

George Brown College

Annual Reporting: Sexual Harassment & Sexual Violence

**Ministry of Colleges and Universities,
O. Reg. 131/16 Reporting for
September 2023 – August 2024**



Table of Contents

Introduction	3
Office of Anti-Racism, Equity and Human Rights Services (OAREHRS).....	4
About the Report.....	5
A. Supports, Services and Accommodations	6
B. Awareness and Education Programs and Initiatives	8
C. Reported Incidents and Complaints	11
D. Implementation and Effectiveness of the Policy.....	15



Land Acknowledgment

George Brown College is located on the traditional territory of the Mississaugas of the Credit First Nation and other Indigenous peoples who have lived here over time. We are grateful to share this land as treaty people who learn, work, and live in the community with each other.



Introduction

Sexual violence presents a complex and far-reaching challenge that significantly impacts both our college community and society. At George Brown College (GBC), our commitment is unwavering: to foster a safe environment where students and staff are free from harassment, violence, and discrimination. Since Ontario's legislature enacted the Sexual Violence and Harassment Action Plan Act (Bill 132) in 2016, notable progress has been made in raising awareness and prevention within the post-secondary sector.

However, the need for ongoing vigilance and action is critical. This annual report outlines GBC's efforts during the 2023-2024 academic year to address sexual and gender-based violence, led by the Office of Anti-Racism, Equity and Human Rights Services (OAREHRS). Using a trauma-informed and intersectional approach, OAREHRS worked collaboratively with members throughout the college to develop initiatives and processes that cultivate a culture of consent and enhance the capacity of the college to prevent violence and harm.

Office of Anti-Racism, Equity and Human Rights Services (OAREHRS)

GBC's Office of Anti-Racism, Equity and Human Rights Services (OAREHRS) promotes fairness, equity, accountability and transparency at George Brown College. The office manages and resolves complaints, advises, consults, raises awareness on equity and inclusion as well as delivers training. OAREHRS is responsible for matters that fall under the following GBC policies:

- Sexual Harassment and Sexual Violence (SHSV) Policy
- Human Rights, Discrimination & Harassment (HRDH) Policy
- AODA and Accessibility Policy
- Freedom of Expression Policy

Our work is guided by the principles of procedural fairness, equity, harm reduction, trauma-informed and confidentiality.

OAREHRS is dedicated to dismantling barriers that perpetuate discrimination through education, conflict resolution and community engagement. By identifying barriers, uplifting equity-seeking groups and increasing awareness, we aim to create sustainable change that fosters long-term equity and belonging at the college.

