



College of New Caledonia

**Student Sexual Misconduct
Policy Report**

2024/25



Introduction:

Approved on May 19, 2016, British Columbia's Sexual Violence and Misconduct Policy Act required all publicly funded institutions in BC to have a sexual misconduct policy in place by May 19, 2017. In response to this legislation, CNC's [Student Sexual Misconduct Policy](#) Number: E-1.41 was approved by the Board of Governors in April 2017. [British Columbia's Sexual Violence and Misconduct Act](#) (2016) requires all post secondary institutions within the province to review their sexual violence policies every three years – as such, CNC's policy will be reviewed in November 2026.

This report fulfills the requirement of The Act for the President of a post-secondary institution to report annually to the governing body on how the sexual misconduct policy has been implemented. The report reflects the work that has been taking place at CNC as it relates to the implementation of the Policy and encompasses the time period between September 1, 2024, to August 31, 2025.

The College of New Caledonia is honored to work with Aboriginal Peoples in this region which includes 22 First Nations, the Metis Nation of BC, Tribal Councils and Aboriginal organizations. This report was prepared on the unceded and occupied traditional territories of the Lheidli T'enneh First Nation.

BC Legislation Bill 18-2025:

The College is preparing to address the recently tabled BC Legislation Bill 18 – 2025: Sexual Violence Policy Act (British Columbia) which, if passed, repeals and replaces the previous Sexual Violence and Misconduct Policy Act to expand the scope of required sexual violence policies at public post-secondary institutions, enhance accountability, and improve support for survivors.

Executive Summary:

Student sexual misconduct on CNC campuses reflects bigger societal issues. Preventing and ending sexual violence, as well as supporting those impacted by sexual violence is a responsibility shared by all within CNC in collaboration with community partners. The college will continue to prioritize education, awareness, and support services to foster a safe and respectful learning environment.

As part of its mandated three-year review under the Sexual Violence and Misconduct Policy Act, CNC undertook a comprehensive update of its sexualized violence policy. This process included consultations with students, partner reviews, and a legal assessment of the revised policy and procedures. To enhance accessibility and reduce the risk of re-traumatization, CNC

also introduced standardized forms and streamlined procedures for both students and employees. The Student Sexual Misconduct Policy is currently undergoing a plain language review.

CNC's Director of Student Services participated in several provincial initiatives to prevent and respond to sexualized violence. This includes participating in a webinar on Intimate Images Protection, a workshop on the 2025 Student Perceptions of Sexualized Violence Survey, participating in the Intersectional Sexualized Violence Advisory Group to develop open-access intersectional SV training resources, and participation in provincial working groups on sexualized violence prevention and data reporting.

The College has also partnered with local groups such as the Prince George Sexual Assault Centre, Advocacy for Women and Children, Northern Women's Center, PG Native Friendship Centre, and the Crisis Centre of Northern BC.

CNC's multi-faceted approach in 2024–25 reflects its ongoing dedication to fostering a safe, informed, and responsive campus environment. Through collaboration, education, and policy refinement, CNC continues to build institutional capacity to prevent and respond to sexualized violence.

Awareness & Education Initiatives:

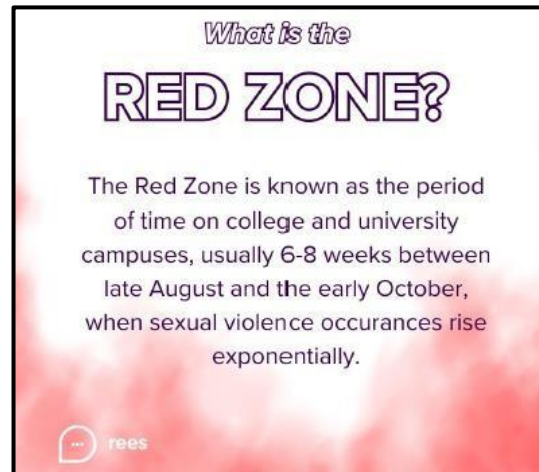
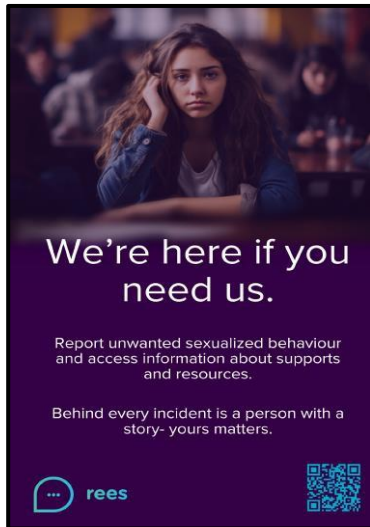
During the 2024–25 fiscal year, the College of New Caledonia (CNC) demonstrated a strong commitment to addressing sexualized violence through the continued implementation of the policy & procedure; awareness initiatives; training programs, and institutional engagement. This report outlines CNC's contributions and progress in alignment with the provincial Sexualized Violence Action Plan.

Throughout 2024-25, CNC actively engaged in Ministry-led initiatives to support the development and validation of the provincial Sexualized Violence Action Plan. The Director of Student Services participated in key events, including a webinar on Intimate Images Protection and a workshop on the 2025 Student Perceptions of Sexualized Violence Survey. CNC also contributed to the survey itself, conducted from February 10 to 28, 2025, and took part in validation sessions to ensure the survey's effectiveness. The results from the Student Perceptions of Sexualized Violence Survey, received in June, will be used to increase awareness activities, better target prevention campaigns, and inform the learning outcomes of educational opportunities.

