

Land Acknowledgement and Intersectionality statement

We acknowledge that VCC is located on the traditional and unceded territories of the x^wməθk^wəyəm (Musqueam), Sk̓wx̓wú7mesh (Squamish), and səliłwətał (Tseil-Waututh) peoples who have been stewards of this land from time immemorial, and we recognize our privilege to work and learn here.

VCC recognizes that peoples' experiences of Sexual Violence or Misconduct can be impacted by multiple forms of intersecting oppression such as power dynamics, misogyny, sexism, racism/white supremacy, poverty/classism, ableism, transphobia, homophobia, ageism, religious discrimination, and colonization. We endeavor to support all survivors equitably while recognizing that their lived experiences and responses to sexual violence or misconduct are influenced by intersectional identities.

Sexual Violence and Misconduct Policy Review Update

VCC reviewed and renewed its Sexual Violence and Misconduct Policy in November 2023 in accordance with the Sexual Violence and Misconduct Policy Act. The policy review process was led by the Department of Safety, Security, Risk and Privacy (SSRP) and incorporated feedback from the “Student Perceptions of Sexual Violence Survey” (2022) led by the Ministry of Post-Secondary Education and Skills. The SSRP also partnered with the Student Union of VCC (SUVCC) to conduct outreach to students to get their perspectives on the existing policy and determine what improvements could be made to make the reporting process more accessible to survivors. The SSRP also reviewed external literature from student advocacy groups and incorporated some of the recommendations into our review.

Significant changes to the policy include:

- An immunity clause

- Rape shield protections
- Clearly defined timelines for a College response
- Protections from face-to-face encounters between the Survivor and Person Accused
- Encouragement for Indigenous students to incorporate indigenous ways of knowing and healing practices into the investigation process

VCC will conduct the next policy review in 2026.

Outreach and Education

Education and outreach initiatives have been directed towards advancing awareness of REES, VCC's new online reporting platform, and the amendments to the Sexual Violence and Misconduct Policy. The Department of Safety, Security, Risk, and Privacy has conducted routine onboarding sessions tailored for new employees, incoming students, and international students, which has focused on training regarding the policy.

Additionally, a dedicated Sexual Violence Support Services booth was established during the VCC Welcome Days, offering educational materials and disseminating information on both College and community support resources available to survivors.

Furthermore, the implementation of regular informational updates in student newsletters, distributed periodically throughout the academic year, has served to reinforce awareness. The Department recorded notable upticks in disclosures and reports subsequent to each educational outreach activity.

Sexual Violence and Misconduct Statistics

This purpose of this report is to share the number of disclosures and reports made to the College in the preceding year. Under VCC's Sexual Violence and Misconduct Policy disclosures and reports are defined as:

Disclosure: The sharing of information by a College Member regarding an incident of Sexual Violence or Misconduct with another College Member. A Disclosure does not initiate an investigation unless a Report is made.

Report: Making a formal statement to the Executive Director of Safety, Security, Risk and Privacy, or their designate, regarding an incident of Sexual Violence or Misconduct with the intention of initiating an investigation.

Survivors can make anonymous disclosures or a formal report directly to the SSRP or through the College's online reporting system, REES.

Limitations to VCC’s ability to count and report SVM statistics

The definition of disclosure under VCC’s Sexual Violence and Misconduct Policy allows for any College Member to receive a disclosure. Under this definition it is impossible to track and report an accurate number of disclosures. As such, this report reflects all disclosures that came to the attention of the Department of Safety, Security, Risk and Privacy either by the survivor directly or through REES.

This year for the first time the College has also recorded incidents of consultations and requests for advice between employees and the Department of Safety, Security, Risk and Privacy. These are not recorded as disclosures unless the student later came to the Department to make a disclosure or a report. Consultations that later became disclosures or reports are not recorded as consultations to avoid double reporting on the same incident.

This report has been designed to provide the Board representatives with the appropriate amount of detail without infringing on an individual’s right to privacy or breaching the confidentiality of survivors. Although the College collects and records many data points during an intake with a survivor, reporting by categories (campus, program, student type) will only occur when the number of incidents is greater than five to prevent inadvertently identifying individuals.