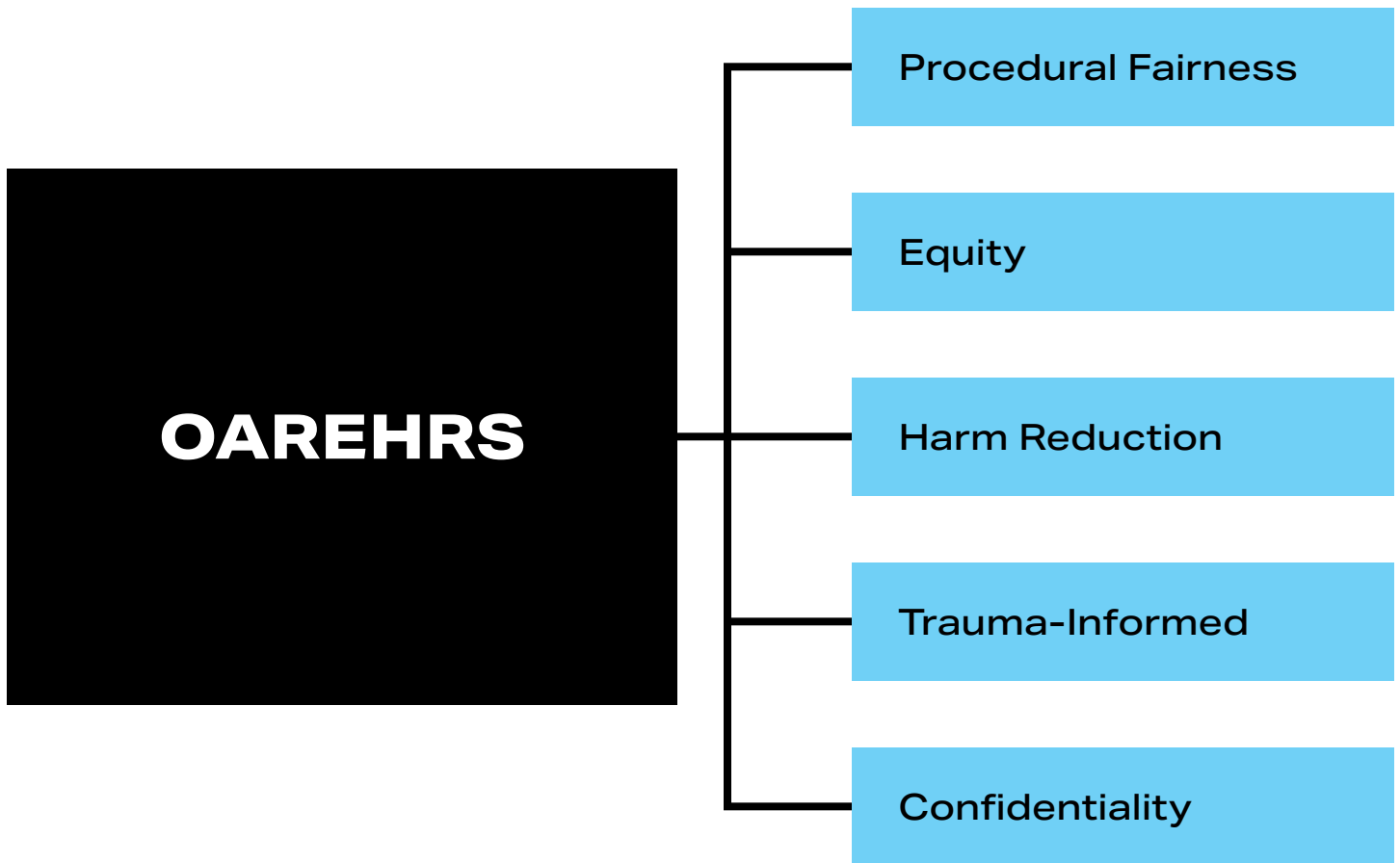


Figure 1: A diagram representing OAREHRS' guiding principles.

About the Report

This report is divided into four parts based on the information required by the Ministry of Training, Colleges and Universities Act.

A

Supports, Services and Accommodations

This section reports the number of times supports, services and accommodation in relation to sexual violence are requested and obtained by students enrolled in at the college, and information about the supports, services, and accommodation.

B

Awareness and Education Programs and Initiatives

This section reports initiatives and programs established by the college to promote awareness of the supports and services available to students.

C

Reported Incidents and Complaints

This section reports the number of incidents and complaints of sexual violence reported by students, and information about such incidents and complaints.

D

Implementation and Effectiveness of the Policy.

This section discusses how the Policy is put into practice at the college.

A. Supports, Services and Accommodations

GBC recognizes the vital role that services and resources play in reducing the harm to those who experience gender-based and/or sexual violence. Our strong campus support systems encourage individuals to report incidents, make disclosures, or seek assistance, contributing to the overall safety and well-being of our community.

During the 2023-2024 academic year, students sought support, services, and accommodations from the Office of Anti-Racism, Equity, and Human Rights Services (OAREHRS) related to sexual violence on 27 occasions. It is important to note that some students may have received multiple forms of support services or accommodations

OAREHRS Advisors serve as the first point of contact for the GBC community for matters related to the Sexual Harassment and Sexual Violence (SHSV) Policy. OAREHRS assists individuals in identifying and understanding the available services and resources for navigating sexual violence and other related experiences. The support survivors receive is trauma-informed, survivor-centered and tailored to the needs of the individual and can be ongoing, always respecting the individual's right to determine their next steps. Examples of available support include:

- Assisting with accessing medical care and connecting them with on and off-campus counselling and other resources.
- Helping to request accommodations after an incident of sexual violence.
- Collaborating with relevant parties, such as Public Safety and Security, to develop and implement individualized safety plans.
- Providing information on survivors' reporting options, such as police reports.
- Explaining the college's complaint resolution process, including the limits of confidentiality.
- Guiding parties through the investigation or alternative resolution process while ensuring procedural fairness and transparency.

- Supporting survivors in transitioning back to campus after an absence due to sexual violence.
- Supporting respondents to return to academics, residence and/campus, following sanctions such as suspensions.
- Referring students to services such as peer support, student networks or tutoring services.
- Providing information on and making referrals to legal assistance and resources.
- Assisting with identifying resources such as emergency bursaries, housing support and food banks.

When appropriate and with consent, OAREHRS Advisors will work in partnership with other departments within the college to assist students in ways that prioritize their safety and minimize the risk of re-traumatization. In addition to internal resources, OAREHRS provides information and referrals to off-campus services in the Greater Toronto Area, ensuring wraparound support to survivors.

Below are some of the key college supports and resources frequently recommended to students:

Accessible Learning Services

Accessible Learning Services provides individualized accommodation support and services to students to remove barriers to their academic studies, including those impacted by sexual violence.

