

October 2024

Sexual and Gender-Based Violence Prevention and Support Interim Report

Reporting Period: May 1, 2023 - April 30, 2024

Introduction

This report serves as the College's annual report per MTCU Act, Ontario Reg. 131/16 (Sexual Violence at Colleges and Universities). It has been created in partnership with the Sexual and 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. This report was reviewed at Conestoga's October 2024 Advisory Committee on Academic and Student Affairs (ACASA) meeting and subsequently at its October 2024 Board of Governors meeting.

The report includes information about ongoing prevention and education programming initiatives, current supports and services, and the common institutional metrics report. It also provides information about gender-based violence, intimate partner violence and human trafficking.

This report includes an appendix with the Ministry definitions that were used in this report.

Report highlights

Conestoga has worked to offer a range of educational opportunities and supports that are responsive to the needs of all members of the College community. We remain committed to ongoing learning about the needs of survivors, and best practices in preventive education, so that we can continue to offer high-quality supports, and educational opportunities that are responsive to the needs of the communities we serve.

We have included some noteworthy highlights from the last year. Additional details are provided in the report.

- Expanding the capacity of the Sexual & Gender-Based Violence Prevention and Support Office by creating a new Manager position. The hiring of the manager has allowed the Office to sustainably broaden its scope beyond direct student support, and to enhance the Office's prevention and education work in a way that is responsive to community need. The expansion of the SGBV Prevention and Support Office has allowed for an increased ability to identify and nurture the factors required for a fulsome culture of consent at Conestoga, including a centralized data collection system for reporting purposes.
- Conestoga Teaching and Learning offered a Symposium on Human Trafficking where faculty and staff came together for an evening to learn to identify, support and refer those impacted by Human Trafficking. Teaching and Learning partnered with the SGBV Prevention and Support Office, Waterloo Regional Police's Anti-Trafficking Unit and the Sexual Assault Support Centre of Waterloo Region to host a multi-dimensional panel discussion on Human Trafficking, and a forum theatre presentation. Over 60 staff attended.
- Building on the existing partnership with the Sexual Assault Support Centre of Waterloo Region. We have continued to grow and formalize our relationship with SASC Waterloo by inviting their educators to engage with Conestoga students at various events. This ensures smooth referrals between the College and SASC and encouraged Conestoga students to engage in SASC's work as placement students or volunteers, supporting and promoting SASC-led events such as Take Back the Night. We had almost 700 students engage in collaborative programming between Conestoga and SASC Waterloo.

Sexual & Gender-Based Violence Prevention Programming

The following section outlines sexual and gender-based violence prevention initiatives that have taken place at Conestoga College during the 2023/2024 year. Conestoga engaged 90% of incoming students with an online module to introduce them to concepts related to SGBV, and available supports. Conestoga engaged over 800 students, 150 staff and 100 community members on a myriad of topics related to consent, bystander intervention, healthy relationships, responding to disclosures, and gender equity, the details of which can be seen in the table below.

Initiative	Description	Participation
E3: A Workshop Exploring Conestoga's New Sexual and Gender Based Violence Policies and Procedures	A workshop run as part of E3 (Employees for Excellence in Education) Conference, Conestoga's multi-day internal conference for all staff. This session was run twice to help staff become familiar with the updated SGBV policies and procedures.	30 staff
Conestoga Consent Culture Workshops	In-person workshops offered by the Sexual and Gender Based Violence Office in partnership with residence staff, bi-annually with a focus on consent and healthy relationships and support/service awareness.	75 students
Consent Awareness Week and #WeBelieveSurvivors Day	An event held by post-secondary institutions across Canada, the third week of September to raise awareness of Consent and support survivors.	165 students across two campuses
Conestoga 101	Updated information on the Sexual and Gender-Based Violence Prevention and Support Office, services, and supports.	90% completion rate for new students
Sexual and Gender-Based Violence Prevention Workshops	Co-facilitated by Student Engagement: A series of workshops are offered at the beginning of the semester &	275 students

	repeated through the semester. Below you will see a further breakdown of this workshop series.	
16 Days of Activism Against Gender-Based Violence	An international campaign to challenge violence against women, girls, Trans and non-binary people. Tote bags designed and available to all employees and students, in partnership with Wilfrid Laurier University, University of Waterloo, and the Sexual Assault Support Centre of Waterloo Region and social media campaign.	410 students, faculty and staff
Take Back the Night	An annual community walk to bring awareness to sexual violence and provide support for survivors.	10 students and 100+ community members

