



CONESTOGA
Connect Life and Learning

Sexual & Gender-Based Violence ANNUAL REPORT

May 2024 – April 2025

Introduction

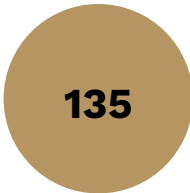
The Sexual & Gender-Based Violence Annual Report is delivered per MTCU Act, Ontario Reg. 131/16 (Sexual Violence at Colleges and Universities). This report presents data and insights which illustrate Conestoga's efforts to educate, prevent, and respond to sexual and gender-based violence within the College community as is our requirement per the Ministry of Training, Colleges and Universities, and our duty to the students we serve. It has been created in partnership with the Sexual & Gender-Based Violence Prevention and Support Office and the Dean of Students Office, with input from the College's Sexual and Gender-Based Violence Task Force and Prevention Subcommittee. This report is presented to and reviewed by Conestoga's Advisory Committee on Academic and Student Affairs (ACASA) and subsequently the Board of Governors.

In doing this work, Conestoga's Sexual & Gender-Based Violence Prevention and Support Office (referred to as the "SGBV Prevention & Support Office" or "the Office") is not only meeting our legislative responsibility, we are also working to create safer and more inclusive spaces, with barrier-free access to supports and trauma-informed and student-centred programming.

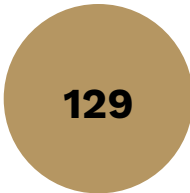
The Ontario Coalition of Rape Crisis Centres reports that **1 in 4** women and **1 in 6** men will experience sexual or gender-based violence in their lifetime, and this number jumps to **1 in 2** for trans people (OCRCC, 2023). We also know that **people between the ages of 15 to 34 experience higher rates of sexual assault than any other age group** (OCRCC, 2023). Post-secondary students are uniquely vulnerable during what is known as the "Red Zone", which refers to the period between orientation week and Halloween. This is the period when students are most likely to experience sexual violence on campus due to converging factors such as increased alcohol consumption, newly living away from home and a lack of consent education (Me Too Movement, 2020). Post-secondary institutions have an obligation to disrupt these trends.

The report is comprised of two sections. The first section, titled *Responding to Sexual & Gender Based Violence*, provides statistical and demographic information about the sexual and gender-based violence cases handled by the SGBV Prevention and Support Office and the supports and processes accessed by those who've been impacted by sexual and/or gender-based violence. The second section, titled *Prevention, Education & Outreach*, shares details about the work being done to increase knowledge on consent, sexual and gender-based violence and gender equity.

Responding to Sexual & Gender-Based Violence



Cases referred to Conestoga’s Sexual & Gender-Based Violence Prevention and Support Office



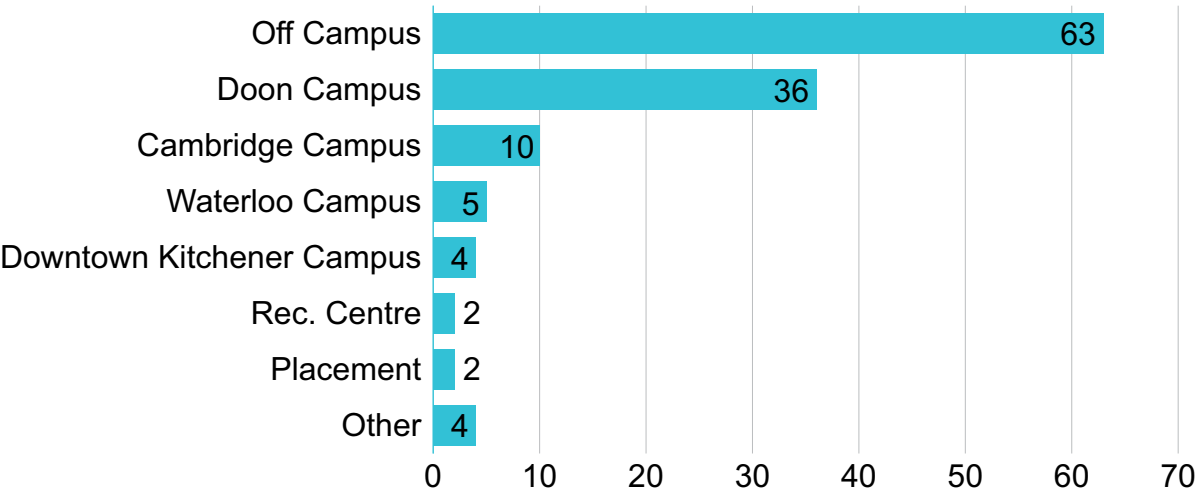
Reporters/Survivors supported by the Sexual & Gender-Based Violence Prevention and Support Office

