



CONESTOGA
Connect Life and Learning

December 2020

Sexual and Gender-Based Violence Prevention and Response Report

Reporting Period: September 2019-August 2020

Executive Summary

Conestoga College Sexual and Gender-Based Violence Prevention and Response Report *(September 2019 - August 2020)*



The report provides an overview of information and data related to sexual and gender-based violence for Conestoga College as required by the Ministry of Colleges and Universities.

In addition to the institutional data required by the Ministry, this report includes information drawn from the Student Voices on Sexual Violence Survey (published March 2019), conducted with post-secondary students across Ontario.

The Student Voices report and Conestoga's internal research, along with evidence drawn from the general body of literature on these matters, have informed our institution's work over the past year.

Report highlights

As it relates to the Student Voices survey, we have chosen to focus on two important areas:

- Student satisfaction with the college's response to disclosures
- Student knowledge of resources and supports

In both of these areas, Conestoga's student response is closely aligned with the responses at other colleges. Overall, the survey results indicate that we can improve across the sector and at Conestoga, we are taking action to do so. As such, we are focusing our initiatives to align with improvement in these areas.

The report outlines the advancements and achievements we have made over the past year. Most notable is the approval, recruitment and hiring of a Sexual and Gender-Based Violence Prevention and Response Coordinator and the impact this new role has already made. Which includes:

- Completion of a Needs Assessment for Conestoga based on "Listening and Learning" meetings with student groups, college departments, and community partners and a review of best practice research, including resources provided by the national "Courage to Act" initiative
- Leading a subcommittee in the revision of the college's disclosure process
- Outlining pillars and outcomes for program planning to ensure alignment with college objectives

In addition to the above, the coordinator has taken a key role in supporting students directly.

Disclosures, formal complaints or incidents of sexual violence reported by Conestoga students

Per Ministry reporting requirements, we have included the following institutional data.

Type	Number
Total Number of Disclosures	19
Total number* of Formal Complaints or Incidents of Sexual Violence	10
Total number of formal complaints or incidents of sexual assault	17
Total number of formal complaints or incidents of sexual harassment	9
Total number of formal complaints or incidents of stalking	3
Total number of formal complaints or incidents of indecent exposure	0
Total number of formal complaints or incidents of voyeurism	1
Total number of formal complaints of incidents of sexual exploitation	2

*Please note, the total number of complaints or incidents of sexual violence will be lower than the types described above, as an incident may be defined under more than one type.

Conestoga College Sexual and Gender-Based Violence Prevention and Response Report

Reporting Period: September 2019-August 2020

Prepared by: Christine Glogovic, Sexual and Gender-Based Violence Prevention and Response Coordinator & Trish Weigel-Green, AVP Student Affairs

This report provides an overview of information and data related to sexual and gender-based violence as required by the Ministry of Colleges and Universities. It also describes initiatives that have been started at Conestoga within the last year to bolster organizational response.

Definition of Sexual Violence

“Any sexual act or act targeting a person’s sexuality, gender identity or gender expression, whether that 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.” -Bill 132 (2016).

(Further definitions pertaining to this report can be found in **Appendix A.**)

As outlined by the Ministry: Every college or university shall collect from its students and other persons, and provide to the Minister, such data and other information related to the following as may be requested by the Minister, in the manner and form directed by the Minister.

Per the MCU Act, Institutions are to report the following to their Board annually:

- The 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 the supports, services, and accommodations.
- Any initiatives and programs established by the college or university to promote awareness of the supports and services available to students.
- The number of incidents and complaints of sexual violence reported by students, and
- The implementation and effectiveness of the policy.

For this year’s report, we have also chosen to provide information and data from the *Student Voices on Sexual Violence Survey* (published March 2019), which offers both a macro-level view of the data collected in the survey and data specific to Conestoga College.