Black Student Success Network

The Black Student Success Network (BSSN) is a community of Black students, faculty and staff dedicated to encouraging the success of Black students at GBC and beyond. BSSN provides a variety of supports such as academic/career advising, tutoring and mentoring services, initiatives and special events that are culturally responsive, equitable and inclusive. Its dedicated office provides a safe space to meet, share, socialize and learn from Black community members and allies.

Counselling and Student Well-Being

Counsellors offer individual and group counselling to provide personal support to students who have been impacted by sexual violence and other trauma. Services are free and confidential with in-person and virtual appointments available. Counsellors may also refer students to OAREHRS for further resources on sexual violence matters or to make a complaint.

Financial Assistance Office

Students who have been placed in serious financial difficulty due to sudden and unexpected situations (e.g. sexual violence) may apply for an Emergency Bursary through the Financial Assistance Office.

GBC Safety App

GBC Safety is the official safety app of George Brown College and integrates with the college's safety and security systems. The app sends the user important safety alerts and provides instant access to campus safety resources. Features include:

- **Emergency Contacts:** contacts the correct services for the George Brown College area in case of an emergency or a non-emergency concern.
- **Mobile Bluelight:** sends the user's location to George Brown College security in real-time in case of a crisis.
- **Friend Walk:** sends the user's location to a friend through email or SMS on their device. Once the friend accepts the Friend Walk request, the user picks their destination, and their friend tracks their location in real time. The friend can keep an eye on the user to make sure they make it safely to their destination.
- **Tip Reporting:** multiple ways to report a safety/security concern directly to George Brown College Security.
- **Support Resources** includes ability to call or email the colleges Sexual and Gender-Based Violence Response Advisor.
- **Work Alone:** when enabled, this feature will automatically check in on the user and trigger a call to a personal contact or Campus Security if the user fails to check in at the pre-determined time.

Indigenous Initiatives

Indigenous Initiatives supports the community in navigating resources, as well as services such as counselling, cultural teachings, and workshops.

OAREHRS Gender & Sexual Violence Prevention Coordinator

The coordinator develops and facilitates training, education opportunities for the college community and awareness initiatives. This includes the design and creation of educational materials and campaigns on topics such as sexual violence prevention, bystander intervention, responding to sexual violence disclosures, healthy relationships, consent, and creating a culture of consent.

OAREHRS Sexual and Gender-Based Violence Response Advisors

The first point of contact to the community for support and advice for reports, disclosures, and complaints related to sexual violence. Advisors also provide consultations, education, and training on sexual violence topics as well as lead prevention initiatives across the college.

SafeWalk

The SafeWalk Program is a joint initiative between the Student Association and George Brown College. SafeWalkers work in pairs to escort George Brown College students, staff, and guests to local parking lots, TTC stops or other buildings on campus within a 2km radius. All SafeWalkers are students who have been trained in Emergency First Aid.

Student Association

George Brown College's Student Association provides a variety of supports to students including health benefits, Community Care Centre, the Student Nutrition Access Program, academic support and free legal assistance to students with respect to a broad range of legal issues, including survivors, complainants, and respondents.

B. Awareness and Education Programs and Initiatives

As a learning institution, creating opportunities for learning is at the forefront of sexual violence prevention. During the 2023-2024 academic year, the college provided training, events and outreach aimed at:

- Raising awareness of sexual violence and its impacts
- Breaking down barriers to disclosure and building capacity for trauma-informed responses to disclosures
- Effectively responding to incidents and complaints of sexual violence by promoting an understanding of the SHSV policy
- Reducing occurrences and increasing knowledge of supports
- Cultivating a culture of consent and disrupting sexual violence through an anti-oppressive and intersectional lens

Over 8000 community members were engaged in a variety of formats by these initiatives and highlights of this year's programs and events are summarized below:

Education

Let's Talk About It: Sexual Violence Awareness

Designed primarily for students, this workshop is centered around consent, healthy relationships, sexual violence, and bystander intervention. In 2023/2024, this training was offered at each of the three campuses as well as delivered to all members of GBC's Student Association.

Sexual Harassment and Sexual Violence Policy Training

This "101" style session provides training on key concepts contained in GBC's Sexual Harassment and Sexual Violence Policy. 14 sessions of this foundational education were delivered during the academic year.

Sexual Health Workshop

Demystifying myths, understanding safer sex, learning about sexually transmitted infections, healthy relationships, and unpacking consent conversations are all part of this sexual health workshop for students. Two sessions were delivered in March, 2024.

Queer Sex Ed

This June 2023 event was for 2SLGBTQIA+ students and students who love them. Participants came together for food, fun and pleasure-focused inclusive sex ed that emphasized non-judgemental, affirming, and trauma-informed education on sexual health.