While there were 135 cases supported by the Office, **9** of these cases were triaged to a more appropriate area of the College for further support. It is also important to note that some cases may involve more than one survivor.

Throughout this report we use the terms ‘reporter’ and ‘survivor’. Conestoga’s SGBV Policy refers to those engaged in a formal process via the SGBV Policy as ‘reporters’. ‘Survivor’ is a term referring to someone who has survived an incident of sexual and/or gender-based violence.

Where is sexual & gender-based violence taking place?

The chart below captures the locations where survivors reported experiencing sexual & gender-based violence. Off Campus (63), Doon Campus (36), Cambridge Campus (10), Waterloo Campus (5), Downtown Kitchener Campus (4), Rec Centre (2), Placement (2). ‘Other’ includes the Brantford Campus (1), Skilled Trades Campus (1), Guelph Campus (1), and the Doon Residence (1). It should be noted that ‘Off Campus’ also captures cases of online SGBV.



When is it taking place?

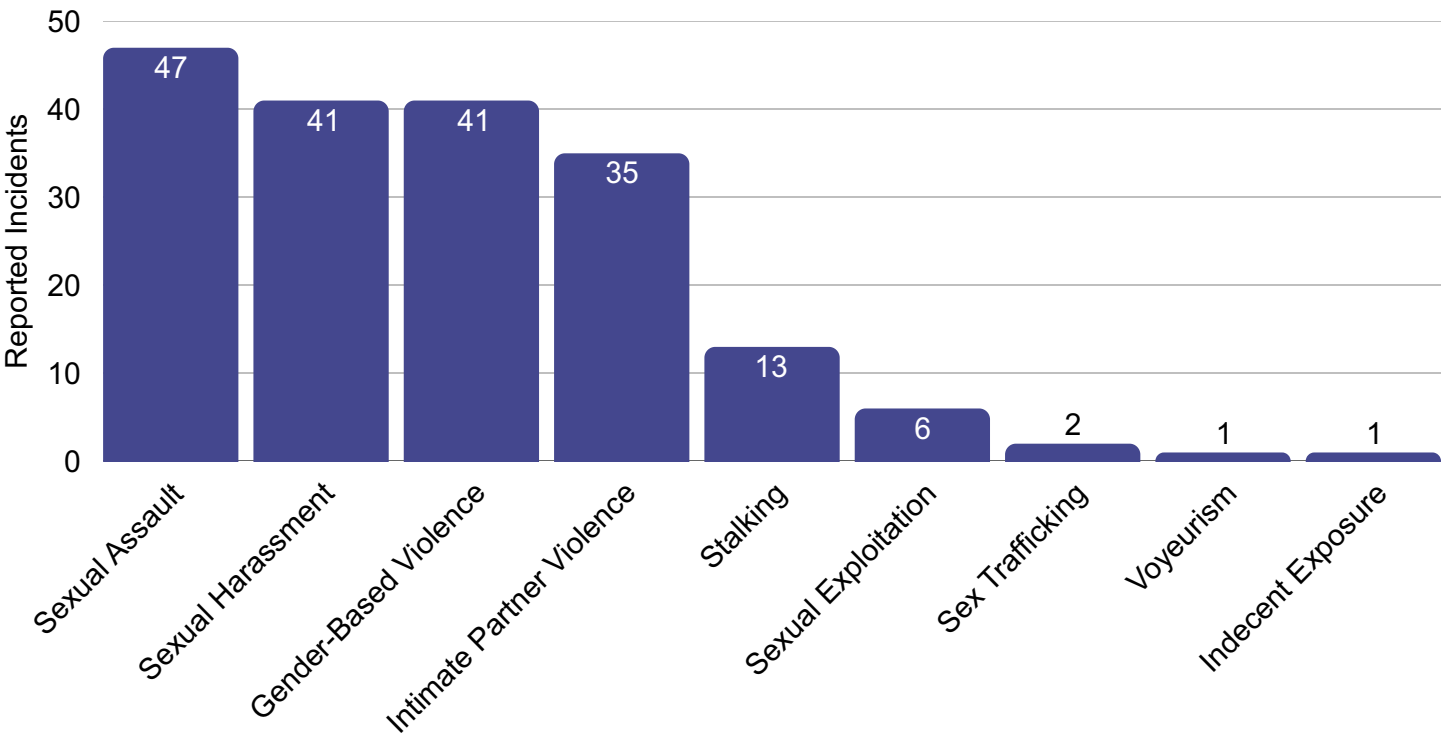
A **recent** incident is defined as having occurred within one year of being reported, whereas a **historical** incident is one that has occurred outside of that window. Conestoga provides supports for member of the College community who have been impacted by sexual or gender-based violence, regardless of when the incident occurred.



