



LaurentianUniversity
Université**Laurentienne**

SEXUAL VIOLENCE RESPONSE AND PREVENTION

ANNUAL REPORT

Equity, Diversity and Human Rights Office

For the period:

May 1, 2024 to April 30, 2025

1. OVERVIEW

Presented to the Board of Governors, this report from the Equity, Diversity and Human Rights Office (EDHRO) details matters addressed under the Policy on Response and Prevention of Sexual Violence (Policy). It also outlines the sexual violence prevention and awareness initiatives completed during the 2024-25 fiscal year. This report meets the requirements of section 17 of the *Ministry of Training, Colleges and Universities Act, R.S.O. 1990, c. M.19*.

2. CASE RESOLUTION AND ADVISORY SERVICES

Case Contacts to the EDHRO

A case contact is an individual who brings forward a complaint, consultation or enquiry to the EDHRO. In this context, the case contact does not need to have made a complaint to be named as such. “Case contact” is simply the term used for the individual/unit who initially makes contact with the EDHRO, which includes contact for the purpose of an enquiry, consultation, or complaint.

Case Contact Composition

Each case contact with the EDHRO can be broken down into the following three (3) categories:

- (1) **Complaint:** a written complaint received by the EDHRO by an individual who believes that they have been subjected to behavior that may breach the Policy. Note that once the EDHRO receives a written Case Resolution Request Form, the case is categorized as a complaint. Complaints may be addressed both through formal and informal resolution processes;
- (2) **Consultation:** guidance and/or direction provided by the EDHRO on concerns, questions or potential complaints. Consultations may include (but are not limited to) requests for assistance or clarification from members of the Laurentian University community, including academic or administrative leaders (i.e., those with the authority or responsibility to address concerns), requests for information and/or assistance by third parties (i.e., friends, co-workers seeking assistance to support others), or the provision of information with appropriate guidance. Typically, this would entail a longer interaction or more than one meeting to address a possible concern relating to a matter falling under the EDHRO mandate. Some consultation services may also require follow-up with other individuals or administrative or academic units.

*It is important to note that a Consultation can include a disclosure of sexual violence and the survivor has chosen not to engage the complaint process under the Policy, but is disclosing for the purposes of obtaining support and accommodations under the Policy.

(3) **Enquiry:** a basic clarification, reference or provision of information.

There were 28 total case contacts with the EDHRO in 2024-2025 that were dealt with under the Policy. These case contacts were comprised of 6 complaints, 21 consultations, and 1 enquiry.

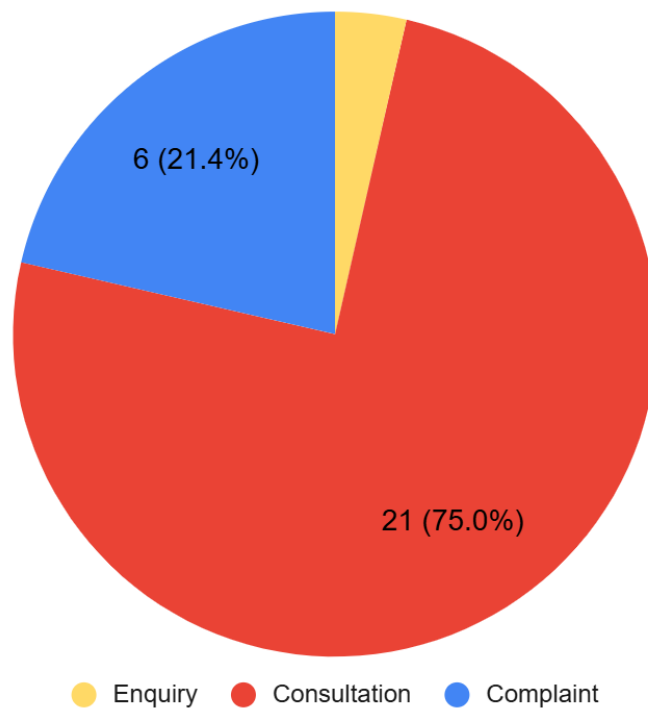


Figure 1 (a) – Case contacts dealt with under the Policy on Response and Prevention of Sexual Violence