Student Voices on Sexual Violence Survey

March 19, 2019

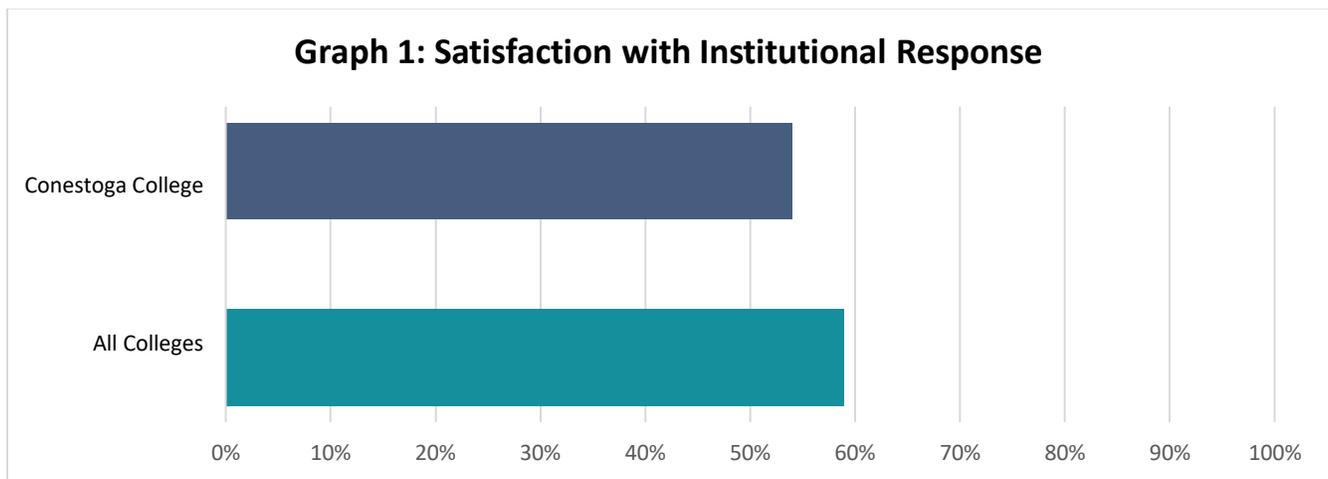
The *Student Voices on Sexual Violence Survey* was conducted with post-secondary students in Ontario in 2018 to gather information about perceptions and experiences of sexual violence to inform and enhance the sexual violence response and prevention efforts in Ontario post-secondary institutions. Additionally, the survey provides information about students' perception of their institutions' response to sexual violence and the services available to them.

Highlights of the survey results include:

- 49.6 percent of college students reported at least one experience of sexual harassment in the past academic year.
- 23 percent of college students reported at least one incidence of stalking in the past academic year.
- 17 percent of college students reported being sexually assaulted in the past academic year.

Satisfaction with Institutional Response

In one section of the survey, students identified how satisfied they were with the support they received when disclosing. The results are below (Graph 1)



All Colleges: 59% of students reported being Very Satisfied or Satisfied

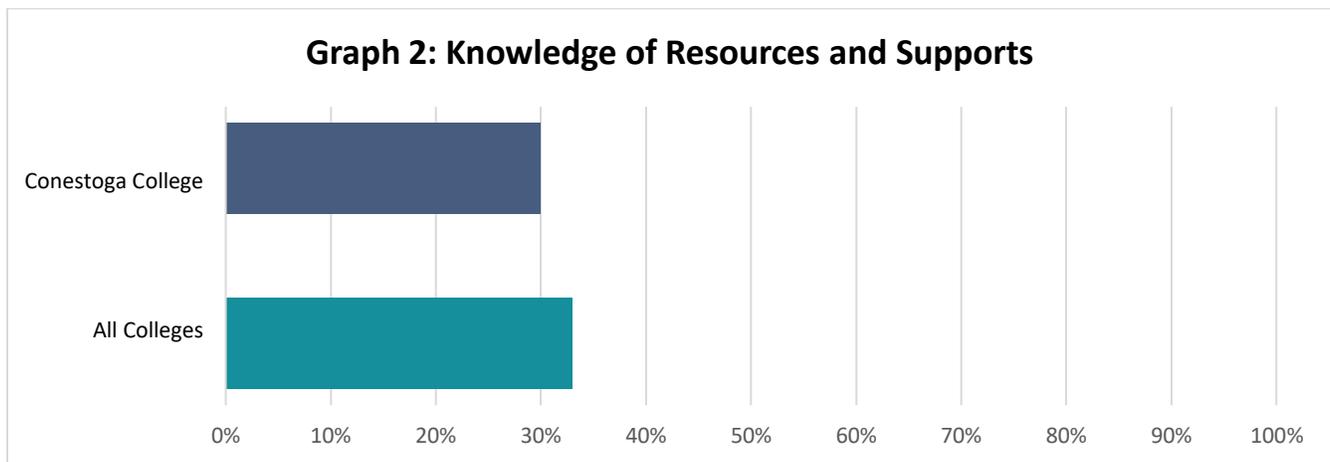
Conestoga College: 54% of students reported being Very Satisfied or Satisfied.

