



2023-2024

Annual Report

CÉGEP HERITAGE COLLEGE
325, boul. de la Cité-des-Jeunes, Gatineau (QC) Canada J8Y 6T3, 819-778-2270



Table of Contents

Message from the Chair of the Board of Governors, the Director General and the Academic Dean	1
Our College	2
Our College Events and Activities	3
Our Students' Achievements	6
Our Staff Achievements	6
Annual Ministerial Report of Activities	7

Message from the Chair of the Board of Governors, the Director General and the Academic Dean

Minister Pascale Déry
Minister of Higher Education
Government of Québec

Minister Déry,

On behalf of the CÉGEP Heritage College community, we are pleased to present our 2023-2024 Annual Report.

Without a doubt, College staff were committed to the implementation of Phase II of the Charter of the French Language and worked extremely hard to achieve the objectives. As a result, all College resources, financial and human, have been greatly impacted:

- Academic Services and faculty collaborated on the creation of three (3) program profiles to reflect the three (3) streams of education. Greater details of the ripple effect on pedagogical administration can be consulted at the end of this Report.
- Financial resources were stretched to acquire additional student resources and support for their academic success, to secure translation costs, and to secure additional staff resources and support.
- Human resources is challenged given the lack of French teachers, not only provincially but also nationally, and the geographical proximity to Ottawa. The College is limited within the working terms and working conditions, whereas better offers are just a stone's throw from the College.
- Our seventy (70) Indigenous students had been greatly supported in meeting the new provisions with the permanent hiring of an Indigenous Student Life Advisor. This staff member is also instrumental in the decolonization of the College and strengthening our ties with Indigenous communities both near and far.
- In addition to compliance with the Charter, the College undertook significant Ministry required program revisions for Science, Graphic and Web Design, Early Childhood Education, and Electronics Engineering Technology. From there, four (4) major revisions to bylaws and policies were carried out to adjust to the requirements.

Internally, there is the will and desire to participate fully in the life and culture of Quebec society which inextricably includes competencies in the French language, and despite the enormous challenges, College staff and students continue to embrace this concept. The French and English chatter in the hallways is a testament to the diversity, inclusion and the sense of belonging within our institution.

We are proud of what the College offers and continue to be focused on achieving the important Strategic Plan initiatives.

Cary O'Brien



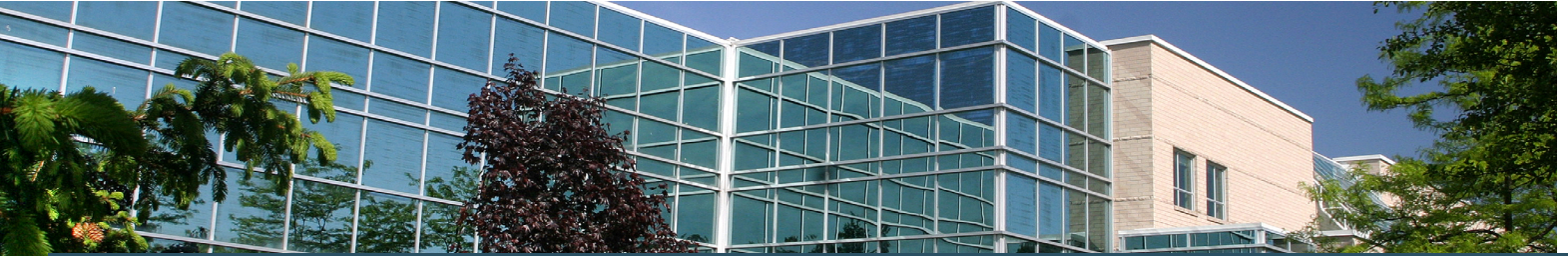
Terry Kharyati



Lisa Peldjak



Our College



Our Mission

To ensure every student and staff achieve their full potential through the provision of world-class and life-enhancing education environments in all areas of college life.

Our Vision

Our College community is understood as an interconnected ecosystem in which each person's flourishing is dependent on our flourishing together.

