

**George Brown Polytechnic**

# **Annual Reporting: Sexual Harassment & Sexual Violence**

**Ministry of Colleges, Universities, Research  
Excellence and Security (MCURES)  
O. Reg. 131/16 Reporting for  
September 2024 – August 2025**

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# Table of Contents

|                                                                           |    |
|---------------------------------------------------------------------------|----|
| Introduction .....                                                        | 3  |
| Office of Anti-Racism, Equity and<br>Human Rights Services (OAREHRS)..... | 4  |
| About the Report .....                                                    | 5  |
| A. Supports, Services and Accommodations .....                            | 6  |
| B. Awareness and Education Programs and Initiatives .....                 | 9  |
| C. Reported Incidents and Complaints .....                                | 12 |
| D. Implementation and Effectiveness of the Policy .....                   | 17 |



## Land Acknowledgment

George Brown Polytechnic is located on the traditional territory of the Mississaugas of the Credit First Nation and other Indigenous peoples who have lived here over time. We are grateful to share this land as treaty people who learn, work, and live in the community with each other.



## Introduction

Sexual violence remains one of the most pressing issues facing post-secondary institutions in Ontario. It has deep and lasting impacts on individuals, families and communities, and is closely connected to other forms of oppression, including gender inequality, racism, colonialism, homophobia, transphobia and ableism. As a learning environment and a community of care, George Brown approaches this work with a clear commitment to people, focusing not only on the data that informs our efforts but also on the context and experiences they represent. Every disclosure, report and complaint reflects the trust each individual has placed in us to respond and act with care. What we learn from these experiences guides how we strengthen prevention, improve supports and build a culture rooted in respect, where everyone can learn, work and thrive free from discrimination, harassment and violence.

Since the introduction of Ontario's Sexual Violence and Harassment Action Plan Act (Bill 132) in 2016, post-secondary institutions have made significant progress in awareness, prevention and policy development. At George Brown Polytechnic, this work continues to evolve through collaboration,

reflection and ongoing learning. Addressing sexual harassment and sexual violence requires sustained effort, shared responsibility and the courage to confront uncomfortable truths. George Brown's approach is survivor-centered, trauma-informed, anti-racist, intersectional and decolonizing, ensuring that prevention and response efforts acknowledge overlapping systems of inequity and the ways these intersections shape how sexual violence is experienced and understood.

Within the broader social context, priorities and conversations around equity and inclusion continue to shift, yet George Brown Polytechnic remains steadfast in its focus on this work. Preventing and responding to sexual violence remains central to the George Brown's responsibility as a leader in equity, safety, and well-being.

This annual report highlights collective efforts during the 2024–2025 academic year to support survivors, strengthen education and prevention, and build a campus culture grounded in respect, inclusion and care.

# Office of Anti-Racism, Equity and Human Rights Services (OAREHRS)

The Office of Anti-Racism, Equity and Human Rights Services (OAREHRS) leads George Brown Polytechnic's work on equity, human rights, and sexual violence prevention and response. As the office responsible for administering the Sexual Harassment and Sexual Violence (SHSV)

Policy, OAREHRS provides confidential support to survivors; manages disclosures, reports, and complaints; develops prevention and education programs; and advises the George Brown community on equity and inclusion.

OAREHRS's work is guided by several important principles:

