

2024-2025

ANNUAL REPORT



UNIVERSITÉ
BISHOP'S
UNIVERSITY

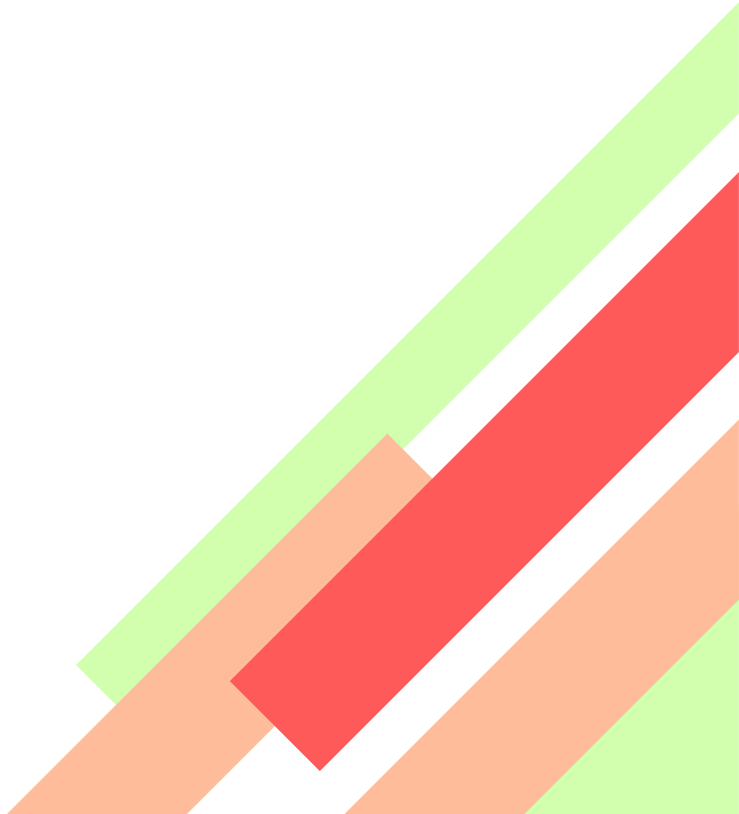


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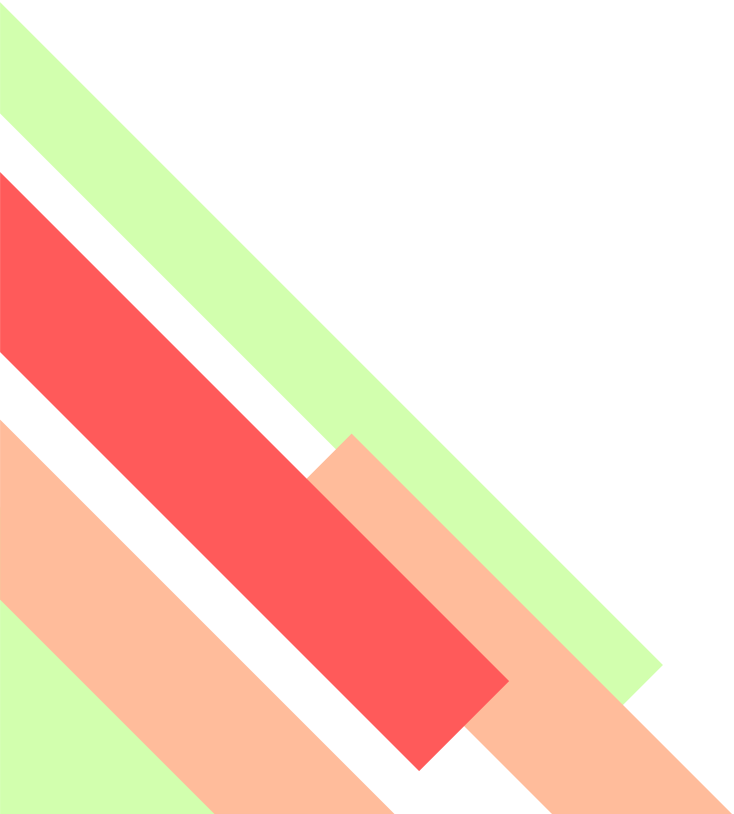
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Introduction

In this annual report, we present a quantitative overview of the services, prevention efforts, and initiatives carried out by Bishop's Sexual Violence Support Centre (SVSC). While the data help illustrate trends and activities, it is essential to recognize that each number represents an individual and their lived experience. These figures reflect the realities of people whose paths have crossed the Centre at some point between September 2024 and August 2025.

Readers are encouraged to engage with this information thoughtfully and respectfully. To protect confidentiality, personal stories and identifying details cannot be shared. We also ask that readers avoid attributing assumptions or personal interpretations to the data. All information included in this report is based on what individuals chose to disclose; participation in data collection was voluntary, and not all questions were answered by every person accessing services.

