



SEXUAL VIOLENCE PREVENTION AND RESPONSE ANNUAL REPORT

May 1, 2025 to April 30, 2026

Presented to the Board of Trustees, October 2, 2026

Queen's University Annual Sexual Misconduct and Sexual Violence Report

Reporting Period: May 1, 2025 to April 30, 2026

Submitted to: Board of Trustees, October 2026

1.0 PREAMBLE

The Board of Trustees approved the current *Sexual Misconduct and Sexual Violence Policy Involving Students* (herein after the "Policy") on December 8, 2023. The Policy is a critical component of Queen's overall strategy regarding sexual violence awareness, education, prevention, and response. The information contained in this report serves to inform our campus community and contributes to sector-wide collaborative efforts and learning among post- secondary institutions.

2.0 SUPPORTS, SERVICES, AND ACCOMMODATIONS – SVPRS

During the reporting period (May 1, 2025 to April 30, 2026), a total of 237 individuals wishing to access information, support and/or services contacted Sexual Violence Prevention and Response Services (SVPRS). Two hundred and eighteen (218) of those seeking assistance were students. Of the requests for service, 147 were from new clients and 90 were from existing clients who requested ongoing support. In the current reporting period, most students who disclosed the reason they were seeking assistance indicated it was in relation to an experience of sexual assault (34%) and/or of sexual harassment (34%). Students may have experienced multiple forms of sexual violence in a single incident. Disclosure data reflects the overlap of experiences and totals do not equal 100%.



Services provided included:

- assisting with access to academic supports (academic considerations, accommodations and support for academic petitions and appeals)
- safety planning, including for Intimate Partner Violence
- support to access legal, financial, food and housing insecurity needs
- referrals to and collaboration with on and off campus resources
- support for filing a complaint with police and/or through the University's processes

Advisors provided support in a variety of ways:

- meeting with clients
- accompaniment and support in complaint process/interviews
- consultation inside and outside of Queen's
- some advocacy and systems navigation guidance
- completing forms/paperwork required for referrals etc.
- writing letters of support for petitions/appeals (academic and financial)
- communication with parents and other 3rd parties and
- coordination of support with campus partners (e.g., SWS, QSAS, CARE, CSES, Housing and Ancillary Services) and with community partners (Sexual Assault Center Kingston, Victim Services, Kingston Interval House, Kingston Health Sciences Centre, Victim Witness Assistance Program)

As in previous years, there continued to be an increase in the complexity of the issues faced by our students. These included social, emotional, financial and academic challenges, concerns related to physical and mental health, lack of personal support networks, and involvement in the criminal legal process or in an internal investigative process.

World events, including political unrest, war, natural disasters and changes to immigration policies, exacerbated feelings of distress and compromised student coping strategies and access to support systems in families and countries of origin.

Advisors in SVPRS regularly consider the intersection of QU specific policies and regulations with one another (faculty specific academic regulations, Assessment and Care/Threat Assessment, Harassment and Discrimination) and with

provincial/federal legislation (e.g., Residential Tenancies Act, Trespass to Property Act, Victim's Bill of Rights).

Student participation in the criminal legal and family court systems is ongoing, often over a period of years. This contributes to issues of complexity and urgency in providing ongoing support and developing safety plans that are responsive to evolving needs. Students often complete their studies before a local criminal proceeding has been completed. Ensuring continuity of care post-graduation or during absences is an important consideration for vulnerable students.

As noted in the previous annual report, Intimate Partner Violence (IPV) is included in the policy. Students experiencing IPV are finding and accessing SVPRS and other campus services. In the reporting period, SVPRS advisors worked with 30 students who presented for support in response to experiencing IPV.

Thirty four (34) requests for assistance to access academic considerations and fourteen (14) requests for letters of support for academic petitions/appeals were processed during the reporting period. Considerations included exam deferrals, extension of coursework submission deadlines, extension of term to facilitate course completion, alternative forms of evaluation etc. Alternative class schedules and alternative housing assignments were also implemented, as appropriate. During the reporting period, SVPRS advisors documented 236 consultations with campus partners, 223 meetings with clients, and 515 follow up activities.

Counsellors in Student Wellness Services, including those embedded within faculties/departments, also provided personal support for students who experienced sexual violence and IPV. While all counselling staff are trauma informed in their practice, specific expertise is available to students from a therapist who has extensive training and experience in the area of sexual violence. Six hundred and nineteen (619) appointments were provided by the designated SV therapist from September 1, 2025 to August 27, 2026.

In addition to providing support to students, the SVPRS team provided information and support to family members and friends/housemates etc. of students impacted by sexual and Intimate Partner Violence. Considerable time was spent explaining specific internal processes and resources available. SVPRS also provided support and guidance to staff and faculty who were supporting students. This included

debriefing with employees following incidents of receiving disclosures and consultation to support cross-campus efforts.