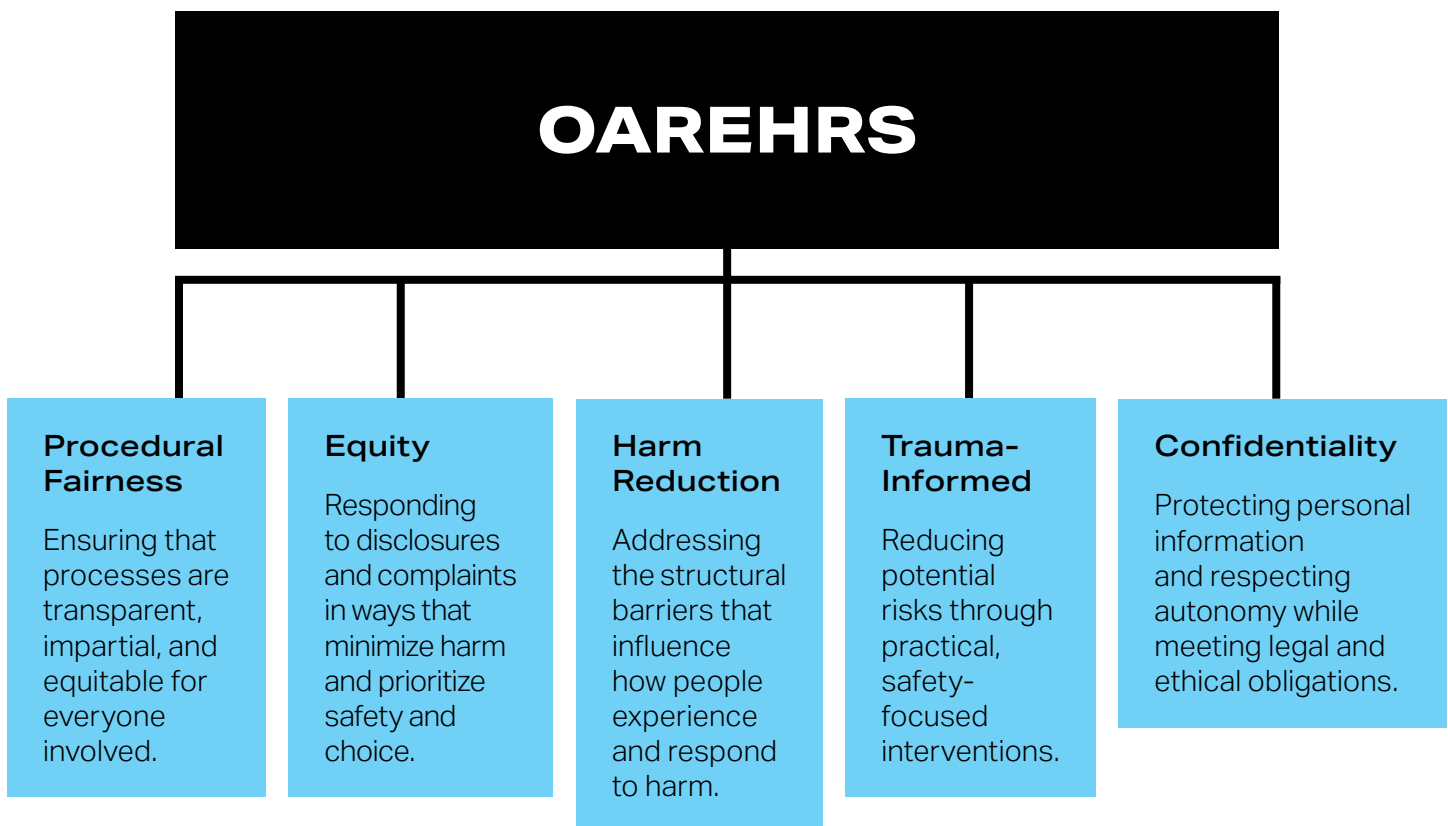


Figure 1: A diagram representing OAREHRS' guiding principles.

Through its programs and partnerships, OAREHRS helps George Brown put its commitments into practice. In 2024–2025, OAREHRS focused on providing timely, informed support and clear communication. The office's work combined individual assistance with broader education and

collaboration, helping students and staff navigate complex situations and understand their options. These efforts reinforce trust in George Brown processes and strengthen shared accountability for maintaining a safe and inclusive campus.

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# About the Report

This annual report is structured in alignment with the requirements of the Ministry of Colleges, Universities, Research Excellence and Security Act and O. Reg. 131/16, which require all publicly assisted post-secondary institutions in Ontario to report annually on their Sexual Harassment and Sexual Violence (SHSV) policies and practices.

The report is organized into four main parts:

**A**

## **Supports, Services and Accommodations**

This section gives information about supports, services, and accommodations related to sexual violence and the number of times students requested and obtained them. It reflects George Brown's commitment to ensuring timely, accessible, and individualized assistance for those impacted by sexual violence.

**B**

## **Awareness and Education Programs and Initiatives**

This section highlights the programs, campaigns, and initiatives implemented during the 2024–2025 academic year to raise awareness of sexual violence and to promote understanding of available supports and resources. It also documents how OAREHRS and partners across George Brown build capacity for prevention, bystander intervention and consent culture.

**C**

## **Reported Incidents and Complaints**

This section presents information about the number of incidents, disclosures, reports and complaints of sexual violence received by George Brown. It includes definitions to clarify the distinctions between these terms and explains how cases are categorized.

**D**

## **Implementation and Effectiveness of the Policy.**

This section reflects on how the SHSV Policy has been put into practice during the year, including procedural improvements, community engagement and evaluation of effectiveness. It also considers how George Brown continues to embed equity, trauma-informed practice and procedural fairness into its prevention and response framework.

# A. Supports, Services and Accommodations

George Brown Polytechnic recognizes the essential role that services and resources play in reducing harm and supporting individuals affected by sexual violence. Accessible, timely, and coordinated support encourages people to come forward, seek help and engage with available processes. They also reinforce a campus culture where safety and well-being are shared priorities.

During the 2024–2025 academic year, members of the George Brown community made 51 requests for supports, services, and accommodations related to sexual violence. Forty of these requests came from students, 10 from staff, and one from an individual outside the George Brown community. The act of making a disclosure, report or complaint is not included in this count; however, if a request for a specific support or resource was made during any of those processes, it was recorded here. This total also includes requests for other forms of assistance, such as consultations. One person may access multiple forms of support and some accommodations remain in place over time.

OAREHRS Sexual and Gender-Based Violence Response Advisors (SGBVRA) are often the first resource for reports, disclosures, and complaints related to sexual violence. They provide confidential consultation and guidance and connect individuals with on- and off-campus resources, always centering survivor choice and respecting autonomy.

Examples of supports, services and accommodations provided through the SGBVRA include:

- **Medical and Counselling Referrals** – Assisting survivors in accessing immediate and long-term counselling, health care, and trauma supports both on and off campus.
- **Academic Accommodations** – Referring students to Accessible Learning Services to provide accommodations such as extensions, alternate testing arrangements or modified class schedules.
- **Safety Planning** – Referring community members to Public Safety and Emergency

Management (PSEM) and supporting them in the development of individualized safety plans, which may include no-contact directives, alternate transit arrangements or escorts.

- **Complaint Process Information** – Explaining complaint options under the SHSV Policy, including alternative resolution and investigation pathways, as well as external reporting options or supports.
- **Interim Measures** – Where necessary, supporting survivors and respondents with implementing interim measures such as course or work re-assignments, restricted access to areas of campus, or schedule changes.
- **Transition Support** – Assisting individuals in re-entering academic or work life after an absence related to sexual violence, and ensuring supports are in place for both survivors and respondents following sanctions.
- **Emergency Financial and Housing Supports** – Connecting students with emergency bursaries, food programs or housing support when sexual violence related concerns disrupt financial stability.
- **Legal Information and Referrals** – Providing information on accessing legal assistance and referrals to community resources, including independent legal services available to survivors of sexual assault in Ontario.

## Campus Supports

In addition to direct services offered by OAREHRS through the SGBVRA, survivors and other impacted community members are supported through a range of George Brown resources including:

### Accessible Learning Services

Accessible Learning Services provides individualized academic accommodations support and services to reduce barriers to learning, including those impacted by sexual violence.