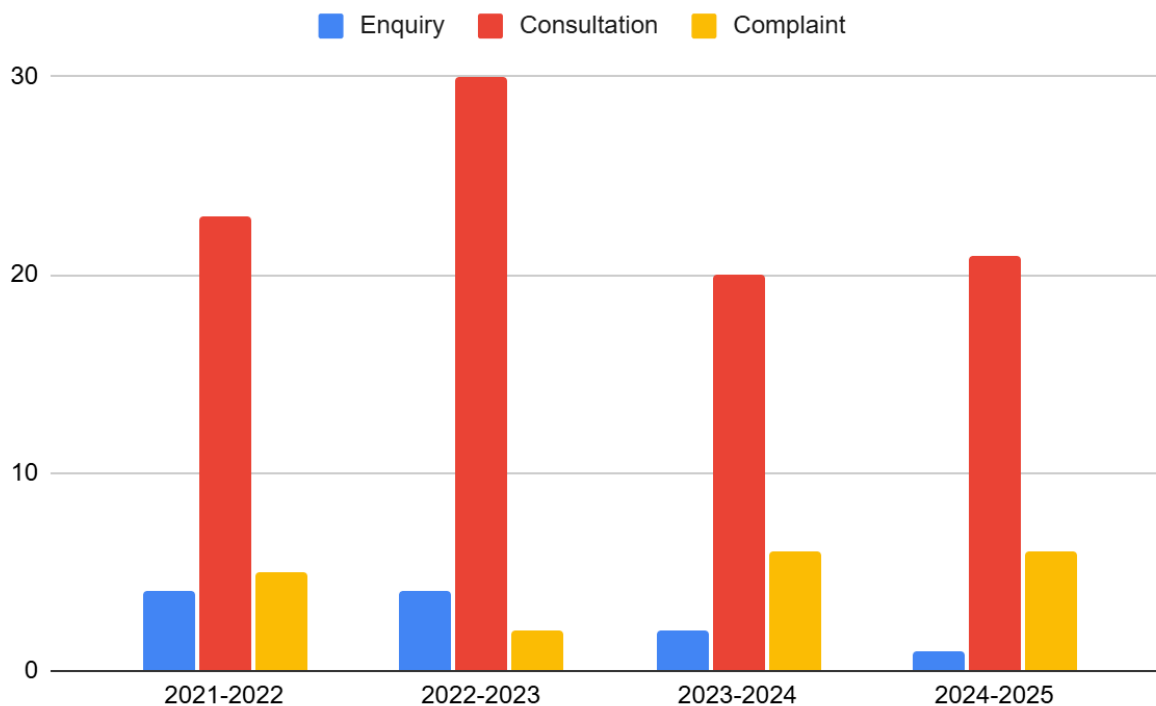


Figure 1(b) - Comparative statistics for case contacts: 2021-2025

Constituency Groups

The case contacts and respondents in each file are broken down into seven (7) constituency groups as follows:

- (1) **Faculty:** this group includes all members of the Laurentian University Faculty Association (LUFA) as well as department Chairs/Directors (who are members of LUFA);
- (2) **Faculty Unit/Department:** this group includes cases brought forward on behalf of or against a faculty unit or department as a whole and not by any one individual;
- (3) **Employees:** this includes all employees other than Faculty. Included are members of the Laurentian University Staff Union (LUSU), graduated teaching assistants represented by the Canadian Union of Public Employees (CUPE), and members of the Laurentian University Administrative and Professional Staff (LUAPS) who do not fall into the leadership group personnel category listed below as well as all other employees who do not belong to a union or association;

- (4) **Staff Unit:** this group includes cases brought forward on behalf of or against a staff unit or department as a whole and not by any one individual;
- (5) **Students:** this group includes all students at Laurentian University;
- (6) **Leadership group personnel:** this category includes all leadership personnel including Executive Team members, Associate Vice-Presidents, Deans and Directors. It does not include Chairs of departments as they are included as members of Faculty, as noted above; and
- (7) **“Other”:** Included in this category are either case contacts or respondents who are not a member of the Laurentian University community or where the case contact did not wish to reveal the name of the respondent. This group may also include Laurentian University investigating or responding to a complaint as an institution.

The following is a breakdown by constituency group of case contacts who sought services from or consulted with the EDHRO under the Policy.

