



NIPISSING UNIVERSITY BOARD OF GOVERNORS SEXUAL VIOLENCE REPORT 2024-2025

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As per the Ministry requirement (Pursuant to Subsection 17(7.1) Ministry of Training, Colleges, and Universities Act): A Sexual Violence Annual Report be presented to the Board of Governors for each academic year on or before November of each calendar year. The academic year is defined as April 1, 2024 to March 31, 2025.

Background

In 2016, the Ontario Government passed the Sexual Violence and Harassment Action Plan Act. Section 3, specific to the Ministry of Training, Colleges and University Act's intent is to make campuses safer spaces through enforcement of a sexual violence policy, increasing support to survivors of sexual violence, and formalizing how institutions address incidents as they arise.

In March 2019, the Ontario Government announced additional action-based and reporting requirements for each publicly assisted post-secondary institution. This includes the requirement that each post-secondary institution report annually to its Board of Governors on sexual violence and that this report would be publicly available. The government announcement also included a requirement that every publicly-assisted college and university in Ontario have a task force devoted to tackling sexual violence on campus and be required to report its findings to both their respective Board of Governors as well as to the Ministry of Training, Colleges and Universities. On our campus the Action Against Gender Based Violence Committee (AAGBVC) served as the required sexual violence task force.

This report consists of the following parts:

Part I: Initiatives and Programs Established by Nipissing University to Promote Awareness of its Sexual Violence Supports and Services Available to Students

Part II: Number of Incidents and Complaints of Sexual Violence Reported by Students

Part III: Action Against Gender-Based Violence Committee (AAGBV)

PART I: Initiatives and Programs Established to Promote Awareness of Sexual Violence Supports and Services Available to Students

In line with its approach to addressing sexual violence in a trauma-informed and survivor-centred manner, the University established various training, initiatives and programs to prevent and respond to sexual violence, as well as raise awareness about the supports and services available to students.

Education and Training

Over 17 workshops and training sessions were delivered to the Nipissing University community, Lakers Athletics, Residence Life, Nipissing University Student Union Orientation Leaders, Orientation Team members, International Student Mentorship Program, Office of Indigenous Initiatives Community Service-Learning Volunteers and various classrooms presentations.

Through these training opportunities more than 336 students gained knowledge and skills on the topics of sexual violence prevention, consent, bystander intervention, gender, allyship and sexual violence disclosure response.

Table 1
Sexual violence prevention, intervention, and response training for students, April 1, 2024–March 31, 2025

Sexual Violence Prevention, Intervention and Response Training for Students April 1, 2024 to March 31, 2025		Participants
Total estimated participants in sexual violence prevention training		336
Athletics Gender Based Violence Program	Asynchronous Learning Modules	0
Residence Life Training	Consent+	38
	Bringing In the Bystander	38
	Sexual Violence Response	36
ISMP & OII Volunteer Training	Consent+	12
	Sexual Violence Response	10
	Intro to Allyship	5
On the Rocks Staff Training	Safer Nights Out	11
General Student Workshops	Consent+	10
	Bringing In the Bystander	9
	Gender 101	11
	Intro to Allyship	11
	Sexual Violence Response	10
In-Class Presentations	SWRK 3316	20
	SWLF 3446	35
	SWKF 1006	80

Athletics Gender-Based Violence Program Participation Note.

In summer 2024, the SVPE Outreach Assistant developed asynchronous learning modules in Comevo, the University’s online orientation platform, to increase accessibility for student-athletes who arrive on campus at varying times. The modules were not engaged with as expected. The SVPE team is investigating necessary changes moving forward to ensure training effectiveness.

Programming, Initiatives and Events

Sexual Violence Prevention and Education initiatives and events are designed to enhance students' understanding of the root causes of gender-based violence within the university community. This includes addressing attitudes and beliefs that contribute to the normalization of such violence. These events also seek to equip students with knowledge about the support services available to survivors, both on and off campus, to encourage their utilization.