We all share responsibility for shaping campus culture and creating a safe environment for students, staff and faculty. Coordinated services and a collaborative approach are essential. Student support is provided by multiple units/departments across campus including, but not limited to, the Office of Faith and Spiritual Life, Student Wellness Services, Residence Life and Services, Queen's Student Accessibility Services, Four Directions Indigenous Student Centre, Queen's University International Centre, Ban Righ Center, Housing and Ancillary Services, and Student Conduct and Care. The Office of the University Registrar and Faculty offices offering academic advising etc. also play a critical role.

Clients supported by the team in SVPRS are current students and alumni who have experienced gender-based violence, specifically, sexual violence and IPV. Support for students is offered long term, until a student graduates or decides to discontinue. We regularly support students over multiple years. Some students choose to take short leaves of absence, extending their time with us. Others progress from undergraduate to graduate studies and require ongoing support.

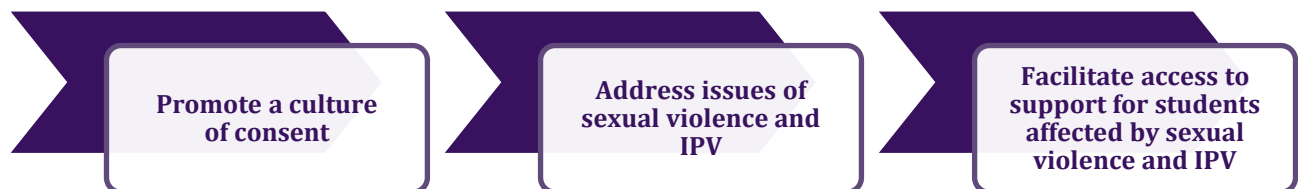
Students who have caused harm access support through another office on campus.

Students may seek support in response to sexual and Intimate Partner Violence that happened on or off campus, and for recent or historical experiences. It is not unusual for students to arrive at Queen's already having experienced trauma including but not limited to trauma caused by incidents of child sexual abuse, sexual violence, including Human Trafficking, and experiencing or being exposed to IPV.

Campus services are intended to assist students to be successful over the course of their entire academic careers.

3.0 INITIATIVES AND PROGRAMS

Queen's is committed to the prevention of sexual violence and other forms of gender-based violence, awareness, education and training. Much of this work is guided by the [Sexual Violence Prevention and Response Framework](#). SVPRS and Student Affairs work to support a multi-pronged approach with campus partners, including student groups, to develop and implement an annual education strategy that is designed to:



Programming with a focus on prevention and awareness continued to be offered this past year through coordinated and collaborative efforts across campus. This work was facilitated through the Sexual Violence Prevention and Response Task Force (SVPRTF) and #consent@queens Working Group. The Task Force comprises a diverse group of students, staff and faculty representatives from across the University, and includes representatives from the Kingston Sexual Assault Centre and from Kingston Interval House. SVPRS convened the #consent@queens Working Group, comprising front-line staff and student leaders from across campus with the goal to foster collaboration and to focus prevention and education efforts including the sharing of resources. Both groups meet regularly.

Sexual violence prevention and support messages were included in social media campaigns, through paid advertising in the Queen's Journal, on CFRC in the form of PSAs and through a variety of other methods (posters, brochures, table talkers, boothing).

SVPRS, as part of the Human Rights and Equity Office (HREO), continued to offer training and information sessions for students, student groups, faculty and staff on various topics.

In partnership, SVPRS and DSA/Career Services offer workshops through the Gender-Based Violence and Bystander Intervention Program. Workshops on Building Consent Culture, Healthy vs Unhealthy Relationships, Responding to Disclosures and Bystander Intervention are facilitated by a group of highly skilled and well-trained students in paid roles. Funding for this program comes from MCURES through a transfer payment (Campus Safety Fund). This funding is critical to supporting SV and IPV programming on campus.

During the reporting period, SVPRS also expanded offerings in classroom settings. Curriculum linked SV programming was delivered in some Engineering, Nursing and Arts and Science courses. With support from faculty and staff, students in areas of study not always exposed to this type of programming had the opportunity to discuss the issues and apply their knowledge in assignments related to their course of study.

SVPRS plays a significant role in providing job-related training for Student-Staff e.g., Dons in Residence, and delivering training for various student organizations on campus. Workshops for staff and faculty are also offered over the course of the year. Topics include Responding to Disclosures and Violence in the Workplace (with Human Resources).

In partnership with Human Resources, the Manager, SVPRS provides information about the policy and employee responsibilities when responding to disclosures at the weekly new employee orientation sessions. During the reporting period, 626 employees attended. Seventeen (17) were faculty. The balance (609) were staff.

Completion of the online learning program, *It Takes All of Us*, is mandatory for all incoming first year students and for employees. Residence Life staff, in partnership with the Student Experience Office and the Student Conduct Office support incoming students to complete the program. Compliance reporting is done quarterly for employee groups and managers are responsible for ensuring completion.

Additional learning opportunities are provided for staff and faculty who want to build confidence and competence in responding to disclosures from students and in fulfilling their employee obligations. The Outreach and Education Coordinator

from SVPRS offers open workshops, both virtually and in-person, several times over the fall and winter terms to support this professional development.