Responding to Disclosures Training for Security Staff

In July 2024, OAREHRS and Public Safety and Security (PSS) partnered to pilot a training course for all campus security staff aimed at increasing their knowledge on how to effectively respond to disclosures of sexual violence. This interactive 3-hour session was based on material developed by the Centre for Research & Education on Violence against Women and Children at the University of Western Ontario. Participants learned about the college's SHSV Policy, systems of discrimination, intersectionality, and sexual violence myths. Attendees engaged in conversations about barriers to disclosures and participated in case studies where they practiced applying the material in a variety of disclosure scenarios that typically involve campus security.

Sexual Violence Awareness Training for Residence Advisors

In August 2024, OAREHRS delivered a 3-hour workshop to all incoming Residence Advisors at GBC's student residence, The George, as part of their onboarding training. The interactive workshop explored conversations and content covering the SHSV Policy, responding to disclosures, consent, healthy relationships and bystander training.

Sexual Violence Prevention Online Resources

OAREHRS has a dedicated [webpage](#) for survivors and supporters with information on prevention; giving support; disclosing, reporting and making complaints about sexual violence; accessing training; self-help resources; and awareness campaigns.

2SLGBTQIA+ Action to Fundamentals

This workshop was open to all GBC students and focused on developing the capacities needed to make George Brown College a more inclusive place for all 2SLGBTQIA+ people. This academic year, 12 sessions of this workshop were held.

Initiatives and Events

National Day of Remembrance & Action Against Gender-Based Violence

On December 6, 2023, a memorial was held on campus to honour the 14 women who were murdered in 1989 at L'Ecole Polytechnic de Montreal in an act of gender-based violence. The event was a collaboration of many college departments and included an address by GBC's President, Dr. Gervan Fearon, keynote speaker Toronto Mayor Olivia Chow, a candle lighting, and poetry readings amongst many additional acknowledgments and presentations.

Sexy Sexual Health Trivia

Guest-hosted by a Toronto-based sexual health and consent educator, this interactive gameshow style event was an empowered and fun way to learn about sexual health grounded in anti-oppression and sex positivity. Students participated in an evening of engaging and educational facilitated conversations about safer sex, pleasure, consent and healthy relationships.

Sexual Health Bingo @ The George

In collaboration with the College's student residence, The George, student residents answered questions related to sexual health to complete a bingo-style game for prizes and enjoyed refreshments and crafts. Students were also provided with sexual violence prevention resources and information about OAREHRS and Sexual Violence Response Advisors..

Sexual Violence Education and Prevention Committee Re-Launch

In 2019, GBC established a one-time Sexual Violence Prevention Taskforce in alignment with Ontario's 2016 Sexual Violence and Harassment Action Plan. In March 2024, this "task force" was relaunched as the Sexual Violence Education and Prevention Committee, with stakeholders from across the institution, including members from the GBC Student Association and student representatives. This group meets regularly throughout the year to discuss various sexual violence prevention topics, college community concerns, trends and to work on education and awareness initiatives.

Sexual Violence Prevention Month Campaign

During the month of May, OAREHRS and the Sexual Violence Prevention and Education Committee collaborated on a series of events to recognize the importance of sexual violence awareness on campus. Activities included weekly social media campaigns that reached over 1000 account followers, a tabling event at the Waterfront campus involving various student support areas from across the College including Athletics, Peer Mentor+, Counselling and Student Well-Being, and workshops.

Pride 2024

GBC's initiatives for Pride Month 2024 focused on three primary pillars: 1) communication, 2) education and 3) community development.

- Our communications aimed to increase awareness and interest in our events and more inclusive practices, affirming GBC's values & identity.
- Our educational events included Queer Sex Ed and 2SLGBTQIA+ Fundamental to Action, workshops motivating changes to practices that improve 2SLGBTQIA+ experiences and awareness of relevant policies and resources.
- Our community development events such as Qraft-Tea and cookie decorating, built protective social connections across 2SLGBTQIA+ community members, particularly underserved groups. In an exciting first for the college, GBC students, employees, faculty and senior leaders came together to show their pride and support, marching in an official contingent of over 160 community members at the Toronto Pride Parade.

Sexual Violence Prevention and Consent Washroom Poster Campaign

In August 2024, prior to the start of the new academic year, OAREHRS designed a washroom poster campaign to raise awareness on the different forms of sexual and gender-based violence and how to seek support on campus. Posters were installed in over 160 washrooms across all three campuses.

Free Sexual Health Supplies

As part of GBC's aim to promote safer sex and reduce barriers to accessing sexual health supplies, the college provides free lube, dental dams, external and internal condoms throughout the academic year. Supplies are self-serve and can be accessed by community members across from the library at St. James campus as well as at all OAREHRS offices at each campus. In addition, 800+ free sexual health kits consisting of a reusable zippered pouch containing sexual health supplies, lip balms, sexual violence awareness support resources and OAREHRS contact information, were given out at various events.