Table 2

Sexual violence prevention education programming, events, and initiatives, April 1, 2024–March 31, 2025

Sexual Violence Prevention Education Programming, Events and Initiatives April 1, 2024 to March 31, 2025	Number
Total estimated participants in sexual violence prevention programming	655
Types of programming events offered:	
INDG 3106: Community Awareness and Donation Drive	50
NUSU Sexy Bingo	200
16 Days of Activism: Social media campaign	129
16 Days of Activism: Survivor Empowerment Tour	35
Together for Justice	75
Take Back the Night Trivia	50
December 6 Memorial	59
Restorative Justice Circles	7
Gender Based Violence Symposium	50

Programming Descriptions

- **INDG 3106 Community Awareness and Donation Drive:** In collaboration with students completing their Community Service Learning assignment, the Sexual Violence Prevention and Education Office supported a campus-wide awareness event and donation drive focused on community care and gender-based violence prevention.
- **NUSU Sexy Bingo:** Held multiple times per year, Sexy Bingo is a collaboration between Nipissing University Student Union, The Equity Centre, and Consent Belongs Here. It provides education, information, resources, and safer sex tools for students.
- **16 Days of Activism:** The 16 Days of Activism against Gender-Based Violence is an annual international campaign that begins on 25 November, the International Day for the Elimination of Violence against Women, and ends on 10 December, Human Rights Day
- **16 Days of Activism Survivor Empowerment Tour:** In partnership with community services and resources, Sexual Violence Prevention and Education facilitated *The Empowerment Tour*, an experiential learning initiative designed to strengthen students' understanding of sexual violence and the community resources available to support survivors. Students participated in a guided tour of local agencies providing trauma-informed and survivor-centred services, including the North Bay Regional Health Centre's Sexual Assault Treatment Centre, North Bay Police Services, Victim

Services of Nipissing District, and Amelia Rising Sexual Violence Support Centre. Through on-site visits, participants learned about the continuum of care available in the community, built stronger interagency connections, and deepened their awareness of coordinated responses to sexual violence. The initiative emphasized collaboration, professional development, and community engagement in fostering a campus environment grounded in empathy, prevention, and survivor support.

- **Together for Justice, Education and Advocacy for Community Change:** In partnership with community organizations and several departments on campus, the Together for Justice event provided a dynamic platform for individuals passionate about social justice and community empowerment. By bringing together educators, activists, and community leaders, the event fostered discussions around innovative approaches to advocacy and the role of education in driving systemic change. Participants engaged in learning, shared insights, and explored collaborative strategies aimed at addressing pressing social issues. It was an inspiring occasion where attendees learned and contributed to meaningful community transformation.
- **Take Back the Night:** An annual global event to stand against sexual violence in all forms. Take Back the Night is organized by community partner, Amelia Rising. Consent Belongs Here participated as event volunteers, supporting the logistics and setup of the event, as well as communicating event information with the Nipissing University community.
- **December 6 National Day of Remembrance and Action on Violence Against Women:** Each year, Consent Belongs Here hosts a memorial to commemorate the massacre at Polytechnique Montréal (December 6, 1989) and mourn lives lost to femicide. In 2024, Sexual Violence Prevention Education distributed luminary kits to departments across campus with the invitation to contribute to a campus-wide memorial to reflect and renew a commitment to end violence against women.
- **Restorative Justice Conversation Circles:** As part of the University's ongoing commitment to transformational learning experiences and implementation of restorative justice practices, Consent Belongs Here hosted a three-part restorative justice conversation circles for students. The aim of the restorative justice dialogue circles was to begin developing a knowledge of the Restorative Justice Process and how dialogue circles are conducted. These dialogue circles focused on topics relating to campus culture and gender-based violence.
- **Gender Based Violence Symposium** The Aanjibimaadsiwin Symposium, organized by faculty Nancy Stevens, focused on Indigenous-specific responses to sexual violence and aimed to foster dialogue and collaboration among attendees. The agenda included a series of keynote presentations, featuring leaders and experts such as Lauren Power and Stephanie Anderson, who shared insights and promoted awareness on pressing issues. As a program pitch adjudicator, Sexual Violence Prevention and Education had the opportunity to assess innovative proposals from participants during interactive sessions, which included a program pitch and mentor-guided development, encouraging attendees to engage actively in creating solutions.