While 88% of the incidents reported to the SGBV Prevention and Support Office were recent, there were many people who accessed supports related to a historical incident. It should also be noted that experiencing a past incident does not preclude someone from experiencing an incident in the future, and many survivors deal with historical trauma and recent trauma concurrently.

What types of violence are being disclosed?

The bar chart below shows the types of sexual/gender-based violence that were disclosed to the Office. It should be noted that it is common for those reporting sexual and/or gender-based violence to experience more than one type of violence concurrently, this is reflected in the numbers below.

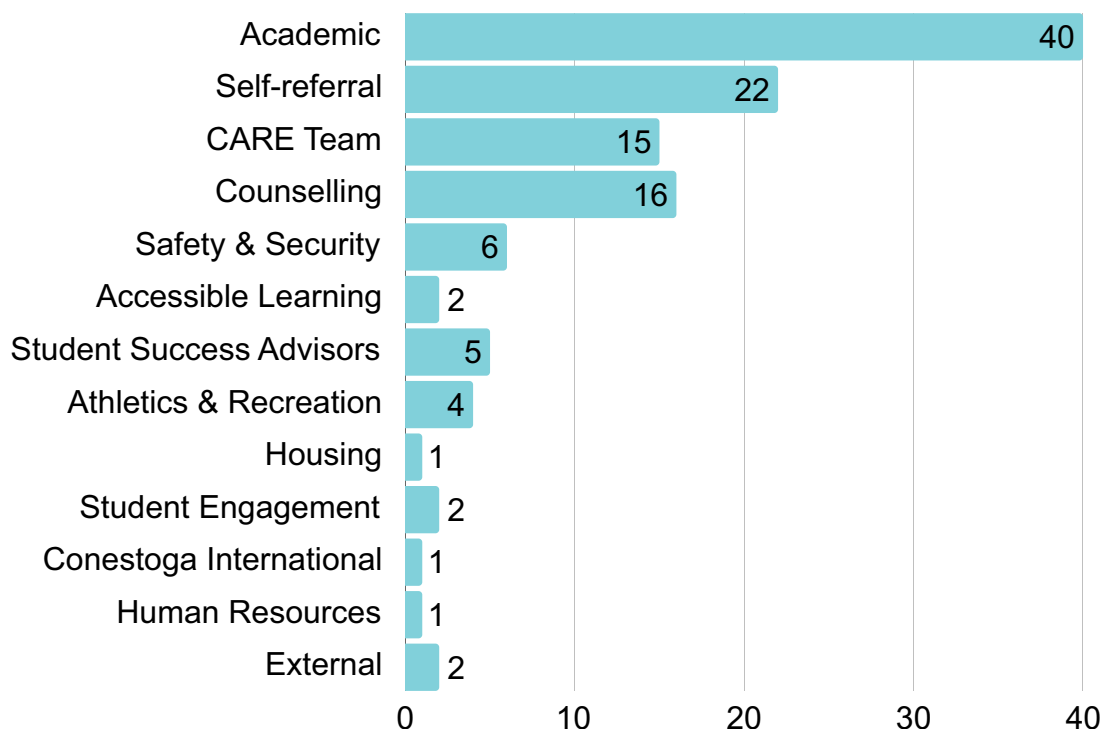


Sexual Assault (47), Sexual Harassment (41), Gender-Based Violence (41), Intimate Partner Violence (35), Stalking (13), Sexual Exploitation (6), Sex Trafficking (2), Voyeurism (1), Intimate Exposure (1). The definition of each type of violence can be found in Appendix B.

How are survivors becoming connected to supports?

Survivors are referred to the SGBV Prevention & Support Office from many different areas of the College, and faculty and staff have a ‘duty to report’ suspected incidents of SGBV to the Office, as per Conestoga’s Sexual & Gender-Based Violence Policy. As a result, the same incident is sometimes reported by more than one area.

The chart below displays the number of referrals to the SGBV Prevention & Support Office by each department or area:

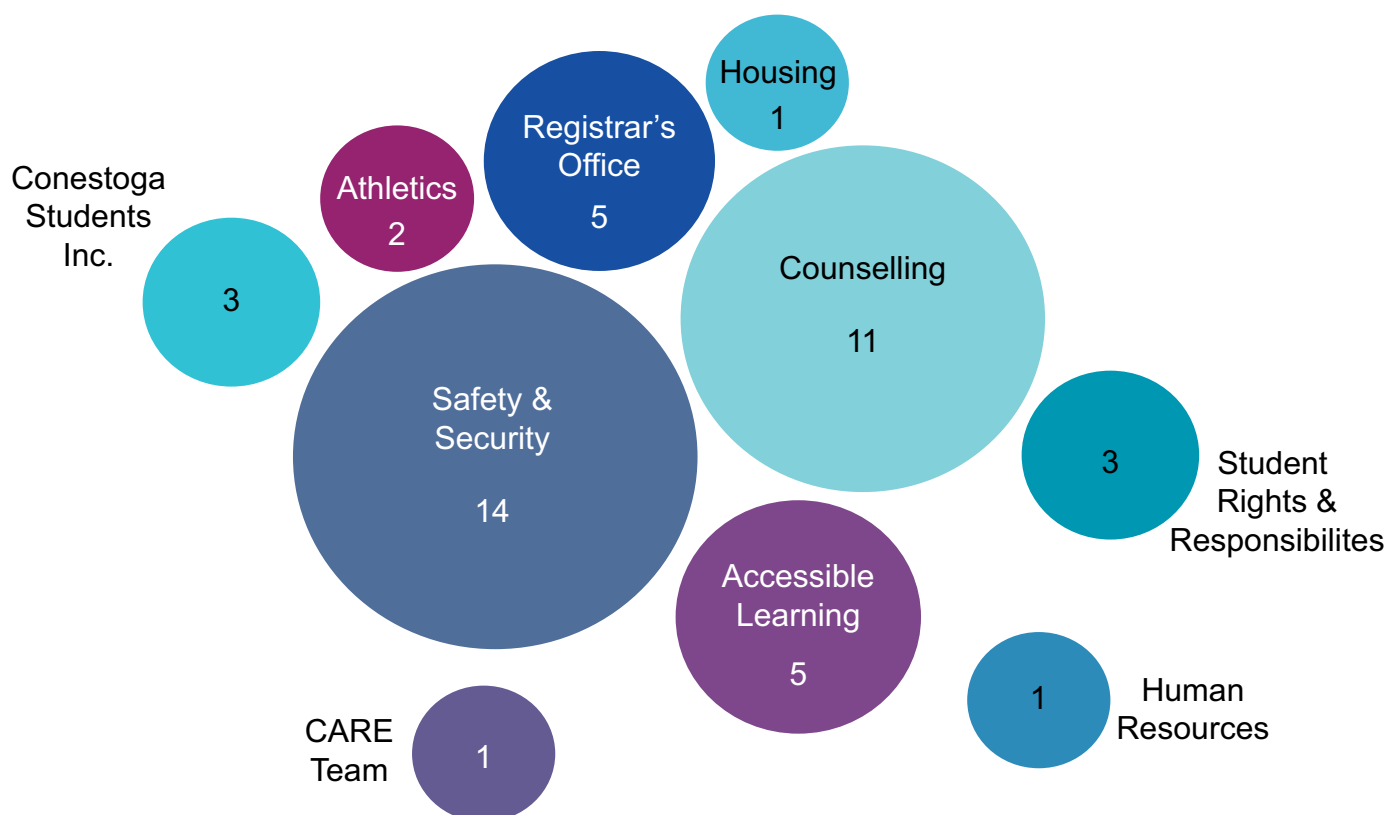


Academic (40), Self-referral (22), CARE Team (15), Counselling (16), Safety & Security (6), Accessible Learning (2), Student Success Advisors (5), Athletics & Recreation (4), Housing (1), Student Engagement (2), Conestoga International (1), Human Resources (1), External (2).

‘Academic’ refers to any referrals made by staff directly associated with an academic program - this includes educators, program coordinators and placement supervisors. ‘External’ refers to organizations outside of the College who refer back to the College, this includes police, hospital, victim services, sexual assault and domestic violence support services and other community supports. It should also be noted that some areas of the college receive third party reports, such as the CARE Team (18), Student Rights & Responsibilities (5) and Safety & Security (4), which are then shared with the SGBV Prevention & Support Office.

What internal supports are survivors accessing?

When students work with the Sexual & Gender-Based Violence Prevention and Support Office, they are provided with a trauma-informed needs assessment and the opportunity to tailor a plan to their unique needs and situation. Many students access on-going emotional support from the SGBV Prevention & Support Office for duration of their time at the College. Students who have experienced sexual