



FLEMING

Sexual Violence Prevention

Annual Report 2025-2026

INTRODUCTION

Fleming College is committed to creating a safe, equitable campus community where sexual harassment, violence and abuse are not tolerated. Supporting survivors, addressing and responding to complaints of sexual violence, raising awareness and educating the community are top priorities.

This annual report provides an overview of services and programs related to sexual violence prevention and support across Fleming's campuses. It also summarizes education and awareness campaigns and reported incidents during 2025-26.

Students affected by sexual violence can access internal and external support services, accommodations and referrals, whether they report formally or informally and whether the incident was recent or historical. The cases listed in the reported incidents section reflect the minimum number of instances in which support was offered; the actual number may be higher.

SUPPORTS, SERVICES AND ACCOMMODATIONS

The supports, services and accommodations provided to students include a combination of digital, in-person, virtual, on-campus and community-based programs and initiatives.

Supports available to students in 2025-26 include:

- Fleming Safe App: 22,085 registered users as of June 2026, up 1,230 users from June 2025. The Fleming Safe App enhances campus safety by delivering timely emergency alerts and critical safety information to the College community.
- The Friend Walk risk prevention program and safety planning are available to students on and off campus
- Services and support provided by College employees for sexual violence prevention, education, awareness, training and response
- Health-related services available including referral to the Sexual Violence Response Team at the Peterborough Regional Health Centre (PRHC). Fleming College provides free transportation to students from all campuses to the PRHC
- Counselling services available in person and/or virtually with a Kawartha Sexual Assault Centre counsellor, and/or other community resources
- Students who file a police report can request College support, including transportation and advocacy
- Referral to Victim Services for support to assist in navigating the justice system, writing victim impact statements, and engaging in the criminal injury compensation process
- Academic support, including notifying faculty of an "approved" absence under Fleming's absence policy without violating the survivor's privacy and assisting with short-term accommodations

**This list is not exhaustive; every situation is responded to on a case-by-case basis. Referrals and support are offered based on the specific needs presented by the individual student.*

AWARENESS, EDUCATION & TRAINING

Fleming College offers, participates in and promotes educational programming that raises awareness about sexual violence and promotes a culture of consent. Programming and communication intentionally draw attention to support and services available to students through Fleming College and within the community. Prevention education and outreach are coordinated by Student Life, Diversity & Inclusion Services and supported by several campus partners, including Fleming's Student Associations, Student Rights and Responsibilities, Residence Life, International Student Services and Indigenous Student Services.

In 2025-26, Fleming offered or supported the following programming and communications to raise awareness of sexual violence and promote a safe, supportive campus community:

Orientation: Sharing of information, resources and referrals with students during Orientation activities.

International Student Services Orientation: Campus Safety information sessions in online and in-person orientation programming in May, September, and January, reaching new international students with information on sexual violence prevention and support services.

Service Fairs: At these events, Student Life and the Office of Student Rights and Responsibilities provided information about support available to survivors of sexual violence.

Communications and Marketing: Partnership with Communications and Marketing departments to help educate and provide information to the campus community.

Sexual Violence Prevention and Support Services Website: This dedicated website and online resource tool includes information about college policy and procedures, an online reporting tool, campus and community support services, education, and guidance. Resources include three interactive flowcharts to help employees and students navigate how to receive a disclosure, what happens after a disclosure is made, and what to do if you witness sexual violence.

Online Training Module for Students: "It Takes All of Us: Creating a Campus Community Free of Sexual Violence": This 40-minute module covers four themes: understanding sexual violence, its effects on survivors, bystander intervention, and how to help someone who discloses an incident. It also provides information about on- and off-campus resources.

Students are asked to complete the module by the end of Reading Week (Week 8). In-class presentations offer an alternative, particularly for English-language learners and Community Integration through Cooperative Education students.

This training is eligible for notation on a student's Co-curricular Record. The School of Trades and Technology embeds this training for mandatory completion for apprenticeships, and student athletes are also required to complete this training prior to competing in varsity sports.

The module is promoted through college-wide communications and information tables at in-person orientation events at all campuses. Branded lanyards and cards provide links to the website and training module.

During 2025-26, more than 400 students completed the online training module.

Residence and Student Life Student Employee Training: In August 2025, Residence Advisors and Student Experience Peer Mentors received training on Student Rights and Responsibilities and responding to disclosures. During the year, they also received EDI training, including Positive Space, 2SLGBTQ+ inclusion and anti-racism education.

Consent Week: During Consent Week in the third week of the fall semester, Fleming supported educational activities, including a Consent Talks event in partnership with the student association.

16 Days of Activism: Fleming College participated in the 16 Days of Activism Against Gender-Based Violence from November 25 to December 10, 2025. This campaign aims to raise awareness, inspire action and promote meaningful change.

Reported Incidents: Reporting statistics have indicated an ongoing increase in disclosures since the implementation of the stand-alone Sexual Violence Prevention policy in 2015. It is presumed that increased reporting also correlates with increased education and awareness aligned with a survivor-centric policy that supports people impacted by harm to come forward. National data on sexual violence disclosures suggests consistent, unchanging rates of sexual violence over the last 50+ years (Conroy & Cotter, 2017), meaning harm is likely to have always been happening in communities, but now institutions are more aware, and as such, in a better position to provide supportive responses.