## Black Student Success Network

The Black Futures Initiatives (BFI) is a George Brown-wide effort that strengthens support for student success, employee learning, and research that centers Black experiences to drive institutional change. Bringing George Brown's Scarborough Charter commitments to life, BFI tackles anti-Black racism and creates spaces where Black students and employees can thrive, transforming how equity and belonging are experienced across the George Brown community. Through its three interconnected hubs – the Gathering Space, the Black Student Success Network, and the Black Futures Research Studio – BFI offers coordinated supports for students and employees. The Gathering Space provides employees with opportunities for connection and professional growth, the Black Student Success Network offers student academic and career advising, mentoring, and wellness programming, and the Black Futures Research Studio advances equity-centered research in higher education. BFI fosters connection, well-being, and empowerment, advancing sexual violence prevention by affirming identity, addressing systemic barriers, and creating safer, more inclusive spaces across George Brown.

## Counselling and Student Well-Being

Counsellors offer individual and group counselling and complex case management services to provide personal support to students who have been impacted by sexual violence and other trauma. Services are free and confidential through in-person and virtual appointments. Counsellors may also refer students to OAREHRS for further resources on sexual violence matters or to make a complaint.

## Financial Assistance Office

Students who have been placed in serious financial difficulty due to sudden and unexpected situations (e.g. sexual violence) may apply for an Emergency Bursary through the Financial Assistance Office.

## GBC Safety App

[GBC Safety](#) is the official safety app of George Brown Polytechnic and integrates with George Brown's safety and security systems. The app sends the user important safety alerts and provides instant access to campus safety resources. This year the app was downloaded 960 times.

Features include:

- **Emergency Service Contacts:** contacts 911 or campus security in case of an emergency or a non-emergency concern.
- **Mobile Bluelight:** sends the user's location to George Brown Polytechnic security in real-time in case of a crisis.
- **Friend Walk:** sends the user's location to a friend through email or SMS on their device. Once the friend accepts the Friend Walk request, the user picks their destination, and their friend tracks their location in real time. The friend can keep an eye on the user to make sure they make it safely to their destination.
- **Tip Reporting:** multiple ways to report a safety/security concern directly to George Brown Polytechnic Security.
- **Support Resources:** includes ability to contact George Brown's Sexual and Gender-Based Violence Response Advisor, Safewalk and Counselling Services
- **Work Alone:** when enabled, this feature will automatically check in on the user and trigger a call to a personal contact or Campus Security if the user fails to check in at the pre-determined time.

## Indigenous Initiatives

Indigenous Initiatives (II) provides culturally grounded supports and inclusive spaces for Indigenous students, staff and George Brown community members. Guided by the teachings of Elders and Knowledge Keepers, the team fosters learning, connection and collaboration while helping students navigate resources, access counselling and engage in cultural teachings rooted in Indigenous ways of knowing and healing. Indigenous Student Centres at each campus offer welcoming hubs with study resources, amenities and opportunities for community building. Through various forms of programming, II promotes understanding of Indigenous cultures and worldviews while creating spaces where students feel supported and empowered. II's work raises awareness of the interconnections between colonialism, trauma and safety and creates culturally safe pathways for students to access support and healing.

## OAREHRS Gender & Sexual Violence Prevention Coordinator

The coordinator develops and facilitates education opportunities for the George Brown community and awareness initiatives. As described in Section B, this includes the design and creation of educational materials and campaigns on topics such as sexual violence prevention, bystander intervention, responding to sexual violence disclosures, healthy relationships, consent and creating a culture of consent.

## Student Association

George Brown Polytechnic's [Student Association](#) provides a variety of supports to students including health benefits, Community Care Centre, student nutrition access program (SNAP), academic support and free legal assistance to students with respect to a broad range of legal issues, including survivors, complainants, and respondents. Student centres at all three campuses offer safe spaces, community connection and the SafeWalk program.

## SafeWalk

The [SafeWalk Program](#) is a joint initiative between the Student Association and George Brown Polytechnic. SafeWalkers work in pairs to escort George Brown Polytechnic students, staff, and guests to local parking lots, TTC stops or other buildings on campus within a 2km radius. All SafeWalkers are students who have been trained in Emergency First Aid.

Together, these supports reflect a wraparound model of care that combines individualized accommodations with community-based resources and education. This collaborative and intersectional approach ensures that students and employees can access the tools and services they need to feel safe, supported and connected throughout their time at George Brown Polytechnic.



## B. Awareness and Education Programs and Initiatives

As a post-secondary institution, George Brown Polytechnic is deeply committed to education as an essential strategy for addressing sexual violence. Awareness initiatives not only provide critical information on rights, policies and available supports but also foster a campus culture where consent, respect and accountability are understood as shared responsibilities.

During the 2024–2025 academic year, OAREHRS and campus partners delivered a wide range of programs and initiatives. These efforts were intentionally designed to reach diverse student populations, create accessible entry points for learning and engage staff in shared dialogue. Collectively, OAREHRS facilitated 45 trainings, workshops and events that directly engaged approximately 1,600 of members of the George Brown community, not including the broader reach achieved through campaigns, social media, digital communications and campus tabling activities.

### Education and Training

#### OAREHRS Services Roadshow

Delivered to both students and staff, this session offers a concise introduction to the policies, processes and services provided by OAREHRS, including the Sexual Harassment and Sexual Violence (SHSV) Policy. The “Roadshow” explains how OAREHRS supports the George Brown community, outlining reporting obligations and options, available resources and George Brown’s approach to prevention and response.

#### Sexual Harassment and Sexual Violence Policy Training

This “101” style session provides training on key concepts contained in George Brown’s SHSV Policy. Synchronous sessions of this foundational education were delivered to various student and staff audiences during the academic year and a self-directed asynchronous module was updated and re-launched to employees, providing multiple modes of learning to the George Brown community.

#### Sexual Violence Awareness and Bystander Intervention Training

Designed primarily for students, this workshop is centered around consent, healthy relationships, sexual violence and bystander intervention. As an initiative to further enhance peer-to-peer student support, this training was delivered to all 2024-2025 student-staff members of George Brown’s Student Association, BSSN, and Student Support Services.

#### Sexual Violence Awareness and Prevention Training for Residence Advisors

In August 2025, OAREHRS delivered a tailored workshop to all incoming Residence Advisors at George Brown’s student residence, The George, as part of their onboarding training. This interactive workshop explored conversations and content covering the SHSV Policy, responding to disclosures, consent, healthy relationships and bystander training.