Analysis and Action: Based on this data, one of the focus areas for the task force has been a review of our current disclosures process. This has included external research on best practices, internal research and discussion with college stakeholders.

In addition, the Sexual and Gender-Based Violence Response Sub-committee was established to review the current process when responding to sexual and gender-based violence, identify potential gaps in this process, and ensure that the process and practice are trauma and culturally informed. A revised disclosure process will be in place in early 2021.

Knowledge of Resources and Supports

In another section of the survey (Graph 2), students were asked to identify how satisfied they were with the information they were provided related to services and supports at their institution.



All Colleges 33% of students Strongly Agree or Agree

Conestoga College 30% of Strongly Agree of Agree.

Analysis and Action: The survey results indicate that Conestoga College should take steps to ensure that students and staff are aware of the Sexual and Gender-Based Violence services and supports that are available and that these resources are promoted across all campuses. With these goals in mind, a group of 4th year Bachelor of Community and Criminal Justice students worked with our task force on a capstone research project focusing on student awareness of service and supports. Over an 8-month period, the students engaged in external and internal research, including focus groups with our students. Recommendations provided in their report have guided many of the updates and changes made to programming and promotion.

Conestoga College Initiatives

Programs Established to Promote Awareness of Supports and Services Available to Students

In June 2019, Conestoga College established the Sexual Violence Education and Prevention Task Force as required by the Ministry. The task force continues to meet regularly and is comprised of

representatives from across the college, including students. The task force works to achieve the purpose and objectives identified in the terms of reference, which include:

- To share information on sexual violence prevention-related work and initiatives
- Foster greater awareness of sexual violence through educational programs
- Review and propose revisions to policy and procedures related to sexual violence
- Review and offer feedback on roles, services, support, and processes related to sexual violence
- Remain up-to-date on emerging and current best practices in the area of prevention and support and make recommendations for the creation of new programs and/or services
- Review and recommend appropriate training for the college community
- Participate in the decision-making process for the application, implementation and evaluation of external grants, including ministry funds

New Role

One of the task force's specific recommendations was to hire a Sexual and Gender-Based Violence Prevention and Response Coordinator. The goal of creating this role was to have a centralized expert to identify the strengths and areas of growth in promoting supports and services available to students and reviewing policies, procedures and practices.

In April 2020, the successful candidate began in this position. This employee provides students who experience or witness sexual and gender-based violence with a single point of access to ensure they are informed, supported and included from the initial point of disclosure/formal report to completion (see **Appendix B** for internal marketing example).

Programming

In 2019, a Sexual and Gender-Based Violence Prevention Sub-committee was established to review current prevention work provided to students by various departments, identify gaps and develop ways to enhance the existing programming. This sub-committee is also exploring creative ways to reach students to ensure they are informed about the supports and services available to them at Conestoga College.

