

**BOARD MANAGEMENT REPORT****Date:** September 17, 2025**Report No.:** BG.25.09.133**Report to:** Board of Governors**Author(s):** Lenore Lukasik-Foss, Director, Student Conduct and Care; Michelle Mudge, Manager, Student Rights and Responsibilities Office**Class:**     Information       Decision       Discussion       Consent  
 Open                       Closed**Title:**      **Sexual Violence Response and Prevention Annual Report****1.0 RECOMMENDATION:**

**THAT** Report BG.25.09.133: Sexual Violence Response and Prevention Annual Report be received and approved for submission.

**2.0 EXECUTIVE SUMMARY**

This report serves as Mohawk’s annual report as required by the Ministry of Training, Colleges and Universities (MTCU) Act, Ontario Reg. 131/16 (Sexual Violence at Colleges and Universities), outlining key metrics related to sexual violence response and prevention at the College.

This report also provides updates related to activities over the last twelve months, including: (a) efforts to enhance the evidence-based sexual violence prevention education activities undertaken by the College; and (b) partnerships forged with both on-campus and community partners to enhance services and education outreach efforts.

**3.0 BACKGROUND:**

Mohawk’s work on responding to and preventing sexual violence on campus is guided by our [Sexual Assault and Sexualized Violence Policy](#) (SASV) and relevant provincial legislation:

- [Sexual Violence and Harassment Action Plan \(Supporting Survivors and Challenging Sexual Violence and Harassment\), Bill 132 \(2016\),](#)
- [Strengthening Post-secondary Institutions and Students Act, Bill 26 \(2022\).](#)

The following is a definition of sexualized violence, taken from our SASV Policy:

*Sexualized violence refers to any unwanted sexual acts and/or acts that are committed, threatened, or attempted against a person without the person’s consent. Sexualized violence includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, and sexual exploitation. Sexualized violence is about power, control, domination, and/or humiliation rather than about sexual activity. Acts of sexualized violence may be physical or psychological in nature and may be committed by individuals acting alone or in groups.*

*Such acts commonly target a person’s sexuality, gender identity, gender expression, or are directed at individuals who do not conform to traditional male or female gender stereotypes.*

The Student Rights and Responsibilities Office is the key point of contact for students requiring support related to sexual violence. This includes sharing disclosure/reporting options, connecting to on-campus and community-based supports, and/or liaising with their Associate Deans and faculty to ensure academic accommodations and supports are put in place, as needed.

**4.0 DISCUSSION:**

Formal Complaints and Reports

The following chart outlines the formal complaints or reports of sexual violence received during the reporting year, May 1, 2024 – April 30, 2025.

<b>Types of Sexual Violence</b>	<b>2023/24</b>	<b>2024/25</b>
Sexual assault	<b>2</b>	<b>1</b>
Sexual harassment	<b>6*</b>	<b>10*</b>
Stalking (including cyberstalking)	<b>0</b>	<b>2</b>
Indecent exposure	<b>1</b>	<b>0</b>
Voyeurism	<b>0</b>	<b>1</b>
Sexual exploitation	<b>0</b>	<b>0</b>
<b>Total</b>	<b>8</b>	<b>14</b>

*\*This includes complaints of sexual harassment managed under the Student Human Rights Policy.*

Of the fourteen (14) formal reports, thirteen (13) resulted in a full investigation. In all thirteen (13) investigations, the respondent(s) were found in violation of the Sexual Assault and Sexualized Violence Policy or the Student Human Rights Policy (for sexual harassment) and were given outcomes/sanctions relative to the incident. For example, outcomes/sanctions included suspensions, holds placed on academic re-registration, consent education, no contact agreements, and a trespass notice.

Disclosures, Informal Reports, and Support Services Offered\*

The following chart outlines the disclosures and informal reports of sexual violence and support services offered to Mohawk community members during the reporting year, May 1, 2024 – April 30, 2025.