Outreach

Tea and Cookies with OAREHRS

In 2023/2024, OAREHRS held four drop-in social tea events across all three campuses to foster safer spaces and community building. Students and staff were encouraged to visit the OAREHRS offices for cookies and warm beverages, group craft activities, and providing information and resources, including OAREHRS sexual violence prevention and support.

Valentine's Day Consent Cookies and Valentines

To highlight Sexual Health Week (February 12 to w16, 2024), OAREHRS promoted the importance of sexual health, sexual education and health care for all on February 14th, Valentine's Day. Over 200 college community members visited a booth where they could create a valentine card, access sexual health and sexual violence awareness materials and pick up chocolate treats and cookies printed with messages promoting consent.

Promotional Tabling

OAREHRS participated in a variety of student orientation, services fairs, campus days and open houses in Fall, 2023 and Winter, 2024 as an opportunity to engage with the college community, share information about our services, raise awareness about sexual violence topics and available supports.

OAREHRS Monthly Newsletter and Social Media Account

To further community engagement, OAREHRS launched a department monthly newsletter in October, 2023. The newsletter complements our social media account, both share information, and promote upcoming educational activities, sexual violence prevention awareness and events.



C. Reported Incidents and Complaints

During the 2023-2024 academic year, OAREHRS received a variety of disclosures, reports and complaints under the SHSV Policy. In matters where details were provided, we categorized the incidents of sexual violence based on the definitions outlined in the Policy¹:

- **Sexual harassment:** a course of vexatious comment or conduct against a person because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome. A single incident, if serious, may constitute sexual harassment. Examples of harassment are offensive sexual or gender-based jokes, negative remarks about gender identify or gender expression, unwanted references to sexual acts, stalking (including cyber stalking), and unwelcomed sexual advances, sexually explicit photos, emails, or messages.
- **Sexual Assault:** any form of sexual contact without consent. Sexual assault includes unwanted kissing, fondling, touching, oral or anal sex, vaginal intercourse or other forms of penetration, or any unwanted act of a sexual nature.
- **Gender-based:** violence that is experienced because of a person's gender, gender expression, gender identity or perceived gender

Disclosures

A disclosure is when a survivor shares information about an incident of sexual violence to receive support, counselling, other services and/or to obtain information about complaint processes. Disclosures do not automatically lead to the initiation of a complaint resolution process, such as an investigation. After a disclosure, a survivor is invited to connect to services and support offered within the college or external to the college if preferred by the survivor. Survivors do not need to initiate a complaint or share details of their experience to receive support.

This is critical for prioritizing survivors' immediate safety and well-being, reducing stigma, promoting empowerment and autonomy and building trust in the college's processes. Further, individuals may access support for recent or past incidents of sexual violence as well as incidents unrelated to the college.

For the purposes of this report, a complaint resolution process initiated after a survivor's disclosure has been categorized as a complaint. **In 2023-2024, OAREHRS received a total of 21 disclosures.** 14 disclosures were related to sexual harassment, six involved sexual assault and one cited gender-based harassment. Disclosures that involved multiple types of sexual violence were counted in more than one category. 86% of the disclosures were related to matters concerning the college community and 14% were unrelated to the college.

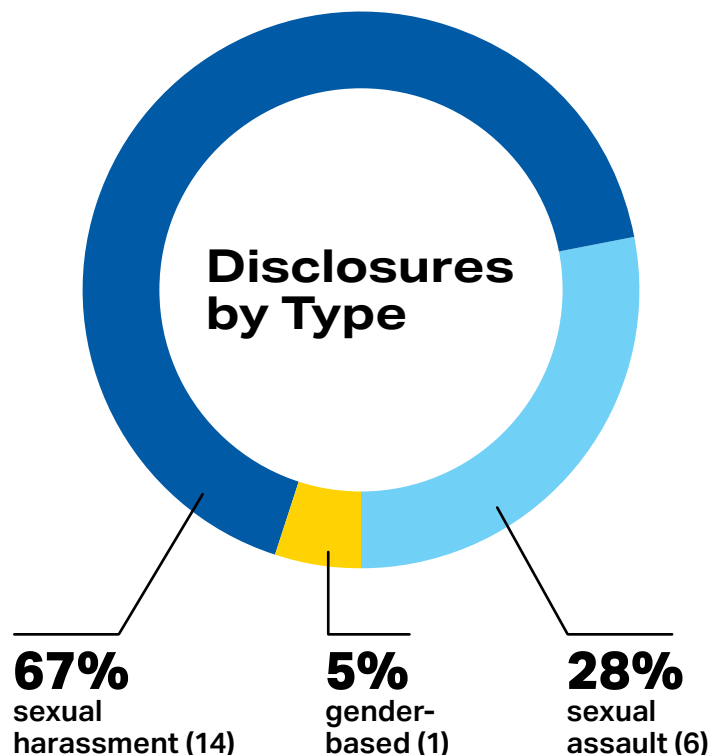


Figure 2: Disclosures September 2023 to August 2024 by type, shown in percentages

¹ Definitions are outlined in the [SHSV Policy](#) in Section 19, Appendix A.