Part II: Number of Disclosures and Times Supports, Services, and Accommodations Relating to Sexual Violence Were Requested and Obtained

Support Accessed Through Sexual Violence Prevention and Education

Nipissing University’s Sexual Violence Prevention, Response, and Support Policy for Students defines sexual violence as,

any sexual act or act targeting a person’s sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened, or attempted against a person without the person’s consent. This includes, but is not limited to sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, degrading sexual imagery, stealthing, distribution of sexual images or video without consent and cyber harassment or cyberstalking of a sexual nature.

Between April 1, 2024, and March 31, 2025, 14 requests for support from Sexual Violence Prevention and Education were received. This includes survivor’s requests for supports (8), as well as (2) non students and (5) referrals from Campus Security. The following data represents the frequency and type of sexual violence disclosed by individuals seeking support form Sexual Violence Prevention and Education.

Table 3
Requests for Sexual Violence Prevention and Education support, April 1, 2024–March 31, 2025

Requests for Sexual Violence Prevention and Education Support April 1, 2024 to March 31, 2025	Numbers
Total number of requests for support from Sexual Violence Prevention and Education	14
Types of Sexual Violence Disclosed:	
Sexual Harassment	4
Sexual Assault	1
Stalking	0
Indecent exposure	0
Voyeurism	3
Sexual Exploitation	0
Technology Facilitated Sexual Violence	3
Historical Sexual Violence	3
Drug Facilitated Assault	1

General Note. The data include both recent and historical experiences of sexual violence, as some individuals disclosed incidents that occurred prior to their current enrollment or earlier in life.

Specific Note. The above data include multiple disclosures per individual. As a result, the total number of disclosures may exceed the number of unique survivors supported.

UNDERREPORTING

These numbers are assumed to be underestimates of the actual prevalence of sexual violence. The data reflect only disclosures made to the Sexual Violence Prevention and Education and do not capture incidents disclosed to other campus services or external supports, or those not disclosed at all. According to Statistics Canada survey of Student Experiences of Unwanted Sexualized Behaviours, about 6% of

Canadian post-secondary students disclose their experience to someone associated at the school (Burczycka, 2020).

Supports, Services, and Accommodations

The Sexual Violence Prevention and Education is the point of contact for a student affected by sexual violence and who wishes to request academic considerations, interim measures or other considerations. These supports and services may include:

- information on available supports (both on and off campus),
- accommodations for the student (academic considerations)
- interim safety measures (writ of trespass or no contact order)
- referral to on-campus or community resource

Table 4

Student supports and accommodations requested, April 1, 2024–March 31, 2025

Student Supports Requested April 1, 2024 to March 31, 2025	Numbers
Total number of students who requested accommodations under Nipissing University’s Sexual Violence and Sexual Misconduct Prevention, Support & Response Policy	2
Types of accommodations requested:	
Academic accommodations (extensions, alternative assignments, etc.)	2
Housing accommodations	1
No contact orders	1
Writ of trespass	0
Emergency financial support	0
Safety resources/equipment	0
Personal Wellness Support	1

Note. The above data include multiple support requests per individual. As a result, the total number of requests may exceed the number of unique requests supported.

Incidents and Complaints of Sexual Violence Reported by Students

Between April 1, 2024 and March 31, 2025, the total number of complaints received and/or investigated by the University is reflected in the following table.

Table 5

Incidents and complaints of sexual violence reported to the University, April 1, 2024–March 31, 2025

Number of Incidents and Complaints made to Sexual Violence Prevention & Education April 1, 2024 to March 31, 2025	Numbers
Total incidents and complaints reported to the University This number includes incidents and complaints from students who wish to remain anonymous, incidents reported by someone other than the complainant/survivor	7
Types of reports	
Sexual Misconduct	1

Sexual Assault	1
Voyeurism	3
Total number of investigations initiated by the Sexual Violence Response Committee (SVRC)	0

Note on Reporting Data SVPE

The number and types of reports reflected above are based on disclosures and complaints made directly to the Sexual Violence Prevention and Education. These figures may include overlap with reports made to other campus or community service providers and may also represent multiple experiences shared by the same survivor. As such, the data should be interpreted as indicative of reporting trends rather than a precise count of individual incidents.

Support Accessed Through Student Mental Health and Wellbeing

The following data represents support provided to students from the Mental Health & Wellbeing team related to sexual violence between April 1, 2024 and March 31, 2025.

