

Board Committee Report

Action Requested: Decision; Discussion/Direction; Information

To: Executive Committee

Date: **June 11, 2026**

Presented by: Stephanie Williams, Vice President, People, Culture & Student Services

Subject: Annual Report on Sexual Violence (2026)

Motion for Consideration (if applicable):

That the Executive Committee receive this report and present the Report to the Board of Governors for information.

Executive Summary:

As required by subsection 17(7.1) of the Ministry of Training, Colleges and Universities Act (MTCU Act), this report presents year-over-year data regarding the number of student sexual violence incidents reported through formal institutional policies, the number of students who received support from the Sexual Violence Prevention and Response Office (Consent at Trent), and the range of campus-based prevention, response, and support initiatives. The report further provides a comprehensive overview of the activities undertaken by Trent University’s Sexual Violence Prevention and Response Committee and its associated subcommittees.

Analysis/Alternatives Considered:

1. Incidents/Complaints ¹

Year		2021-22	2022-23	2023-24	2024-25	2025-26
Metric 1 (a)	Number of formal complaints/reports of sexual misconduct	-	-	3	4	2
Metric 1 (b)	Number of formal complaints/reports of sexual assault	24	8	5	12	4

¹ 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 reporting year, as opposed to the calendar year.

Metric 1 (c)	Number of formal complaints/reports of sexual harassment	6	12	7	9	14
Metric 1 (d)	Number of formal complaints/reports of stalking	0	4	0	4	3
Metric 1 (e)	Number of formal complaints/reports of indecent exposure	3	1	1	2	3
Metric 1 (f)	Number of formal complaints/reports of voyeurism	0	0	0	2	0
Metric 1 (g)	Number of formal complaints/reports of sexual exploitation	0	2	1	0	0
	Total number of formal complaints/reports of sexual violence	33	27	17	33	26

Key Observations:

While overall reports of sexual violence decreased, this is largely driven by a significant reduction in reported incidents of sexual assault. Sexual assault reports decreased significantly from 12 to 4 (–67%), contributing substantially to the overall decline. While this may reflect reduced reporting, it may also indicate shifting preferences toward informal disclosures or support-seeking outside formal reporting mechanisms. Sexual harassment reports increased from 9 to 14 (+56%), representing the most notable rise across categories. This increase may reflect improved awareness, recognition, and willingness to formally report non-physical forms of sexual violence, such as psychological and emotional harm.

These trends underscore the importance of continued investment in prevention education, awareness-raising, collaborative supports, and accessible reporting options. Ongoing monitoring of year-over-year data will remain critical to understanding evolving community needs and informing responsive, evidence-based institutional strategies.

2. Sexual Violence Supports

Number of students accessing sexual violence support and/or accommodations:

Year	May 2021 – April 2022	May 2022 – April 2023	May 2023 – April 2024	May 2024 – April 2025	May 2025 – April 2026
New service users	68	75	80	114	99
Returning service users	43	21	25	46	41

Total Users	111	96	105	160	140
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Key Observations:

A review of service utilization data indicates a slight decline in the total number of students accessing support through the Sexual Violence Prevention and Response Manager and Coordinator, decreasing from 160 in 2024–2025 to 140 in 2025–2026. This represents a reduction of 20 students (12.5%). However, despite this decline, total service utilization in 2025–2026 remains notably higher than in earlier years (e.g., 105 in 2023–2024 and 96 in 2022–2023), reflecting sustained demand for support and services over time. In addition, the relatively stable proportion of returning users suggests that students continue to require ongoing, multi-contact support, consistent with the complex and often long-term impacts of sexual violence.

Overall, while there is a modest decrease in the number of students accessing services between 2024–2025 and 2025–2026, this trend must be interpreted in the context of declining enrolment and sustained demand in prior years. The data suggests that the need for accessible, survivor-centered supports remains significant, underscoring the importance of continued investment in service capacity, outreach, and prevention initiatives.

Supports & 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 related to experiences of sexual violence seek support in obtaining accommodations or academic considerations. These measures may include changes to residence assignments (e.g., room or building transfers), adjustments to course or seminar enrolment, and a range of academic considerations such as extensions on coursework, reweighting of course requirements, alternative participation or attendance arrangements, incomplete standing,

late withdrawal, and tuition reimbursement for withdrawn courses. Students may access these accommodations through the Sexual Violence Prevention and Response Office, as well as through other institutional supports, including Student Housing, Academic Advising, Student Accessibility Services, and direct engagement with faculty members.