With the onset of COVID-19 in March 2020, all existing sexual and gender-based violence prevention programming was transferred to virtual workshops, ensuring students continue to have access to this information. In partnership with the Sexual Assault Support Centre of Waterloo Region, five sexual and gender-based violence prevention workshops are offered each semester, including 1) Consent 2) Healthy Relationship 3) Virtual Harassment 4) Bystander Interventions and 5) Responding to Disclosures. Information on supports and services available to students is provided before and during each of the workshops. Student attendance at these workshops has been lower than desired.

Strategies to continue to promote and increase virtual attendance to these workshops are being explored.

Additional Sexual and Gender-Based Violence prevention initiatives and programs provided to students by our departments include:

Program	Description	Participation
Conestoga 101	Conestoga 101 is a self-directed course that focuses on introducing new students to the supports, services, and opportunities available at Conestoga College.	90% of new students
Sexual Violence and Consent Training	Training to understand consent, harassment and bystander intervention.	22 students
International Women’s Day Workshops	<i>Addressing Violence Against Women</i> workshop discussing how different actions, behaviours, attitudes, and beliefs contribute to a culture of gendered violence and providing practical tips to create a safer college community.	15 students
International Women’s Day Booth	Outreach event where students and faculty participated in interactive activities associated with International Women’s Day.	350 students
Consent Outreach	Dialogue with students at multiple campuses to assess prevention programming (partnership with the Sexual Assault Support Centre, Waterloo Region). Students were involved in a conversation about consent (barriers to create a culture of consent, how to apply consent practices in sexual and non-sexual contexts, etc.).	683 students
Young Men Leading Change Workshops	These workshops provided an opportunity for Conestoga College to collaborate with the Kitchener-Waterloo Multicultural Centre to address the gap in programming available for racialized men.	5 students
Safety, Security & Scams Workshops for International Students	Workshops helping students understand how to maintain their personal safety, both offline and online.	12 students

**Sexual and Gender
Violence Webpage**

Development of a webpage dedicated to Sexual and Gender-Based Violence Prevention and Response services and supports.

Needs Assessment and Program Development

From April to September 2020, the Sexual and Gender-Based Violence Prevention and Response Coordinator completed a Needs Assessment for Conestoga College. The Needs Assessment was completed through “Listening and Learning” meetings with various student groups and departments at Conestoga College and meetings with community partners. A review of best practice research, including the resources provided by “Courage to Act,” was also incorporated into the assessment. “Courage to Act” is a two-year national initiative to address and prevent gender-based violence at post-secondary institutions in Canada. With a team of experts from across Canada, the “Courage to Act” initiative has developed tools, created resources and shared strategies to take action on gender-based violence on post-secondary campuses.

In August 2020, based on the Needs Assessment results, a six-month programming plan was developed to enhance students’ awareness of support and services available to them. The programming plan outlines the agreed-upon objectives and characteristics to which all Conestoga programming needs will adhere. It also suggests possible assessment measures for programming to ensure we are gathering data and feedback on the value of programs and can determine if they meet our stated objectives.

Further work in this area for 2020/2021 includes:

- Finalize the branding and marketing for a Sexual and Gender-Based Violence campaign to further promote the role of the Sexual and Gender-Based Violence Prevention and Response Coordinator, supports, services and prevention workshops
- Further develop the Sexual and Gender-Based Violence Web Page
- Develop a social media plan to communicate with the college community
- Develop workshops to be offered to faculty: Sexual and Gender-Based Violence-The Who, What, Where, When and Why? The purpose of this workshop is to promote the supports and services available to students at Conestoga College and help faculty feel prepared to respond and refer to any disclosures they may receive
- Recruit a new group of student volunteers for Participation in the Sexual Violence Task Force, The Sexual and Gender-Based Violence Prevention Sub-committee and The Sexual and Gender-Based Violence Response Sub-committee
- Develop and implement a centralized database which will allow for data related to sexual and gender-based violence statistics to be analyzed further to inform and enhance college-wide prevention efforts

- Provide workshops for student-facing staff in partnership with the Sexual Assault Support Centre on Human Trafficking to enhance knowledge of the risk factors, signs, as well as services and supports available for students at risk or involved

Disclosure and Reporting

Definitions

Disclosure: to share information pertaining to an incident or incidents of sexual and/or gender-based violence for the purpose of learning about and/or receiving support and resources.