- 17 unique students were supported in relation to Sexual Violence/Intimate Partner Violence, which includes both survivors and respondents.
- 13 incidents were disclosed to MHW for the first time. None of the disclosed incidents were reported to have occurred on campus property or at campus sponsored functions.

Note on Reporting Data MH&W

These figures may represent an underreporting as the department transitioned to a new data collection software during this period and mechanisms to capture these figures were inconsistently applied during the software onboarding period. Students reported in these figures may also be represented in data from the Sexual Violence Prevention & Education Coordinator as students may access multiple services.

Part III: Action Against Gender-Based Violence Committee (AAGBV)

The Action Against Gender-Based Violence (AAGBV) Committee is comprised stakeholders, faculty, staff, students, and university departments and groups who work together to establish best practices for sexual and gender-based violence education and prevention:

- To reduce occurrences of sexual and gender-based violence on campus; and
- Improve responses to incidents of sexual and gender-based violence within our community.

The AAGBV does this by:

- Providing a space to discuss emerging issues and initiatives related to sexual and gender-based violence.
- Providing educational awareness about sexual and gender-based violence.
- Suggesting improvements to policies, services, and resources.
- Creating a campus culture where sexual and gender-based violence is understood and well responded to; and

- Developing and implementing campus-wide initiatives to support the prevention of and response to sexual and gender-based violence.

The AAGBV committee met eight (8) times between April 1, 2024 and March 31, 2025 and engaged in the ongoing review and amendment of the Sexual Violence and Sexual Misconduct Prevention, Support, and Response Policy for Students, taking into account valuable feedback from students and stakeholders to ensure the policy was effective and responsive. Additionally, the committee continued to explore the implementation of restorative justice practices as a resolution tool for conduct concerns. While restorative justice is not yet available as an official conduct approach, they considered options of external resources for restorative processes on a case-by-case basis and planned to further review the integration of these practices alongside the policy amendments.

Executive Summary

During the 2024–2025 reporting period (April 1, 2024, to March 31, 2025), Nipissing University continued to advance its commitment to fostering a campus environment that is safe, inclusive, and free from sexual and gender-based violence. Guided by a trauma-informed and survivor-centred approach, the Sexual Violence Prevention and Education (SVPE) led multiple prevention, education, and support initiatives that strengthened awareness, capacity, and responsiveness across the university community.

More than 336 students participated in 17 training sessions and workshops on topics such as consent, bystander intervention, allyship, and sexual violence disclosure response. Additionally, over 655 participants engaged in sexual violence prevention programming and events, including the 16 Days of Activism campaign, Take Back the Night, the December 6 Memorial, and community-based learning initiatives such as the Empowerment Tour and restorative justice conversation circles. These initiatives emphasized collaboration, social justice, and community engagement as key components of prevention and education.

Between April 2024 and March 2025, the SVPE received 14 requests for support related to sexual violence. Disclosures included experiences of sexual harassment, voyeurism, technology-facilitated sexual violence, and historical incidents. The data reflect both recent and historical experiences and may include multiple disclosures per individual. The office also facilitated two academic accommodations and coordinated referrals and safety supports in collaboration with campus and community partners.

The Student Mental Health and Wellbeing team supported 17 unique students in relation to sexual or intimate partner violence. Of these, 13 incidents were newly disclosed during the reporting period. None were reported to have occurred on university property or during campus-sponsored activities.

The Action Against Gender-Based Violence (AAGBV) Committee met eight times during the reporting year to review the Sexual Violence and Sexual Misconduct Prevention, Support, and Response Policy and explore restorative justice practices as a potential resolution approach. The committee remains focused on promoting prevention, enhancing institutional responsiveness, and strengthening cross-campus collaboration.

Overall, this work reflects Nipissing University's continued dedication to prevention, education, and support, with a focus on building a safer campus culture through awareness, compassion, and accountability.

References

Burczycka, M. (2020). Students' experiences of unwanted sexualized behaviours and sexual assault at postsecondary schools in the Canadian provinces, 2019. Statistics Canada.

Nipissing University. (2023, November 30). Sexual violence and sexual misconduct prevention, support and response policy for students. https://www.nipissingu.ca/sites/default/files/2024-03/NU_Sexual_Violence_and_Sexual_Misconduct_Prevention_Support_and_Response_Policy_for_Students_2023.pdf nipissingu.ca