Code of Conduct

The following values are the foundation for the principles stated in the Code of Ethical Conduct:

Statement of Values

- **Dignity**
Being defined as the intrinsic, unconditional and equal worth of all human beings. Dignity is the basis of all the other stated values.
- **Care**
Providing support, assistance when required.
- **Integrity**
Possessing and acting in accordance with moral principles.
- **Justice**
Treating people fairly and equitably in relation to their decisions and actions.
- **Transparency**
Demonstrating openness regarding decisions and actions taken.
- **Affiliation**
Having a sense of belonging to the CÉGEP Heritage College community.
- **Accountability**
Being held responsible for decisions and actions taken.

Statement of Principles

The following principles are the foundation for the responsibilities of all members of the CÉGEP Heritage College community.

- **Reciprocity**
Treating people as you would wish to be treated. Reciprocity is the basis of all the other stated principles.
- **Non-Maleficence**
Refraining from harming or undermining others.
- **Beneficence**
Promoting good and supporting others.
- **Autonomy**
Acknowledging a person's free, deliberate and thoughtful choices.
- **Equality**
Treating people in a non-discriminatory manner.
- **Confidentiality**
Protecting personal and private information.

Our College Events and Activities

Many Services provided opportunities for students and staff to participate in a variety of socio-cultural and pedagogical activities.

CÉGEP Readiness Workshops August 14 - 15, 2023

Student Welcome and Orientation - August 16, 2023

Staff Welcome Back - August 17, 2023

Intercollegiate Pen Pals

Over the course of the year, students were randomly paired with other students from one of the other English colleges in Quebec to exchange pen pal letters.

Intramurals

During the year, weekly sports, games and activities were offered to promote health and wellness.

Health and Wellness

Over the course of the year, movement classes, hiking, snowshoeing, and yoga classes were held.



Health and Wellness

43rd AQPC Flag-Raising

The College and Cégep de l'Outaouais were proud to be co-hosts of this informative annual event and held a flag-raising ceremony on September 22, 2023 to kick-off the hard planning and delivery of the Symposium on June 5-7, 2024.

Car-Free Challenge (Défi Sans Auto Solo) - September 18 - 24, 2023

Many students and staff participated to the Car-Free Challenge to help reduce greenhouse gas emission and help promote the use of environmentally friendly mode of transportation.

Indigenous Culture Week - September 25-29, 2023

- "Every Child Matters" Button distribution
- Anishinaabe Author Melissa Blair (Halfling Saga)
- Indigenous Bites
- Messages of Hope

National Support Staff Day – September 28, 2023

A Continental breakfast was organized with all personnel to celebrate National Support Staff Day.

Minister's Visit - October 5, 2023

Harvest Soup Lunch - October 11, 2023

United Way-Outaouais Campaign - November 2024

With the help of its personnel, the College reached its goal and raised over \$2,500.

Ottawa Senators Game

On November 2, 2023, students attended an Ottawa Senators regular season game at the Canadian Tire Centre, sharing Canadian culture.



Ottawa Senators Game

November 2, 2023

Remembrance Day - November 10, 2023

The College gathered together in the Agora on Friday, November 10, to acknowledge the sacrifices of Canadian Armed Forces personnel, both past and present. The College was very extgrateful to Colonel (retired) Paul Fleury who spoke of a moving and personal story of a local war hero.

Heritage Day - November 16, 2023

Education Professional Week - November 20 - 24, 2023

A Continental breakfast was organized for all personnel to celebrate all Professional employees working in the Education sector.

Student Marketplace – Nov 29, 2023

Winter Carnival

On January 24, 2024, the College held this event to showcase cultural Winter activities and food.



Winter Carnival

Zootherapy – January 24, 2024

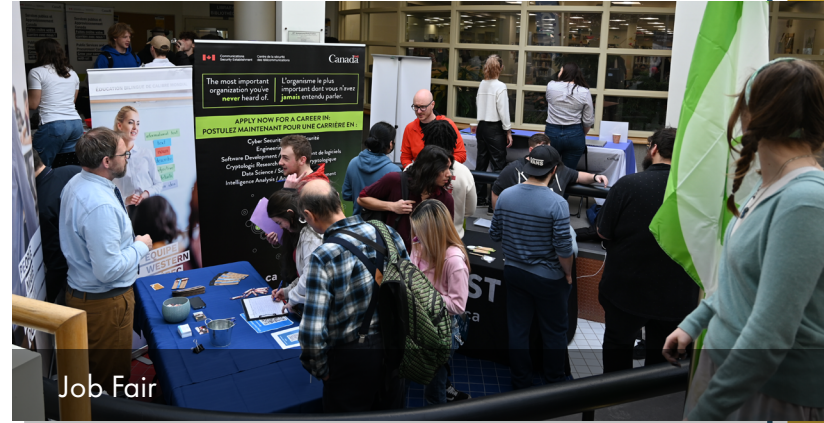
Open House – January 28, 2024

Staff Appreciation Week - February 5-14, 2024

The College organized an activity during Staff Appreciation week during which all personnel were encouraged to write a kind note to a colleague.