#### Sexual Violence Prevention Online Resources

OAREHRS has a dedicated [webpage](#) that can be accessed for anyone in the George Brown Community with information on sexual violence prevention, giving support, disclosing, reporting and making complaints about sexual violence. It also shares information on accessing training, self-help resources and awareness campaigns. This year, the webpage had 670 visits.

### Initiatives and Events

#### 16 Days of Activism Against Gender-Based Violence Campaign

In 2024, OAREHRS created George Brown’s 16 Days of Activism Against Gender Based Violence campaign, aligning with the international movement that runs from November 25 (International Day for the Elimination of Violence Against Women) to December 10 (Human Rights Day). The campaign highlighted 16 actions community members could take to help prevent gender-based violence and foster

safer, more inclusive spaces. OAREHRS developed a dedicated [webpage](#) featuring information on the annual campaign as well as internal and external supports and resources. To further extend awareness, OAREHRS developed a poster campaign and a video featuring students, employees, and senior leaders sharing actionable steps for change. It was shared through George Brown’s social media channels, encouraging participation and collective responsibility across the George Brown community.

## National Day of Remembrance & Action Against Gender-Based Violence

Each year, George Brown holds a memorial to honour the 14 women who were murdered in 1989 at L’Ecole Polytechnic de Montreal in an act of gender-based violence. On December 4, 2024, the George Brown community gathered for this annual commemoration. The event was a collaboration between the Assaulted Women’s and Children’s Counsellor/Advocate program, OAREHRS and many George Brown departments. Students and staff across George Brown engaged in candle lighting, poetry reading, art activations, and other acknowledgments and presentations, including an address by George Brown’s President, Dr. Gervan Fearon, on George Brown’s commitments to end gender-based violence.

## Pride 2025

In June 2025, OAREHRS and the Pride @GBC Working Group organized a series of events and initiatives celebrating and supporting George Brown’s 2SLGBTQIA+ community and allies. The Pride Kickoff celebration was held in collaboration with the Congress of the Humanities and Social Sciences Conference, hosted at George Brown on June 2nd, featuring performances from George Brown students, interactive activities and opportunities for connection. Throughout the month, educational and social events, including workshops, film screenings, and art activities programming around Indigenous and Two-Spirit experiences, encouraged learning and visibility across George Brown. The celebrations culminated with George Brown students, employees and senior leaders marching together in George Brown’s official contingent at the Toronto Pride Parade, demonstrating community pride and solidarity.

## Red Dress Day Postcard Campaign

In collaboration with Indigenous Initiatives, OAREHRS created and distributed approximately 300 postcards featuring a red dress to raise awareness of the National Day of Awareness for Missing and Murdered Indigenous Women, Girls and Two-Spirit People (MMIWG2S+), held annually on May 5th. Each postcard included a brief description of the day’s significance and a QR code linking to additional information and support resources. The red dress is rooted in the REDress Project, created by Métis artist Jaime Black, in which empty red dresses displayed in public spaces symbolize Indigenous women and Two-Spirit people who are missing or have been murdered. The colour red was chosen because, in Black’s words, it is a calling back of their spirits and helps make visible the lives lost to violence. This initiative served as a visible and meaningful reminder of the ongoing impacts of violence and an invitation for the George Brown community to learn, reflect, and act in solidarity with Indigenous communities.

## Red Zone Poster Campaign

From early September through to the end of October 2024, OAREHRS ran a poster campaign across all three campuses to raise awareness about the “[Red Zone](#)”, the period from the start of the academic year to Halloween, when the risk of experiencing sexual violence rises. The posters explained what the Red Zone is, why it matters and included a QR code linking to relevant resources and supports. This visual initiative aimed to spark conversations, educate broadly and promote a culture of consent by encouraging bystander intervention and connecting the community to prevention and reporting options.

## Sexual Violence Education and Prevention Committee

This Committee brings together stakeholders from across George Brown to strengthen coordination, communication and collaboration on sexual violence prevention. Originally established as a one-time taskforce in 2019 under Ontario’s Sexual Violence and Harassment Action Plan, the group was relaunched in March 2024 as a standing committee with representatives from various departments and areas, including the student residence, student association and volunteer student representatives.

Throughout the 2024/2025 academic year, the committee met regularly to discuss emerging trends, share insights, and advance education and awareness initiatives aimed at fostering a culture of consent and respect across the George Brown community. Members provided feedback that helped shape initiatives, shared information within their areas to promote upcoming events and collaborated across departments to strengthen participation and visibility in prevention activities.

## Sexual Harassment Awareness Poster Campaign

A George Brown-wide poster campaign was developed to raise awareness about sexual harassment and promote respectful and appropriate behaviour across the George Brown community. The posters defined what constitutes sexual harassment and directed community members to OAREHRS for questions, concerns, reports or disclosures. Materials were distributed in August 2025 to departments throughout George Brown and displayed in offices and common areas.

## Sexy Sexual Health Trivia

Guest-hosted by a Toronto-based sexual health and consent educator, this interactive gameshow style event held on January 29, 2025 was an empowered and fun way to learn about sexual health grounded in anti-oppression and sex positivity. Students participated in an evening of engaging and educational facilitated conversations about safer sex, pleasure, consent and healthy relationships.

## Sexual Health Supplies

To promote safer sex and make sexual health resources more accessible, George Brown provides free lube, dams, and external and internal condoms year-round. Supplies are self-serve and can be accessed near the library at St. James campus, all OAREHRS offices at each campus, the student residence and at various student support areas such as BSSN, Indigenous Initiatives and the SA's Community Care Centre. In addition, 300+ free sexual health kits, each containing a reusable zippered pouch with sexual health supplies, lip balms, sexual violence awareness materials and OAREHRS contact information, were distributed at various events throughout the year.

