

MEMORANDUM TO: Registered Private Career Colleges

FROM: Carol Strachan
Superintendent of Private Career Colleges

DATE: May 13, 2016

SUBJECT: **Sexual Violence and Harassment Action Plan Update**

On March 8, 2016, the government passed the *Sexual Violence and Harassment Action Plan Act (Supporting Survivors and Challenging Sexual Violence and Harassment), 2016*. The legislation strengthens supports for survivors of sexual violence and helps make campuses, workplaces, homes and communities safer.

The Act amended a number of pieces of existing legislation, including the *Private Career Colleges Act, 2005* (PCC Act). The amendments to the PCC Act will be effective January 1, 2017, at which time each registered private career college (PCC) must have a policy in place addressing sexual violence involving students that has been developed with student input.

Key Amendments to Bill 132

I would like to take this opportunity to highlight several changes to the version of Bill 132 that was introduced at first reading. As you are aware, the Standing Committee on Social Policy held public hearings and accepted written submissions on the bill from interested parties. Key amendments include:

- The definition of “sexual violence” has been amended to include “gender identity or gender expression”; and
- The Superintendent has been provided with the authority to conduct a campus climate survey.

Amended Regulation under the PCC Act

The government has recently approved amendments to the general regulation under the PCC Act that set out further requirements for PCC sexual violence policies and will help ensure that students affected by sexual violence have access to the supports and services they need. The amendments to the general regulation will come into effect on January 1, 2017.

The amendments to the general regulation under the PCC Act:

- Require PCCs to appropriately accommodate the needs of students affected by sexual violence;
- Require PCC sexual violence policies to include information about supports and services available at the PCC and in the community;
- Require PCC sexual violence policies to inform students that a formal report of an incident of sexual violence is not necessary to access supports, services, or accommodations;
- Set out minimum requirements to be included in PCC sexual violence policies respecting the institution's process for responding to and addressing incidents and complaints of sexual violence;
- Require PCCs to publish their sexual violence policies on their websites; and
- Require PCCs to provide or make available training on their sexual violence policies to instructors, staff, students and others.

Thoughtful input from PCCs, Career Colleges Ontario, students, community-based organizations and others was pivotal in shaping both the legislation and the regulation. Thank you for working collaboratively with the ministry to help advance this important government priority. I remain committed to working closely with PCCs to continue to promote the success, safety, and well-being of all vocational students.

The amended PCC Act and the amendments to the general regulation can be found at www.ontario.ca/laws.

Reporting

Earlier this year, the ministry convened the Sexual Violence Postsecondary Reporting Advisory Committee. The committee is comprised of representatives from student groups, colleges, universities, the Council of Ontario Universities, Colleges Ontario and Career Colleges Ontario. The members were chosen for their expertise in the area of sexual violence prevention and will provide the ministry with advice on the reporting and survey requirements under the Act.

The committee members have made significant progress since February on understanding and framing the requirements for a campus climate survey. In the coming months, this work will continue and we will also begin discussions on possible common metrics for measuring the incidence of sexual violence on campus. The ministry will provide updates on this work as well as opportunities to comment on proposed reporting requirements.

Please do not hesitate to contact Marilyn Gurevsky at 416-326-5895 or Marilyn.Gurevsky@Ontario.ca if you have any questions about any of the above.

Regards,

[Original Signed]

Carol Strachan
Superintendent of Private Career Colleges