Job Fair

This annual event was held on February 14, 2024 for which local companies and institutions provide information on their organizations to students and as a means of recruitment.



Job Fair

Black History Month

During the month of February, students participated in events such as:

- Black Artist Trivia
- Afro-Caribbean Dance Class
- African Soul Food

On February 24, 2024, student-athletes from the College and their opponents from John Abbott College wore black in support of this important event.



Double H Agape – February 14, 2024

Dr. Jean Augustine Visit – February 23, 2024

Pink T-Shirt Day – February 28, 2024

Board Recognition Evening – April 17, 2024

Multicultural Month

The month of April highlights the diversity of the College and included events and activities such as Canadian, Asian and Indian cuisine.



Spring Art Show – May 2, 2024

Graphic and Web Design Graduate Showcase – May 14, 2024

Earth Day (Bioblitz)

The College participated in the Bioblitz activities from April 26 to 29, 2024. These events helped raise awareness of our impacts on nature and to encourage more engagement on ecological themes.

Coffee Truck

On May 8, 2024, a local coffee shop's food truck came to the College and provided a barista drink for our students and staff to enjoy during the exam period.

43rd AQPC Annual Symposium

After months of extensive planning and collaboration with Cégep de l'Outaouais, the College delivered an exceptional event with record-breaking attendance which took place June 5-7, 2024.



Our Students' Achievements

Awards Night

This annual College event was held on May 3, 2024 to celebrate the students' academic successes and their engagement in clubs and Varsity Athletics.

Graduation - June 17, 2024

2024 Lieutenant Governor's Youth Medal

The Lieutenant Governor's Youth Medal was created to recognize and honor the involvement, determination and perseverance of Quebecers who have had a positive influence in their community or in the province of Québec. The College was proud of the two (2) recipients of this prestigious award.

Our Staff Achievements



Le Défi Entreprises - June 1, 2024

Le Défi Entreprises is a workplace challenge that promotes physical activity which is good for our physical and mental health. Over the past 10 years, this challenge has helped more than 100,000 participants increase the amount of physical activity they do.

This year once again, more than a dozen Heritage employees represented the College well amongst the thousands of participants from different organizations from the Outaouais region by participating to the 5K or 10K run, walk, or by doing both.

Staff Recognition Event

Every year, the College celebrates employees' years of service, new retirees, and other special awards.

15 Years of Service

Stacie Sivyer
Patrick Moran
Jeremy Howard
Hussam Al-Hertani
Sylvie Desaulniers

25 Years of Service

Josée de Bellefeuille

2024 AQPC Honorable

Mention Award:

