

Board Committee Report

Action Requested: ☐ Decision; ☐ Discussion/Direction; ☒ Information

To: Executive Committee

Date: June 6, 2025

Presented by: Stephanie Williams – Vice-President, Human Resources

Subject: Annual Report on Sexual Violence

Motion for Consideration (if applicable):

That the Board of Governors accept this report for information.

Executive Summary:

This report includes year-over-year data on the number of student sexual violence incidents reported through formal institutional policy, the number of students supported by the Sexual Violence Prevention and Response Office (Consent at Trent), and sexual violence prevention, response, and support initiatives on campus. It also includes a summary of the activities of Trent's Sexual Violence Prevention and Response Committee and subcommittees.

This report is required under subsection 17(7.1) of the Ministry of Training, Colleges and Universities Act (MTCU Act), requiring universities to provide an annual report to its board of governors.

Analysis/Alternatives Considered:

1. Access to supports, services and accommodations relating to sexual violence.

Number of students accessing the Sexual Violence Prevention & Response Manager and Coordinator for support or accommodations:

Year	May 2020 – April 2021	May 2021 – April 2022	May 2022 – April 2023	May 2023 – April 2024	May 2024 – April 2025
New service users	18	68	75	80	114
Returning service users	39	43	21	25	46
Total	57	111	96	105	160

Support and Accommodations:

The Sexual Violence Prevention and Response Team provides personal support for students who have experienced sexual violence, including historical and recent experiences, through confidential and student-driven support services including:

- One-on-one support and coaching
- Safety planning
- Psychoeducation
- Support with accommodation and academic consideration
- Referrals to on and off campus supports and resources
- Service navigation
- Accompaniment support
- Support with navigating on campus and off campus reporting processes
- Additional supports as needed by service users

Between 30% and 50% of students accessing services and resources for experiences of sexual violence seek support in acquiring some form of accommodations or academic considerations. These accommodations may involve changing residence rooms or buildings, switching classes or seminar sections, and various academic considerations such as coursework extensions, reweighing of coursework, alternative participation and attendance options, incomplete standing, late withdrawal, and tuition refunds for withdrawn courses. Students also seek accommodations through other services like Student Housing, Academic Advising, Student Accessibility Services, or directly with their faculty.

Support Feedback:

Consent at Trent has continued to work closely with Trent Student Health Services over the past year. At Health Services, we have seen first-hand the personalized response that Consent at Trent provides to each student through a trauma-informed approach. Kristen and Sarah are always willing to take time out of their busy schedules to answer any questions Health Services' physicians and nurses have around processes related to SVPR. Additionally, Health Services has benefited from partnering with Consent at Trent at several health promotion events on campus, with the goal to help students better understand what consent means and how it intertwines with sexual, mental, and physical health. – Student Health Services

The Student Conduct and Conduct Education Coordinator (through the Office of Student Affairs) has a collaborative relationship with the team at Consent @Trent based on trust and communication. We work closely on nuanced, and often complex cases to assist students in a timely and trauma-informed manner. Together we strive to provide survivor-focused support and rely on the intersection between the Student Charter of Rights and Responsibilities and the Sexual Violence Prevention and Response Procedures to inform our process. Kristen and Sarah provide students with privacy, dignity, and a safe place to begin to process trauma after experiencing sexual and gender-based violence. The Student Conduct and Conduct Education Coordinator relies on their sensitive and agile approach to help relay critical information so that

the determination of outcomes will contribute to accountability and campus safety. – Student Conduct (Office of Student Affairs)

As a student who accessed Consent at Trent services throughout the year, I cannot overstate the impact that they had on my academic year. Kristen and Sarah were so accommodating and would always find time for me within the day. They connected me with a wide variety of resources and supports and helped me get academic consideration during an incredibly difficult time. In a terrible situation, they made me feel seen, safe, and supported, and worked hard to get me the time I needed to recover. – Anonymous Student

In my work as an Academic Advisor, it is common for students to approach me looking for support as they navigate sensitive situations that impact their academic journey. Access to consultation with the Sexual Violence Prevention and Response (SVPR) Team at Trent is integral to how I provide respectful, meaningful, and trauma informed support to students who require it. Having the ability to refer students to the SVPR Team, who provide a safe and welcoming space for students to go, helps me to ensure students have access to the resources, advocacy, and additional support when they need it. In my experience students who access the aid of Consent at Trent feel supported by the SVPR Team and the University, making it possible for them to successfully continue in their studies. – Academic Advising