The timeframe covered by this annual report marks the first year following the opening of the Sexual Violence Support Centre in Cormier House in September 2024, as well as the implementation of a second Sexual Violence Response Advisor (SVRA) position. As a result, the data reflect a period of transition and development as the Centre established its presence on campus. Differences between these data and those of other universities in Quebec may be attributed to these structural and contextual factors, as well as the unique context of Bishop's University within that landscape.

A French version of this report is also available on the University website.

Definitions

The Sexual Violence Support Center - SVSC

The SVSC is the single designated point of service for all members of the University community who have experienced any form of sexual and/or gender-based violence or need advice on how to address an incident linked to sexual and/or gender-based violence in the Bishop's Community.

Sexual Violence Response Advisor - SVRA

The SVRA coordinates all trainings and communication to the community in all matters linked to the Policy for the Prevention of Sexual Violence. The SVRA's education, support and advocacy work strives to be non-judgmental, intersectional, trans & queer positive, survivor-centered and trauma-informed.

The SVRA offers confidential and non-directional support to those who have been impacted by sexual and gender-based violence, in English or in French. The SVRA helps to explore the survivor's needs regarding support and provides short and long-term accommodations.

Sexual Violence - SV

Any violence, physical or psychological, carried out through sexual means or by targeting sexuality. This includes, but is not limited to sexual assault, sexual harassment, stalking, stealthing (act of removing a condom during sex without the consent of the partner), indecent exposure, voyeurism, degrading sexual imagery, distribution of sexual images or video of a community member without their consent, and cyber harassment or cyber stalking of a sexual nature or related to a person's sexual orientation, gender identity and/or presentation.

Gender Based Violence - GBV

Any unwanted actual, attempted, or threatened act of violence perpetrated against someone based on their gender expression, gender identity or perceived gender. GBV disproportionately impacts people that identify as women, 2SLGBTQQIA+ (two-spirit, lesbian, gay, bisexual, trans, queer, questioning, intersex and asexual) and gender-nonconforming people. Gender-based violence is a form of sexual violence.

Survivor/Victim

An individual who experienced an act of gender-based violence or sexual violence as defined in this policy. Both terms are used to reflect individual perspectives and journeys around one's experience. The University recognizes that individuals have the right to self-identify and decide on the word that best describes them.

Sexual Harassment

A course of unwanted remarks, behaviours, innuendo, taunting or communications of a sexual nature and/or a course of unwanted remarks, behaviours or communications based on gender, gender identity, and/or sexual orientation where the person responsible for the remarks, behaviours or communications knows or ought reasonably to know that these are unwelcome. Sexual harassment may consist of unwanted attention of a sexual nature such as personal questions about one's sex life, unwelcome sexual invitations or requests, or unwelcome remarks about someone's appearance. Sexual harassment may also consist of unwelcome remarks based on gender, gender identity or sexual orientation where such remarks may not be of a sexual nature but are nevertheless demeaning such as derogatory gender-based jokes or comments. A single serious incidence of such behaviour may constitute harassment if it has the same consequences and if it produces a lasting harmful effect on the survivor

Disclosure

A verbal or written account made by any person to a member of the Bishop's community (directed to the SVSC) sharing an experience of sexual or gender-based violence. A disclosure can result in support, accommodation and immediate measures as requested by the survivor/victim. A disclosure does not automatically initiate a formal complaint process (FCSV).

Formal Complaint - FCSV

When a survivor/victim fills out a complaint form in writing stating a breach of this policy. This form needs to be submitted to the Secretary General's Office to trigger an assessment and possible external investigation.

Police Report

An official, formal complaint to the local officials which may lead to a police investigation. The SVSC can guide and accompany you with this procedure at your request.

REES Platform

REES stands for Respect Educate Empower Survivors and is an encrypted service that allows members of the Bishop's community to create a record and disclose acts of sexual and gender-based violence to the Sexual Violence Support Centre. This platform is free for all BU members and offers multiple options around disclosures, formal complaints or support offered to survivors/victims at any time of day.

Anonymous Report via REES

An Anonymous Report allows an individual to share information about an incident of sexual and gender-based violence without identifying themselves, or identifying the person who has harmed them. Please note that an Anonymous Report on the REES online platform does not include any identifying information about the individuals involved and does not allow for Bishop's to follow up with you directly. The data obtained from Anonymous Reports is intended to help measure the incidence and identify patterns of sexual violence on campus, with the goal of improving policy, support or responses to sexual violence on campus.

Repeat Perpetrator Identification (RPI) via REES

Repeat Perpetrator Identification notifies the Sexual Violence Support Center when the name of a perpetrator is flagged twice or more in the system. An RPI must be submitted by the survivor/victim of sexual or gender-based violence and cannot be submitted on behalf of another individual.