## Outreach

### Campus Outreach Tabling

OAREHRS participated in all 2025 campus tabling events, including student orientation, service fairs, campus days and open houses as part of its outreach and engagement efforts. These events created valuable opportunities to connect with the George Brown community, share information about OAREHRS' services and raise awareness of sexual violence prevention and resources.

### OAREHRS Monthly Newsletter and Social Media Account

OAREHRS continued to engage the George Brown community through its monthly newsletter and active social media presence. Both platforms are used to share timely information, highlight campus initiatives and promote upcoming educational activities, awareness campaigns and events related to sexual violence prevention. This ongoing communication helps strengthen visibility of OAREHRS services, builds communication and connection, and keeps all subscribers informed about resources and opportunities for involvement.

### Tea and Cookies with OAREHRS Advisors

On October 8, 2024, OAREHRS Advisors hosted a Tea and Cookies drop-in event to create connection and community in a welcoming and supportive space. Students and staff were invited to stay for cookies and warm beverages, group craft activities, and meet OAREHRS Advisors to learn about available supports and initiatives related to sexual violence prevention and response.

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Through ongoing education, awareness, and outreach, George Brown Polytechnic continues to strengthen its collective understanding of sexual violence prevention and response. The programs delivered in 2024–2025 reflect a coordinated effort to build knowledge, confidence, and engagement across the community. By equipping students and staff with practical tools and accessible learning opportunities, OAREHRS and its partners continue to advance a proactive, informed approach that supports safety, accountability and inclusion throughout George Brown.

# C. Reported Incidents and Complaints

George Brown Polytechnic responds to incidents of sexual violence by meeting people where they are, recognizing that every situation and survivor's experience is unique and often intersectional. George Brown's approach emphasizes reducing harm, access to support and fair process for everyone involved. There are no explicit timelines for when a person can disclose, report or make a complaint under the Sexual Harassment and Sexual Violence (SHSV) Policy. Survivors and affected community members may come forward at any time, regardless of when the incident occurred, to seek support or explore available options. This section outlines the disclosures, reports, and complaints received during the 2024–2025 academic year under the SHSV Policy. The data provides insight into how members of the George Brown community are accessing OAREHRS supports and navigating available processes.

George Brown recognizes that behind each number is an individual who has experienced, witnessed, or responded to harm. This reporting is not only about fulfilling provincial reporting requirements; it reflects a continued focus on understanding how sexual violence affects our community and how George Brown can respond more effectively. By examining what is disclosed and reported, we can identify trends, address emerging needs, and strengthen prevention and response practices. Without this understanding, meaningful progress is not possible, nor can our actions fully reflect the experiences of our students and staff.

For this report, incidents of sexual violence are grouped into two main categories: sexual harassment (which includes gender-based harassment) and sexual assault. While some incidents may include overlapping behaviours, such as both harassment and assault, each is recorded in the category that best represents the primary nature of the incident. Gender-based harassment, conduct directed at someone's gender identity, gender expression, or perceived gender, is captured within the broader category of sexual harassment.

## Definitions

To provide clarity and transparency in how incidents are represented, the following terms are used throughout this section and are consistent with the definitions outlined in George Brown's SHSV Policy.

- **Sexual Violence:** an umbrella term that covers any sexual act(s) targeting a person's sex, sexual orientation, gender identify or gender expression, that is committed, threatened or attempted against a person without their consent. It includes a range of behaviours, including but not limited to sexual harassment and sexual assault.
- **Sexual harassment:** a course of vexatious comment or conduct against a person because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome. A single incident, if serious, may constitute sexual harassment. Examples of harassment are offensive sexual or gender-based jokes, negative remarks about gender identify or gender expression, unwanted references to sexual acts, stalking (including cyber stalking) and unwelcomed sexual advances, sexually explicit photos, emails, or messages. Gender-based harassment is a form of sexual harassment.
- **Sexual assault:** any form of sexual contact without consent. Sexual assault includes unwanted kissing, fondling, touching, oral or anal sex, vaginal intercourse or other forms of penetration, or any unwanted act of a sexual nature.

## Disclosures

A disclosure occurs when a survivor or affected individual shares information about an experience of sexual violence to seek support, counselling, other services, or to learn about available complaint processes. A disclosure does not automatically lead to a formal complaint or investigation; it reflects a person's decision to seek information or support on their own terms. Some disclosures may later result in a complaint or accommodation, while others focus on addressing immediate safety and well-being.

This option is critical for prioritizing safety, reducing stigma, and fostering trust in George Brown's supports and procedures. Survivors may seek support for incidents that occurred recently, in the past, or outside of the George Brown community and do not need to share detailed information about their experience to access resources.

During the 2024–2025 academic year, OAREHRS received 12 disclosures of sexual violence. All disclosures were made by students, with seven involving sexual harassment and two involving sexual assault. Of these disclosures, 10 related to matters within the George Brown community and two were unrelated to George Brown. When

a disclosure directly led to the survivor initiating a formal complaint, the case was recorded under the complaint category to avoid duplication.

The disclosures received this year continue to demonstrate that students are aware of available supports and can seek help when needed. Each disclosure provides an opportunity for OAREHRS to offer trauma-informed guidance, safety planning, and connection to campus and community resources. Disclosures also serve as an important indicator of campus climate and the ongoing impact of prevention initiatives.

## Reports

A report is made when a member of the George Brown community becomes aware of an incident of sexual violence and shares that information with OAREHRS. Under George Brown's SHSV Policy, employees are required to report incidents they witness or that are disclosed to them. Students and other community members are strongly encouraged to do the same. If the person disclosing does not consent to share their name, a report can still be made without identifying them.

After a report is received, OAREHRS reviews the information to determine appropriate next steps. When a survivor wishes to be contacted, Advisors provide information and outline available resources and options. If consent is not given, resources are shared with the individual who made the report so that support remains accessible.

Reporting enables George Brown to identify potential risks, respond promptly and maintain community safety. In situations where a legal obligation exists or there is a potential risk to the broader community, the SHSV Policy permits George Brown to initiate a complaint resolution process as necessary and appropriate.