Mark Stocksley

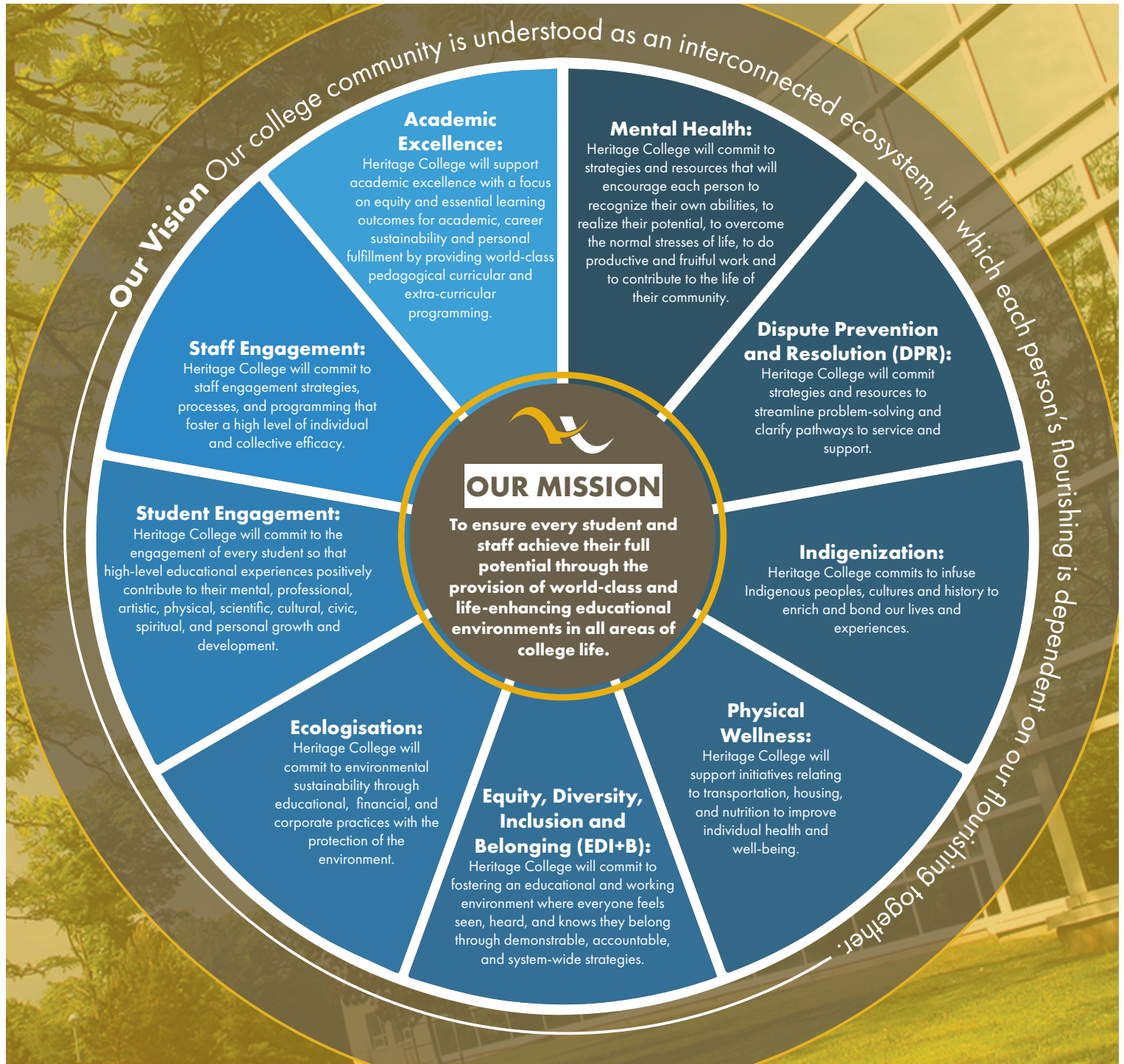
New Retirees

Johanne Ouimette
Laura Massie
Nick Strachan

Annual Ministerial Report of Activities

Strategic Plan

The 2023-2028 Strategic Plan was approved by the Board on June 21, 2023.



Pedagogical Innovation

A-112 Projects That Support Academic Success

Project Title	Release Given
Equity Action Exchange: pedagogical materials to support equity and Indigenization in the classroom	0.225 or \$23,192
Garden Project: garden as a living lab/classroom	0.056 or \$5,795.
Developing case studies to support anti-racism in Philosophy Block B Nursing courses	0.1125 or \$ 12,165
Predicting student success: a big data approach	0.1125 or \$12,165.
Garden Project: garden as a living lab/classroom	0.056 or \$ 6,080.
WebWork question development for new Social Science Calculus courses	0.15 or \$15,704.

PESO Projects

Project Title	Release Given
Equity Action Exchange	0.15 or \$17,040.
Garden Project	0.14 or \$15,151.
Elle-STIM	0.1250 or \$12,100.

Charter of the French Language (CQLR, c C-11)

Compliance with the Charter began in earnest in 2022 and required individual plans with cross-collaboration between College Services, staff and students.

French Website

The creation of a French version of the College Website began in early 2023 and is anticipated to be completed by the end of February 2025.

