LAURENTIAN UNIVERSITY / UNIVERSITÉ LAURENTIENNE

SEXUAL VIOLENCE RESPONSE AND PREVENTION ANNUAL REPORT

Equity, Diversity and Human Rights Office (EDHRO)

Reporting Period: May 1, 2025, to April 30, 2026

EXECUTIVE SUMMARY & OVERVIEW

This Annual Report is presented to the Laurentian University Board of Governors in accordance with Section 17 of the *Ministry of Training, Colleges and Universities Act*, R.S.O. 1990, c. M.19, the *Sexual Violence and Harassment Action Plan Act, 2016* (Bill 132), the *Strengthening Post-Secondary Institutions and Students Act, 2022* (Bill 26), the *Strengthening Accountability and Student Supports Act, 2024* (Bill 166), and Laurentian University's *Policy on Response and Prevention of Sexual Violence* (PRPSV).

The Equity, Diversity and Human Rights Office (EDHRO) leads institutional efforts to foster a safe, respectful, and survivor-centered campus environment. This report details case contacts to the EDHRO brought forward under the PRPSV during the 2025–2026 reporting year, alongside comprehensive education, training, and awareness initiatives designed to advance consent culture, and gender-based violence prevention across the University community.

A copy of this report is available to members of the Laurentian University community by contacting the EDHRO or online at https://laurentian.ca/services/equity-diversity-human-rights.

MANDATE AND LEGISLATIVE FRAMEWORK

The mandate of the EDHRO under the Policy on Response and Prevention of Sexual Violence (PRPSV) is to provide confidential, survivor-centered guidance, support, and complaint resolution, while driving proactive prevention education across all campus constituencies (students, faculty, staff, and leadership).

Key functions under this mandate during the 2025–2026 fiscal year included:

- **Support & Accommodations:** Facilitating immediate interim measures, academic accommodations, workplace adjustments, and safety planning for individuals who have experienced sexual violence, regardless of whether a formal complaint is submitted.
- **Resolution Services:** Administering both informal and formal resolution processes for complaints under the PRPSV in a trauma-informed, neutral, and procedurally fair manner.
- **Targeted Education & Training:** Delivering mandatory and tailored workshops on consent, active bystander intervention (Upstander/Draw the Line), human trafficking prevention, intimate partner violence, and trauma-informed disclosure response.
- **Institutional Advisory:** Advising academic and administrative leaders on policy compliance, risk mitigation, and trauma-informed survivor support.

CASE RESOLUTION AND ADVISORY SERVICES

Case Contact Definitions

A **case contact** is any individual or department that reaches out to the EDHRO seeking assistance, reporting an incident, or requesting guidance under the PRPSV. Case contacts are categorized into three distinct types:

- **Complaint:** A formal written complaint (via a Case Resolution Request Form) submitted by an individual alleging behavior that violates the PRPSV, triggering informal or formal investigation procedures.
- **Consultation:** Guidance provided regarding concerns, disclosures, or potential complaints. *Consultations frequently include disclosures of sexual violence where the survivor chooses not to initiate a formal complaint process but seeks support, safety planning, and academic/workplace accommodations under the Policy.*
- **Enquiry:** Basic requests for information, policy clarification, or external resource referrals.

Case Contacts & Multi-Year Trends under PRPSV

During the 2025–2026 fiscal year, the EDHRO managed case contacts under the PRPSV across all constituency groups.