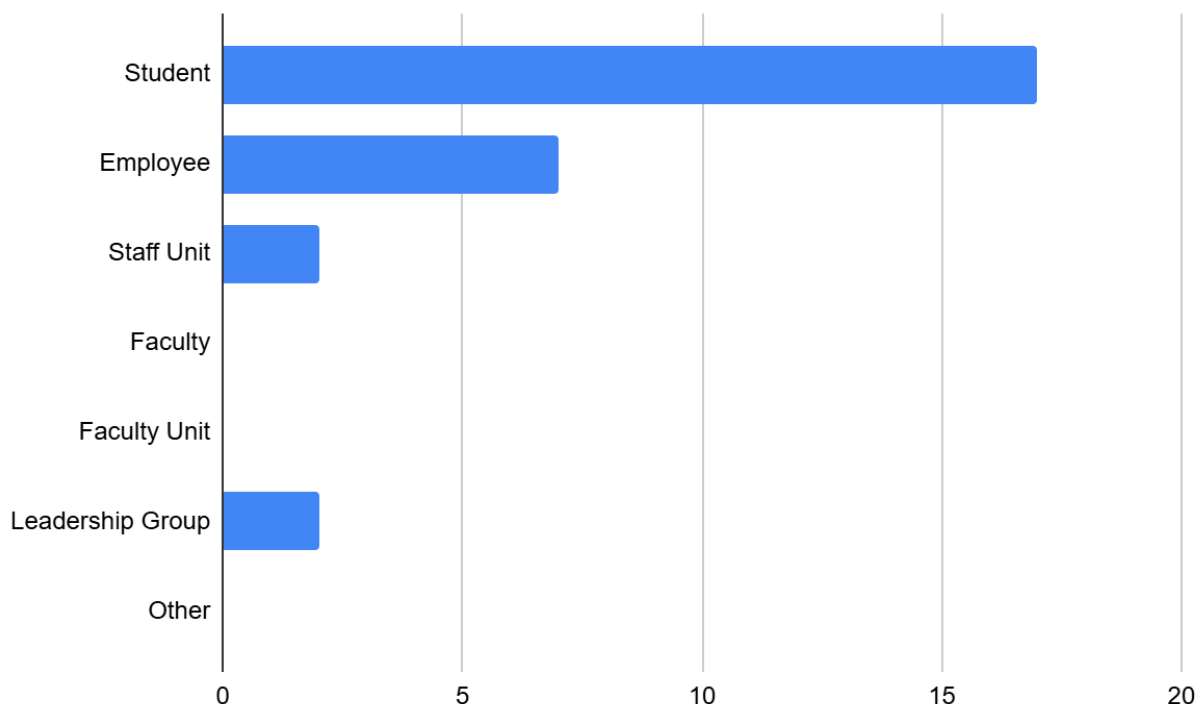


Figure 2 – Case contacts dealt with under the Policy broken down by constituency group

Resolution of complaints

Of the 6 complaints made in 2024-2025 under the Policy, there were a total of 4 complaints resolved in 2024-25, and 2 brought forward to 2025-2026. The resolved complaint was resolved by way of informal resolution using mediation/ADR techniques.

3. EDUCATION, AWARENESS AND INITIATIVES

In the past year, the Equity, Diversity and Human Rights Office (EDHRO) has significantly advanced its mandate to create a safer, more inclusive campus community at Laurentian University. Our proactive focus on sexual violence prevention, consent education, and community empowerment has been implemented through a diverse range of training sessions, awareness campaigns, and collaborative events. These initiatives, developed for all members of the University—including students, staff, and faculty—have not only raised awareness but have also provided essential skills and resources to engage the community and create a safe campus for all.

Centering Sexual Violence Prevention and Consent Education

A significant portion of our work focused on promoting a culture of consent and healthy relationships. Our initiatives moved beyond simple definitions to practical applications, encouraging active participation and dialogue across the entire University community.

- **Consent Awareness Week and Day:** We dedicated an entire week in October and a specific day in September to this critical topic. Events included interactive booths at student service fairs, a Lunch N' Learn titled "Consent Beyond Sex," and a movie screening of *Audrie and Daisy* to spark crucial conversations. By engaging students, staff, and faculty, these efforts were designed to provide a deeper understanding of consent as an ongoing, enthusiastic, and respectful part of every interaction.
- **Upstander Training:** Delivered to key groups like residence staff, student athletes, and student leadership at the Student Leadership Conference, these training sessions provided practical skills for safe and effective intervention. We also offered specific training for staff and faculty to ensure a consistent message of support and empowerment. The goal was to equip all members of our community to take an active role in preventing harm and supporting their peers.
- **Targeted Awareness Campaigns:** We addressed specific aspects of sexual violence through events like "**Drink Spiking Awareness Day**" to help community members recognize the signs and risks associated with this form of harm.