Administrative Documents

Translation of bylaws and policies began in 2023. Of the eight (8) existing bylaws, four (4) have been translated and the remainder are anticipated to be completed by the end of 2024/beginning of 2025. Of the thirty-one (31) policies, four (4) have been completed and a few that are under quality control. The remainder are anticipated to be completed by the end of 2024-2025, since many are being revised and amalgamated and a considerable number are expected to be repealed.

Financial Implementation Impacts

Due to offering a program specific course in French for the Non-Certificate holders and Certificate Holders with a level 102-103 French as well as in English for those with a level 100-101 level of French, there was an increase in the use of College teaching resources to meet the needs of the three (3) streams/144 program profiles.

Translation costs related to the Website creation, administrative documents, and communications are significantly higher and will continue to be problematic.

Expenses related to internal student tools and support for their academic success and internal staff language tools and support significantly increased and will continue to be problematic.

Human Resource Implementation Impacts

The need to hire more French teachers, those who can teach French second language as well as those that can teach French literature, will continue to be a challenge given the provincial and national deficiency of this specific resource, and

as a result of the geographical location of the College.

There was a decrease in teaching offerings to those teachers who are non-tenured. This is a result of the admission number of students due to the employee cap set by the MES. This decrease will continue as complementary courses will incrementally be delivered only in French.

Academic Excellence

The creation of three (3) program profiles for each program to reflect three (3) streams of education in relation to the Charter created a total of 144 different program profiles:

- Non-Certificate Holders will take three (3) French literature courses, one (1) complementary course in French, and one (1) program specific course in French
- Certificate Holders at a 100-101 French level will take a total of five (5) French second language courses
- Certificate Holders at a 102-103 French level who will take one (1) program specific and the two (2) complementary courses in French

Non-Certificate Holder	Certificate Holder French level 100 and 101	Certificate Holder French level 102 and 103
EU1 1	FSL 1	FSL 1
EU1 2	FSL 2	FSL 2
EU1 3	FSL 3	Complementary
Complementary	FSL 4	Complementary
Program Course	FSL 5	Program course
* Student writes French Exit Exam	* Student writes English Exit Exam	* Student writes English Exit Exam

The completion of four (4) significant program revisions to Science, Graphic and Web Design, Early Childhood Education, and Electronics Engineering Technology.

Major revisions of bylaws and policies were completed, notably:

- Bylaw #3 Concerning Admissions
- Bylaw #5 Concerning Support for Student Success
- Policy #5 Concerning the Evaluation of Student Achievement
- Policy #17 Concerning Program Management

Foundation and Food Security

The College Foundation supported our students in many ways during the course of last year:

- Bursaries were distributed to students in need that showed resilience and commitment to their studies in 2023-2024
- \$10,000 went to support our holiday basket initiative which was delivered to 34 students.
- More than \$10,000 were also injected by the Foundation to support students in housing crisis or in need of specific items to succeed academically.
- The Foundation also kicked off our food security program by purchasing two (2) community fridges that are now available to students.
- We offered over 1,570 meals to students last year as well as free breakfast during exam periods.
- Moreover, the College purchased three (3) indoor garden towers to grow year-round fresh greens and herbs.

\$100,000
bursaries

Athletics



Women's Hockey

We were accepted to add a team in the RSEQ D2 women's hockey league.

Goal is to build a team of 24 student-athletes by August 2024.

September 2023

New Varsity Athletic Teams Launch

Three new teams were added to our Varsity programming which started in August 2023.

1. Men's Volleyball Team
2. Women's Flag Football
3. Mixed Cross Country

35 new student-athletes in our Varsity programming.

August 2023

Athletic Teams

Varsity student-athletes who have the chance to play for our Hurricanes programs.

135 Varsity student-athletes

August 2023

April 2024

Black History Month Game

John Abbott vs the Hurricanes game where both teams showed up wearing black to support Black History Month.

120 spectators
20 student-athletes

February 24, 2024

Digital Transformation

The IST Service made significant strides in modernizing processes and reducing the reliance on paper-based systems. The team has focused on streamlining workflows, digitizing forms, and enhancing the overall digital experience for both staff and students.