Year at a Glance at SVSC

August and September 2024

- The SVRAs' office was moved into Cormier House, and work began with Buildings and Grounds to complete the SVSC relocation project.
- The SVRA trained peer leaders to deliver the mandatory Active Bystander training to all incoming students.
- The SVRA coordinated all sessions of the mandatory Active Bystander training during Orientation Week (O-Week), facilitated by six SVSC peer leaders, in collaboration with the SRC.
- The SVRA provided training to all international students registered in O-Week on cultural competencies and consent.
- The SVRA trained SRC judges and student leaders (volunteers) on consent and peer leadership for orientation activities.
- The SVRA provided a specific training session for SRC consent judges for O-Week.
- Meetings were held with Champlain College counterparts to review and collaborate on joint policies.
- The SVRA took part in Town and Gown activities for Homecoming.
- The SVRA closed the office to attend the Every Child Matters march and memorial.

October 2024

- The SVRA attended a day-long seminar on cyber violence with partners from the Eastern Townships.
- The SVRA participated in an inter-university partnership with counterparts across Quebec universities.
- The SVRA took part in the Anti-Oppression Committee at BU.
- The SVSC participated in the University Committee for the Prevention of Harassment and Sexual Violence.
- The SVSC created a Halloween-themed poster campaign.

November 2024

- The SVSC attended the Champlain College SEXed roundtable on local resources.
- The SVSC and the Sexual Culture Committee (SCC) held their first partnership meeting for the upcoming year.
- The SVSC participated in the University Committee for the Prevention of Harassment and Sexual Violence.
- The SVRA took part in the Anti-Oppression Committee at BU.
- A second SVRA was hired and began in the last week of November.
- The SVSC launched a social media campaign for the 12 Days of Activism Against Gender-Based Violence, which concluded on December 6, the National Day of Remembrance and Action on Violence Against Women (Polytechnique memorial).

December 2024

- The SVSC participated in the University Committee for the Prevention of Harassment and Sexual Violence.
- The official grand opening of the new SVSC space in Cormier House took place.
- The SVRA attended training on trauma awareness at BU.

January 2025

- All incoming students registered for the Winter semester received mandatory Active Bystander training from the SVRAs.
- The SVRAs offered training to the Residence Life team (RAs) on receiving disclosures and best practices.
- The SVRAs took part in the Anti-Oppression Committee at BU.
- The SVSC tabled at the Student Success Fair.

February 2025

- The SVRAs attended the training “Consent on Campus: Exploring Introductory Sexual Violence Prevention Modules at Canadian Post-Secondary Institutions.”
- The SVRAs attended the training “Seeds of Possibility: Understanding Alternative Justice Practices in the Gender-Based Violence Sector.”
- The SVSC helped coordinate Sexual Culture Week events.
- The SVSC and the Sexual Culture Committee (SCC) held a partnership meeting.
- The SVRA took part in Town and Gown activities for Saint Patrick’s Day.

March 2025

- The SVRAs completed training on non-violent communication.
- The SVRA participated in the inter-university partnership with counterparts across Quebec universities.
- The SVRAs participated in the “Empowering Connections” panel at BU on navigating healthy relationships, consent, and violence prevention.
- The SVRAs attended training on workplace harassment and violence against 2SLGBTQIA+ populations.
- The SVSC, in collaboration with BU SDO, hosted a kiosk on the intersection of struggles, climate change, and gender-based violence.
- The SVSC attended the opening of Kwigw8mna.
- The SVSC presented the 2023–2024 annual report to the BU community during an event in the Centre for Learning.
- The SVRA took part in Town and Gown activities for Saint Patrick’s Day.

April 2025

- The SVRAs provided training on cultural competency related to consent and relationships to all students going abroad, in collaboration with the International Office.
- The SVRAs took part in the Anti-Oppression Committee at BU.
- The SVSC and the Sexual Culture Committee (SCC) held a partnership meeting.
- The SVSC participated in REDSG (Regroupement estrien pour la diversité sexuelle et de genre).
- The SVRAs attended the training “Navigating Intersectionality, Policy, and Activism: Queer International Students in the Global North.”
- The SVRAs attended the panel “The AI Notes Debate.”
- The SVSC provided training on the SV and GBV context at BU for Student Affairs and Athletics employees.

May 2025

- The SVRAs attended the training “Living with Coercive Control: Youth Perspectives.”
- The SVRA participated in the inter-university partnership with counterparts across Quebec universities.
- The SVSC participated in discussions on the SAFEGaiter app and best practices at BU.

June 2025

- The SVSC held recording days for a new university-specific sexual violence training video.
- The SVRA attended a meeting with other universities using the REES platform.
- The SVRAs attended training from the Ministère de la Justice du Québec on legislation addressing the non-consensual sharing of intimate images and improving civil protection and support for survivors of violence.