or gender-based violence may have many different needs related to their experience, and below are some of the areas of the College that the Office most frequently collaborates with to ensure student needs are met:



Housing (1), Registrar's Office (5), Athletics (2), Conestoga Students Inc. (3), CARE Team (1), Accessible Learning (5), Human Resources (1), Student Rights & Responsibilities (3), Counselling (11), Safety & Security (14).

While the supports provided by some service areas are obvious, i.e. Counselling provides counselling services, and Housing helps connect students with housing - the supports offered by other areas require more explanation:

Accessible Learning collaborates with the Office to support students with academic accommodations and other accessibility needs related to their experience of SGBV.

Athletics collaborates with the Office on a case-specific basis to ensure SGBV Policy is being met in recreational spaces.

CARE Team collaborates with the Office on cases with complex and far-reaching student wellness needs.

Conestoga Students Inc. provided emergency support bursaries, and Student Nutritional Access Program (SNAP).

Human Resources advises and supports in cases involving student-employees.

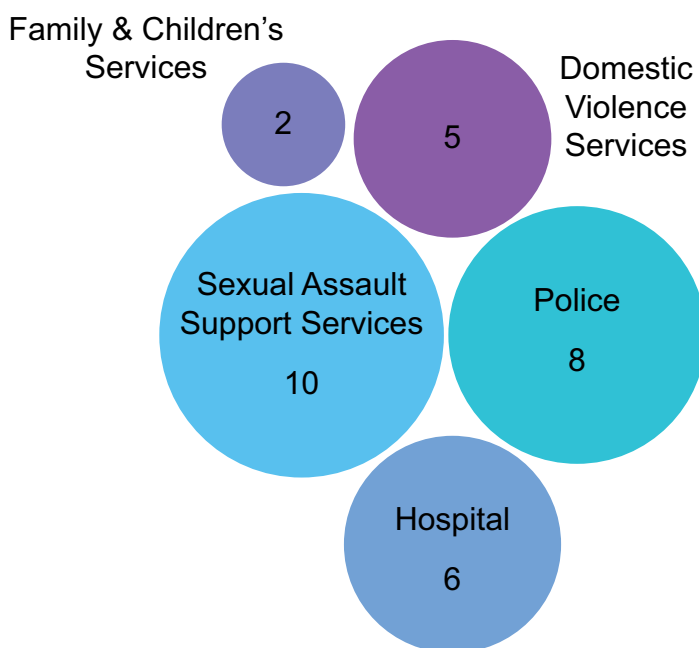
Registrar's Office supports students with programming changes, withdrawals, and tuition-related concerns.