Reports

Under the SHSV Policy, a report is when a college community member witnesses or becomes aware of an incident of sexual violence and informs OAREHRS. Under the SHSV policy, college employees are obligated to report incidents of sexual violence when made aware, and students and other community members are strongly encouraged to do the same.

During the 2023-2024 academic year, OAREHRS received 22 reports, all reports were made by GBC staff. Almost three-quarters (73%) of the reports were related to incidents unrelated to GBC and where the college had no jurisdiction. 27% of the reports were related to incidents connected to the college community.

Of the reports received, 11(50%) were related to sexual harassment and 9 (41%) were sexual assault related. One report was related to gender and in one case, the nature of the incident was not shared.

Reports did not always result in a disclosure. However, if consent was obtained from the survivor, OAREHRS Advisors would contact them to offer support. If consent was not given, resources were instead provided to the person who made the report.

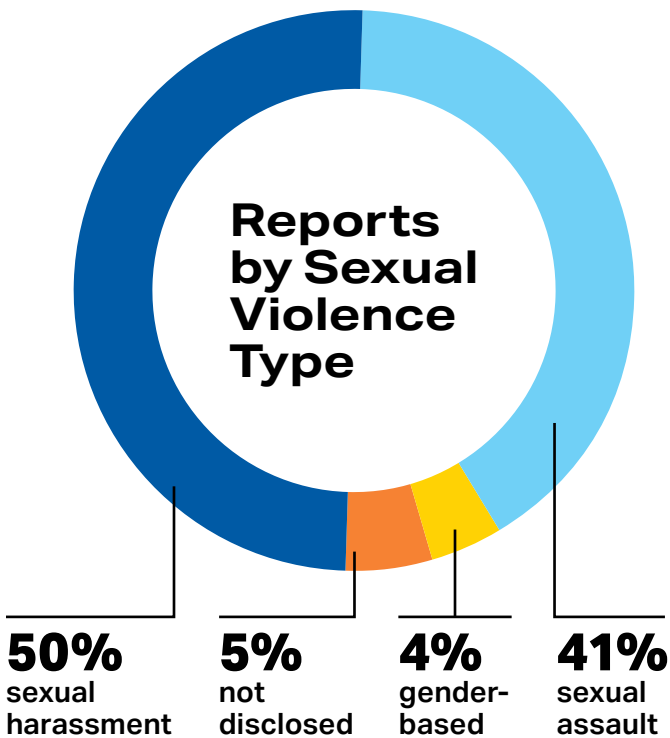


Figure 3: Reports September 2023 to August 2024 by type, shown in percentages

Complaints

There were 15 complaints under the SHSV Policy this academic year. In cases where a survivor disclosed an incident of sexual violence but did not wish to pursue a complaint, their wishes were respected wherever possible. Where required by law or where the matter presented a potential risk to the community, the Policy allows GBC to move matters into a college-initiated complaint resolution process.

Complaints profile:

- A total of 15 complaints were received.
- One complaint was determined to be out of scope.
- Three complaints were withdrawn or abandoned by the complainants.
- Investigations were initiated in nine of the 11 complaints.
- Two complaints were moved through an alternative resolution process.
- Five of the 11 complaints were college-initiated.
- In six of the 11 complaints, the complainants were students.
- Among the 11 complaints, six respondents were students and five were staff members.
- Nine complaints (60%) involved allegations of sexual and gender-based harassment.
- Five complaints (33%) were related to sexual assault.
- One case (7%) was determined to be outside the scope of the SHSV Policy.