Formal Complaints or Incidents of Sexual Violence: to inform about an incident or incidents of sexual and/or gender-based violence for the purposes of initiating a college, criminal, civil and/or other action.

Disclosures, formal complaints or incidents of sexual violence reported by student:

Type	Number
Total Number of Disclosures	19
Total number* of Formal Complaints or Incidents of Sexual Violence	10
Total number of formal complaints or incidents of sexual assault	17
Total number of formal complaints or incidents of sexual harassment	9
Total number of formal complaints or incidents of stalking	3
Total number of formal complaints or incidents of indecent exposure	0
Total number of formal complaints or incidents of voyeurism	1
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**Please note, the total number of complaints or incidents of sexual violence will be lower than the types described above, as an incident may be defined under more than one type.*

Given the prevalence of Intimate Partner Violence (IPV) and risk or involvement in Human Sex Trafficking among students, Conestoga College will also support students impacted by these gender-based violence issues and collect related data. This data will continue to inform our prevention strategies.

COVID-19 has exacerbated barriers that can prevent sexual and gender-based violence disclosures or formal reporting. These barriers can include an increase in feeling isolated and exacerbate symptoms

of anxiety and depression, which can make it more difficult to reach out. It is not uncommon for those who experience sexual and gender-based violence to be hesitant to disclose or to report formally. This pre-existing hesitancy may be further aggravated by the need to reach out virtually versus reaching out in person. Since the onset of COVID-19 and the closure of physical campuses in March 2020, there have been no additional formal sexual or gender-based violence reports.

During COVID-19, it has been well documented that IPV has increased in all communities. This has heightened concerns related to ensuring that all prevention and response programming for students is delivered in a way that considers the potential safety risks for students in their own residences.

Supports and Services

The chart below shows the number of times that supports, services and accommodations relating to sexual violence were requested and obtained by students enrolled at the college.

Supports/Services	Total Number of Times Accessed
College Counselling Services	17
Accessible Learning Services	4
College Medical Care Clinic	1
Community Supports/Services	2

In addition to the supports/services listed above, Conestoga students continue to have access to the following services and supports:

- Conestoga College Mobile Safety App
- 24/7 telephone counselling services
- Partnerships with police services, local sexual assault support centre and with the Sexual Assault and Domestic Violence Program at our local hospital
- Sexual and Gender-Based Violence Prevention and Response Coordinator

For more information on these services:

Counselling

<https://studentsuccess.conestogac.on.ca/myWellness/counselling>

Accessible Learning

<https://studentsuccess.conestogac.on.ca/myLearning/AcademicAndTestingAccommodations>

Medical Care

<https://studentsuccess.conestogac.on.ca/myWellness/medicalcare>

Sexual and Gender-Based Violence Prevention and Response Coordinator

<https://studentsuccess.conestogac.on.ca/mywellness/sexualandgenderbasedviolence>

Policy and Procedures

Implementation and Effectiveness of the Sexual Assault and Sexual Violence Policy and Procedures

The Conestoga College Sexual Assault and Sexual Violence Policy and Procedure were presented to the Board of Governors for approval on October 7, 2019, and posted on the college website thereafter.

As recommended by the “Courage to Act” initiative, software has been purchased to collect data related to Sexual and Gender-Based Violence disclosures and create formal reports at Conestoga College. This new software will allow us to collect data needed to explore the effectiveness of our policies and procedures, including but not limited to:

- How many students use informal processes
- How many complaints are formally investigated
- How often are investigations suspended because criminal charges were laid
- How often do complainants withdraw
- How frequently are breach of policy findings made by different fact-finders
- The range of outcomes
- The number of disclosures versus formal reports

Appendix A

Sexual Assault: Non-consensual sexual contact or activity, including the threat of such activity, done by one person or group of persons to another. Sexual assault can range from unwanted sexual touching, kissing, or fondling to forced sexual intercourse. Sexual assault can involve the use of physical force, intimidation, coercion, or the abuse of a position of trust or authority.