Student Rights & Responsibilities collaborates with the SGBV Office to implement interim and immediate measures to increase survivor safety, and also when students opt for informal or alternate resolutions, SRR assists with this process, and supports respondents whenever required.

Safety & Security can act as a first point of contact when an incident occurs due to their physical presence on each campus, they also collaborate with the SGBV Prevention & Support Office to offer safety planning, and implement interim and immediate measures per the SGBV Policy.

What external supports are survivors & reporters accessing?

As mentioned above, not all survivors or reporters choose to access supports. Excluding the limitations to confidentiality, the Sexual & Gender-Based Violence Prevention and Support Office supports the decision of the survivor to access or not access any community resource they choose. Below are some of the most commonly accessed community resources.



Family & Children's Services (2), Domestic Violence Services (5), Sexual Assault Support Services (10), Police (8), Hospital (6).

Formal Reporting at Conestoga College

During to 2024-2025 year, the Sexual & Gender-Based Violence (SGBV) Prevention and Support Office supported 129 survivors, with 35 choosing to engage in formal internal and external processes. While formal pathways are not the preferred option for every survivor of sexual or gender-based violence—often due to concerns about retraumatization—the SGBV Office is committed to helping students explore all available options. For those who choose to move forward formally, the Office provides guidance in navigating Conestoga’s SGBV Policy and connects with community partners to ensure warm transfers and coordinated support.

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External
Formal
Processes

For the purpose of this report, an individual is understood to be engaged in an external formal process when they’re part of a legal, criminal or civil process. This might include reporting to police, seeking a peace bond or restraining order, taking part in legal proceedings related to SGBV, working with family and children’s services.

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Internal
Formal
Reports

As per the definition in Conestoga’s Sexual & Gender-Based Violence Policy (p.8), a formal report is when an individual shares their experience for the purpose of initiating a formal investigation by the College. There were 15 formal reports of sexual violence during the 2024-2025 year.

1

College-
Initiated
Investigaton

As per section 10.4 of Conestoga’s Sexual and Gender-Based Violence Policy, the College may initiate it’s own investigation following one or more third party or anonymous reports of sexual violence. There was one college-initiated investigation during the 2024-2025 year.

Prevention, Education & Outreach

Conestoga's prevention, education and outreach initiatives engaged over 5000 students across campuses, both in-person and virtually, with numerous ways to increase awareness on topics related to consent, sexual and gender-based violence prevention and gender equity.

Conestoga's Sexual & Gender-Based Violence Prevention and Support Office acts as a central database to keep track of the College's many efforts to prevent and address sexual and gender-based violence and promote gender equity and inclusion. In this section we will provide details about the different types of engagement taking place:

Be-Dah-Bin Gamik Indigenous Services

Be-Dah-Bin Gamik contributed to sexual and gender-based violence prevention and awareness through culturally grounded initiatives, including:

- Red Dress Campaign, honouring Missing and Murdered Indigenous Women and Girls (MMIWG) by displaying red dresses across campus ahead of Red Dress Day (May 5), in collaboration with Conestoga Students Inc.
- Resource Fair: Hosted a resource fair in September 2024 featuring the Sexual & Gender-Based Violence Prevention and Support Office, helping Indigenous students connect with available support services.

Consent Culture & Student Engagement

Between May 2024, and April 2025, Student Engagement delivered a robust slate of programming focused on sexual and gender-based violence prevention and education. This included 16 events, such as workshops on consent, virtual consent and harassment, healthy relationships, and bystander intervention, as well as extensive outreach during Consent Awareness Week across multiple campuses.