Workshop Series

Topics	Attendance
What is Consent?	48
Healthy Relationships	116
Bystander Intervention	43
Sending the Right Message (Virtual Consent and Sexual Harassment)	68
Total	275

Conestoga has continued to offer a series of workshops at the beginning of the fall and winter semesters to reflect the best practice of building capacity for consent education during a time when sexual violence is statistically high at post-secondary institutions. Experience and trends indicate that sexual violence is more likely to occur at the beginning of the semester, Conestoga began offering the prevention workshop series at the beginning of each semester starting in September 2021, in addition to the workshops offered throughout each semester.

Other work completed in 2023/2024 includes:

- Collaboration with faculty members to offer guest-lectures on topics related to sexual and gender-based violence and consent education.
- Continuation of Sexual and Gender-Based Violence Prevention and Support workshops offered to all Conestoga students living in residence.
- Sexual and Gender-Based Violence Prevention and Support Staff attendance at various departments across Conestoga, and at college-wide events to increase awareness and reach and understanding of SGBV Policies & Procedures.
- Ongoing collaboration with community partners to improve and streamline the community response to sexual violence and capacity building relating to consent education.

Supports and Services

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

Supports/Services	Total Number of Times Accessed
Academic Adjustments/Accessible Learning Services	8
College Medical Care Clinic	2
Community Supports/Services	6
College and Counseling Services	9

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, and SGBV specific supports via SASC Waterloo
- Partnerships with local sexual assault centres, police stations and with the SADV program at our local hospitals

For more information on these services, click the links below:

[Mental Health Support - Counselling - Student Success | Conestoga College](#)

[Accessible Learning - Student Success | Conestoga College](#)

[Medical Care - Student Success | Conestoga College](#)

[Sexual and Gender Based Violence Prevention and Support - Student Success | Conestoga College](#)

Common Institutional Metrics

Types of Reports:

- **Disclosure:** to share information pertaining to an incident or incidents of sexual and gender-based violence for the purpose of learning about and/or receiving support and resources.
- **Formal Complaints or Incident of Sexual Violence:** to inform about an incident or incidents of sexual and gender-based violence for the purposes of initiating a college, criminal, civil, and/or other action.

Additional definitions provided in Appendix A.

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 formal complaints or incidents of sexual violence	42
Total number of formal complaints or incidents of sexual assault	14
Total number of formal complaints or incidents of sexual harassment	16
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	0
Total number of formal complaints or incidents of sexual exploitation	1
Total number of formal complaints or incidents of human sex trafficking	0
Total number of formal complaints or incidents of intimate partner violence	9

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

Disclosures of sexual violence made by Conestoga students

Type	Number
Total number of disclosures of sexual violence	57
Total number of disclosures of sexual assault	35
Total number of disclosures of sexual harassment	13
Total number of disclosures of stalking	1
Total number of disclosures of indecent exposure	0
Total number of disclosures of voyeurism	0
Total number of disclosures of sexual exploitation	1
Total number of disclosures of human sex trafficking	1
Total number of disclosures of intimate partner violence	12

**Please note, the total number of Disclosure may be lower than the types described above, as an incident may be defined under more than one type.*

Disclosures of gender-based violence made by Conestoga students

Type	Number
Total number of reported incidents of gender-based violence	17
Total number of formal complaints or incidents of gender-based violence	11
Total number of disclosures of gender-based violence	6
Total number of incidents reported which also included sexual harassment	7

Looking Forward

Conestoga remains committed to better understanding and meeting the needs of the diverse communities served by the College. We plan to continue expanding our educational offerings, and preventative programming based on student-identified need and interest. We will further develop our relationships within the communities we serve to make effective and relevant referrals and put an enhanced focus on relationship building between the Sexual & Gender-Based Violence Prevention and Support Office and all student-facing units of the College, to continue to streamline referrals and learning opportunities.

Appendix A - Definitions and Report Guidelines

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.

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.