2. Sexual violence prevention education, initiatives, and programs.

Type of programs and number of students served:

Programming	Number of Participants
Workshops	1190
Orientation Consent Education	1356
Events	536
Resource Tables	652
Class Visits	120
Staff/Faculty Presentations	32
Guest Speakers	295
Blackboard Consent Education Module	1128
Total	5309

List of prevention education programs (list is not exhaustive):

Workshops and Presentations:

- Consent Education Blackboard Module
- Consent Education during Orientation Week for incoming students on both Peterborough and Durham campuses
- Training for Housing Staff (RLCs, Dons, etc), Orientation Facilitators and Leaders, Peer Supporters and other student leaders, College Staff, etc.
- Sexual Violence/Consent Education for Varsity Athletes
- Bystander Intervention Workshop
- How to Support a Friend Workshop (receiving disclosures)
- Staff and faculty workshops (receiving disclosures and addressing sexual violence on campus)

- Workplace Culture: Addressing Sexual and Gender-Based Violence in collaboration with Careerspace and Academic Advising Durham
- Policy and Me Workshop
- Sexual Misconduct in the Workplace in collaboration with Human Resources
- Class visits: Introduction to Consent at Trent, supports and resources, sexual violence, and consent

Events:

- Promotional and informational tables
- Resource fairs
- Consent at Trent Week (Sexual Violence Prevention Week)
- Thrive Weeks Durham
- Sexual Health and Sex Education events in collaboration with Student Health Services
- Harm Reduction events (Head of the Trent, St. Patrick's Day) in collaboration with campus partners
- Collaboration with student associations, groups, clubs, and on and off campus partners

Information and Awareness-Raising

- Social media: Instagram, YouTube videos and Facebook
- Consent Reading List in partnership with Trent Libraries
- Print campaigns (posters, brochures, etc.)
- Resource inserts for welcome packages and additional promotional materials working collaboratively with other departments and student associations
- Digital presence through Sexual Violence website
- MyTrent portal events and bulletins
- Promotional support through College newsletters (online)

During the 2024-2025 academic year, there was a notable rise in engagement and collaboration in sexual violence primary prevention initiatives among students, staff, faculty, and community partners. Workshops, events, and programs continue to be conducted in multiple formats, both in-person and virtually, across the Peterborough and Durham campuses. Integrating various delivery methods, including hybrid options, has greatly enhanced both engagement and accessibility for prevention education initiatives and programming.

Prevention Education and Programming Feedback:

The Trent Central Student Association is so grateful for all of the hard work that Sarah and Kristen do at Consent at Trent and see the impact that it makes on the Trent campus. They provide our team with comprehensive training to prepare us for the year ahead and are always available for staff support. I have worked closely with them throughout the term and recommend them as one of the best campus resources for students who need support. Their dedication to student support is incredible, and it is shown through their attentiveness, kindness, and openness to all students. On top of student crisis support, their team works to create a wide variety of preventative education events that are fun, educational, and supportive. Their openness to collaborate with our team, provide

resources, and speak at events, shows their department's dedication to the Trent community, and their hard work is deeply appreciated. – Trent Central Student Association

The Residence Life and Education team is grateful for the continued support of the Sexual Violence Prevention Team. Kristen and Sarah have been pivotal partners throughout the student experience. The development and implementation of trauma-informed education is essential to supporting students living in residence.

Whether through workshops, events, tabling, or one-on-one student support, the contributions of this team help foster a culture of consent that Trent University can be proud of. The work done by this team makes it easy to showcase support to prospective students, industry partners, and campus-wide support services. Most importantly a smooth and empowering referral process for survivors of sexual violence makes their services accessible. We sincerely appreciate the value that the Sexual Violence Prevention Team brings to our campus in both preventing and responding to sexual and gender-based violence within our Durham and Peterborough residence communities. We look forward to our continued collaborative efforts to support the work done by this team. - Residence Education

Consent at Trent has been an important component of the Durham Orientation program for many years. As students come to Trent from many different lived experiences, it is important for us to spread awareness of the impacts of sexual harassment and violence, and to share the supports that are available to students in this next chapter of their lives. The Orientation program is grateful to Kristen and Sarah with Consent at Trent for making this education understandable, impactful, and accessible for our many incoming students. Through their participation in our Orientation sessions in the Summer, Fall, and Winter, alongside their presence in programs such as the Foundations for Success program and Thrive Weeks, it is clear that Consent at Trent is having a tangible impact on our campus community. Noticing the rising rates of new and returning service users, it is evident that students need and feel comfortable accessing Sexual Violence Prevention and Response supports. We are grateful that the connections to these important resources can be fostered through Orientation's partnership with the Consent at Trent team. – Student Affairs, Student Life, Trent Durham