<b>Type of Sexual Violence**</b>	<b>2023/24</b>	<b>2024/25</b>
Sexual Assault	<b>4</b>	<b>8</b>
Sexual Harassment	<b>11</b>	<b>35</b>
Stalking (including cyberstalking)	<b>0</b>	<b>5</b>
Indecent Exposure	<b>0</b>	<b>0</b>
Voyeurism	<b>0</b>	<b>0</b>
Sexual Exploitation	<b>0</b>	<b>0</b>
Other (e.g., Intimate partner violence, sharing illegal content)	<b>-</b>	<b>2</b>
<b>Total</b>	<b>15</b>	<b>50</b>

*\*Note: We've updated how data is reported to better reflect the continuum of services offered to community members.*

*\*\*Disclosures, Informal Reports, and Support Services may involve more than one type of sexual violence and will be counted in each category.*

Of the sixty-four (64) Formal Complaints, Reports, Disclosures, Informal Reports, and Support Services offered, thirty-eight (38) incidents of sexual violence were stated to have occurred on campus, four (4) virtually (video/text/social media), eight (8) off-campus, and fourteen (14) were unknown.

The SRRO supported fifteen (15) persons alleged to have caused harm/Respondents in informal or investigation processes by advising them of expectations, their rights within the process, and resources available to them.

**5.0 IMPACTS**

**5.1 STUDENTS, PARTNERS & COMMUNITY**

Sexual Violence Prevention Education

The Student Rights and Responsibilities Office (SRRO) leads the sexual violence prevention education initiatives within Mohawk College. SRRO, in collaboration with internal partners such as Health and Wellness, Residence, Student Life, Security Services, Mohawk Students Association, and academic departments, works to ensure that community members are aware of resources, supports, and how to respond to disclosures of sexual violence. SRRO also offers additional training on topics related to sexual violence (e.g., Bystander Intervention, Consent, Impacts of Trauma).

In addition, SRRO worked with community partners, Interval House of Hamilton (a shelter for women and children fleeing intimate partner violence), and the Sexual Assault Centre (Hamilton and Area), SACHA, to expand our prevention and support options for the Mohawk community.

Sexual Violence Prevention Education Activities

The following chart outlines the sexual violence prevention education initiatives that occurred during the reporting year, May 1, 2024 – April 30, 2025.

	<b>2024/25</b> 2023-2024
<b>Events</b>	<b>15</b>
<b>Training Sessions</b>	<b>20</b>
<b>Participants (Students, Faculty, and Staff)</b>	<b>Over 2,080</b>

## **5.2 FINANCIAL & HUMAN RESOURCES**

The Student Rights and Responsibilities Office (SRRO) receives funding from the provincial government through the Campus Safety Grant (CSG) to address sexual violence on campus. The CSG enables SRRO to offer prevention programs, initiatives, and training opportunities for both students and employees.

### Staffing

SRRO had one part-time Gender-Based Violence Prevention Peer Educator from October 2024 to April 2025, funded through the Campus Student Employment Program (CSEP). We are pleased to share that in August 2025, SRRO hired a full-time Gender-Based Violence Education Coordinator to expand our work in this area.

## **5.3 REGULATORY, LEGAL & RISKS**

Mohawk College remains in full compliance with all relevant provincial legislation as discussed in the Background section (3.0).

Further, we believe that Mohawk is positioned to continue to create a safer and more inclusive campus environment through SRRO's work to:

- Monitor changes to sexual violence-related policy and practice of other colleges and universities
- Monitor changes to sexual violence-related legislation and practices of the Ontario government
- Coordinate regular consultations with the Sexual Violence Advisory Committee, including representation from the Mohawk Students' Association, Mohawk students, employees, and the college's legal counsel
- Participate in trainings, national committees, and professional associations to remain knowledgeable about emerging trends, research, and information within the gender-based violence field.

## **6.0 NEXT STEPS / FUTURE CONSIDERATIONS:**

Mohawk College continues to work diligently on ensuring that the Sexual Assault and Sexualized Violence policy, procedures, and related educational campaigns are proactive, relevant, well-promoted, and evidence-informed through continuous engagement with the College community.

Respectfully Submitted,

Approved for Submission,

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Katie Burrows  
Vice President, Students and International

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Paul Armstrong  
President