During the 2024–2025 academic year, OAREHRS received 23 reports. Most (21) were submitted by employees fulfilling their duty to report, while two were initiated by students. The majority (78%) related to incidents within the George Brown community; the remaining 21% involved matters outside George Brown's jurisdiction or where the connection could not be confirmed. Fifteen of the reports involved sexual harassment (including gender-based harassment), seven related to sexual assault and the nature of one report was not specified.

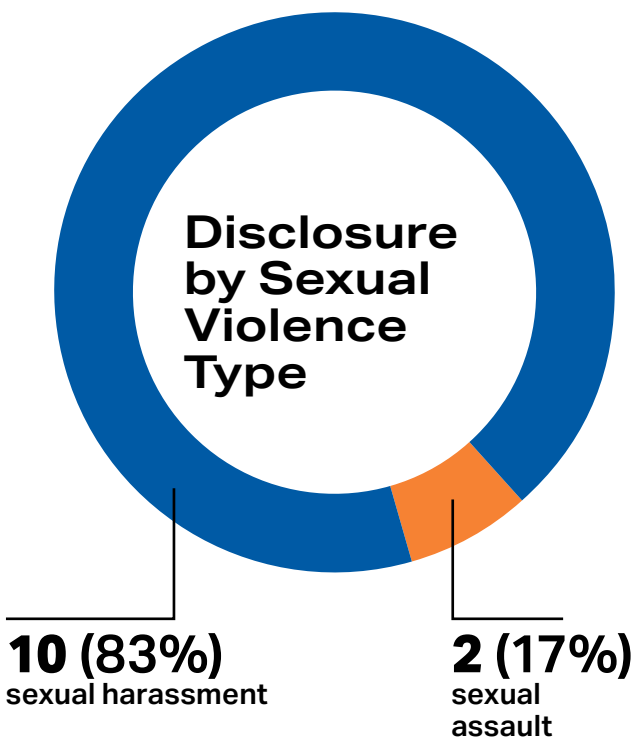


Figure 2: Disclosures by Sexual Violence Type September 2024 to August 2025

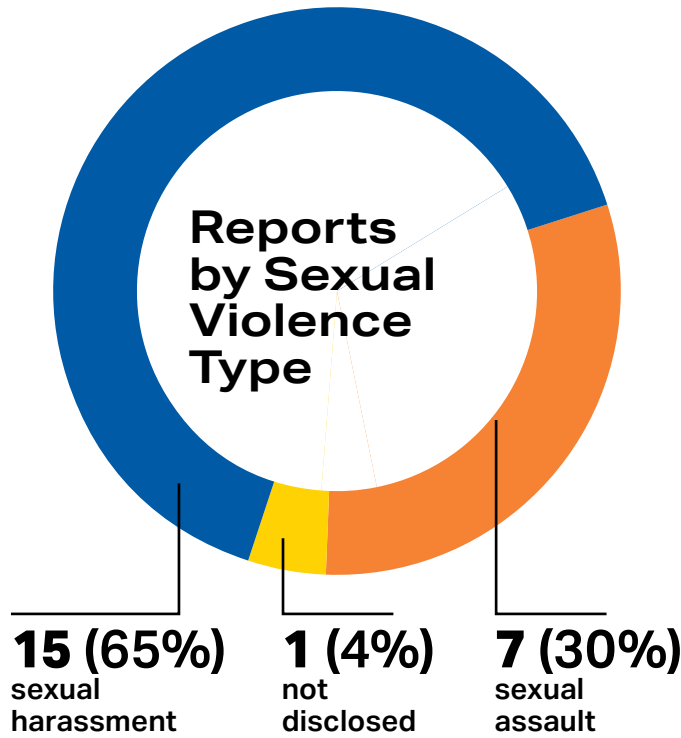


Figure 3: Reports by Sexual Violence Type September 2024 to August 2025  
 \*Totals do not sum to 100% due to rounding.

### Reports by Reporter Type

| Reporter’s Status | Count     |
|-------------------|-----------|
| Student           | 2         |
| Staff             | 21        |
| <b>Total</b>      | <b>23</b> |

Table 1: Reports by Reporter Type September 2024 to August 2025

The data indicates strong awareness among employees of their responsibilities under the SHSV Policy and a continued willingness across the George Brown community to recognize and respond to concerns. OAREHRS will keep working with leaders and departments to ensure these obligations are clearly understood and consistently applied.

## Complaints

George Brown’s complaint process addresses allegations of sexual violence through a trauma-informed lens and balances a survivor-centered approach with the principles of procedural fairness for all parties. During the 2024–2025 academic year, OAREHRS received 22 in-scope complaints under the SHSV Policy, while two additional submissions were reviewed and determined to fall outside its scope. When survivors chose not to pursue a complaint, their wishes were respected

wherever possible. In situations where there was a legal obligation or potential risk to the broader community, the SHSV Policy permits George Brown to initiate a complaint resolution process.

The complaint resolution process offers two primary pathways: investigation and alternative resolution. Formal investigations are structured, fact-finding processes used when a detailed review is needed to establish findings and ensure accountability through appropriate actions. Alternative resolution provides another way for addressing complaints, emphasizing dialogue and repair rather than formal findings. Grounded in restorative and trauma-informed principles, it creates structured opportunities, such as facilitated discussions or shuttle mediation, for parties to explore the impact of harm, acknowledge responsibility and determine meaningful steps toward resolution.

OAREHRS continues to strengthen the use of alternative resolution where appropriate – an ongoing evolution of practice that brings restorative approaches more fully into response work. This work is supported through collaboration with the Office of Student Success and Office of Student Conduct and Support to embed educational and accountability tools that reinforce learning and promote behavioral change within alternative resolution processes. Advisors assess suitability by considering the wishes of the parties, safety considerations and any power dynamics that may affect participation. When voluntary and appropriate, alternative resolution processes are often more timely than investigations and invite the parties to help shape outcomes that foster understanding, accountability and opportunity to make amends. Investigations remain available and necessary when the circumstances require a formal finding. Together, these pathways uphold fairness and transparency, respect survivor choice and reflect George Brown’s ongoing commitment to integrating restorative principles into its response and broader community work. Of the 22 in-scope complaints:

- Eleven proceeded to a formal investigation, three of which were initiated by George Brown.
- Nine proceeded to an alternative resolution process, such as mediation, negotiated agreement, facilitated discussion or restorative dialogue.
- Two complaints were abandoned by the complainant before resolution.