- **Octopus System Expansion:** Throughout the year, numerous new forms were integrated into the Octopus ticketing system, covering areas like HR, event management, IT equipment loans, and access requests. This reduced paper processes across departments and centralized service requests for IST.
- **Moodle and WebWork Migrations:** Completed the migration of Moodle to Catalyst and WebWork for teachers, ensuring reliable, cloud-based systems that enhance academic experience.
- **Cloud Migrations:** Key systems for Building Services and the College's backup data were moved to the cloud, ensuring security and ease of access. All past-due loan processes and asset management have also been fully digitized.
- **Digital Services for Students:** Introduced new digital tools, such as Dalia for identifying at-risk students and Léa for teaching evaluations and updated virtual and physical ID cards to include student status (full-time/part-time) for easier access to college resources.
- **Infrastructure Upgrades:** Prepared the college for Windows 11, distributed laptops to AMT students, and upgraded the Virtual Desktop Infrastructure (VDI). Wi-Fi infrastructure was modernized across the campus to support the latest technology needs, including VR tools for Nursing students.

Cyber Security

Cybersecurity remained a top priority for the IST Service, with several initiatives launched to protect the College's network, systems, and data from internal and external threats.

- **Multi-Factor Authentication (MFA):** Successfully implemented MFA across key platforms like Omnivox, Microsoft Azure, and public-facing services. MFA significantly enhances security by preventing unauthorized access.
- **Phishing Simulation:** Launched a phishing simulation campaign to raise awareness among staff and students, helping to reduce susceptibility to cyberattacks.
- **Cybersecurity Awareness Training:** Introduced an extensive cybersecurity awareness training program, ensuring that staff and students are educated on best practices and potential threats.
- **Network and System Security:** Major network upgrades were carried out, including VLAN segmentation for Computer Science students, firewall optimization, and vulnerability scanning to ensure systems remain protected. All backups were migrated to the cloud with an immutable structure to prevent data tampering.
- **Incident Response Readiness:** Signed a retainer service with a provider for cyber-attack response and prepared the team with enhanced incident reporting templates and vulnerability management protocols.

Report on Staffing and Contracts

Compliance with the Level of Allocation of the Workforce

Human Resources Distribution 2023-2024		
Employee Categories	Total Number	Total Hours
Senior Staff	22	34,957.36
Professionals	21	32,927.25
Teachers	145	188,935.05
Support Staff	54	78,590.06
Total No. of Employees	242	

The number of total hours paid also includes the number of hours worked towards temporary projects using special dedicated funds.

Service Contracts: Service contracts involving an expenditure of \$25,000 or more and signed between April 1, 2023 and March 31, 2024

	Contracts With Legal Entities (Companies)	Contracts With Individual Persons (in business or not)	Total
Number of Contracts	19	0	19
Value of Contracts	\$1,273,254.57	\$0.00	\$1,273,254.57
Details	N/A		

Ethics and Professional Conduct of the Board of Governors

The Board of Governors of CÉGEP Heritage College functions under Bylaw #6 Concerning the Ethics and Professional Conduct of Board Administrators. During the fiscal year 2023-2024, no violations were investigated.

Preamble

The present ethics and professional conduct regulations are adopted by virtue of the Act to amend the Act respecting the Ministère du Conseil exécutif and other legislative provisions as regards standards of ethics and professional conduct. These measures complete the ethics and professional conduct regulations already provided for in articles 321 to 330 of the Quebec Civil Code and in articles 12 and 20 of the General and Vocational Colleges Act. The legislative provisions of a public nature, in particular articles 12 and 20 of the General and Vocational Colleges Act prevail, in case of conflict, over the provisions of the present bylaw.

ARTICLE

Purpose

- The purpose of the present bylaw is to establish certain standards of ethics and professional conduct applicable to Board administrators of the College, with a view to:
- ensuring public trust in the integrity, impartiality and transparency of the Board of Governors of the College, and allowing Board administrators to carry out their mandates and to perform their duties with trust, independence and objectivity for the best achievement of the College mission.

ARTICLE 2

Application

The present bylaw applies to all Board administrators of Cégep Heritage College.

ARTICLE 3

Provisions

Coverage

Each Board administrator is subject to the regulations of the present bylaw. Moreover, the person who ceases to be a Board administrator is subject to the regulations stipulated in article 4.2 of the present bylaw.