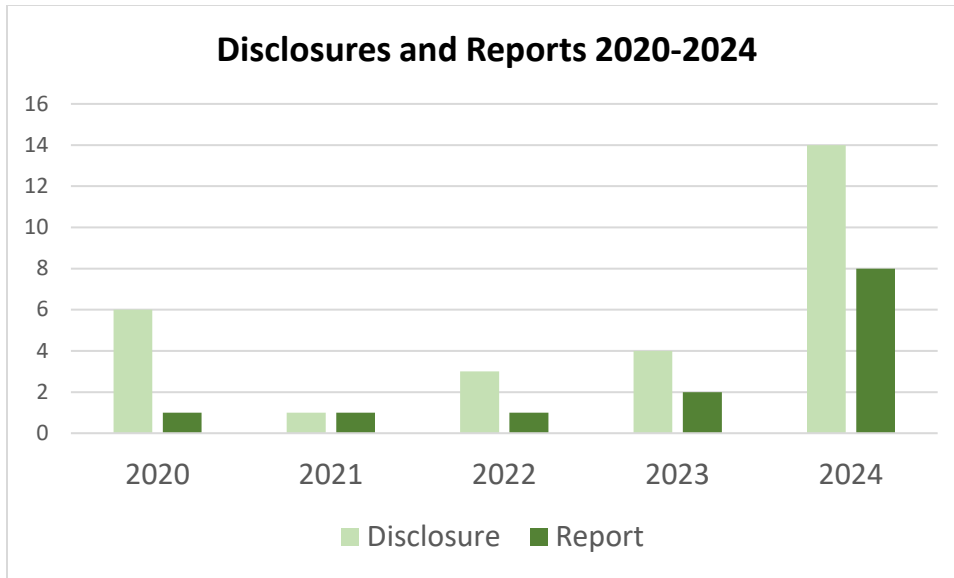
The time period covered by this report is June 1, 2023 – May 31, 2024.

Disclosure and Report Statistics

This reporting period saw a dramatic increase in disclosures and reports from previous years. This may be attributable to a number of factors, but is most likely a combination of the following:

- An increase in on-campus learning as part of ongoing pandemic recovery
- Promotion of the REES platform
- Regular outreach on SVM Policy and supports on campus
- “Me Too” impact on new generation of students’ intolerance of sexual violence and misconduct

We have been collecting data under the Sexual Violence and Misconduct Policy Act for several years and can now present evidence of changes over time that demonstrate the effectiveness of the Policy and the efforts to reduce reporting barriers at the College.



Due to the increased numbers of disclosures and reports this year we are able to share more data than in previous years without risking violating any individuals' privacy rights.