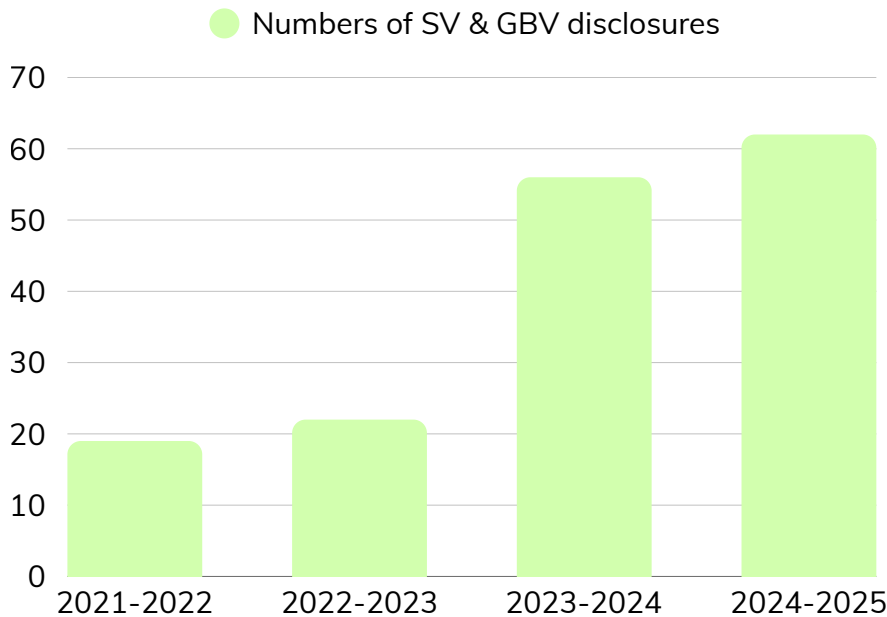
July 2025

- The SVRA attended the training “The Risk Identification and Safety Assessment (RISA) Tool: A Trauma-Informed and Intersectional Approach to Risk Management.”
- The SVSC participated in community conversations regarding the new BU101 initiative.

Case Management Statistics

Disclosures

In this section you will find more information on the disclosures of sexual violence received at SVSC. The huge increase in the number of disclosures received by the SVSC does not represent an increase in acts of violence. It is more a reflection of the growth, trust, and accessibility of the services offered. As a reminder, we provide support to individuals affected by sexual violence (SV) and gender-based violence (GBV), even when these events are not directly related to a person's time at Bishop's.



Disclaimer:
One person may have disclosed multiple events overlapping multiple categories of violence