3. The number of incidents/complaints of sexual violence reported by students.

Year		2020	2021-22	2022-23	2023-24	2024-25
Metric 1 (a)	Total number of formal complaints/reports of sexual misconduct	-	-	-	3	4
Metric 1 (b)	Total number of formal complaints/reports of sexual assault	4	24	8	5	12
Metric 1 (c)	Total number of formal complaints/reports of sexual harassment	8	6	12	7	9

Metric 1 (d)	Total number of formal complaints/reports of stalking	8	0	4	0	4
Metric 1 (e)	Total number of formal complaints/reports of indecent exposure	1	3	1	1	2
Metric 1 (f)	Total number of formal complaints/reports of voyeurism	0	0	0	0	2
Metric 1 (g)	Total number of formal complaints/reports of sexual exploitation	0	0	2	1	0
	Total number of formal complaints/reports of sexual violence	21	33	27	17	33

*Note that these are cases formally reported through Trent's Sexual Violence Prevention and Response Policy, the Discrimination and Harassment Policy, or the Workplace Violence and Harassment Policy. This data does not reflect disclosures of sexual violence that may be received by varying support services. Reporting information reflects the academic year, as opposed to the calendar year.

4. Implementation and effectiveness of the policy.

Policy, Response, and Prevention Education

The Sexual Violence Prevention and Response Policy provides a framework to support sexual violence prevention and response, providing a range of options related to safety, reporting (both formal and informal), support services, and accommodations, emphasizing the specific needs of survivors. The policy is currently under review, with revisions being advised by the Sexual Violence Prevention and Response Committee and the Policy Review Subcommittee. Revisions will focus on enhancing accessibility, inclusivity, and intersectionality, as well as refining definitions and procedures. The policy is scheduled to proceed to community consultation in fall 2025.

In response to increased reports of sexual violence, Trent University continues to incorporate a collaborative, community-based approach, providing enhanced support, resources, and education to the campus community. As part of our comprehensive strategy, Trent is dedicated to sexual violence prevention through dynamic programming and initiatives which are integral to our institutional policy and demonstrate our commitment to creating a safe and respectful campus.

environment. The Sexual Violence Prevention and Response team works closely with students, faculty, and staff to develop educational opportunities that address topics such as consent, boundaries, and sexual violence, as well as engaging the community in fostering a culture of mutual respect and accountability.

The Sexual Violence Prevention and Response team also coordinates with various partners across the university and in the community, including the Office of Student Affairs, Residence Life, Campus Safety, Student Health Services and Counselling, First Peoples House of Learning, Kawartha Sexual Assault Centre, and the Durham Rape Crisis Centre to ensure students have access to accessible, inclusive, survivor-centred, and trauma-responsive supports. This comprehensive, collaborative response reflects Trent's commitment to creating a safer and more supportive campus environment.

Sexual Violence Prevention and Response Committee

The Sexual Violence Prevention and Response Committee continues to play a critical role in evaluating the effectiveness of the Sexual Violence Prevention and Response Policy, providing informed recommendations for ongoing development of sexual violence prevention and response initiatives. Student involvement remains a key component of this process. Opportunities for engagement are available both through direct participation on the committee and via a formalized communication channel that enables students to share policy-related input with their respective student associations. Student associations, in turn, liaise with the Policy Review Subcommittee to ensure student perspectives are represented. Student representation includes the Trent Central Student Association, Trent Graduate Student Association, Trent Durham Student Association, as well as other interested students across the university community.

The full committee met November 1st, December 6th, January 31st, and March 28th. The focus of the committee was consultation regarding the upcoming policy review process, while also providing an opportunity to share updates regarding sexual violence prevention and response on campus. From the full committee, the Policy Review Subcommittee was mobilized, with meetings commencing on April 1st.

The full committee will meet in May 2025 to debrief sexual violence prevention and response over the 2024-2025 academic year, and will continue to meet on a semesterly basis, beginning in September 2025.

Staffing

As a part of our ongoing growth and development of primary prevention initiatives, a Trent Summer Work Experience Program (summer 2024) student and Trent Work Study Program (fall 2024) student were hired to support prevention education and expand sexual violence awareness initiatives. Additionally, three Social Work placement students completed placements over the academic year, including third- and fourth-year Trent Bachelor of Social Work students, as well as a Master of Social Work student from the University of Waterloo. Student staff and placement students played an integral role in expanding sexual violence prevention and

response initiatives, including such things as supporting program development and facilitation, program and policy review, and awareness-raising.