Notable initiatives included:

- Semesterly facilitation of the Consent Culture Workshop Series: What is Consent?, Healthy Relationships, Virtual Consent and Harassment and Bystander Intervention (more information on the content of these workshops can be found in Appendix C.).
- Campus outreach at Brantford, Cambridge, Doon, Downtown Kitchener, Guelph, Milton, Reuter, and Waterloo.
- Collaboration with the Sexual Assault Support Centre of Waterloo region for Consent Culture outreach.
- A large-scale International Women's Day event at the Downtown Kitchener campus.

International

The International Department contributed to sexual and gender-based violence prevention through targeted programming for international students:

- Staying Safe in Canada Webinar Series:
 - Offered once per semester and tailored specifically to the needs of international students.
 - Included a segment focused on sexual and gender-based violence, sharing resources and information to raise awareness and promote safety
 - Aimed to support a vulnerable student population by providing culturally relevant and accessible education.

Residence

Throughout the year, Conestoga's Residence team supported sexual and gender-based violence prevention through a mix of interactive programming and passive education, including:

- Interactive Events:
 - *Sexy Trivia, Boundaries and Brushes, and Let's Taco 'Bout Sex and O-Week Sexy Consent Bingo* offered engaging opportunities for students to learn about consent, healthy relationships, and sexual health.
- Passive Education & Outreach
 - Residence Advisors created educational boards focused on safe sex and harm reduction.
 - Condoms were distributed to promote sexual health and safety.
 - Collaborated with the SGBV Office on lobby booths and social media outreach during the 16 Days of Activism Against Gender-Based Violence.

Athletics & Recreation

Athletics & Recreation supported SGBV prevention and gender equity through inclusive programming and awareness initiatives. Highlights from 2024-2025 included:

- A four-team Women's Cricket Tournament hosted in Winter 2025, engaging over female athletes from across Ontario.
- Regular Women's "Learn to" sports programs.
- Women's Only Rec Days, featuring one-day tournaments in badminton, soccer, volleyball, and cricket.
- Women's Only Fitness Programming, including Ladies Who Lift, fitness classes, and access to private training spaces—with over 90% female attendance in fitness classes.

The department is committed to using varsity athletics to promote SGBV awareness campaigns and partnering with the SGBV office on future initiatives.

Conestoga Students Inc. (CSI)

CSI supported sexual and gender-based violence prevention, education, and outreach through a wide range of events and campaigns between May 2024 and April 2025:

- Educational & Awareness Events:
 - Sex Ed with Sabrina: Covered topics such as consent, online dating safety, porn literacy, and sexual exploration.
 - Sexy Bingo: Promoted sex positivity and consent education through a fun, interactive format.
 - Sex(ual Health), Drug (Safety) & Rock 'N Roll: Featured Laura Jane Grace and discussions on consensual sex and drug safety.
 - Condom Royale: A casino-themed event focused on sexual health and safety.
 - Period Party: Addressed menstrual equity and myths, with resource booths from ACCKWA, PAMCO, and Period Purse.
 - International Women's Day High Tea: Celebrated women's achievements through a discussion panel.
- Integration into Large-Scale Student Events:
 - Summer, Fall, and Winter Kick-Off Fests: Included concerts and resource fairs featuring SGBV Prevention & Support Office and Consent Culture booths.
 - Pride Kick-Off Celebration: Featured drag performances and pronoun education.
 - Venue Concert Series: Showcased artists like Snotty Nose Rez Kids, who address themes of sexual and gender-based violence in their music.

Safety & Security

Campus Security supported sexual and gender-based violence prevention through safety-focused initiatives and frontline support:

- Frontline Support:
 - Maintained a physical presence on each campus, often serving as the first point of contact for disclosures of sexual or gender-based violence.
 - Provided consent information cards at all security desks to support immediate access to resources.
- Safety Tools & Education:
 - Developed and promoted the Mobile Safety App, offering direct access to SGBV supports and campus safety resources.
 - Delivered on-site education related to safety planning and campus safety protocols.
- Empowerment Programming
 - Facilitated the RAD (Rape Aggression Defense) Program, offering self-defense training and personal safety strategies.