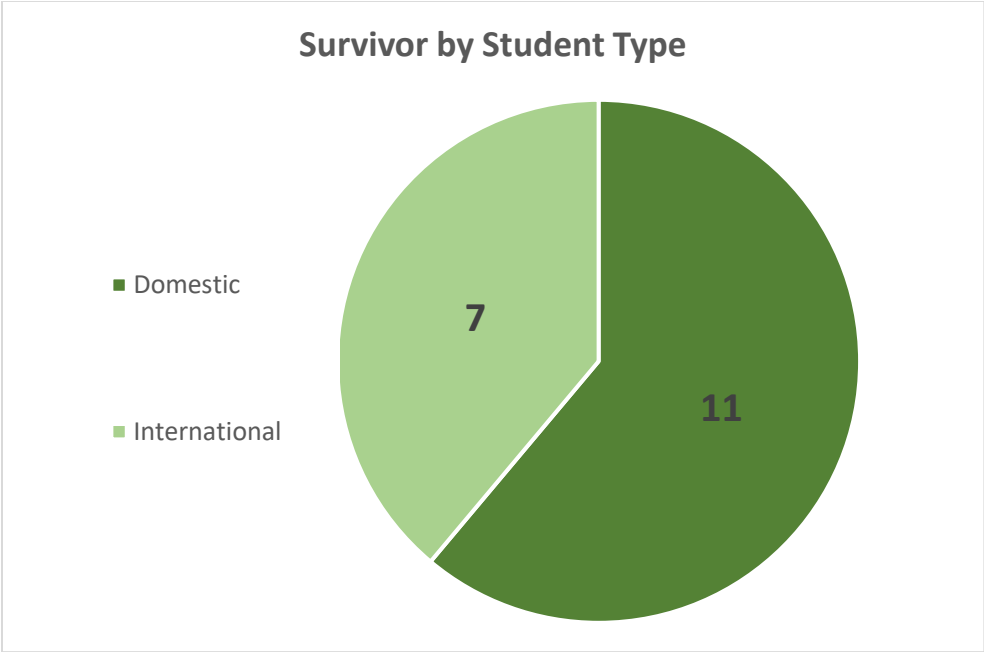
Total Disclosures and Reports

Total Disclosures and Reports 2023-2024			
	Disclosure	Report	Consultations
Employees	1	2	7
Students	12	6	1
Comm. Member	1	0	0
Total	14	8	8

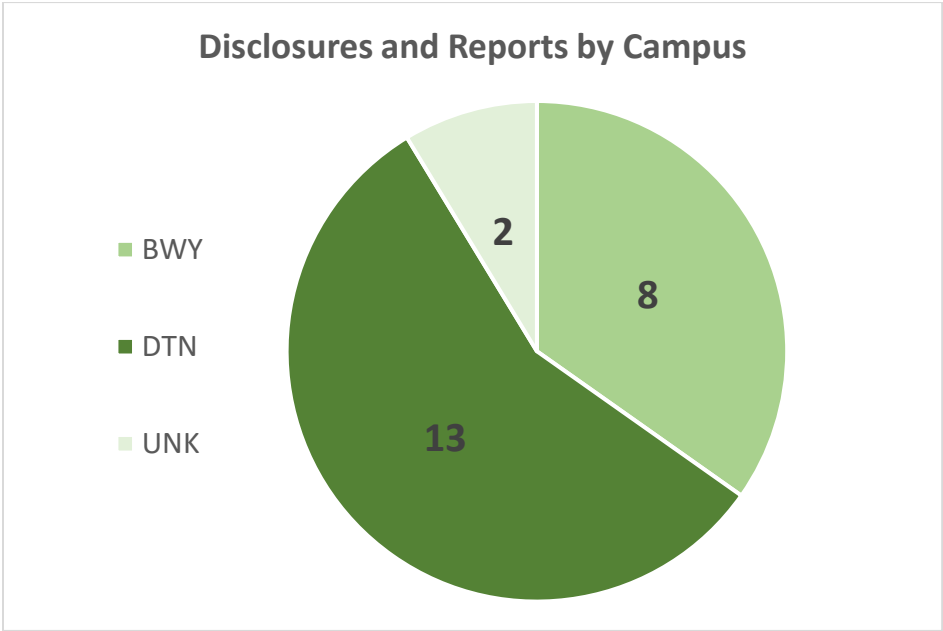
Survivor and Respondent Breakdown

Survivor/Respondent Breakdown				
	Student	Employee	Comm Member	Total
Survivors	18	3	1	22
Persons Accused/Respondents	17	5	3	25

Domestic vs International



Reports by Campus



Types of Incidents

Types of incidents are not able to be reported as categorized data points as there were commonly fewer than five incidents within the incident types. In an effort to be transparent, we can report that the most common type of disclosure or report involved verbal sexual harassment. There were also multiple incidents of physical sexual harassment and stalking. Other incident types cannot be reported here because they were single incident types.

There were no disclosures or reports that met the standard of a serious incident that required police involvement.

Resolutions and Support

Of the twenty-two total incidents the College formally investigated nine incidents. Eight of those incidents were founded and one was unfounded. Corrective measures cannot be reported because they are unique to each situation and could potentially identify individuals involved.

Looking Forward

Looking ahead to the academic year 2024-2025, VCC is eager to see more usage of the REES platform. It is a valuable tool for reporting incidents, but is not being utilized to its full potential. SSRP is also planning to roll out a training program for existing College staff, as opposed to new employees only, focusing on their roles and responsibilities under the Policy and how to support students who disclose incidents in a trauma-informed manner.

Additionally, SSRP is excited about utilizing the Courage to Act resources and potentially working with the Partnership Development Office to develop a program addressing concerns about sexual violence or misconduct in experiential learning. This joint effort reflects our commitment to addressing these important issues within our community.