



VCC Sexual Violence and Misconduct Policy Report to VCC Board of Governors

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Land Acknowledgement and Intersectionality statement

We acknowledge that VCC is located on the traditional and unceded territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səliłwətał (Tsleil-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.

Outreach and Education

Education and outreach initiatives have been directed towards advancing awareness of the options for reporting sexual violence and misconduct, whether through the Sexual Violence Support Services or the online reporting platform, REES. The Department of Safety, Security, Risk, and Privacy (SSRP) has conducted routine onboarding sessions tailored for new employees, incoming students, and international students, which have focused on explaining reporting options.

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

Furthermore, People Services and SSRP have partnered to develop a new mandatory online course for Faculty on how to respond to disclosures of sexual violence and misconduct, and how to ensure they are following VCC's policy and procedures. The anticipated launch of that training will take place in summer 2025.

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.

The College also records 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 comes 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.

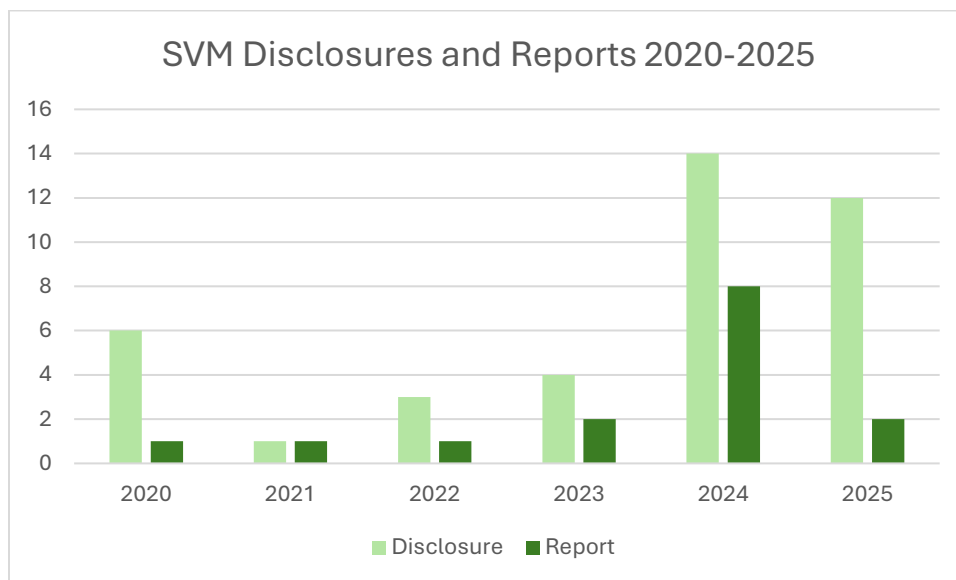
The time period covered by this report is June 1, 2024 – May 31, 2025.

Disclosure and Report Statistics

This reporting period saw a slight decrease in disclosures and a large decrease in reports from the last reporting period. However, this year continues to show that we've maintained our higher levels of disclosures from the 2023-2024 reporting year. There are a few factors that might explain this change:

- Several incidents were disclosed as part of larger incidents that could be better resolved under alternative policies, leading to lower reporting numbers.
- Disclosures that were withdrawn by survivors and did not become reports.
- Decreased media items and social media posts relating to sexual misconduct reporting options.

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.