Duties of Board Administrators

A Board administrator shall carry out the duties of office with independence, integrity and reliability to the best interest of the College and the achievement of its mission. A Board administrator shall act with caution, conscientiousness, honesty, loyalty and consistency as would any reasonable and responsible person in such circumstances.

Remuneration of Board Administrators

A Board administrator is not entitled to any remuneration for the performance of the duties of office. A Board administrator also may not receive any other remuneration from the College, except for the reimbursement of certain expenses authorized by the Board of Governors.

This provision does not have the effect of preventing Board administrator members of staff from receiving the salary and other benefits provided for in their contracts of employment.

Regulations regarding Conflicts of Interest

Situations of Conflicts of Interest for Board Administrators

A situation of conflict of interests is considered to be any real, perceived or potential situation, which is objectively of a nature to compromise, or susceptible of compromising, the independence and the impartiality necessary in the performance of the duties of Board administrator, or on the occasion when a Board administrator uses, or seeks to use, the attributes of the duties of office to take unwarranted advantage or to provide a third person with such unwarranted advantage.

Without restriction to the scope of this definition and only by way of illustration, the following are, or may be considered, situations of conflicts of interest:

- a. situation in which a Board administrator has a direct or indirect interest in the deliberations of the Board of Governors;
- b. situation in which a Board administrator has a direct or indirect interest in a contract, or a contract being drafted, with the College;
- c. situation in which a Board administrator directly or indirectly obtains, or is on the verge of obtaining, a personal or professional advantage resulting from a decision of the College;
- d. situation in which a Board administrator accepts a gift or some advantage from an individual or a firm which deals with, or wishes to deal with, the College, other than customary gifts of minimal value.

Situations of Conflicts of Interest for Board Administrator Members of Staff

In addition to the regulations established in article 3.4.1 of the present bylaw, the Board administrator member of staff is in a situation of conflicts of interest in the cases described in articles 12 and 20.1 of the General and Vocational Colleges Act {Ref. Doc. #B6.1}.

Disclosure of Interests

Within thirty (30) days following the coming into force of the present bylaw or within thirty (30) days of assuming the duties of office, each Board administrator must fill out and submit to the Professional Conduct Consultant³ a declaration of interests which said Board administrator, to that individual's knowledge, has in any entity doing business or having done business with the College and disclose, if need be, any real, potential or apparent situation of conflict of interest which may be of concern.

This declaration must be reviewed and updated at the beginning of every calendar year by each Board administrator, who is obliged to complete and return to the Professional Conduct Consultant the form designated for this purpose.

In addition to this declaration of interests, the Board administrator must disclose any situation of conflict of interests in the manner and in the cases described in the first paragraph of article 12 of the General and Vocational Colleges Act {see Ref. Doc. #B6.2}.

Prohibitions

In addition to the prohibitions for situations of conflicts of interests described in articles 12 and 20 of the General and Vocational Colleges Act, a Board administrator who is in a situation of conflict of interests with respect to an item discussed at the Board of Governors has the obligation to leave the Board meeting to allow the deliberations and the vote to take place in said Board administrator's absence and in the strictest confidentiality.

ARTICLE 4

Roles and Responsibilities

An article identifying the roles and responsibilities of the entities most significantly involved in, or impacted by, the establishment or implementation of a College wide administrative document.

Board of Governors

A Board administrator shall, in the performance of the duties of office:

- conform to the obligations imposed by law, by the constituting act of the College, or by its bylaws, and act within the limits of the powers of the College;
- avoid situations of conflict where personal interest and the interest of the group or of the person who has elected or named the Board administrator would be in conflict with the obligations of that Board administrator's duties of office;
- act with moderation in any remarks, avoid undermining the reputation of others, and treat other Board administrators with respect;
- not use, for personal profit, or that of a third person, any property of the College;
- not disclose, for personal profit, or that of a third person, privileged or confidential information obtained by reason of the duties of office;
- not abuse the powers of office or unduly profit from the position of Board administrator to take personal advantage;
- not grant, solicit or accept, directly or indirectly, a favour or unwarranted advantage, for personal benefit or for the benefit of a third party;
- not accept any gift, token of hospitality or advantage other than the customary ones or those of minimal value.