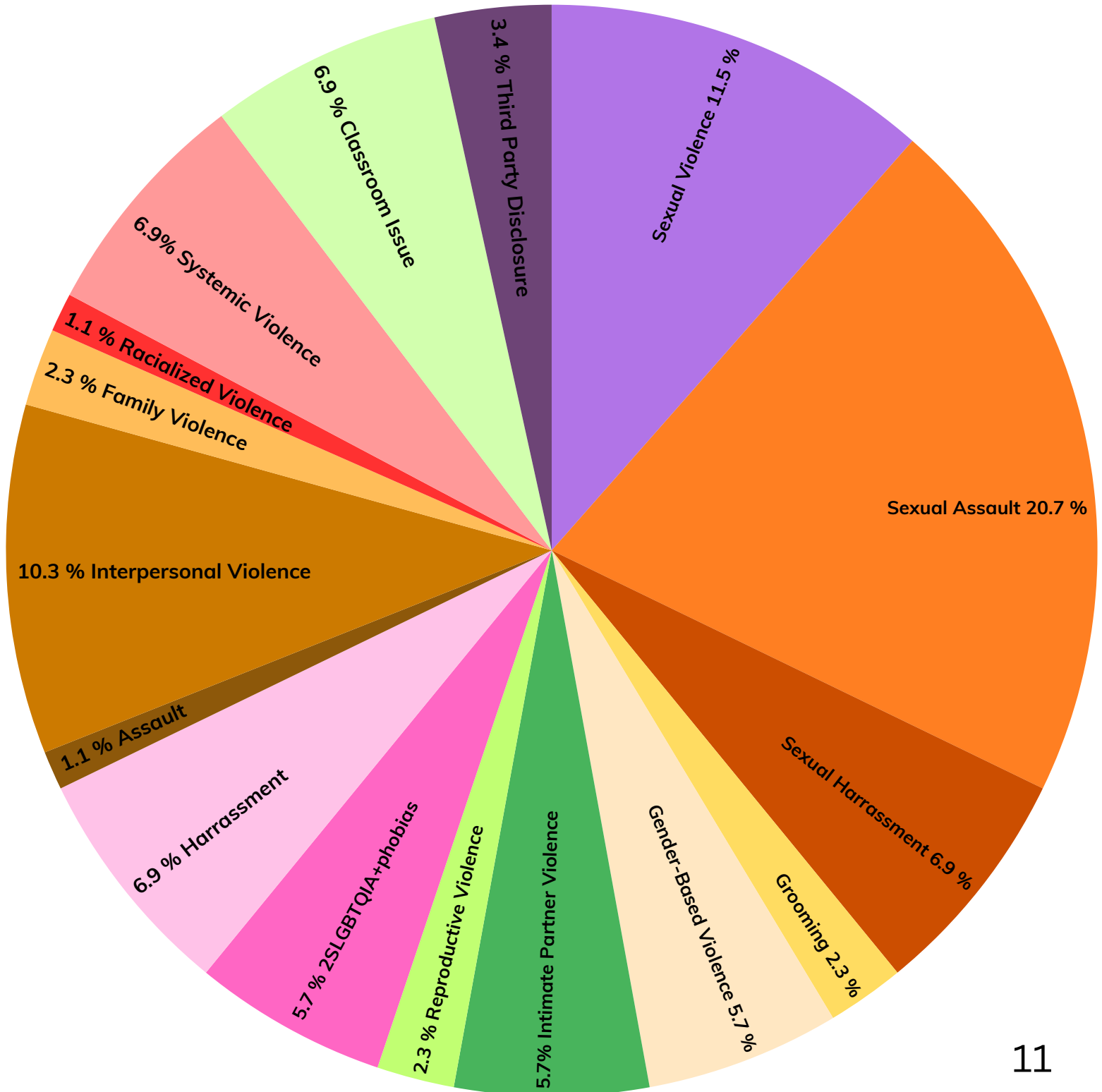
Anonymous REES Data

For the time period covered (July 2024 to June 2025) by this report 5 accounts were created on REES. Out of these, only 2 anonymous reports were submitted and transferred to the SVSC.

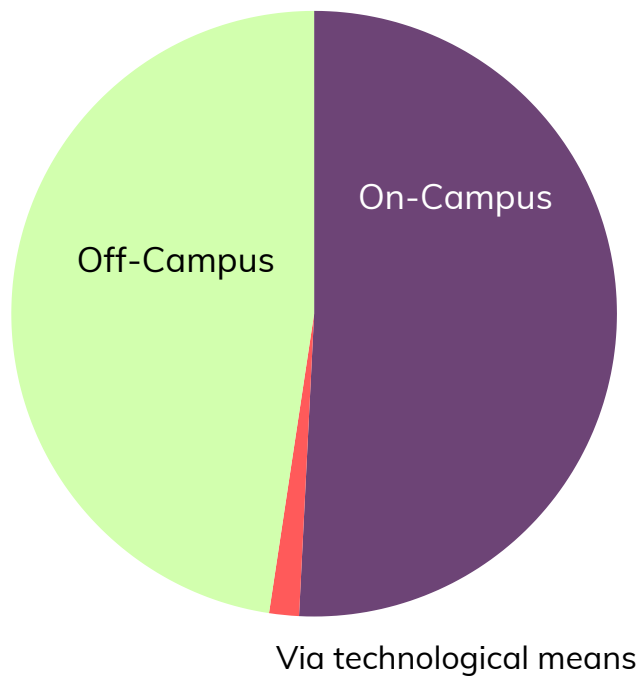
Types of Violences Disclosed During Consultation

Disclaimer:

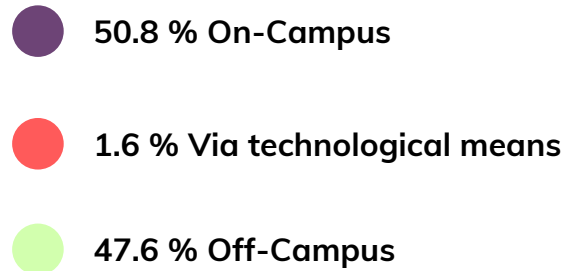
One person may have disclosed multiple events overlapping multiple categories of violence.



Location and context related to events disclosed



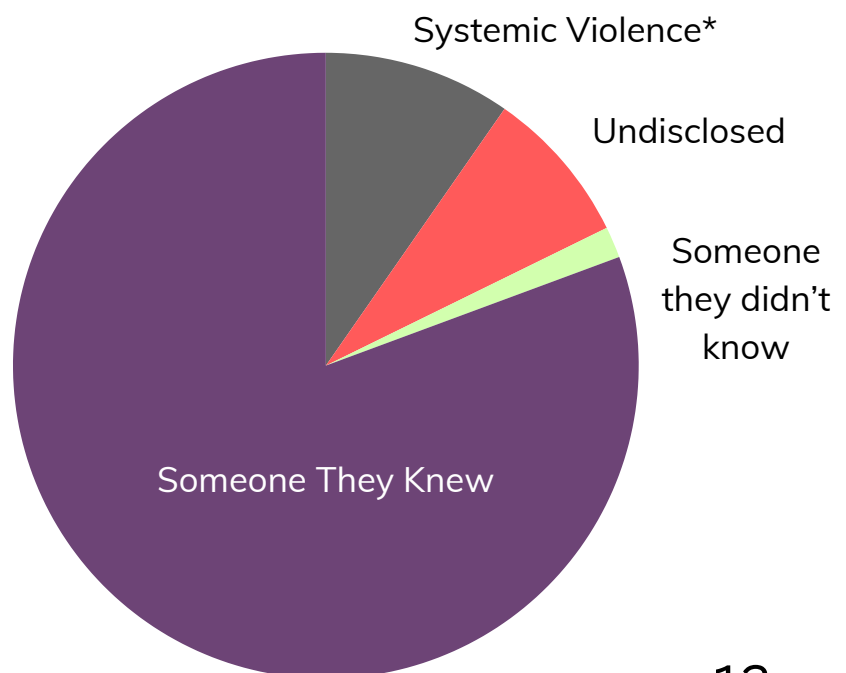
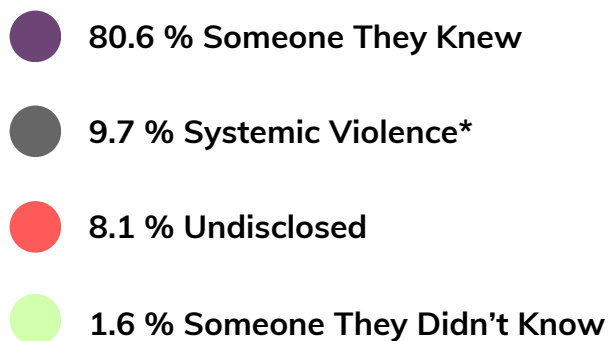
Please note that by “on-campus,” we refer to events that occurred on campus, either in a building or at a university-sanctioned event. Off-campus refers to events not affiliated with the university.