Type of Sexual Violence	Number of Complaints
Sexual Harassment	7
Sexual Assault	5
Gender-Based	2
Subtotal	14
Out of Scope	1
Total	15

Table 1: Number of complaints September 2023 to August 2024 by type of sexual violence

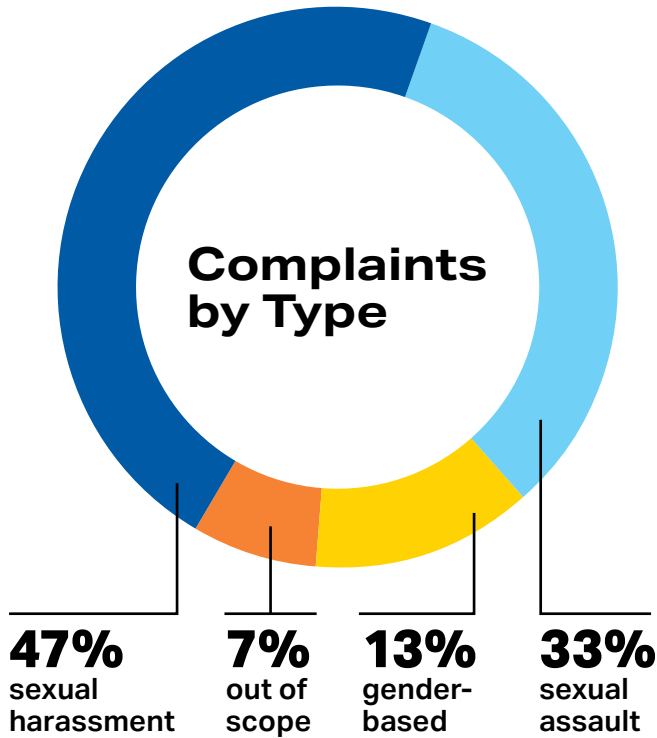


Figure 4: Complaints September 2023 to August 2024 by type, shown in percentages

At the beginning or during a complaint resolution process, it may be necessary to consider and implement interim measures. Interim measures are non-punitive, temporary procedures or parameters put into place in the best interests of the parties, community and the integrity of the complaint resolution process. In all but one of the 11 cases that were entered into investigation or alternative resolution processes, interim measures were implemented. Interim measures included: no contact orders, separation of the parties, restriction from specific areas of campus, changes to student class enrolments or teaching assignments. Interim measures are monitored and reviewed throughout the complaint resolution process and can be amended if necessary to adapt to changing circumstances or change in impact of the implemented measures.

In-Scope Complaints by Resolution Process

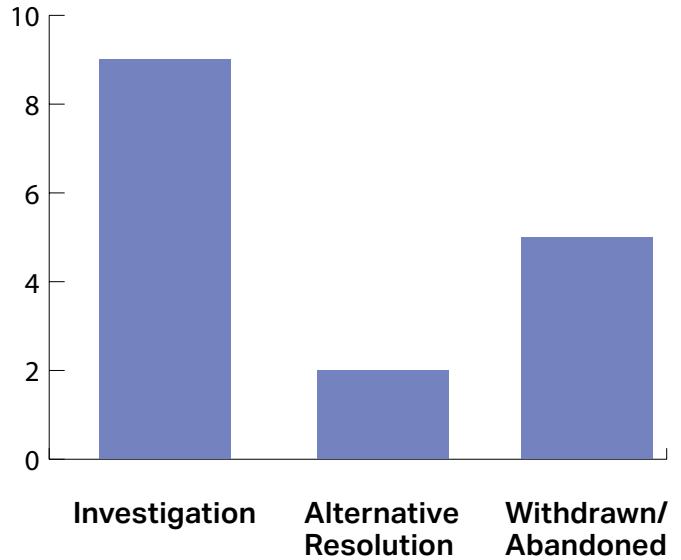


Figure 5: In-scope complaints September 2023 to August 2024 shown by resolution process

Total Number of Cases

The number of complaints and disclosures in 2023-2024 were similar to the previous year. Complaints increased from 13 to 14 and disclosures increased from 19 to 21 from year to year. Notable is that the number of reports increased by 32% over last year from 15 to 22. Anecdotal evidence (i.e. staff education module feedback) indicates that this is likely due to increased efforts on providing and ensuring access to education on the SHSV Policy. These sessions and modules include information on the obligations and importance of reporting to OAREHRS.

Disclosures

Community Members	Harassment	Assault
Student	11 (52%)	4 (19%)
Employee	4 (19%)	2 (10%)
College-Initiated	0 (0%)	0 (0%)
Other Community Members	0 (0%)	0 (0%)
All	15 (71%)	6 (29%)
Subtotal	21	

Reports*

Community Members	Harassment	Assault	Undisclosed
Student	0 (0%)	0 (0%)	0 (0%)
Employee	12 (55%)	9 (41%)	1 (4%)
College-Initiated	0 (0%)	0 (0%)	0 (0%)
Other Community Members	0 (0%)	0 (0%)	0 (0%)
All	12 (55%)	9 (41%)	1 (4%)
Subtotal	22		

Complaints²

Community Members	Harassment	Assault
Student	5 (36%)	3 (21%)
Employee	0 (0%)	0 (0%)
College-Initiated	2 (14%)	3 (21%)
Other Community Members	1 (7%)	0 (0%)
All	8 (57%)	6 (43%)
Subtotal	14	
Total	57**	

Table 2: Breakdown of total cases September 2023 to August 2024 by type

*All reports this year were made by staff. The majority of disclosures originated from students, accounting for 71% of the total number.