Multi-Year Comparative Statistics (2021–2026)

CASE CONTACT TYPE	2021–2022	2022–2023	2023–2024	2024–2025	2025–2026
Complaints	5	2	7	6	11
Consultations	23	30	21	21	14
Enquiries	4	4	10	1	1
TOTAL PRPSV CONTACTS	**32**	**36**	**38**	**28**	**26**

Case Contact Composition by Constituency Group

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 table below outlines the constituency breakdown of individuals/units contacting the EDHRO under the PRPSV during the 2025–2026 reporting period:

CONSTITUENCY GROUP	2025–2026 CONTACTS
Student	17
Employee	3

Staff Unit	0
Faculty	3
Faculty Unit / Department	0
Leadership Personnel	0
Other	3
TOTAL	**26**

Disposition and Resolution of Complaints

Complaints received under the PRPSV during 2025–2026 were addressed through the following resolution pathways:

RESOLUTION TYPE	2025–2026 PRPSV COMPLAINTS (N = 11)
Early Resolution	4
Referral to Alternate Process/No Further Action Required	1
Carry Forward (Active into 2026–2027)	6
TOTAL COMPLAINTS TRACKED	**11**

TRAINING, EDUCATION, AND AWARENESS INITIATIVES

Throughout 2025–2026, the EDHRO, in collaboration with the Student Equity Centre (SEC), campus partners, and external community organizations, expanded its educational programming focused on sexual violence prevention, active bystander empowerment, trauma-informed disclosure training, and survivor support.

Mandatory and Targeted Sexual Violence Training

- **Student Leaders & Residence Staff:** Pre-orientation training covering the PRPSV, trauma-informed disclosure response, active bystander intervention (Upstander training), boundaries, consent, and survivor support pathways.
- **New & First-Year Students:** Integrated orientation modules across academic faculties and residence communities focused on consent, understanding the PRPSV, campus safety, and available support services.
- **Varsity Athletics & Student Athletes:** Tailored workshops addressing active bystander intervention, preventing gender-based violence, maintaining respectful athletic environments, and promoting gender equity in sports.

- **Faculty & Academic Staff:** Specialized bilingual workshops (*Responding to Disclosure Training*) equipping academic personnel with trauma-informed skills to receive disclosures compassionately and connect survivors with institutional accommodations.

Major Prevention & Awareness Campaigns

1. Consent Awareness Week (September 15–19, 2025)

Theme: *"Consent is Simple — #iask / #jedemande"*

Consent Awareness Week opened the academic year with campus-wide initiatives aimed at embedding consent culture, bystander intervention, and survivor support across the University community.

EVENT / INITIATIVE	DATE & VENUE	FOCUS & PROGRAM HIGHLIGHTS
Services Fair	Sept 15, 2025 *Parker Atrium*	Campus-wide launch fair bringing together internal university offices and community support partners to showcase resources promoting student safety, well-being, and consent education.
Survivors Circles ft. Réseau ACCESS Network	Sept 15, 2025 *SEC (P-302)*	Safe, empowering peer-support space co-hosted with Réseau ACCESS Network, focusing on 2SLGBTQIA+ and diverse survivors of sexual violence, featuring restorative crafting activities and community building.
Responding to Disclosure Training (Faculty & Staff)	Sept 15 & 16, 2025 *Executive Learning Centre & Zoom*	Bilingual trauma-informed sessions (English and French) equipping faculty and staff with skills, confidence, institutional guidelines, and referral pathways to respond supportively to sexual violence disclosures.
Lunch n' Learn: Let's Talk About Consent	Sept 16, 2025 *Executive Learning Centre & Zoom*	Interactive workshop co-hosted with LU Counselling Services, examining boundary setting, mutual respect, and establishing consent as a lived campus culture.