Disclaimer

Below when we speak of **systemic violence ***, we mean violence committed through a system, an institution, a professional service, etc.

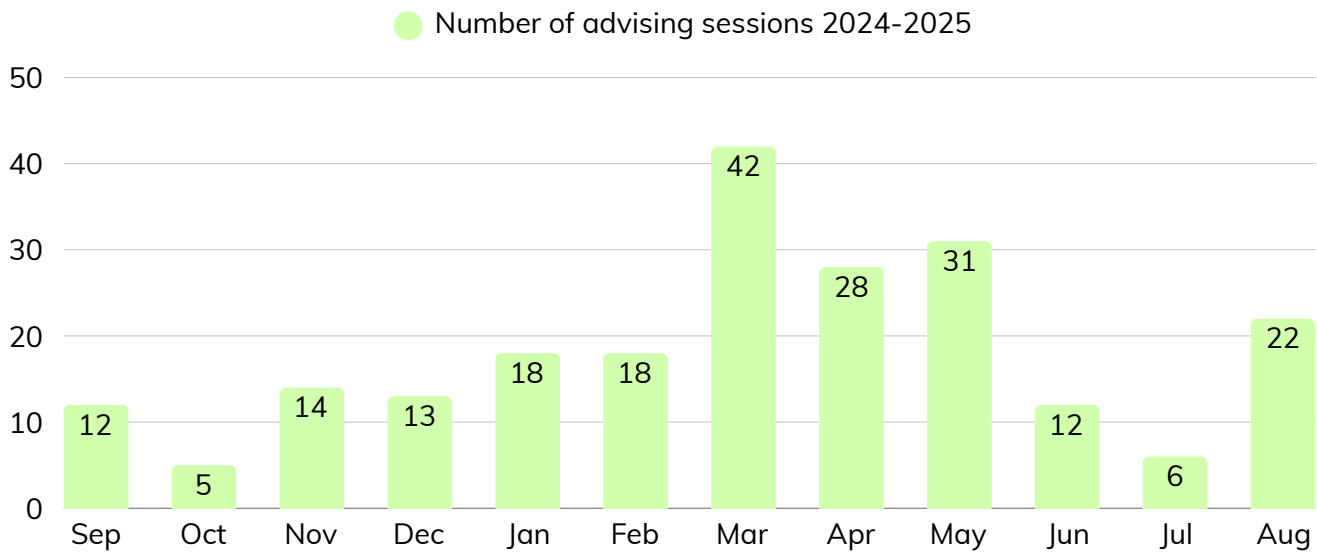
The following table lists the proximities of the perpetrators of SV with the survivor/victim.