Individuals Who Cease to be Board Administrators

An individual who ceases to be a Board administrator shall, in the year following the end of that individual's mandate as Board administrator:

- not take unwarranted advantage of the former duties of office;
- not act in person or on behalf of others in relation to a procedure, a negotiation or any other operation to which the College is a party. This regulation does not apply to a former Board administrator member of staff of the College with

respect to that individual's contract of employment;

- not use confidential or privileged information relating to the College for personal purposes, and not give advice based on information which is not available to the public.

Board Chair

The Board Chair is responsible for the good functioning of the meetings of the Board of Governors. The Board Chair must resolve any question relating to the right to vote at a meeting of the Board. When a motion is tabled by the assembly, the Board Chair must, after having heard, if need be, the representations of the Board administrators, decide which members are eligible to deliberate and vote.

The Board Chair has the power to request that a person abstain from voting and that a person leave the meeting room of the Board. The decision of the Board Chair is final.

Professional Conduct Consultant

The Secretary to the Board, or any other person named by the Board, acts as Professional Conduct Consultant. This Consultant is responsible for:

- informing the Board administrators as to the content and the modes of enforcement of the present bylaw;
 - advising the Board administrators regarding ethics and professional conduct;
 - inquiring promptly into alleged irregularities and reporting to the Board;
 - publishing in the annual report of the College the information respecting the present bylaw, as required by the Act.
- In accordance with the present bylaw, the Professional Conduct Consultant informs the Board of any complaint or any other situation of irregularity as well as the results of any investigation.

Disciplinary Committee

The Board, or a committee appointed by the Board to this end, sits as a Disciplinary Committee and decides on the validity of a complaint and on the appropriate penalty, if need be.

When a breach is alleged to have taken place, the Disciplinary Committee notifies the Board administrator in question of the alleged breach and that said Board administrator may, within 30 days and in writing, submit personal observations to the Disciplinary Committee and request to be heard by the latter relative to the alleged breach and the appropriate sanction.

In the case of an urgent situation requiring a quick intervention, or in the case of an alleged serious offence, be it an alleged breach of a standard of ethics or professional conduct or an alleged criminal or penal offence, a Board administrator may temporarily be released from the duties of office by the Board Chair.

The Disciplinary Committee, upon coming to the conclusion that a Board administrator has infringed against the Act or the present bylaw, imposes the appropriate disciplinary penalty. The possible penalties include reprimand, suspension or recommendation of dismissal from office.

ARTICLE 5

Revision

The present bylaw will be reviewed and, if necessary, revised at least every five (5) years, or when deemed necessary by government requirements or by the Board.

Action Plan for the Prevention of Sexual Violence

Type of resources	Number of people engaged (ETC)	Function	Details
Internal	0.95 (since this resource was hired during the year)	Sexual Violence One Stop Service (SVOSS) Resource Person (Social Worker)	This person works on the front line to receive complaints or to act as a resource person for anyone who needs help or support or information.
External			

1.1: Specify for what purpose(s) the amounts allocated to the CÉGEP by the Department under the Strategy were used.

1.2

Type of services	Cost	Details
1	\$75,880.00	Salary of a Social Worker assigned to the Sexual Violence One Stop Services (SVOSS).

Disclosure of Wrongdoing

Act to facilitate the disclosure of wrongdoings relating to public bodies (CQLR c D-11.1)

Number of Disclosures of Wrongdoing

Number of disclosures received by the person responsible for monitoring disclosures	0
Number of disclosures terminated pursuant to Article 22(3)	0
Number of substantiated disclosures	0
Number of disclosures made pursuant to the first paragraph of Article 23	0

Number of Wrongdoings by Category

A contravention of a Quebec law, a federal law applicable in Quebec or a regulation made under such a law	0
A serious breach of the standards of ethics and professional conduct	5
A misuse of funds or property belonging to a public body, including the funds or property it manages or holds for others	0
Gross mismanagement within a public body, including abuse of authority	0
An act or omission that seriously compromises or may seriously compromise a person's health or safety or the environment	4
Directing or counselling a person to commit any one of the five wrongdoings identified above	0
Total Number of Wrongdoings	9

For more information on the College, please visit our [Website](#), our [Facebook](#), our [Instagram](#), our [Flickr](#), and our [X \(formerly Twitter\)](#) accounts.





Annual Report



2023-2024