Human Trafficking 101 (with SAVS)	Sept 17, 2025 *Classroom Bldg (C-104)*	Educational session with Sudbury & Area Victim Services (SAVS) on recognizing human trafficking indicators, understanding recruitment tactics, and community intervention strategies.
Upstander Training (Student Workshops)	Sept 17, 2025 *Executive Learning Centre & Zoom*	Bilingual interactive bystander workshops empowering students with actionable skills to safely intervene in situations involving harassment, harm, or non-consent.
FRIES For Consent Outreach	Sept 18, 2025 *Parker Atrium*	Interactive awareness booth serving free French fries while engaging students on the FRIES model of consent (Freely given, Reversible, Informed, Enthusiastic, Specific).
Understanding Intimate Partner Violence	Sept 18, 2025 *Executive Learning Centre & Zoom*	Presentation by the Sudbury Women's Centre detailing intimate partner violence dynamics, red flags, safety planning, and community resources for survivors.
Movie Night: *She Said* (with SGA)	Sept 18, 2025 *Student Centre*	Screening of *She Said* (2022) depicting the investigative journalism behind the #MeToo movement, followed by a supported community discussion on consent and accountability.
Restorative Yoga (with Power Yoga Canada)	Sept 19, 2025 *Alphonse Raymond Gym*	Guided meditative yoga session focusing on mindfulness, body sovereignty, stress release, and somatic healing for survivors, students, staff, and faculty.
Self-Defence Workshop (with Sudbury BJJ)	Sept 19, 2025 *Alphonse Raymond Gym*	Inclusive physical self-defence session led by Sudbury Brazilian Jiu-Jitsu instructors, providing participants with practical defensive tools, SGA snacks, and 5-class punch cards.

2. 16 Days of Activism Against Gender-Based Violence (November 25 – December 10, 2025)
Theme: *"Unite in Solidarity — Take a Stand for Change"*

The annual international 16 Days of Activism campaign mobilized the Laurentian community to stand against gender-based violence (GBV), promote active bystander action, and honour victims of violence.

EVENT / INITIATIVE	DATE & VENUE	FOCUS & PROGRAM HIGHLIGHTS
Voyageurs vs. York Lions Game Kick-off	Nov 22, 2025 *Ben Avery Gym*	Athletics partnership kick-off promoting campaign awareness and taking a stand against gender-based violence within sports communities.
Flag Raising Ceremony	Nov 25, 2025 *Parker Atrium*	Official launch for International Day for the Elimination of Violence Against Women, bringing together leadership, faculty, staff, and students in solidarity.
White Ribbon: Draw The Line Workshops	Nov 25 & Dec 3, 2025 *Classroom Bldg (C-112)*	Bilingual student workshops (English & French) providing practical skills for active bystander intervention, challenging toxic gender norms, and preventing sexual violence.
National Day of Remembrance & Action Vigil	Dec 5, 2025 *Parker Atrium*	Solemn candlelit vigil commemorating the victims of the 1989 L'Épiphanie / Polytechnique tragedy and all women affected by gender-based violence, featuring community reflections.
Human Rights Day Social Media Campaign	Dec 10, 2025 *Instagram (@edhrolaurentian)*	Digital campaign concluding the 16 Days of Activism by amplifying survivor stories, human rights advocacy, and actionable steps to end gender-based violence.

Community Collaborations & Survivor Empowerment

To ensure comprehensive support systems, the EDHRO collaborated with key campus and community organizations throughout 2025–2026:

- **Community Partners:** Ongoing referral and educational programming co-delivered with Sudbury & Area Victim Services (SAVS), Sudbury Women's Centre, Réseau ACCESS Network, White Ribbon Canada, and Centre Victoria pour femmes.
- **Student Equity Centre (SEC) & Women's Centre:** Sustained operational support for peer-led survivor spaces, menstrual equity access, and student health outreach.
- **On-campus Supports:** Integrated referral pathways between EDHRO and campus services and supports to deliver seamless academic accommodations, mental health support, and crisis intervention.

CONCLUDING COMMENTS

The 2025–2026 reporting year reflects Laurentian University's continued dedication to preventing sexual and gender-based violence and providing compassionate, trauma-informed support to survivors. Through administration of the *Policy on Response and Prevention of Sexual Violence*, structured education programs, and collaborative partnerships, the Equity, Diversity and Human Rights Office remains committed to fostering an environment where every member of the campus community can learn, work, and thrive free from violence and harassment.

Moving into the 2026–2027 academic year, the EDHRO will continue to strengthen its training, education and awareness outreach and refine institutional response mechanisms to sustain a culture grounded in active consent, respect, and safety.