In-service training opportunities are regularly organized by SVPRS with campus partners invited to attend to learn about community partner agencies, particular topics or to build skills related to student support. Frequently, community partners, through the Kingston Frontenac Anti-violence Coordinating Committee, make other training opportunities available to Queen's employees at low or no cost.

4.0 ANNUAL STATISTICS - COMPLAINTS

The reporting metrics below were established by *The Ministry of Colleges, Universities, Research Excellence and Security (MCURES)* and outlined in the **Common Institutional Metrics Reporting Guidelines**. The University is required to report this information to the Ministry.

The numbers below reflect the occurrence of each metric. Two metrics may be reflected in one Complaint (e.g. one Complaint could involve both *Stalking* and *Sexual Assault*) or one Complaint may involve multiple incidents of the same metric.¹

During the reporting period, there were 15 student complaints of sexual violence filed, involving a total of 20 violations categorized under the Policy. These were reported through the student non-academic misconduct system and the Human Resources processes. Investigations are completed both by internal and by external investigators.

¹ Metrics (a) to (f) total more than overall metric of total cases, as each case may involve more than one sub metric

Table 4.1 – Sexual Violence Complaints

Metric	Description	2025 - 2026	2024- 2025	2023 - 2024	2022 - 2023	2021 - 2022
1 (a)	Number of Complaints involving Sexual Assault	5	3	6	9	14
1 (b)	Number of complaints involving Sexual Harassment	11	8	10	22	28
1 (c)	Number of complaints involving Stalking	3	1	0	2	1
1 (d)	Number of complaints involving Indecent Exposure	1	0	0	0	0
1 (e)	Number of Complaints involving Voyeurism	0	0	0	2	1
1 (f)	Number of complaints involving Sexual Exploitation	0	0	0	6	0
<i>Total Number of Complaints of Sexual Violence (Cases)</i>		15	10	12	26	28

Disciplinary outcomes in cases involving faculty or staff respondents range from formal reprimand to termination. Student respondents found responsible for sexual violence under the Policy are typically required to complete a range of sanctions that generally include educational sanctions combined with sanctions focused on restoration and, where warranted, disciplinary sanctions such as the requirement to withdraw. Multiple sanctions may be imposed on a student respondent.

The Student Conduct Office oversees the completion of required sanctions for student respondents. Over the past three years, the following sanctions have been imposed:

Table 4.2 – Sexual Violence Complaint Outcomes, Student Respondents

Sanction	2023-2026
Written warning or reprimand	1
Educational Assignment	7
Impact Reflection	6
Apology	0
Seminar/Workshop Referral	1
Meeting with Student Conduct Office	20
Restriction on or Loss of Privilege	3
Non-Academic Probation	5
No Contact Directive	9
Notice of Prohibition	1
Requirement to Withdraw	1
Other ²	2
TOTAL	36

5.0 POLICY IMPLEMENTATION AND EFFECTIVENESS

Policy effectiveness is inherently difficult to measure. However, the Sexual Violence Prevention and Response Task Force (SVPRTF) is committed to ongoing review of the Policy, determining the effectiveness of current programs and services, and providing recommendations to the university on ways to support a safe environment for all students.

As part of the ongoing evaluation of the implementation and effectiveness of the Policy and programming, various indicators are considered. These include:

- the number of students accessing support and services;
- the referral paths that students have identified which are evidence of the collaborative partnerships between campus units and community agencies specifically, Residence Life and Services, Student Wellness Services, faculty specific academic advisors and those who process petitions and appeals, the

² “Other” sanctions consist of: Separation of Classes (supported by SCO); Separation of Extra-Curriculars (supported by SCO); and Provision of Information (Employment & Extra-Curricular leadership roles).

Sexual Assault Centre Kingston, Kingston Police Service, Victim Services, Kingston Interval House, Kingston General Hospital SA/DV Program;

- faculty/staff engagement evidenced by a continually increasing number of requests for information and access to training/education as well as faculty interest in embedding sexual violence prevention and response information in course curriculum and in new employee orientation and onboarding
- employee compliance with the mandatory notification process (Section 8 of the policy) which requires notification of the SVPRS when a student discloses an experience of sexual violence.

In the reporting period there were one hundred and four (104) notifications submitted by employees. Sixty (60) students consented to a direct referral to SVPRS as part of that process. This has been an increase over last year, indicating both increased awareness and comfort with employee notification responsibilities and effective communication with students to acquire informed consent for the referrals.

- student interest in employment as peer facilitators with the GBV-BI Program

This year, SVPRS engaged in a quality assurance activity, utilizing a short survey to ask those who submitted Notifications under S. 8 of the policy about their experience with the process. Valuable feedback was received and is informing ongoing communication efforts directed at employees (e.g., website updates and the creation of additional materials). Overall, employees reported that their experiences with the process and with members of the SVPRS team were positive.