Partnerships and Collaboration

Strengthened partnerships across Trent campuses and within the wider community have significantly improved the consistency, responsiveness, and coordination of sexual violence prevention and response services and supports. Collaborative partnerships have enabled more effective resource utilization and strengthened our ability to support both students and the wider campus community. These initiatives have fostered a more unified and accessible support system, improving the experience for survivors and reinforcing Trent's continued dedication to preventing and responding to sexual violence.

In May 2024, Trent University, in collaboration with the Kawartha Sexual Assault Centre (KSAC), secured the CICMH Campus Community Collaboration Grant. This grant, amounting to \$25,000, funded a part-time counsellor at KSAC, working two days a week during the 2024-25 academic year. This initiative provided an opportunity to continue to strengthen the partnership between Trent and KSAC, enhancing support for survivors of sexual violence.

Partnerships and Collaboration Feedback:

Our strong, collaborative partnership with Trent University makes it possible for students who have experienced sexual violence to access timely, trauma-informed counselling and support. By working closely together, we ensure that students receive compassionate, survivor-centered care that supports their healing and helps them stay engaged in their academic journey. This partnership reflects a shared commitment to student well-being, safety, and dignity. – Kawartha Sexual Assault Centre

With strengthened partnerships across campuses and within Student Affairs, the consistency, responsiveness and coordination of services has been enhanced. Working alongside Consent at Trent's prevention and support services, has resulted in increased efficiency related to use of resources and our capacity to respond to and support both students and the campus community as a whole. This has built a more cohesive support pathway that enhances the survivor experience and reinforces our commitment at Trent to preventing and addressing gender-based and sexual violence. – Student Affairs, Trent Durham

The Colleges at Trent fully support the Consent at Trent team. Kristen Haines leads a wonderful team who puts students' who are in need, first. The program does an amazing job of providing pertinent training for our student ambassadors in the Colleges on a regular basis. This training allows our students to be able to help guide students, when needed, to the appropriate resources. Consent at Trent's efforts to increase awareness on sexual violence and to prioritize the safety of all students is so very needed, and we truly appreciate how these values dovetail with the student-focused work that we do every day in the Colleges at Trent. The Colleges are oftentimes, a first point of contact when students first look to report something, so our staff knows that when we make referrals to Consent at Trent, students will be met with compassion, understanding and open hearts. – Trent Colleges

Financial Implications:

Sexual violence is a prevalent issue in society, and individuals in the traditional student age group (18-24) are particularly vulnerable. Providing prevention education and support for students who have experienced sexual violence helps limit and mitigate the impacts of sexual violence on our student population. Experiencing sexual violence can be highly traumatic and can severely impact students' ability to persist in their degree, affecting student retention.

Enterprise Risk Assessment:

In the past number of years, there has been an increased focus on sexual violence in society, and in postsecondary, including significant attention to individual cases in various institutions. Efforts to prevent and respond to sexual violence incidents have a significant reputational impact.

Next Steps:

This report is for approval with the Board of Governors, followed by submission of updated protocol to MCU.

Alignment with Mission, Vision, Values, Strategic Plan:

An environment free of sexual violence is in keeping with Trent's objectives around providing an equitable learning environment for students.

Consultation:

The Sexual Violence Prevention and Response Committee continues to meet and includes representatives from student associations, staff, faculty, and community members.

Compliance with Policy/Legislation:

This report is submitted in compliance with the Ministry of Colleges and Universities requirement of an annual report to the Board of Governors.

- The proclamation of subsection 17(7.1) of the Ministry of Training, Colleges and Universities Act (MTCU Act), requiring each publicly-assisted college and university, covered by the Act, to provide an annual report to its board of governors. This is an ongoing requirement. Although there is no due date in legislation, in August 2019 the ministry indicated to each institution that the reports must be Board approved by June each year.
- The requirement for each publicly assisted college and university to create a task force dedicated to addressing the issue of sexual violence on campus. This is a one-year requirement with each task force required to submit their report to their respective board of governors and to the ministry by June each year.

Committee/Board Mandate:

The Government of Ontario has mandated that each university present to their boards of governors an annual update on sexual violence, including the work of the institutional Sexual Violence Prevention and Response Committee.

Supporting Reference Materials (attached):

None.