



Annual Report on the Sexual Misconduct Policy and Procedure, Reporting and Prevention Strategies 2021-2022

Background

Pursuant to subsection 17(7.1) of the *Ministry of Training, Colleges and Universities Act* (MTCU Act), St. Clair College is required to provide an Annual Report to its Board of Governors for the 2021-2022 academic year on or before June 1, 2022. This Annual Report must be publicly available and include the following information:

- Number of times supports, services and accommodations relating to sexual violence are requested and obtained by students enrolled at the college or university, and information about supports, services and accommodations.
- Number of incidents and complaints reported by students and about such incidents and complaints.
- Any initiatives and programs established by the college or university to promote awareness of the supports and services available to students.

St. Clair College has a stand-alone policy related to sexual violence entitled “Sexual Misconduct Policy and Procedure.” This policy was updated, with legal review, in August of 2021. St. Clair College also has a webpage designed to specifically communicate supports, initiatives and reporting information so that students have easy access to this information. This Policy is established under the Health and Safety umbrella and a Sexual Violence Lead has been appointed to ensure a consistent approach.

Since 2017, the College has been tracking the number of sexual violence incidents that are reported to Security, the College Resolution Office, and the Sexual Violence Lead. Any disclosures made to the Health Centre staff, counsellors, faculty, student representatives or other areas may not be fully represented if they were not communicated to any of the three key points of contact. In 2019, the practice was implemented that all disclosures would be reported, by “disclosure” and not by name should the student wish to remain anonymous and have no action taken.

In all cases, College representatives inform the victim of available supports and services (internal and external), as well as options for investigation. If a student wishes to pursue an investigation through the College, the College supports the students involved and has an external party (lawyer) conduct the investigation.

It is also important to note that sexual assault can include a wide range of sexual misconduct including inappropriate touching to rape. Therefore, when reporting sexual assaults, one must keep in mind that while all sexual assaults are illegal and prohibited, the severity levels do vary and are not differentiated for the purpose of reporting.

Number of Sexual Violence Incidents and Supports Provided

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Number of Informal Reports (Disclosures – Not Investigated by College)	2	7	9	10	15
Number of Formal Reports (Investigated by College)	7	3	5	2	1
Incidents That Occurred off Campus	1	1	3	8	13
Incidents That Occurred on Campus	6	2	2	2	2
Unknown Where Incidents Occurred	2	7	9	2	1
Services or Accommodations Provided	5	6	14	6	13

Supports

Supports provided to all students impacted by sexual violence include a range of options and comprise the following at a minimum:

- Counseling – Social Worker on site (CMHA).
- Referral to Sexual Assault Crisis Centre.
- Medical follow-up with College Health Centre.
- Academic Accommodations through Student Services.
- Safety Plans.
- Interim measures (separation, change of sections, etc.).
- Follow up by Sexual Violence Lead.
- Reporting through the new REES (Respect Educate Empower Survivors) portal.

Sexual Violence Prevention (SVP) Committee

The SVP Committee meets monthly to review initiatives and suggestions towards educating students and the College community about sexual violence prevention. The Sexual Violence Prevention Committee is comprised of representatives from the following areas:

- Co-Chair, Associate Vice President, Safety, Security and Facilities Management.
- Co-Chair, Director, Student Services.
- Manager, Student Safety and Mental Health (seconded position from the Canadian Mental Health Association).
- One representative from outside the College community with expertise in sexual violence prevention (Sexual Assault Crisis Centre).
- One student representative from the Student Representative Council (SRC).
- One student representative from the Thames Student Institute (TSI).
- One student representative from the Saints Student Athletic Association (SSAA).

- Two students representing the student-led SVP team, which operates under the Student Representative Council. The team consists of two and six students who are not executive members of a student association, including at least one Residence Advisor from each campus residence.
- Academic Counselors from Student Services, one from Windsor and one from Chatham.
- College Resolution Officer.
- Management representatives from both on-campus Residences.
- Director, Athletics.
- Director, International Recruitment.
- A representative from Human Resources.
- Manager, Health, Safety and Wellness.
- A Nurse from the Health Centre.

The mandate of this Committee includes:

- Fostering greater awareness of sexual violence on campus through educational and awareness programs.
- Reviewing and proposing revisions to policy and procedures related to sexual violence and ensuring that the policy and procedures are reviewed annually.
- Remaining up to date on emerging best practices in the area of prevention and support, to make recommendations for the creation of new programs, and/or services where the need arises, or research suggests.
- Ensuring ongoing and appropriate training for faculty, staff, and student leaders.
- Develop strategies and introduce initiatives aimed at promoting a culture of respect and ending sexual violence on campus.
- Receive and review the Annual Report from the College Resolution Officer related to sexual violence which includes the following information:
 - The number of times students requested or received services, support or accommodations following an act of sexual violence and details on the services, support or accommodation measures requested or received.
 - Initiatives and programs introduced to promote awareness of services and support available to students.
 - The number and types of incidents and complaints of sexual violence reported by students. Details of implementation and effectiveness of the Policies and Protocols around Sexual Violence.

2021-2022 Initiatives

- The student-led SVP team initiated several educational and awareness campaigns related to healthy relationships, sexual violence prevention, mental health, etc. Their 2021-2022 annual report is attached to this Board report.
- The College seconded a position through the Canadian Mental Health Association who filled the position of Manager of Student Safety and Mental health. This position acted as a case manager for SV victims and helped guide the student-led SVP team. The manager also provided a direct care pathway for Resident Advisors, Student Government and Student Athletic Association.

- Collaboration with REES Community.
 - REES (Respect Educate Empower Survivors) is an online reporting portal that allows students to anonymously report sexual violence incidents.
 - Students can remain anonymous or connect with the College.
 - Students can easily access supports within the community or at the College without having to talk to anyone at the College. They are also able to see our process for reporting sexual misconduct.
 - The College has appointed two leads to follow up with any students who reach through the REES community portal.
 - REES provides the College with reports on disclosures at the end of each semester.

- Training
 - A “Trauma-Informed Care” education session was held to increase understanding and providing trauma-informed care when responding to sexual misconduct disclosures on campus. This session was attended by members of the SVP committee, Security services, Campus Health Centre and Student Services.
 - St. Clair College has purchased the Bringing in the Bystander training curriculum and will be developing a course that can be delivered on campus to students.
 - The residences located at St. Clair College hold training sessions on consent and health relationships with students during orientation and throughout the school year.

- Strengthening of Resources
 - Development of a Student Reporting Options and Resources flow chart to assist students with their understanding of how the College can help those who have experienced sexual misconduct (attached).
 - Sexual Misconduct Policy update. The SVP committee updated the policy, with assistance of legal counsel who also conducts any required sexual misconduct investigations for the College.
 - Update for the College Sexual Violence Prevention webpage.