SVRA Action Work

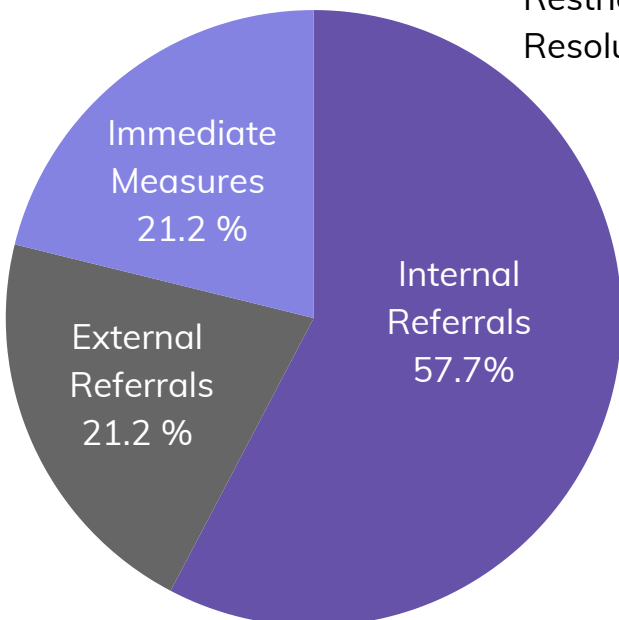
Intervention and Advising Sessions

This data reflects 231 scheduled advising and counselling sessions with individuals who had an active SVSC file at the time. These sessions with our advisors can take multiple forms, including meetings, email interventions, trainings, etc. We also tailor our work to each individual's lived experience and needs, which does not fully allow us to explain this work through simple data. Please note that these numbers do not account for all case management conducted by SVRAs via email or phone, drop-in appointments, no-shows, interactions where no file was created, or external and interdepartmental advising.



Actions and Referrals

Immediate Measures include, but are not limited to : No-contact order, Academic Accommodations, Campus Restriction/Ban, Mandatory Education, Informal Resolution, etc.



Internal Referrals include, but are not limited to: Residence Life Teams, Accessibility & Accommodation Services (SAS), Counselling, Security, ISSC, Legal Counsel, Dean, etc.

External Referrals include, but are not limited to : Hospital, Police SPS, le CALACS, Director of Criminal and Penal Prosecutions.

Formal Complaints

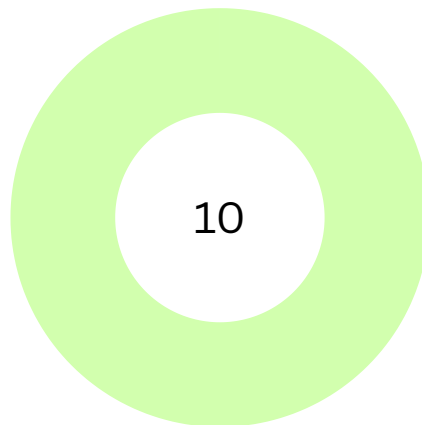
In this section on formal complaints under the BU policy, you may find that at first glance it's hard to reconcile with to the date in the previous section on the work of the SVRAs and immediate measures.

At the Centre, we offer support to individuals even if the violence they have experienced is not directly related to their time at Bishop's. Thus, data related to formal complaints do not fully reflect the nuances and complexity of the situations in which the Centre has played a role. In many cases, survivors/victims seek emotional support, referrals, and accommodations without initiating an official process through a formal complaint under university policy. Multiple factors influence the needs and choices of survivors/victims; therefore, even in the absence of formal complaints, SVRAs are able to offer a range of holistic support measures.

The University has one formal internal path that may lead to disciplinary measures or sanctions for the respondent(s). There are other pathways for complaints or resolution that are not reflected or addressed in this report.

Formal Complaints of Sexual Violence: When a survivor/victim fills out a complaint form in writing stating a breach of this policy. This form needs to be submitted to the Secretary General's Office to trigger an assessment and possible external investigation.

FCSV under BU Policy
2022-2023, 2023-2024 &
2024-2025 *



* For confidentiality reasons, FCSV data are shown over a three year period.

Overview of Trainings

Trainings Offered

Every member of the BU community has to complete a minimum of one mandatory training on SV or GBV per year. Multiple options and formats are offered from which to choose. Some BU members may have attended more than one over the course of the year. Some trainings are offered to specific groups within the University.

For this section, we cover the period of August 15, 2024 to August 15, 2025 to include all initiatives linked to the start of the fall semester.

Virtual Training Offered to all BU Students & Staff

- *It Takes All of Us* - Engages participants in discussions to foster collective responsibility.
- *Together Against the Trivialization of Sexual Violence* - Aims to combat the normalization of sexual violence.
- *Bridging the gap* - Clarifying internal procedures in relation to GBV, SA, and the services offered

Training offered to First Year Students (mandatory)

- *Can I Kiss You?* (Provided by an External Facilitator) - Focuses on clear communication and consent in intimate interactions.
- *Active Bystander Intervention (Fall & Winter cohorts)* - Equips participants with skills to intervene safely and effectively in potential harmful situations, with a focus on SV and GBV.

Trainings offered to Residence Life Team and Resident Assistants

- *How to Receive Disclosures* - Provides guidance on empathetic and supportive responses when receiving disclosures of SV/GBV and refer to the SVSC.
- *Gender 101* - The SVRA supported the EDI advisor and covered the basics terms linked to sex, gender and identities.

Training offered to all Students Registered Abroad or for Exchange

- Pre-departure training addressing consent and interpersonal relationships with culture competence

Training offered to the Student Representative Council (SRC)

- *Peer Leadership & Consent Culture* - Training offered to all judges and leaders playing a role and taking care of first years during O-Week.

