To ensure greater safety and support to members of post-secondary institutions with regard to Sexual Violence, the Government of Ontario established the Sexual Violence and Harassment Plan in 2016. Among the many requirements laid out in this plan was the expectation that each post-secondary institution would create an independent sexual violence policy, inclusive of supports for survivors and a structure outlining the steps which will be taken to address complaints of sexual violence.

George Brown College is dedicated to providing a learning environment that is free from sexual violence of all kinds. To support this goal, we provide students and employees of the college with a variety of tools and resources to support the development of a culture of consent and to increase the capacity to disrupt discourses that normalize or trivialize sexual violence in our society.
Fostering a culture of consent within our community is one of the key priorities of the sexual violence portfolio. In support of this goal, we have previously made use of the physical spaces where people gather to post messaging which reinforces our commitment to the principles of consent. This year, due to the ongoing challenges posed by the COVID 19 pandemic, we have had fewer opportunities to utilize our physical space to share messaging and communication and have had to pivot our efforts to make use of online community spaces.

To accomplish this, we created a social media campaign that introduced viewers to the fundamentals of consent. The campaign, which consisted of six components, was released every week over a six-week period. It focused on helping viewers transition from a basic conceptual understanding of consent to an understanding of consent in practice. Each post narrowed in on one particular aspect of consent, providing a conceptual definition followed by a scenario and a question that allowed users to test their understanding of the concepts in real-life scenarios.

The campaign was released in a variety of formats across several different social media platforms including:

- Instagram & Instagram Stories
- Facebook
- Twitter
The campaign reached over 55,000 members of George Brown’s social media community across all the above platforms. Using Instagram stories, we were able to create an interactive experience by adding a button which allowed users to indicate a yes or no answer to the scenario questions. On Facebook and Twitter, the series of posts was converted into a video that could be viewed. The Consent campaign feed was the top shared and saved post for George Brown College in April 2021.

### Channel Reach Engagement Video Views

<table>
<thead>
<tr>
<th>Channel</th>
<th>Reach</th>
<th>Engagement rate</th>
<th>Video Views</th>
</tr>
</thead>
<tbody>
<tr>
<td>Twitter</td>
<td>2,000</td>
<td>1.2%</td>
<td>165</td>
</tr>
<tr>
<td>Facebook</td>
<td>2,627</td>
<td>8.5%</td>
<td>356</td>
</tr>
<tr>
<td>Instagram</td>
<td>7,579</td>
<td>5.8%</td>
<td>N/A</td>
</tr>
<tr>
<td>Instagram Stories</td>
<td>43,780</td>
<td>15.1%</td>
<td>N/A</td>
</tr>
</tbody>
</table>

**Self Directed E-Learning**

Orienting students and employees to the Sexual Assault and Sexual Violence Policy and its key concepts is of primary importance for compliance with the policy.
This year we have developed a 30-minute self-directed online training module. The training module was designed to provide an easy, learner-directed opportunity for members of the George Brown College community to become familiar with their rights and responsibilities under the policy as well as receiving an orientation to the services offered through the Sexual Violence Response Advisor and the Office of Anti-Racism, Equity & Human Rights services. The training was deliberately designed to be appropriate for both student and employee audiences allowing for a broad range of dissemination opportunities and has been recorded using both a masculine and feminine voice allowing participants to choose which voice they feel most comfortable with.

The self-directed training is available for use during new student and employee orientations and can also be used by individual members of faculty or by managers to support the learning of their classes and teams. It is currently freely available to students and employees of the College on two separate platforms, Blackboard & Cornerstone.

At present, we do not have the ability to track student engagement, however, since the module’s release on our employee learning site, 22 employees have chosen to engage in training using the self-directed module.

Employee Training

Ensuring that employees of the College are aware of their rights and responsibilities with regards to the Sexual Assault and Sexual Violence Policy is one of the ways that we can help ensure that students who have concerns related to sexual violence receive consistent and supportive responses to disclosures.
For this reason, we place particular emphasis on creating training opportunities for employees of the College which can help them increase their knowledgeability, understand their responsibilities, and develop skills that will support them should they become aware of sexual violence. This year we have partnered with our internal employee learning network, Cornerstone, to offer monthly training opportunities. By logging into this well-known internal training site all employees of the college have the opportunity to self-enroll and participate in a 90-minute training facilitated by the Sexual Violence Response Advisor. This introductory training has been designed to provide information which is particularly relevant to employees of George Brown College and to provide a basic understanding of the following subjects:

- What is sexual violence?
- Rape culture
- The role of the Sexual Violence Response Advisor and the services available through the Office of Anti-Racism, Equity & Human Rights
- The Sexual Assault and Sexual Violence Policy & employee responsibilities
- Overview of the College’s complaints resolution process
- How to respond to disclosures of sexual violence in a supportive way
- Consent and workplace boundaries
- Tips for teaching topics related to sex and sexuality in a way that is mindful of trauma
- Disrupting sexual violence and cultivating a culture of consent

