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 Sexual Assault Survivors 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.

### Technology Facilitated Sexual Assault Campaign

October is Cyber Awareness month, and we took this opportunity to educate the College community on technology facilitated sexual violence. This campaign highlighted the different types of sexual violence that can be experienced through the internet.

## 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.

## Protecting Our Students: New Sexual Violence Training Module

Bill 26, the Strengthening Post-Secondary Institutions and Students Act, came into effect on July 1, 2023. This bill introduced new requirements regarding how publicly funded colleges and universities address employee sexual misconduct towards students.

At Lambton College, we welcomed this opportunity to strengthen our commitment to student safety and wellbeing. To achieve this, a new sexual violence training module was developed to ensure employees of Lambton College were informed of the important legislative and policy updates that further protect our students and our College community. This training module was mandatory for every employee of Lambton College to complete.

To launch the new Sexual Violence Training Module, the student Sexual Assault Prevention Ambassador collaborated with the Marketing department to create a video that highlights the importance of the Sexual Assault & Sexual Violence Policy & Protocol at Lambton College. This video was shared on the Lambton College social media accounts and included in an email sent out to employees informing them of the new sexual violence training module.

## Sexual Assault & Sexual Violence Policy & Protocol Updates

The Lambton College Sexual Assault & Sexual Violence Policy and Protocol was updated to provide additional understanding for all members of the Lambton College community on the right to be free and protected from sexual assault, sexual violence and further protocols for actions when those rights are violated.

Changes to this policy were made 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. Specifically, this is reflected with the section titled Sexual Misconduct by Employers Towards Students which was added to the policy.

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.

## 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. This year we set up informational tables at Lambton College to provide information to students. As well, we had a representative from the Sexual Assault Survivors Centre Sarnia-Lambton come to our campus and provide information to students on violence against women. The Lambton College social media pages shared information with students on the International Day for the Elimination of Violence Against Women and the National Day of Remembrance and Action on Violence Against Women





## Events

● open to students and the public ●

# EMPOWERING HER

## FROM SILENCE TO EMPOWERMENT IN RELATIONSHIPS

**PANEL DISCUSSION**

**KEYNOTE: MANVIR BHANGU**

**WEDNESDAY**  
November 8th, 2023

**START**  
AT 6 - 8 pm  
Doors open at 5 pm

**LAMBTON COLLEGE**  
Event Centre

Discuss recognizing and respecting the diverse cultural backgrounds of participants. We'll explore how individual and cultural differences affect relationships, all through a restorative justice lens. Learn about spotting signs of sexual violence, your legal rights and protections in Canada, and discover the resources and support services available at Lambton College and in our local community. Lets dive into vital conversations about building and maintaining healthy relationships!

CCR OFFERED ● REFRESHMENTS & LIGHT SNACK ● PRIZES

REGISTER WITH ASHLEY: [ASHLEY.CARROLL@LAMBTONCOLLEGE.CA](mailto:ASHLEY.CARROLL@LAMBTONCOLLEGE.CA)



We were able to attend many different events in 2023 where we could connect with new and returning students and provide them with information on sexual assault and sexual violence related topics. We provided a presentation at the winter, spring and fall international orientations to inform students on consent and sexual assault. As well, we attended orientation week events and set up interactive games for students to enjoy that included information on the sexual assault myths and misconceptions. Throughout the year, we created various campaigns and promoted them to students through social media posts and setting up informational tables in the Lambton College hallways. We were also able to host a few community organizations on our campus so that they could provide information to students on the local resources available to them.

In November, 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. A lot of positive feedback was received from this event and similar events will be planned in the future.

## 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.