Total Disclosures and Reports

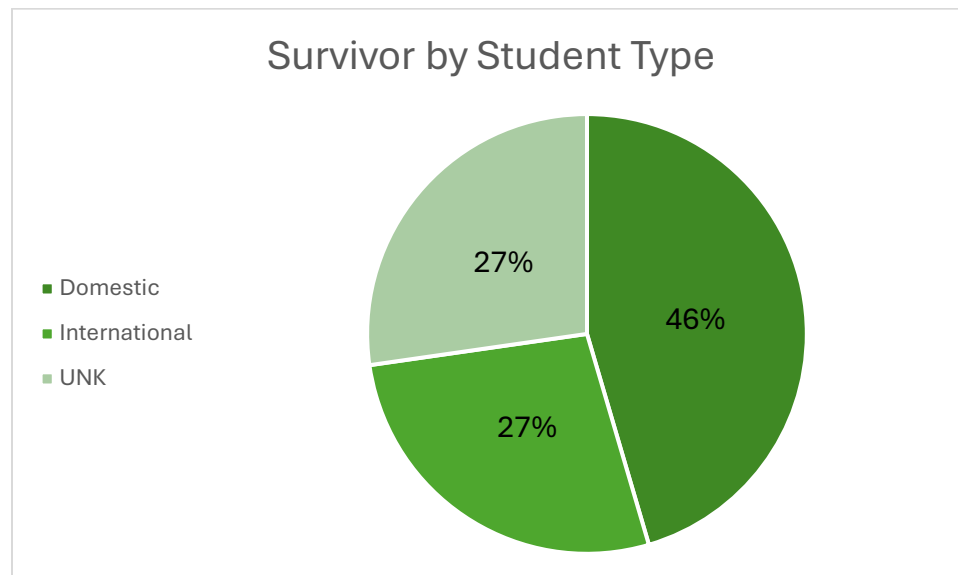
Total Disclosures and Reports 2024-2025			
	Disclosure	Report	Consultations
Employees	-	-	1
Students	11	2	-
Comm. Member	1	-	-
Total	12	2	1

Survivor and Respondent Breakdown

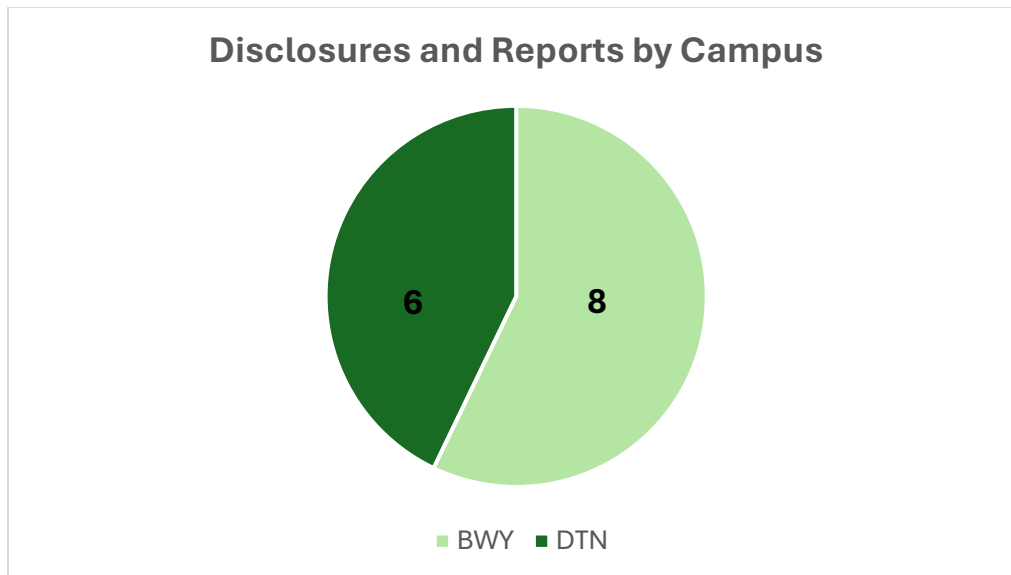
Survivor/Respondent Breakdown				
	Student	Employee	Comm Member	Total
Survivors	13	0	1	14
Persons Accused/Respondents	8	3	1	12

*Discrepancy in totals is due to incidents where multiple survivors reported one individual

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. Examples of other incident types include disclosures around being exposed to pornography and indecent exposure.

There were no disclosures or reports that involved assault or that required police involvement.

Resolutions and Support

Of the fourteen total incidents, there was one complaint that did not meet the definition of sexual misconduct under the Policy. During this reporting period the College formally investigated five incidents. However, these incidents were investigated by either the Student Conduct Officer or the Manager of Safety and Security, as they involved additional types of misconduct that could be resolved more expeditiously under different policies. In all instances where an employee was the respondent, People Services conducted the investigation. Four of the investigations were founded and involved some type of corrective actions, with one investigation ongoing. Corrective measures cannot be reported because they are unique to each situation and could potentially identify individuals involved.