Number of Student Support Sessions (May 2025 – April 2026): 341

Number of Staff & Faculty Consultations (May 2025 – April 2026): 38

3. Education & Programming

Type of sexual violence prevention programming offered and participation:

Programming	May 2023 – April 2024	May 2024 – April 2025	May 2025 – April 2026
Workshops	759	1190	829
Orientation Consent Education	3914	1356	2019
Events	64	536	1187
Resource Tables	570	652	964
Class Visits	0	120	59
Staff/Faculty Presentations	50	32	7
Guest Speakers	-	295	204
Blackboard Consent Education Module	-	1128	1212
Total	5647	5309	6481

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 (Residence Life Coordinators, 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
- 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 Peterborough and 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 2025–2026 academic year, there was a notable increase in engagement and collaboration among students, staff, faculty, and community partners in relation to sexual violence primary prevention initiatives. Workshops, events, and programs continued to be delivered across both the Peterborough and Durham campuses through multiple formats, including in-person and virtual modalities. The integration of diverse delivery methods, including hybrid options, has significantly enhanced both participation and accessibility in prevention education programming. In addition, Orientation Consent Education programming for incoming students at the Peterborough and Durham campuses experienced a significant increase in engagement. This growth coincided with the expansion of programming to include asynchronous learning modules, passive educational initiatives, and a Consent Drag event featuring performer Unita Assk.

4. Initiatives

4.1 Consent Education and Sexual Violence Module

The Sexual Violence Prevention and Response Office is currently developing a new comprehensive consent education and sexual violence training program to replace the existing Blackboard module. Built into the Articulate 360 platform, the training will consist of ten core modules designed to provide foundational knowledge across key areas, including: consent education; relevant terminology; the culture of sexual violence; systems of discrimination; common myths related to sexual and gender-based violence; applicable legislation and policies; the

culture of consent; bystander intervention; approaches to supporting individuals who have experienced sexual and gender-based violence; and the services and supports offered by the Sexual Violence Prevention and Response Office. Collectively, these modules are intended to equip community members with the knowledge and skills required to contribute to fostering a culture of consent both on campus and beyond.

In addition to the core content, an eleventh module, titled “Branches in Our Community,” provides tailored information for specific campus groups, including individuals who have experienced harm, individuals who have caused harm, staff and faculty, student housing staff and dons, students participating in experiential learning and workplace environments, and members of varsity athletics.

The training will be piloted during July 2026, with full implementation into new student orientation and employee onboarding in August 2026, and throughout the Fall 2026 semester

4.2 Sexual Violence Disclosure Form

To enhance institutional understanding of student disclosures and the range of supports accessed across the University, the Sexual Violence Prevention and Response Office is piloting a new Sexual and Gender-Based Violence/Harm Student Disclosure Form for use by faculty and staff. This initiative is intended to strengthen data collection practices and support a more comprehensive assessment of community needs related to sexual and gender-based violence.

The data collected through this process will contribute to a more fulsome understanding of disclosure trends and service utilization and will be used in aggregated and anonymized form to inform institutional planning and reporting requirements, including the Annual Board Report on Sexual Violence.

The completion of a disclosure form does not initiate a formal or informal report or complaint with Trent University or external authorities, including police services. However, consistent with institutional policy, the University may take appropriate action in circumstances where there is a risk of imminent harm in order to safeguard members of the campus community.

The disclosure form procedure will be piloted during the Spring and Summer 2026 semesters, with the goal of informing refinements and supporting full implementation across the University in Fall 2026.

4.3 Experiential Learning

As part of the continued growth and development of primary prevention initiatives, the Sexual Violence Prevention and Response Office engaged student staff through the Trent Summer Work Experience Program (Summer 2025) and the Trent Work Study Program (Fall 2025). These roles were established to enhance

prevention education efforts and to further expand campus-wide sexual violence awareness initiatives.

In addition to these positions, two Social Work placement students, including third- and fourth-year Bachelor of Social Work students from Trent University, completed placements over the course of the academic year. These experiential learning opportunities provided students with applied experience in sexual violence prevention and response within a postsecondary setting, while also contributing to the Office's operational and programmatic capacity.

Collectively, student staff and placement students played a significant and multifaceted role in advancing sexual violence prevention and response efforts. Their contributions included supporting the development, coordination, and facilitation of educational programming and workshops; assisting in the review and enhancement of existing programs and institutional policies; and contributing to the design and implementation of awareness-raising initiatives across campus.

The integration of student staff and placement students into prevention and response initiatives reflects a commitment to capacity-building, experiential learning, and the meaningful engagement of students in fostering a culture of consent and shared responsibility across the University community.