Sexual Harassment: a course of unwanted comments, conduct and/or communication-based on sex, sexual orientation, gender, gender identity, or gender expression that is known or should have been known to be unwelcome. Sexual harassment includes making unwelcome sexual solicitations, attentions, or advance; the implied or expressed promise of benefits or advancement in return for sexual favours; threats of reprisals for rejecting unwelcome solicitations or advances; engaging in comment or conduct that creates a hostile or poisoned environment to persons of a specific sex, sexual orientation, gender identity, or gender expression; and incidents that occur through electronic means.

Stalking: 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. Stalking includes non-consensual communications (e.g., face to face, phone, electronic); threatening or obscene conduct or gestures; surveillance and pursuit; and sending unsolicited gifts.

Indecent Exposure: The exposure of the private or intimate parts of the body in a lewd or sexual manner, in a public place when the perpetrator may be readily observed. Indecent exposure includes exhibitionism.

Voyeurism: When an individual secretly observes another person without their consent and in circumstances where they could reasonably expect privacy. Voyeurism may include direct observation, observation by mechanical or electronic means, or visual recordings.

Sexual Exploitation: Taking advantage of another person through non-consensual or abusive sexual control. This may include the digital or electronic broadcasting, distributing, recording or photographing of people involved in sexual acts without their consent.

Intimate Partner Violence: When an individual experiences intensive, possessive, manipulating behaviour(s) by a boyfriend/girlfriend or partner. Other behaviour(s) may include various forms of control as well as verbal abuse, threats or physical assault(s).

Human Sex Trafficking: The recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of sexual exploitation.

Appendix B

From: Krystal Szatanski

Mon 2020-11-23 10:36 AM

The following message is being sent to all administrative employees on behalf of Trish Weigel Green, Associate Vice President, Student Affairs. Please forward to your teams as appropriate.

We are pleased to announce that Christine Glogovic has joined Student Affairs in the new role of Sexual and Gender-Based Violence Prevention and Response Coordinator.

Christine started in April 2020 and has been actively connecting with and advising other college areas, completing a needs assessment for her area of focus, and contributing to various committees. Christine's previous role was as an integral part of the leadership team at the [Child Witness Centre](#). She has an extensive background in child welfare, children and youth mental health, family court and the criminal justice system. Time spent working in these areas has given her valuable experience working with both survivors and individuals who have offending behaviours of sexual and gender-based violence. Christine holds a master's degree in social work and bachelor's degrees in both psychology and sociology.



This new role was approved in Fall 2019 to create a centralized contact and support person for the college regarding sexual and gender-based violence matters. It builds upon many individuals and departments' excellent contributions to response procedures and policies, supporting students, and prevention and awareness programming. As we continue building capacity and knowledge to expand and improve service delivery, this role provides a designated subject-matter expert and an experienced navigator of sexual and gender-based violence response.

For more information, visit the new [Sexual and Gender-Based Violence Prevention and Response](#) webpage. Please contact Christine with any questions you may have about her role and how she can support you and your students. I have attached an image promoting this new role, that you are welcome to share with students as you see fit. It can also be found via the [service promotion page](#) on the Student Success website.

Sincerely,

Trish Weigel Green

AVP, Student Affairs

Conestoga College Institute of Technology & Advanced Learning

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Email image attachment:

SEXUAL AND GENDER-BASED VIOLENCE PREVENTION AND RESPONSE



Have you experienced sexual harm?

Have you been intimidated, been discriminated against, or experienced abuse related to your gender?

Did you witness or have someone disclose this type of incident to you?

We are available if you need support, aren't sure what to do, or just need to speak to someone.

sgbv@conestogac.on.ca

There is no timeframe for when an incident occurred for someone to access support, and you do not need to disclose what happened in order to get help.

studentsuccess.conestogac.on.ca/myWellness/SexualAndGenderBasedViolence