CNC also hosted 26 awareness and prevention activities for students, reaching more than 1,060 participants. Topics included safety and consent, healthy relationships, bystander intervention, boundaries, and ending violence against women. Additionally, CNC held ongoing awareness activities to bring attention to REES, including poster and social media campaigns and *Fast Five*, (who, what, where, why and when), pop-up activities.

Campaigns:

CNC organizes awareness-raising campaigns throughout the year through the REES (Respect, Educate, Empower Survivors) anonymous sexual violence reporting platform awareness.



REES, (Respect, Educate, Empower Survivors), is a simple, secure online platform for reporting campus sexual violence. REES allows a person who has experienced sexual misconduct, harassment, or assault to create a record of the incident and choose from multiple online reporting options. REES provides access to critical information about available resources and supports.

The key messages of the REES campaigns are that no one has to face sexual violence alone and support is always available. The campaign emphasizes that REES provides a safe way to report incidents and access resources. It includes social media, digital signage, and print posters to spread awareness.

Activities:

CNC hosted the following prevention and education in-person and/or virtual activities in 2024-2025:

2024	
September 3	REES Fast Five Pop-up, Consent Culture Jenga
September 3	Red Zone Digital Signage Campaign running until October 14 addressing heightened risk periods for sexual violence and promoting REES reporting

September 4	Trades Discovery REES Fast Five Information session
September 14	CNCSU Karaoke Night & REES Fast Five Information session
September 16	Consent Week Poster Campaign
September 18	REES Fast Five Wellness Café
September 21	Crisis Management Workshop - Northern Women's Centre Crisis Management Intervention Training
September 23	Student Sexual Misconduct Policy Leadership Training
September 24	Consent & Connect Pop-up Event
October 3	Sisters in Spirit Vigil – Facilitation of discussions about Missing and Murdered Indigenous Women, Girls, and Two-Spirit individuals (MMIWG2S)
October 7	Trades & Wellness Coffee Event with PGSAC and Women's Centre
October 7	Women's Self Defense Training with Shadow Martial Arts
November 25	16 Days of Activism against Gender Based Violence social media campaign. The 16 Days of Activism against Gender-based Violence, from 25 November to 10 December 2024, is a global campaign that highlights violence against women as a critical human rights issue.
2025	
January	National Stalking Prevention Month – Social Media Campaign
January 29	REES Fast Five Wellness Café
February	Healthy Relationships Month – Social Media & Digital Signage Campaign
February 2	REES Fast Five Wellness Café
February 3	Student Perception of Sexual Violence Survey Pre-Survey – Social Media & Digital Signage Campaign – February 3 rd to 9 th
February 10	Student Perception of Sexual Violence Survey – Social Media & Digital Signage Campaign – Ran February 10 th -28 th During this time there was a table for survey and information on REES platform was provided
February 11	Coffee with the Director (International Education) – Student Perception of Sexual Violence Survey
February 12	Health & Wellness Fair – REES platform and Fast Five information provided
March	Consent – Social Media Campaign (2 posts)
March 1	Open House - REES information and handouts provided at Wellness table
March 7	Trades Coffee - REES information and handouts provided at Wellness table
March 26	REES Fast Five Wellness Café
April	Sexual Assault Awareness Month – Social Media & Digital Signage Campaign promoting consent and reporting options

April 9	Trades Coffee - REES information and handouts provided at Wellness table
April 16	REES Fast Five Wellness Café
May 2	Pre Arrival Webinar/Online Orientation – Wellness at CNC Provided information on sexual misconduct including what constitutes misconduct, CNC’s policy and reporting using the REES platform
May 5	Pre-Arrival Webinar – Sexual Violence Prevention
June 23	Pride event “Safe with me @ CNC” - REES Fast Five information and handouts provided at Wellness table
July 7	Trades Coffee - REES information and handouts provided at Wellness table
July 30	Pre Arrival Webinar/Online Orientation – Wellness at CNC Provided information on sexual misconduct including what constitutes misconduct, CNC’s policy and reporting using the REES platform
August 20	Class Visit – Pro Cook Program Provided information on REES and where to find student policies

Responding to Disclosures, Complaints, and Reporting Sexual Misconduct:

CNC Wellness Services offers free and confidential support to students who have been impacted by sexual misconduct regardless of when or where it took place.

Reporting Student Sexual Misconduct:

Disclosures and complaints remain fewer than ten (specific details withheld for privacy).

CNC continues to address barriers to reporting and promote REES as a secure reporting platform. Outreach efforts focused on reducing stigma and removing barriers to seeking help, as identified in the Wellness Survey.

Sexualized violence is underreported due to multiple student barriers for students to share their experience. There are likely many more disclosures made across the College that are not shared and captured in this annual report. Every effort is made to encourage those impacted by sexual misconduct to access support and resources, as well as to explore reporting options. CNC is committed to and actively working towards building trust and reducing barriers.

Goals for 2025-2026

- Expand awareness campaigns across all campuses.
- Increase student engagement with REES reporting platform.
- Conduct plain language review of policy and procedures.
- Strengthen collaboration with community agencies.