The tables below provide a snapshot of the types of reports received (formal and informal), the location by campus, and the categories of incidents. A year over year summary of reports is also provided to display the patterns of reporting over the last three reporting years. Current reporting year results are highlighted in each report.

REPORTED INCIDENTS

Table 1

Comparison of Overall Incident Reporting by Term – Year Over Year

Formal or Informal Reports	Formal Reports			Informal Reports			Total Incident Reports		
	2025-26	2024-25	2023-24	2025-26	2024-25	2023-24	2025-26	2024-25	2023-24
Spring Semester	0	0	3	0	1	0	0	1	3
Fall Semester	8	6	5	2	1	10	10	7	15
Winter Semester	3	2	4	3	0	4	6	2	8
TOTAL	11	8	12	5	2	14	16	10	26

*As students have the option to report multiple types of sexual violence in a single incident, the “Total Incident Reports” noted above may not equal the column totals in Table 3 by reporting year.

Table 2

Breakdown of 2025-26 Reports by Campus and Incident Location

Formal and Informal Reports by Campus Location	2025-26			
	Sutherland	Frost	Haliburton	Not Reported
Spring Semester	0	0	0	0
Fall Semester	10	0	0	0
Winter Semester	4	2	0	0
TOTAL	14	2	0	0

Locations of Reported Incidents	2025-26			
	Residence	Off-Campus	On-Campus (non-residence)	Unknown
Spring Semester	0	0	0	0
Fall Semester	5	2	3	0
Winter Semester	1	2	2	1
TOTAL	6	4	5	1

Table 3
Breakdown of 2025-26 Reports by Incident Type and Reporting Method

	Sexual Assault			Sexual Harassment			Voyeurism			Indecent Exposure			Sexual Exploitation			Stalking		
	2025-26	2024-25	2023-24	2025-26	2024-25	2023-24	2025-26	2024-25	2023-24	2025-26	2024-25	2023-24	2025-26	2024-25	2023-24	2025-26	2024-25	2023-24
Formal	4	4	4	4	2	4	0	0	0	0	0	3	1	1	2	2	1	2
Informal	3	0	2	1	0	9	0	0	0	0	2	3	2	0	2	0	0	0
Total	7	4	6	5	2	13	0	0	0	0	2	6	3	1	4	2	1	2

SEXUAL VIOLENCE PREVENTION AND RESPONSE POLICY

Implementation and Effectiveness of the Policy:

The Sexual Violence Prevention Policy and its operating procedures are applied immediately following disclosures of sexual violence across Fleming's campuses. Although the harm cannot be undone, the College responds to each situation in a way that respects the dignity and choices of the person affected. This survivor-centric approach allows people to access education, support, and reporting options in ways that work best for them. Consistent application of the policy, which is based on best practices and survivor feedback, helps Fleming respond to each person's needs.

DEFINITIONS

The following definitions explain the reporting categories and key terms used in Fleming's Sexual Violence Prevention and Response Policy.

Sexual Violence

Any sexual act(s) 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, and includes sexual assault,

sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation. Instances of sexual violence covered by this policy include those that occur in person, through a third party, by telephone, and online including social media.

Sexual Assault

Sexual assault is any type of unwanted sexual act done by one person to another that violates the sexual integrity of the victim and involves a range of behaviours from any unwanted touching to penetration. Sexual assault is characterized by a broad range of behaviours that involve the use of force, threats, or control towards a person, which makes that person feel uncomfortable, distressed, frightened, threatened, or that is carried out in circumstances in which the person has not freely agreed, consented to, or is incapable of consenting to sexual activity.

Sexual Harassment

Engaging in a course of vexatious comment or conduct that is known or ought to be known to be unwelcome. Depending on the circumstances, one incident could be significant or substantial enough to be sexual harassment. This can include conduct, comment, and/or gesture relating to sex or sexuality.

Voyeurism

Observing unsuspecting people while they undress, are naked, or engage in sexual activities. A key element of voyeurism is that the person being watched does not know they are being observed. The person is typically in a place where they have a reasonable expectation of privacy, such as their home or other private area.

Indecent Exposure

Intentionally showing one's sexual organs or engaging in a sexual act while in public.

Sexual Exploitation

Leveraging power, trust or authority over a person in relation to sexuality.

Examples of sexual exploitation could include:

- Allowing another to observe consensual sexual activity, or sexual imagery without the knowledge and consent of all parties involved
- Trafficking another individual for the purpose of sexual exploitation
- Exposing another's sex-organs in non-consensual circumstances
- Inducing incapacitation for the purpose of making another person vulnerable to non-consensual sexual activity
- Engaging in, or soliciting sexual activity, when the initiating party is in a position of power/trust or authority

Stalking

Willfully engaging in a course of conduct directed at a person that serves no legitimate purpose and seriously alarms, annoys, or intimidates that person (such as repeatedly following or harassing a person).

REFERENCES

Conroy, S., & Cotter, A. (2017). Self-reported sexual assault in Canada, 2014. [Catalogue no. 85-002-X]. Ottawa, ON: Statistics Canada. Retrieved from Self-reported sexual assault in Canada, 2014