

Northern College
Sexual Violence on Campuses Report
September 2022 – March 2023
Year Ending March 31, 2023

This report constitutes a summary of activities on Northern College Campuses relating to sexual violence events, any remediating services or supports, and promotion of sexual violence awareness and awareness of remediating resources. The report follows guidelines provided by the Ontario Ministry of Colleges and Universities and complies with *Ontario Regulation 131/16 Sexual Violence at Colleges and Universities and Annual Reporting*.

Number of times supports relating to sexual violence were requested by students: 3

Number of times supports relating to sexual violence were administered by the college: 3

Number of times accommodation related to sexual violence were requested by student: 0

Available supports, services, accommodations include:

- Local Health Unit contacts per campus
- Timmins and Area Women in Crisis Organization
- Pavilion Women’s Shelter and Sexual Violence Support Services
- Victim Services Support Service
- East End Family Health Team (Timmins Campus)
- Student Advisors
- Online and telephone resources
 - Good2talk
 - Wespeakstudent
- Behavioural Intervention Team (BIT) –academic and student service managers consult to discuss or decide **pro-active** direction regarding students reported through an established system to be expressing or exhibiting concerning behaviours.
- Threat Assessment Team (TAT) –academic and student service managers consult to discuss or decide **urgent** direction regarding students reported through an established system to be expressing or exhibiting concerning behaviours.

Initiatives established by Northern College include:

While no new initiatives relevant to sexual violence were established at Northern College in 2023, preparatory work was done to increase the ways in which reporting and services could be conducted; as a result, these initiatives are in process that will provide students with further access and support in this area, including:

Northern is expanding and deepening its Behaviour Intervention Team (BIT) and its Threat Assessment Team (TAT) to better serve the needs of its growing student population. Both teams are cross-functional and long established at Northern to deal with issues related to student safety, standards and protection and the group is currently upgrading their skillset through the National Association for Behavioral Intervention and Threat Assessment (NABITA) to better handle an increase in need since the outset of the COVID-19 pandemic and better align with educational best practices.

Northern is currently establishing Respect, Educate, Empower, Survivors (REES) which will offer students an online portal for reporting anonymously, a central hub for service access and for the College to centralize its data tracking and services issued to students in need.

The implementation of this unique tool will help to bridge the kinds of cultural differences that may prevent students from reporting issues or assaults via traditional methods. This factor is incredibly important to Northern as a result of its increasingly diverse student body.

With an eye towards further modernization, Northern is working to implement further services via AppArmor which will allow students another pathway for reporting.

Building upon 2020 practice, a virtual campaign specific to locating relevant supports and consent was conducted for all campuses. This campaign reminds students about sexual violence issues and reinforces education with which they've been acquainted at Orientation and that both on and off campus and virtual support exists for all students. The campaign is regularly scheduled together with other personal safety and personal development topics within an annual roster of communications, events and workshops being branded as part of the "Northern Experience."

The online campaign began April 2022, with posts on gender-based violence, sexual assault and violence, mental health resources, repeated in June 2023 and again in September 2022 as well as in January 2023 at orientation with Timmins Police Service highlighting consent and reporting.

To increase campus safety, significant investments have been made towards installing nighttime lighting at Northern College Campuses, including high-student traffic areas like the "Dog Walk" which had drawn some attention from students in previous years at the Haileybury

Campus. Students of the Veterinary Assistant and related programs volunteer to walk several dogs dwelling on campus, often in dark, winter, early-evenings and it was decided that the existing lighting could be improved.

Algoma University and Northern College partnership – Conducted a TEA consent campaign where we purchased tea bags, attached a QR code that linked to sexual assault and violence resources and played the consent educational video. This initiative was planned early March 2023 and implemented in April 2023.

The implementation and effectiveness of this policy includes a recently updated website for improved access to policy for Northern College employees and students.