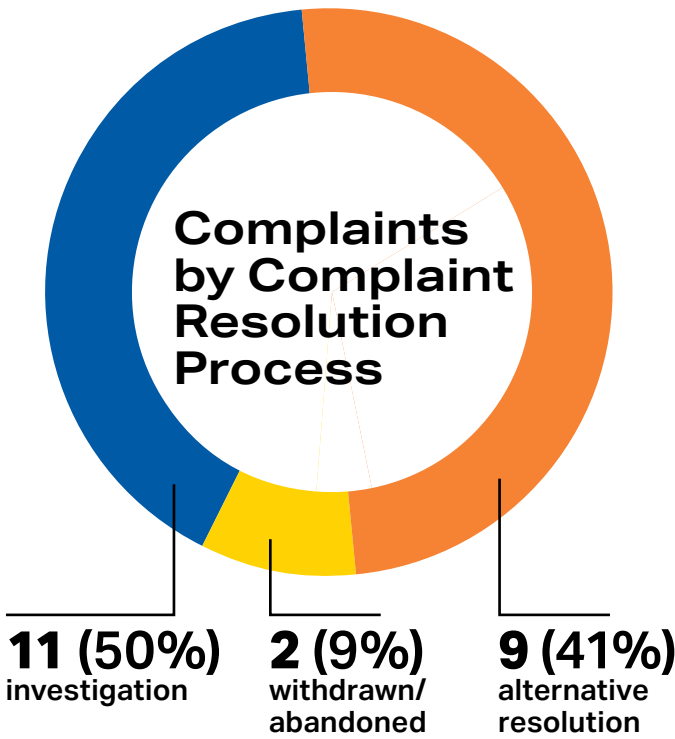


Figure 4: Complaints by Complaint Resolution Process September 2024 to August 2025

At the outset or during a complaint resolution process, OAREHRS may implement interim measures to safeguard the well-being of the parties and protect the integrity of the process. Interim measures are non-punitive, temporary actions (such as no-contact directives, class or schedule adjustments, or restrictions from specific areas of campus) designed to minimize harm and prevent further impact while a case is being resolved. These measures are reviewed regularly and adjusted as needed to ensure they remain proportionate, responsive and fair. In 2024–2025, interim measures were determined to be appropriate and implemented in 75% complaints that proceeded to a complaint resolution process.

Of the 22 in-scope complaints, 14 were submitted by students, three by staff members, and five were initiated by George Brown. Among the respondents, 17 were students, two were staff and three were other community members. In the 14 student complaints, 11 of the respondents were students; in two cases, the respondents were staff; and in one case, the respondent was another community member. Of the remaining eight complaints, six involved student respondents and two respondents were other community members.

### Number of Complaints by Party Type

| Complainant Type v Respondent Type                             | Count     |
|----------------------------------------------------------------|-----------|
| Student v Student                                              | 11        |
| Student v Staff                                                | 2         |
| Student v Other Community Member                               | 1         |
| Staff v Student                                                | 3         |
| George Brown v Student (George Brown-Initiated)                | 3         |
| George Brown v Other Community Member (George Brown-Initiated) | 2         |
| <b>Total</b>                                                   | <b>22</b> |

Table 2: Number of complaints September 2024 to August 2025 by party type.

The majority of complaints (21 out of 22) involved allegations of sexual harassment, including gender-based harassment, while one related to sexual assault. The remaining submissions were outside the Policy’s scope.

### Number of Complaints by Type of Sexual Violence

| Complainant Type        | Count     |
|-------------------------|-----------|
| Sexual Harassment       | 21        |
| Sexual Assault          | 1         |
| <b>Total (in-scope)</b> | <b>22</b> |
| <b>Out of Scope</b>     | <b>2</b>  |

Table 3: Number of complaints September 2024 to August 2025 by type of sexual violence

The volume and nature of complaints this year show that members of the George Brown community are making informed use of formal processes, reflecting confidence and trust in OAREHRS procedures. With 22 in-scope complaints received, this work represents a substantial portion of the response work under the SHSV Policy. Each case requires skilled case management, collaboration across departments, and a careful balance of sensitivity, consistency and procedural fairness. These matters are often complex and can carry significant emotional, academic and logistical impacts for those involved, underscoring the importance of appropriately trained advisors and investigators.

## Beyond The Numbers

Taken together, the disclosures, reports, and complaints received during the 2024–2025 academic year illustrate how the George Brown Polytechnic community engages with OAREHRS supports and sexual violence response processes.

Across 12 disclosures, 23 reports, and 22 in-scope complaints, community members accessed the full range of options from confidential support to formal complaint resolution. These figures are best understood as indicators of engagement and awareness rather than measures of prevalence, recognizing that many experiences of sexual violence are never formally reported.

### Number of Incidents by Category

| Category              | Count     |
|-----------------------|-----------|
| Disclosures           | 12        |
| Reports               | 23        |
| Complaints (in-scope) | 22        |
| <b>Total</b>          | <b>57</b> |

Table 4: Number of disclosures, reports and complaints September 2024 to August 2025

While the data helps identify patterns of engagement and emerging needs, they cannot fully capture the depth or individuality of each experience. Behind every number is one of our community members, and the most meaningful impacts of this work often happen quietly – through trust built, safety restored and increased understanding across the community. Just as sexual violence creates a ripple effect of harm that extends beyond the individual, the work of prevention and response creates its own positive ripple effect, contributing to gradual, lasting cultural change that cannot be measured by numbers alone.

Ultimately, the data reaffirms the importance of maintaining clear pathways to report and seek help, ensuring that supports remain visible, accessible and trusted. The insights drawn from this year’s work will continue to guide policy initiatives that strengthen George Brown’s collective response to sexual violence.