Overview

The information above illustrates the myriad ways in which programming related to consent, gender-equity and sexual and gender-based violence prevention is happening at Conestoga.

The table below shows direct engagement numbers from the various activities detailed above, broken down by different department/area of the College, for a total of over 5000 students engaged.

Program Area	Number of Students Engaged
Be-Da-Bin Gamik	90
Student Engagement/ Consent Culture	1091
Residence	115
International	83
Athletics & Recreation	785
Conestoga Students Inc.	3000
Safety & Security	25
Total	5189

Conclusion

Conestoga's efforts to prevent and respond to sexual and gender-based violence continue to be guided by a survivor-centered policy framework that prioritizes safety, autonomy, and choice. This framework is reflected not only in the formal and informal processes it supports, but also in the expanding reach of education, outreach, and support across campuses.

Throughout the year, several key trends have emerged that will shape the continued development of SGBV prevention and response. Training remains a central focus, particularly for faculty and staff who often hold trusted relationships with students and may be the first to receive disclosures. In response to feedback, the SGBV Prevention & Support Office delivered four rounds of training to better equip faculty and staff with the knowledge and tools to respond effectively to disclosures of sexual and gender-based violence and understand their role within the College's policy. Additional training opportunities are being explored for student leaders, Residence Advisors, CSI executives, and other frontline roles to build a more informed and responsive campus community.

Student outreach continues to evolve in response to shifting demographics and emerging needs. There is a growing opportunity to collaborate with departments such as Health Services, Residence, and CARE to ensure programming is inclusive, accessible, and relevant. These partnerships will help strengthen the College's ability to meet students where they are and provide support that reflects their lived experiences.

Individual cases have also highlighted opportunities to improve existing policies and procedures. These insights are being used to inform survivor-centered amendments that enhance clarity, accessibility, and responsiveness. At the same time, shame and stigma remain significant barriers for students seeking internal support. To address this, the SGBV Office continues to deepen its relationships with community partners to ensure warm transfers and culturally appropriate care for those who prefer external pathways.

Finally, work is underway to develop meaningful impact metrics that will help assess the effectiveness of outreach and education efforts. These metrics will support continuous improvement and ensure that programming remains responsive to the changing needs of students.

The data and initiatives shared in this report demonstrate meaningful progress and emphasize a broad institutional commitment to fostering a culture of consent and accountability for all members of the Conestoga community.

If you have any questions or would like more information about the contents of this report, please email:

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Appendix

A. Definition of Sexual Violence:

“Any act or act of 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).

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 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.

B. Definitions related to Sexual & Gender-Based Violence:

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, abduction, fraud, deception, 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.

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.

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

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 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.

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 advances; 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.

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 recording.

C. Conestoga Consent Culture Workshop Series

Consent Culture runs a semesterly workshop series in partnership with the Sexual Assault Support Centre of Waterloo Region. These workshops are run virtually to allow opportunity for Conestoga community members across campuses to attend, and they are eligible for inclusion on students' co-curricular record:

What is Consent?

This workshop supports Conestoga's commitment to building a culture of consent by introducing the basics of consent, in both sexual and non-sexual contexts.

Bystander Intervention

This workshop introduces strategies for safely intervening in situations involving sexual and/or gender-based violence, encouraging active participation in creating a safer, more respectful campus environment.

Virtual Consent & Harassment

This session explores online sexual harassment and teaches strategies for practicing consent and respectful communication in digital spaces, supporting a safer virtual environment at Conestoga

Healthy Relationships

This workshop explores healthy, unhealthy, and abusive relationship dynamics, focusing on consent, boundaries, and communication—online and offline and helps connect participants to supports and resources.

References

Me Too Movement.

[The Red Zone: Sexual Violence on College Campuses Info Sheet \(May 2020\)](#)

Ontario Coalition of Rape Crisis Centres. (2023). [Statistics: Sexual Violence in Canada](#)