Training offered to BU Staff & Faculty

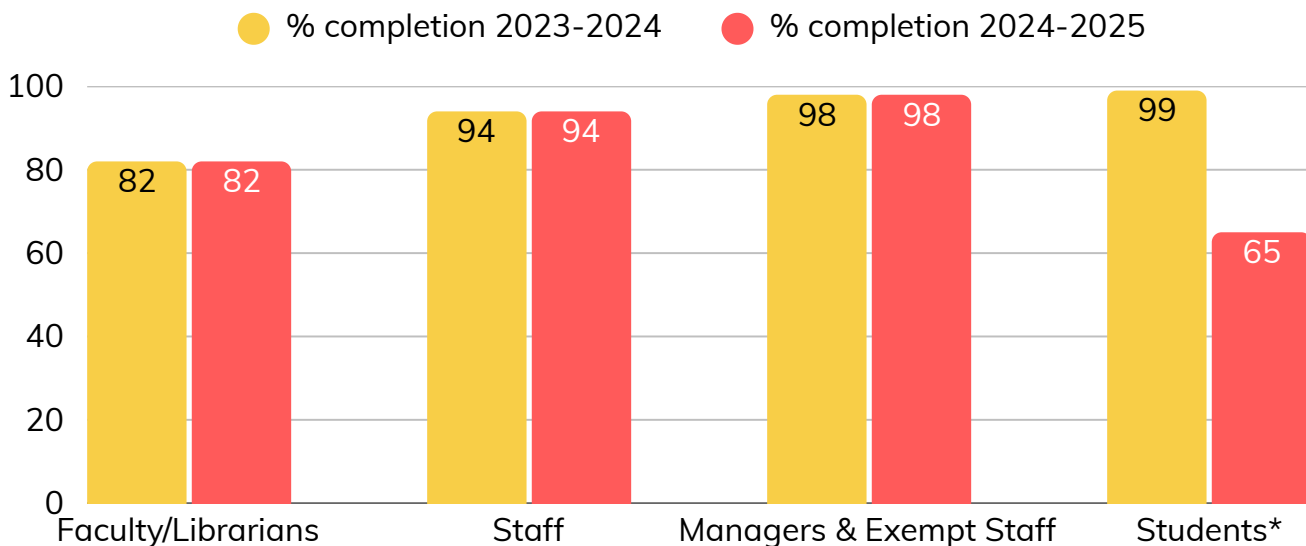
- *Resources and Better Practices in Cases of SA* - For BU Security team. Provides guidance on empathetic and supportive responses when receiving disclosures of SV/GBV and refer to the SVSC.
- *SVSC Services and Partnership* - For all head coaching staff in athletics.
- *Lunch & Learn* - Gender 101 to counter gender-based violence in the workplace and inclusive practices for gender creative folks,

Workshops offered to all BU students

- *General Consent (What's the Tea with the SVSC?)* - Educates individuals on the nuances of consent.
- *Healthy Relationships* - Explores the dynamics of healthy relationships.

Training Participation

The following graph represents the total percentage of each category of people who completed their virtual trainings over the past two years. To explain the discrepancies in completion rates for the student body, we would like to acknowledge that last year the Moodle block was not enforced.



Disclaimer

These numbers are estimated, given that attendance was only taken during trainings throughout Orientation Week and other trainings offered by the Centre throughout the year. Data from Moodle has not been included due to technical issues.

A Word From Our Vice-Principal Of Student Affairs & EDI

Dear Community,

Thank you for taking the time to review this year's report, and most importantly, thank you to our Sexual Violence Support Centre (SVSC) staff for their dedication and continued efforts to support, educate, and care for our community.

As we close this reporting year, it is important to reflect on the progress we have made as a campus in fostering an environment grounded in safety, dignity, and respect. The SVSC remains a central part of this work and a visible expression of our collective commitment to prevention, education, and survivor support. Our Sexual Violence Response Advisors continue to play a critical role in supporting survivors and advancing education across campus.

This year's report indicates increased awareness of, and confidence in, available services, reflected in higher rates of reporting and engagement compared to the previous year. In its first full year of operation in the Cormier House, the SVSC has become a central hub for learning, support, and prevention, serving students, faculty, and staff alike. We are encouraged by this momentum and look forward to continuing to grow this work in the year ahead.

At the same time, the report reminds us that our work is ongoing. A rise in on-campus reporting underscores the need to continue strengthening our awareness, education, and prevention strategies while ensuring individuals feel supported in coming forward. Increased reporting can signal growing trust in institutional supports, and we remain committed to sustaining and deepening that trust.

In the year ahead, we will continue to focus on education, barrier reduction in reporting, strengthening intersectional supports, and engaging all members of our community, particularly men and those in positions of influence in prevention efforts.

If you or someone you know has been affected by sexualized or gender-based violence, support is available. The SVSC is here to listen, to help, and to walk alongside you. More information about services and supports can be found on the SVSC website.

Thank you for engaging with this report and for your continued commitment to this vital work. I extend sincere appreciation to SVSC staff and to the many campus partners and community members whose efforts make this work possible.

In solidarity and support,

Danai Bélanger (she/her)

Vice-Principale Student Affaires and Equity, Diversity and Inclusion