Student Training

Training opportunities were also provided to students during orientation week and upon request to classrooms and student groups. The student-facing training, facilitated by the Sexual Violence Response Advisor, focuses on familiarizing students with the Sexual Assault and Sexual Violence Policy and the services available to them through the Sexual Violence Response Advisor & The Office of Anti-Racism, Equity & Human Rights Services. Participants learn about the fundamentals of consent and are provided with information about engaging in consent-based conversations. Participants are encouraged to notice societal discourses which normalize sexual violence and promote victim-blaming behaviours. Finally, focus is placed on supporting participants to work towards building a culture of consent & disrupting sexual violence within our communities.
George Brown College is home to a thriving peer mentorship program called Peerconnect. This program features student employees who provide support to George Brown College students in so many ways. Peerconnect offers one-on-one peer-coaching, amazing workshops and learning opportunities as well as initiatives that support food security and healthy eating options. This year we were able to provide customized sexual violence training to the student employees at Peerconnect. The training was designed to provide participants with the tools they would need to provide a supportive response in the event that someone discloses sexual violence to them. Participants learned about the principles of consent as well as how to navigate conversations about consent in real life. They were also given an orientation to the college’s Sexual Assault and Sexual Violence Policy, complaints resolutions framework, and sexual violence response services. Participants also received information about how to provide a supportive response when receiving a disclosure and were made aware of the best practices for getting survivors of sexual violence connected with the appropriate supports at GBC. Finally, participants were encouraged to cultivate a culture of consent at George Brown College and were provided with practical tips for disrupting sexual violence in our environments.
The onset of COVID-19 regulated that we remain in our homes; for many people who were experiencing domestic violence, stay-at-home orders created unique risk factors and barriers to support, often leaving people trapped in their homes with their abusers, in situations of heightened risk and escalating violence. While this was happening, we moved our classes online. Frequent use of video calling platforms, which people access from their own homes, increased the probability that members of faculty could become aware of violence taking place in the home in a much more direct way than would have previously been likely. Mindful of these changing circumstances we created a toolkit of information that provided key information about the impacts of COVID-19 on intimate partner violence as well as the new barriers to support it created. The toolkit shared information about the ways in which trauma might impact a student’s academic life. In addition, the toolkit offered readers an opportunity to learn about red flags and shared information about how to support someone should they become aware of violence in the home. This resource was made available to all employees of George Brown College, through our internal information-sharing platform, GBC Community, and was featured in several all-employee emails.
In 2019 the Ministry of Training Colleges and Universities made amendments to the Sexual Violence and Harassment Action Plan, requiring Post secondary institutions to make an annual report to their board of governors reflecting the number of official complaints related to sexual violence made within the year.

The Sexual Assault and Sexual Violence Policy at George Brown College makes a distinction between a report of sexual violence and an official complaint, thus providing a higher level of self-determination for survivors with regards to initiating the complaints resolution process.

The Policy defines Reports and Complaints as follows:

**Report:** “To share information about an incident of sexual violence for the purpose of receiving support, counseling, or other services or to obtain information about how to make a complaint”

**Complaint:** “Sharing information about an incident of sexual violence with the college to initiate a formal process by which one or more respondents can be held accountable”

The following information has been categorized in accordance with the George Brown College Sexual Assault and Sexual Violence Policy definitions of Report and Complaint as listed above.

In some of the cases below, complaints were received but were later abandoned. These instances have been included in the numbers below but may not have resulted in an investigation.
# Reports, Complaints & Investigations

<table>
<thead>
<tr>
<th></th>
<th>Sexual Assault</th>
<th>Sexual Harassment</th>
<th>Stalking</th>
<th>Indecent Exposure</th>
<th>Voyeurism</th>
<th>Sexual Exploitation</th>
<th>Domestic Violence</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Reports</strong></td>
<td>6</td>
<td>4</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>11</td>
</tr>
<tr>
<td><strong>Complaints</strong></td>
<td>1</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td><strong>Investigation</strong></td>
<td>0</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td><strong>Counselling Referrals</strong></td>
<td>3</td>
<td>4</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>8</td>
</tr>
<tr>
<td><strong>Safety Planning</strong></td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td><strong>Academic Accommodations</strong></td>
<td>4</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

**Totals**: 11
Next Steps

In the past year, we have met, faced, and overcome many new and existing challenges. We have accomplished a lot and have considerably expanded our training offerings, but there is still more to achieve. In the coming year, we will be consciously integrating higher levels of intersectionality into our campaigns and programs and working to cultivate stronger relationships with other internal departments to enhance the reach of our messaging. We will maintain our existing supports and processes while aiming to expand student & employee training and engagement through the following initiatives:

- Increased communications: We will be increasing our resource production to ensure that students and employees of the College have access to the most up-to-date information about sexual violence response at George Brown. We will also be expanding our presence on Blackboard and social media which will allow us to reach a larger audience.

- Culture of Consent Ambassador Program: Employee representatives from key areas around the college such as: Student services, the residence, peer connect, public safety and security, Black Student Success Network and others will be invited to participate in a series of training opportunities that will help them cultivate a consent positive lens which can be integrated into their areas of influence.

- Self-Enrollment based Student Training: In order to make student training opportunities more readily available, beginning in October 2021 we will be offering two self-enrollment-based student trainings per semester.

We all contribute to the culture here at our college and therefore we all share the responsibility of ensuring that we promote a culture of consent where sexual violence cannot thrive.

No one person can do everything to end sexual violence that continues to be a systemic problem, but we can all do something. George Brown is committed to working together in this shared responsibility to eradicate sexual violence in our college communities and within our society.