16 Days of Activism Against Gender-Based Violence

The **16 Days of Activism** is an annual international campaign that runs from November 25 to December 10. Its purpose is to call out and speak up against gender-based violence, renewing the commitment to ending violence against women, girls, and 2SLGBTQIA+ individuals. In Canada, the campaign specifically recognizes December 6 as the National Day of Remembrance and Action on Violence Against Women. We organized several events in support of this important campaign:

- **November 25:** On this day, we held a **Flag Raising Event** to call for an end to gender-based violence for the International Day for the Elimination of Violence Against Women. This day also included **Giving Tuesday**, which provided an opportunity for the community to support related causes.
- **November 27:** We hosted a series of drop-in events, including a **Human Rights & You: Self-Advocacy Workshop (FR)**, the **Laurentian Pride Drop-In & Meet-and-Greet**, and the **Laurentian Women's Centre Drop-In & Meet-and-Greet**.
- **November 28:** We presented two workshops on **Human Rights and Unconscious Bias**, one in English and one in French.
- **November 29:** Our office held a **Bloom for Réseau ACCESS Network Fundraiser** in recognition of World Aids Day.
- **November 30:** In collaboration with the Laurentian Women's Basketball program, Laurentian University Women in Sport, the Women's Centre, Laurentian Dance Team, and Face Painting by Chantal, we raised awareness against inequality in sports during the **Laurentian Voyageurs vs. Waterloo Warriors** game, featuring powerful halftime discussions on empowering student-athletes.
- **December 2-6:** A continuous **FACT CHECK: Gender-Based Violence** initiative was run to dispel common myths and provide accurate information.
- **December 3:** We hosted a panel discussion for International Day for Persons with Disabilities on **Paris 24 & the Inclusion Revolution: Challenging Stereotypes & Redefining Perceptions of Disability**, featuring Laurentian alumnus and Accessibility Advisor, Lance Cryderman, a Canadian boccia Paralympian.
- **December 4:** A workshop titled **Being Trans in Canada, in 2024** was presented by Celeste Trianon.
- **December 5:** We hosted a presentation by Jason Nakogee leading into the National Day of Remembrance and Action for Violence Against Women.
- **December 6:** We held the **"Together in Remembrance: A Vigil Against Violence"** event, a poignant reminder of our collective responsibility to end violence, honouring the 14 women murdered at Polytechnique Montréal in 1989.

- **December 9-13: A BRAIN BOARD: What Did You Learn This Week?** was set up to reinforce learning from the campaign.
- **December 10:** We concluded the campaign with a comprehensive **Social Media Campaign**.

Supporting and Empowering the Community

In addition to prevention, we offered several initiatives to provide support and create spaces for healing and dialogue. These events were designed to be accessible and relevant to a wide range of individuals across campus.

- **Community Collaborations:** We extended our reach through vital collaborations with both internal and external partners. External partnerships with organizations like the Greater Sudbury Anti-Human Trafficking Coalition, White Ribbon Canada, and Centre Victoria pour femmes helped us to bring specialized knowledge and resources to our community.
- **Survivors' Circles:** We created dedicated, safe spaces for survivors to connect and share their experiences, fostering a sense of community and support. These circles were held on multiple dates throughout the year to ensure they were available to those in need.
- **Workshops and Panels:** Workshops like "Human Trafficking: Know the Signs, Make the Call!" and "Comment (bien) réagir à un dévoilement avec Centre Victoria pour femmes" allowed us to bring in expert speakers and facilitate discussions on understanding, recognizing, and addressing sexual and gender-based violence. Our "Self-Advocacy Workshop," helped participants understand their rights and how to navigate complex situations, ensuring language was not a barrier to support. The Laurentian Pride and the Women's Centre's Drop-In & Meet-and-Greet also provided a safe space for community members to connect.
- **Orientation Events:** Our office attended key university orientation events, including the International Students' Orientation Day in the spring, fall and winter orientation weeks, as well as orientations for many academic programs, to ensure new students were provided with essential information and resources regarding sexual violence prevention and support from the very beginning of their academic journey.

Through these various initiatives, the EDHRO has worked to build a safer community, free from sexual violence and with a strong culture of consent. We believe that an educated and empowered community is the most effective tool in preventing sexual violence and ensuring a safe campus for everyone.

4. CONCLUDING COMMENTS

Over the past year, The Equity, Diversity and Human Rights Office (EDHRO) and the Student Equity Centre (SEC) have worked closely with students, faculty, staff, and community partners on a wide range of prevention and awareness initiatives to foster a safe and respectful campus community. These initiatives served as critical opportunities for our community to engage, learn, and actively participate in creating a culture of consent. These efforts reflect a shared commitment to addressing sexual and gender-based violence on our campus. Moving forward, we will continue to build on this foundation of collaboration, working with the Laurentian community to cultivate an established culture of consent and healthy relationships. This ongoing, collective effort is essential to ensuring a secure and supportive environment for everyone.