# D. Implementation and Effectiveness of the Policy

During the 2024 – 2025 academic year, George Brown Polytechnic continued to strengthen the implementation of its Sexual Harassment and Sexual Violence (SHSV) Policy by building on the foundation established in the policy's 2023 revision. While much of this year's work centered on maintaining continuity and consistency across services, it also provided an important opportunity to reflect on next steps. The experiences and data from this reporting period have helped identify areas where George Brown can deepen its approach, moving beyond compliance toward a model defined by consultation, collaboration and community capacity. A key development this year was the hiring of a new Director of Human Rights, Sexual Violence Response and Complaints Resolution. This role enhances institutional leadership and oversight, ensuring that policy implementation is more cohesive, data-informed and responsive to the evolving needs of the George Brown community.

## Training and Education

OAREHRS continued to keep policy education and awareness a priority by delivering foundational sessions across campuses, helping students and employees understand their rights and responsibilities under the SHSV Policy. Training focused on consent, bystander intervention, disclosure response, and the intersection of equity and sexual violence prevention. These sessions also provided valuable opportunities to gather ongoing feedback from our community, strengthen relationships and reinforce OAREHRS's role as a trusted, accessible resource for support and information.

Beginning in Fall 2025, OAREHRS will move to the next phase of sexual violence education that is more interactive and grounded in the experiences and needs of the George Brown community. The updated model will emphasize collaboration, real-life application and opportunities for ongoing learning. OAREHRS will also explore "just in time" educational resources as a way of building both awareness and practical, responsive skills across all areas of George Brown.

## Policy Practice and Process Improvements

In 2024–2025, OAREHRS refined procedures and developed additional templates to support consistent, timely and effective responses to complaints. This included developing clear guidelines on the materials included in decision-maker packages to ensure all relevant information is presented in a structured manner, as well as creating standardized letters for referring completed investigations to decision-makers that clearly outline their responsibilities and related timelines. To further support consistency in decision-making, OAREHRS developed standardized letter templates for decision-makers to communicate outcomes to complainants and respondents.

In addition, the office updated its letter template for communicating with complainants whose concerns fall outside the scope of the SHSV Policy, using more accessible and plain language to enhance understanding. This ensures that individuals are informed when their concern does not meet the policy threshold or OAREHRS jurisdiction in a transparent and supportive way. Together, these tools promote clarity, accountability and consistent application of complaint processes across George Brown.

Enhancements to case management tools and standard operating procedures also enabled more detailed and accurate record-keeping, resulting in richer data and more comprehensive reporting. Together, these process improvements not only enhanced operational efficiency but also strengthened institutional learning and continuity. They will inform the continued development of a robust data and evaluation framework – one that moves beyond tracking volume to assess the quality, reach and impact of OAREHRS's services across the George Brown community.

## Building Capacity and Connection

Collaboration remained a cornerstone of policy implementation. OAREHRS worked closely with academic and student support areas, including the Student Association; Indigenous Initiatives; the Black Futures Initiatives; Counselling and Student Well-Being; the George Residence; Office of Student Conduct and Support; Accessible Learning Services; and Public Safety and Emergency Management to ensure that programming and response efforts remained accessible, intersectional and relevant. These partnerships strengthened George Brown's collective capacity to respond effectively to harm while reinforcing the values of equity, inclusion and community care that underpin George Brown's mission.

Through outreach and engagement activities described earlier in this report, OAREHRS continued to be visible and approachable to students and employees seeking information or support. These efforts helped position OAREHRS as a trusted resource within the George Brown community.

## A Sector in Transition

The post-secondary sector is navigating a period of transition that will continue in the coming years. Within this landscape, George Brown must continue to examine how this important work can be sustained and strengthened in new ways. This means approaching the work in ways that are integrated, agile and responsive to emerging needs while maintaining the integrity and depth that this work demands.

This moment invites innovation and presents an opportunity to find new ways to strengthen collaboration, engage the community and embed prevention and response practices more deeply across George Brown. George Brown remains committed to continuous improvement and to ensuring that its approach evolves thoughtfully and creatively within a changing sector.



## Looking Ahead: Fall 2025 and Beyond

Drawing on lessons learned from the 2024–2025 academic year, George Brown Polytechnic will continue building on its foundation of education, prevention, and support by moving toward a more consultative, collaborative, and capacity-building model. This next phase will focus on deepening engagement across the community and translating shared goals into meaningful, measurable action.

Key areas of focus will include:

- **A proactive, people-first approach:** Ensuring that services and initiatives reflect the real needs and experiences of students and staff, and that success is defined by meaningful outcomes rather than activity alone.
- **Understanding impact and lived experience:** Developing ways to assess how services and initiatives influence trust, access, and belonging across the George Brown community, and strengthening mechanisms for safe, trauma-informed feedback from survivors and respondents to ensure programs and processes continue to evolve with insight and care.
- **Community-rooted, responsive education:** Delivering learning opportunities that reflect community realities and integrate equity, diversity and inclusion principles, trauma-informed practices and decolonizing approaches.

- **Collaborative learning:** Working across departments and with student organizations to co-create relevant, sustainable programs that build shared understanding and practical skills.
- **Spaces for connection:** Creating opportunities for dialogue, reflection and healing, that foster inclusion, safety and belonging.
- **Education and Support for Responsible Administrators and Decision-Makers:** Creating tools and resources to equip and empower people leaders across George Brown to engage in fair, trauma-informed and impactful decision-making and recommendations in response to reports and complaints of sexual violence. This work supports consistency, accountability and equity in George Brown processes.

George Brown Polytechnic enters this next chapter with optimism and purpose. The work ahead will continue to be guided by George Brown's core values and by its dedication to strengthening a culture of consent and care. Through collaboration and continued learning, George Brown will keep advancing prevention and response practices and nurturing a campus where everyone feels seen and supported – able to flourish and thrive.

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## Contact Us

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**George Brown Polytechnic**