**Across all types of incidents, the majority of cases were related to sexual and gender-based harassment: almost three-quarters (71%) for disclosures, 55% for reports and 57% for complaints.

D. Implementation and Effectiveness of the Policy

Following the revision of the SHSV Policy in June 2023, educating the GBC community about the policy and implementing its commitments became a priority for the college. This included promoting and integrating the following practices:

Training and Education

Training sessions for targeted community members, along with open sessions for students and staff have been essential to the implementation of our revised Policy. These sessions emphasized key policy concepts, understanding consent, bystander intervention and effective responses to disclosures, helping community members become more informed about rights, responsibilities under the policy and how to support others.

Furthermore, we expanded our educational initiatives to address key areas identified as priority populations from the previous year, such as campus security, residence life and students participating in experiential learning opportunities abroad. We also revised and updated our self-directed asynchronous module on the SHSV Policy for staff, which is set to be relaunched in the 2024-2025 academic year.

Improved Complaint Procedures

To respond to complaints of sexual violence fairly and expeditiously while reducing harm and re-traumatization to all parties, the OAREHRS team improved its internal processes. This included updating operational procedures, developing additional templates for letters and notices and revising the steps for completing preliminary assessments of complaints.

Enhanced Data Collection

To enhance our understanding of the prevalence and nature of sexual violence within the college community, OAREHRS successfully implemented processes to improve data gathering and reporting practices this year. OAREHRS provided additional training for team members on effectively using the case management system and its reporting functions. The office also established standard operating procedures (SOPs) for case entries and created enhanced templates for our monthly and quarterly report by incorporating more comprehensive data and tracking. Additionally, OAREHRS conducted an analysis of the current software, which enabled new solutions to be implemented which streamlined the daily use of the case management system. OAREHRS committed to closely monitoring these improvements to create further efficiencies, inform prevention efforts and support ongoing evaluation of the Policy's effectiveness.

In the upcoming year the college plans to explore additional opportunities to upgrade the case management software used to capture sexual violence case management data. The priority is to focus on features that improve staff usability and enable more agile reporting and detailed analysis. By advancing data capabilities, the college can identify patterns and trends that can guide both proactive and reactive strategies, ultimately improving our overall approach to preventing sexual violence on campus. Additionally, with more robust data collection and targeted actions in place, OAREHRS will be better positioned to address the needs of the community and ensure that gender and sexual violence prevention initiatives are responsive effective and sustainable.

Community Building and Engagement

Community building and engagement has always been a fundamental aspect of the approach to implementing SHSV Policy and promoting sexual violence prevention within the college community. This year, OAREHRS held a range of innovative activities designed to raise awareness, encourage open dialogue and deepen understanding of issues related to sexual violence prevention, sexual health and consent culture

As articulated in the above reporting, initiatives included training, workshops, tabling and interactive events that invited students and staff to listen, learn and participate in meaningful discussions. Continued collaboration with various departments to organize events and initiatives as well as through the Sexual Violence Prevention and Education Committee has played a crucial role in strengthening our outreach. By working with academic programs, student groups and campus services, OAREHRS has cultivated and enhanced valuable partnerships. These enriched connections provide the office with a better understanding of the needs of our college members and a broader reach to all parts of our internal community.

Future Directions

George Brown remains committed to building a healthy and safe environment for all students, staff and visitors. The college is focused on deepening efforts to create a culture of consent and enhancing sexual violence prevention literacy through awareness and education programs. Additionally, we are dedicated to being culturally responsive to community members when harm occurs, and we will continue to find opportunities to ensure that our initiatives remain equitable, inclusive and informed by best practices

To further support our students and staff, OAREHRS will lead the college in exploring new ways to enhance services and resources, making them more accessible, integrated, and responsive to the unique needs of those seeking assistance.

Priorities for the upcoming year include:

- Streamlining OAREHRS internal processes and systems to address concerns and complaints more effectively and efficiently.
- Preventing incidents through education, awareness, and engagement.

GBC embraces the challenges ahead, recognizing that fostering an inclusive and respectful culture of consent will require bold and sustained action. By focusing on education and awareness, responding with compassion and fairness when harm occurs, remaining accountable to our community, and integrating best practices in addressing gender-based and sexual violence, we will create a supportive GBC community where everyone can thrive.

Contact Us

OAREHRS General Inquiries:
diversity@georgebrown.ca

Sexual Violence Response Inquiries and Support:
svra@georgebrown.ca