4.4 Sexual Violence Prevention & Response Policy Review

The Sexual Violence Prevention and Response Policy establishes a comprehensive framework to support both prevention and response efforts at the University. It outlines a range of options related to safety planning, reporting (formal and informal), support services, and accommodations, with a strong emphasis on addressing the diverse needs of survivors.

The Policy is currently undergoing review, with revisions being guided by the Sexual Violence Prevention and Response Committee and the Policy Review Subcommittee. This process prioritizes enhancements to accessibility, inclusivity, and intersectionality, as well as the clarification of key definitions and procedural elements. The revised Policy is anticipated to proceed to community consultation in Fall 2026.

Student engagement remains an integral component of this process. Opportunities for involvement are available through both direct participation on the committee and a formalized communication mechanism that enables students to provide policy-related input through their respective student associations and groups. These associations, in turn, liaise with the Sexual Violence Prevention and Response Policy and Review Subcommittee to ensure that student perspectives are meaningfully represented.

Student representation within this structure includes the Trent Central Student Association, the Trent Graduate Student Association, the Trent Durham Student Association, and other interested students from across the University community.

The full committee met January 16th, February 20th, and April 9th, 2026 which was a reduction from previous years to allow additional opportunity for committee members to engage in both the Sexual Violence Prevention and Response Policy and Review and the Sexual Violence Prevention and Response Needs Assessment and Strategic Planning Subcommittees. In addition, the committee has taken on the responsibilities of the Colleges and Student Services Committee (CASSC) Subcommittee following the approval of ancillary funding in March 2025, primarily overseeing and approving the ancillary budget of the Sexual Violence Prevention and Response Office.

The full committee will meet in May 2026 to debrief sexual violence prevention and response over the 2025-2026 academic year, and will continue to meet on a semesterly basis, beginning in October 2026. The Sexual Violence Prevention and Response Policy and Review and Sexual Violence Prevention and Response Needs Assessment and Strategic Planning Subcommittees will meet as needed over the spring and summer 2026.

4.5 Partnerships and Collaboration

The Sexual Violence Prevention and Response team works in close partnership with students, faculty, and staff to develop and deliver educational opportunities addressing topics such as consent, boundaries, and sexual violence. These efforts aim to engage the broader campus community in promoting a culture of mutual respect and accountability.

In addition, the team collaborates with a range of on- and off-campus partners—including the Office of Student Affairs, Student Affairs Durham, Student Housing, Campus Safety, Student Health Services, Counselling Services, the Colleges, Student Accessibility Services, Academic Advising, Academic Skill, the First Peoples House of Learning, Equity and Human Rights Office, Varsity Athletics Kawartha Sexual Assault Centre, and the Durham Rape Crisis Centre—to ensure students have access to coordinated, accessible, inclusive, survivor-centred, and trauma-responsive supports. This integrated, collaborative approach reflects Trent University's ongoing commitment to fostering a safer and more supportive campus environment.

Strengthened partnerships across Trent University's campuses, as well as with external community organizations, have significantly enhanced the consistency, responsiveness, and coordination of sexual violence prevention and response services and supports. Through sustained collaboration, the University has advanced a more integrated and cohesive approach to addressing sexual

violence, ensuring that services are aligned, accessible, and responsive to the diverse needs of the campus community.

These collaborative relationships have supported more effective and strategic utilization of institutional and community-based resources, while also improving communication and coordination among service providers. As a result, the University has strengthened its capacity to deliver timely, comprehensive, and survivor-centered supports to students, faculty, and staff.

In addition, the expansion and deepening of these partnerships have contributed to the development of a more unified and accessible support network, enhancing the overall experience for individuals impacted by sexual violence. This coordinated approach has also supported increased awareness of available resources and services, facilitating earlier access to support and intervention where needed.

Collectively, these efforts reflect Trent University's ongoing commitment to fostering a collaborative, trauma-informed, and community-based approach to sexual violence prevention and response, while reinforcing its dedication to maintaining a safe, respectful, and supportive campus environment.

Financial Implications:

N/A

Enterprise Risk Assessment:

N/A

Next Steps:

This report will proceed to the Board of Governors, followed by submission to the Ministry of Colleges, Universities, Research Excellence and Security.

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 Subsection 17(7.1) of the Ministry of Training, Colleges and Universities Act (MTCU Act), requires each publicly assisted college and university, covered by the Act, to provide an annual report to their Board of Governors.

Committee/Board Mandate:

Special Resolution I.1 – Executive Committee Terms of Reference assigns the Committee the responsibility for carrying out the Board of Governor’s responsibilities pursuant to the Trent Act.

Supporting Reference Materials (attached):

Appendix A: Feedback on Sexual Violence Supports & Programming from University & External Community.

