



Northern Lights
College

Sexual Violence and Misconduct Policy Annual Report

Prepared For: Northern Lights College Board of Governors

Submitted By: Todd Bondaroff, President and CEO

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Sexual Violence and Misconduct Policy Annual Report

Reporting Requirement

The purpose of this report is to provide the Board of Governors with a report of the implementation of Northern Lights College's Sexual Violence and Misconduct Policy. This report is submitted to the Board of Governors in accordance with Section 6 (2) of the Sexual Violence and Misconduct Policy Act, which states, *"Each year the President of a post-secondary institution must report to the governing body on the implementation of the institution's sexual misconduct policy."* This report covers the time period of June 2025 through May 2026.

Policy Review, Revision, and Implementation

The Sexual Violence and Misconduct Policy is reviewed every 3 years, as required. A review is currently in progress, and the consultation process has been completed. A draft update to the policy is expected to be ready by summer 2026. The current version of the policy, which was reviewed in 2020, is on our website (and included as Appendix A).

Student Communication, Prevention and Training

Review of the Sexual Violence and Misconduct Policy has historically occurred during each new student orientation that takes place at the beginning of each semester/term (first day of class). At new student orientations in September 2025, January 2026, February 2026 and May 2026, the review of the sexual violence and misconduct policy included an in-depth presentation and discussion about consent with all new students. We continue to use the Tea Consent YouTube video (<https://www.youtube.com/watch?v=oQbei5JGiT8>) as it is easy to understand and a good length for keeping student engagement.

In fall 2025, NLC offered a workshop on Right to be Free from Hate and Harassment, including Sexual Harassment. This training was in person and was delivered to over 180 students in trades programming. In spring 2026, NLC offered Creating a Culture of Consent: Being an Engaged Bystander training to over 30 students in academics.

Information regarding the Sexual Violence and Misconduct Policy and reporting processes is included in the Student Handbook that is available for all students online.

This spring NLC developed the Sexual Violence Support and Education webpages (<https://www.nlc.bc.ca/student-support/sexual-violence-support-and-education/>) and they are now live on NLC's website. Students can find information on how to get support if they have experienced sexual violence or misconduct, they can review prevention and education materials, they can review NLC's sexual violence and misconduct policy and procedures and they can now access a full FAQ list. In addition to these support materials, students can now report a sexual violence incident on the NLC website as either an anonymous report or an actionable complaint using the newly developed forms.

Staff Training

Staff were offered training on the Sexual Violence and Misconduct Policy through email sharing of policy information throughout the year. Staff can also access further training through the newly developed web resources in the prevention and education materials section of the sexual violence support webpages.

Response

The procedure for response to a complaint of or report of sexual misconduct is outlined in the Sexual Violence and Misconduct Policy. In addition, the Director Receipt of Complaint or Report Checklist and the Employee

Receipt of Complaint or Report Checklist clearly outlines the steps to be taken to respond to a complaint or report. Additionally, students now have an additional option to report using the anonymous reporting form on the NLC website under the sexual violence support webpages.

Moving Forward

Northern Lights College is committed to providing ongoing education, awareness, and training opportunities to the College community regarding prevention and response to sexual misconduct. Annual reports to the Board will continue – these reports will include information on:

- Student engagement and consultation
- Prevention
- Communication
- Response
- Next steps

Sexual Violence and Misconduct Policy

(Appendix A)

https://www.nlc.bc.ca/wp-content/uploads/a-5_18.pdf

Director Receipt of Complaint or Report Checklist

(Appendix B)

https://www.nlc.bc.ca/wp-content/uploads/A-5.18.01_Sexual_Violence_and_Misconduct_Policy_Director_Checklist_May_4_2017_Final.pdf

Employee Receipt of Complaint or Report Checklist

(Appendix C)

https://www.nlc.bc.ca/wp-content/uploads/A-5.18-02_Sexual_Violence_and_Misconduct_Policy_Employee_Checklist_May_4_2017_Final.pdf