



Annual Report on the Sexual Misconduct Policy and Procedure, Reporting and Prevention Strategies 2024-2025

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 annually. 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.
- 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 about such incidents and complaints.
- The implementation and effectiveness of the policy.

St. Clair College has two policies which deal with sexual misconduct. The first policy, entitled "Sexual Violence Prevention and Reporting Policy", updated in June 2024, addresses student to student sexual violence. This policy requires a review every three years under the MTCU Act. The second policy, entitled, "Sexual Misconduct Policy" addresses sexual misconduct between students and College employees. This policy was initiated in June 2023 and was updated in February 2024. St. Clair College also has a webpage designed specifically to communicate supports, initiatives and reporting information for students and staff.

Since 2017, the College has been tracking the number of sexual violence incidents that are reported to Security, the College Resolution Officer and the sexual violence leads. The College's protocol is that disclosures made to the Health Centre staff, counsellors, College staff, student representatives or other areas are communicated, in general terms, to the Sexual Violence Prevention Lead for tracking purposes. However, the numbers shown on the chart may not be fully represented if the disclosure was not communicated properly.

In all cases, College representatives inform the survivor 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 (legal counsel) conduct the investigation.

It is also important to note that the term 'sexual violence' can include a wide range of sexual misconduct including inappropriate touching to rape. Therefore, when reporting sexual violence, 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	2022-2023	2023-2024	2024-2025
Number of Informal Reports (Disclosures – Not Investigated by College)	2	7	9	10	15	10	16	22
Number of Formal Reports (Investigated by College)	7	3	5	2	1	3	1	2
Incidents That Occurred off Campus	1	1	3	8	13	7	13	9
Incidents That Occurred on Campus	6	2	2	2	2	5	1	8
Unknown Where Incidents Occurred	2	7	9	2	1	1	3	7
Services or Accommodations Provided	5	6	14	6	13	11	14	20

The number of sexual violence incidents has shown a steady increase since 2017. The Sexual Violence Prevention Committee has increased awareness and encouraged reporting/supports for all students.

Supports

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

- Interim measures (separation, change of sections, no-contact expectation, etc.).
- Counseling – Three Mental Health Therapists on site (CMHA) in Windsor and one Mental Health Therapist on site (Family Service Kent) in Chatham.
- St. Clair College Counselling Services are available at the Windsor and Downtown Campuses and at the Chatham Campus.

- Referral to and promotion of local supports:
 - Windsor:
 - Hiatus House <https://hiatushouse.com/>
 - Sexual Assault Crisis Centre <https://saccwindsor.net/>
 - Victim Services <https://vswec.ca/>
 - Chatham:
 - CK Women's Centre <https://ckwc.ca/>
 - CK Sexual Assault Crisis Centre <https://cksacc.org/>
 - CK Victim Services <https://ckvictimservices.com/>
- Medical follow-up with College Health Centre.
- Academic Accommodations and supports through Student Services.
- Safety Plans.
- Follow up by Sexual Violence Prevention Lead.
- Reporting through 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 SVP Committee is comprised of representatives from the following areas:

- Manager, Student Safety, Rights and Responsibilities – Chair.
- Associate Vice President (AVP), Human Resources Office Administration and Facilities Services.
- Director, Student Services.
- One student representative from the Student Representative Council (SRC).
- One to five St. Clair College Student Wellness Ambassadors.
- One student representative from the Thames Student Incorporated (TSI).
- One student representative from the Saints Student Athletic Association (SSAA).
- Student Services Counsellors, one from Windsor and one from Chatham.
- One CMHA counsellor.
- College Resolution Officer.
- Management representatives from both on-campus Residences.
- A representative from Human Resources.
- A representative from Marketing.
- Tutoring Services Administrator.

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 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 AVP 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.

2024-2025 Initiatives

- Collaboration and promotion

REES

- 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.
- REES provides the College with reports on disclosures at the end of each week.
- REES provides promotional materials for students in both print and digital formats.

EAAA: Flip the Script

- Sexual Assault Resistance Program for female identifying students.
- The SARE Centre facilitated sessions in the Fall 2024 and Winter 2025 semesters.
- [Flip the Script with EAAA® - SARE Centre](#)

- Training

- The residences located at St. Clair College held training sessions on consent, healthy relationships, sexual health and sexual violence prevention with students during orientation and throughout the school year.
- Onboarding of Bringing in the Bystander (A Prevention Workshop for Establishing a Culture of Responsibility and Respect) training for both staff and students; delivered separately. Six group sessions were delivered during 2024-2025.
 - <https://www.soteriasolutions.org/bringing-in-the-bystander>
- Student Wellness Ambassadors hosted information sessions at the residences ("Rez Chats") regarding sexual violence prevention, consent, boundaries, etc. Both male and female identifying sessions were facilitated.
- Hosted self-defense workshops centered around Gender Based Violence.
- Updated the two separate sexual misconduct trainings to highlight the importance of Bill 26, Strengthening Post-Secondary Institutions and Students Act, prioritizing this information by mandating the modules for all staff and students.

- Student Wellness Ambassadors created a short video regarding consent, sexual violence prevention, resources and policies. This video was integrated into the sexual misconduct training for students, and is shown at all orientation sessions for new students coming into the College.
- Awareness and Engagement
 - Student-led groups provided a range of events and opportunities for students to engage in learning about healthy relationships, consent, sexual violence resistance and prevention.
 - Growth of the social media page @StClairStudentWellness to promote awareness and share information regarding on-campus supports, consent culture, and workshops/training opportunities for students.
 - Addition of posters/resources distribution on the back of all washroom stalls, across all Campuses.
 - Expanded to six Student Ambassadors across all three campuses to facilitate “Bringing in the Bystander” program through a peer-led model. The Student Ambassadors also supported social media posts and outreach opportunities to engage students in conversations regarding sexual violence, distribute promotional materials and participate in activities to create sexual violence awareness.
 - The Student Ambassadors facilitated educational and awareness campaigns related to consent, positive relationships, sexual violence prevention, mental health, etc.
 - Hosted keynote speaker Bonny Shade to engage students regarding the conversation to end sexual violence <https://www.bonnyshade.com/>. This event also hosted community providers (Sexual Assault Crisis Centre, Canadian Mental Health Association, SARE Centre, Hiatus House, and the Sahra Bulle Foundation).
 - Hosted a “Mocktail Mingle” event at both the Windsor and Chatham Campuses in partnership with community providers (MADD, Health Unit, Drink Smart). The intention was to increase awareness of partying safer, consent and sexual violence prevention.
 - Facilitated presentations regarding consent and healthy relationships to students in a specific program (Community Integration through Cooperative Education).
 - Started a Campus Human Trafficking awareness project to create awareness and access to resources.
- Collaboration
 - Invited community partners on-site to host information booths (Hiatus House, Health Unit, Sexual Assault Crisis Centre; Windsor and Chatham-Kent, CMHA, etc.).
 - Developed partnership with Violence Against Women Coordinating Community of Windsor-Essex.
 - Media collaboration with Chatham-Kent Sexual Assault Crisis Centre regarding Safe Campus/Safe Community.
 - Ongoing consultation with Victim Services and Windsor Police Services.
 - Representation on the newly founded Windsor-Essex Youth Violence Prevention Committee.