Appendix A

Feedback on Sexual Violence Supports & Programming from University & External Community

Support Feedback:

As an Academic Skills Instructor supporting students in developing effective learning strategies and academic confidence, the Sexual Violence Prevention and Response (SVPR) Team is an invaluable resource in my work. Our collaboration is rooted in a shared commitment to student well being, with referrals flowing thoughtfully in both directions. The SVPR team consistently demonstrates a trauma informed, student centred approach, taking great care to ensure that referrals are meaningful, supportive, and responsive to individual needs. Kristen and Sarah are highly accessible, generous with their time and guidance, and deeply committed to fostering strong, trusting relationships across the campus community. In my experience, students who access support from the SVPR team consistently describe their interactions as warm, welcoming, and affirming, and share that they feel genuinely supported and cared for.

– Academic Skills Peterborough

I have been fortunate to work alongside Kristen on many occasions through collaboration, referral, and ensuring appropriate care is provided to students. When referring students to Consent at Trent, I have full appreciation and trust that the students are in supportive hands. On many occasions, Kristen and I have communicated back and forth, and she has been nothing but considerate, and accommodating to find a time to connect about student care and next steps. There has been some significant complexity, and Kristen has shown nothing but safety, and sensitivity to the nature of the student's lived experiences. I have firsthand heard such positive responses from students including the benefit of a trauma informed lens, advocacy, education, warm referrals, and access to resources. Having the support of consent at Trent allows studies to maintain their studies with a support team around them. Thank you, Consent at Trent, for your dedication, warmth, and care.

– Urgent Care Counsellor

Friendly understanding staff is one of the simplest forms of ensuring students including myself feel welcomed, heard, and understood.

– Anonymous Student

Prevention Education and Programming Feedback:

Throughout the academic year, Health Services has collaborated closely with the SVPR office on a range of health promotion initiatives across campus. This partnership has strengthened our collective ability to support students by maximizing resources and expanding our reach. Most importantly, this collaboration helps students clearly see sexual violence prevention and response as an essential component of overall health and wellness. By partnering our efforts, we are reinforcing the message that caring for one's physical, mental, and sexual health - and accessing support when harm occurs - are all interconnected parts of student wellbeing.

– Student Health Services – Health Promotion

The Office of Student Affairs partnered closely with the Sexual Violence Prevention and Response Office (SVPRO) to strengthen prevention education across Orientation programming. This collaboration began with comprehensive training for approximately 100 Fall Orientation student leaders in sexual violence awareness, bystander intervention, and campus resources, equipping them to provide informed and compassionate one to one peer support to first year students. SVPRO staff were integral in shaping this training to ensure it was responsive to the needs and experiences of incoming students.

Together, we also delivered a high impact consent education experience during Trent Welcome, reaching approximately 1,600 students. Throughout Orientation, consent focused messaging and the visible presence of the SVPRO at key events supported resource awareness, reinforced a culture of consent, and normalized help seeking. The SVPRO's ongoing involvement in Fall pre arrival, Summer, Winter, and Fall Orientation programming continues to play a critical role in preparing students for a safe, informed, and supportive experience at Trent University.

– Office of Student Affairs Orientation

The Equity & Human Rights Office had the honour of working closely alongside the Sexual Violence Prevention & Response Office during the winter term. In March, for International Women's Day, we partnered to host a tabling event that centred International, Queer, BIPOC, and Disabled communities, fostering culturally informed and meaningful conversations. Through this collaboration, we were able to engage thoughtfully with students at Durham, generating a strong turnout and facilitating discussions that were both educational and impactful. The SVPRO consistently demonstrates a strong commitment to inclusion, showcasing ongoing efforts to foster safe, accessible, and supportive spaces for all students on campus.

– Equity and Human Rights Office

Throughout the 2025/2026 AY, the Sexual Violence Prevention and Response Office (SVPRO) and the Student Rights and Responsibilities Coordinator (Conduct) delivered programming to students, staff, and faculty to enhance their understandings of consent and healthy community life. One such initiative was Policy & Me, an asynchronous training that was developed by Conduct and the SVPRO for student leaders to help them understand the Sexual violence Prevention and Response Policy, the Charter or Student Rights and Responsibilities, and how those policies intersect. Students were able to better understand the scope of these policies, and how to best refer or self-refer.

Conduct and the SVPRO delivered training to student staff in Student Housing & Residence Life relating to consent, responding to disclosures, referrals, and conflict prevention/resolution strategies. During Orientation training for Fall, Winter, and Summer semesters, the SVPRO and Conduct offices trained incoming students to best prepare them for respectful and safe contributions to healthy community life.

– Student Rights and Responsibilities