



National
Defence

Défense
nationale

Canada

2024
2025

COMMUNITY
IMPACT REPORT

Centred on **support**
Measured by **impact**

SEXUAL MISCONDUCT
SUPPORT AND RESOURCE
CENTRE

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Community Impact Report of the SMSRC's activities and initiatives in the period from 1 April 2024 to 31 March 2025

Aussi disponible en français sous le titre : Rapport d'impact sur la communauté 2024-2025 du Centre de soutien et de ressources sur l'inconduite sexuelle

For more information, contact:
National Defence Headquarters
3500 Carling Avenue, Nepean, Ontario, K2H 8G2
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ISSN English: 2817-8963
ISSN French: 2817-8971



“Together, we are making a difference.”

Martin Gravel
Chief Operating Officer

Thank you from the Chief Operating Officer

I am pleased to share the 2024–2025 Sexual Misconduct Support and Resource Centre (SMSRC) Community Impact Report. This year, we’ve taken a more human-centred approach, moving beyond data and achievements to highlight the real, meaningful impact our work has had on individuals and the broader Defence community. Rather than focusing solely on numbers, this report reflects the voices of those we serve, showcasing outcomes, client testimonials, and personal stories that illustrate the social impact of our work.

In alignment with our mandate, the report is organized around key client categories. This structure allows us to demonstrate the diverse ways in which our services support and empower the communities we serve.

It is a privilege to have joined the SMSRC as Chief Operating Officer in March 2025. Having previously served within the Department of National Defence, I have long recognized the critical role the SMSRC plays both internally and externally. Since joining, my appreciation for the SMSRC has only deepened. I witness daily compassion, professionalism, and unwavering commitment.

To our community, thank you for placing your trust in us. Your confidence fuels our drive to do better every day.

To our exceptional staff, thank you for your tireless efforts, your dedication to continuous improvement, and your steadfast commitment to compassionate support.

Executive **summary**

This year, the Sexual Misconduct Support and Resource Centre (SMSRC) deepened its impact across the Defence community by expanding services, strengthening partnerships, and amplifying the voices of those affected by sexual misconduct. Our focus remained people-centred, ensuring support is safe, trauma-informed, confidential, and grounded in dignity.

Across programs, we saw increased engagement, more clients accessing support, and stronger collaboration between the SMSRC, the Defence Team, and community partners. We advanced our mandate through new initiatives, research, training, and policy development designed to improve support pathways, close service gaps, and contribute to meaningful culture change.

Key highlights

- Increased access to support:** Thousands of interactions through the 24/7 Line, peer support, outreach, and Response and Support Coordination (RSC) services.
- Growth in services and capacity:** 83 new employees onboarded, new office opened in the NCR, and ongoing development of the Total Health and Wellness Initiative.
- Client voices driving improvement:** Nearly 200 responses to the Client Experience Survey, helping shape programs and service delivery.
- Peer support expansion:** Launch of men's virtual coffee chats, creative coping activities, trauma-sensitive yoga, remembrance programming, and continued formal and informal peer groups.
- Restorative Engagement Program expansion:** Launch of group engagement options and first Executive Leadership cohort to strengthen institutional accountability and learning.
- Community and system impact:** 35 funded community-based projects across 9 provinces; continued research into sexual misconduct perpetration to inform prevention and training.
- Training and advice to leadership:** Guidance to DND/CAF through policy work, trauma-informed education, and culture change support.

About us

The Sexual Misconduct Support and Resource Centre (SMSRC) provides and facilitates access to support services and resources for people directly and indirectly affected by sexual misconduct within the Department of National Defence (DND) and Canadian Armed Forces (CAF). Additionally, the SMSRC provides strategic advice, guidance and recommendations to the DND/CAF, on all matters related to sexual misconduct, and awareness activities, both departmentally and more broadly, leveraging its subject matter expertise in sexual misconduct.

Our mission is to foster a safer, more respectful, and inclusive Defence community by supporting people affected by sexual misconduct and providing expert advice to the DND/CAF.

Our vision is a Defence community where people are thriving and free from sexual misconduct. This aligns with Canada's Defence strategy, *"Our North, Strong and Free"*, where supporting people and fostering a culture of respect and dignity is a priority.

Our key values are:

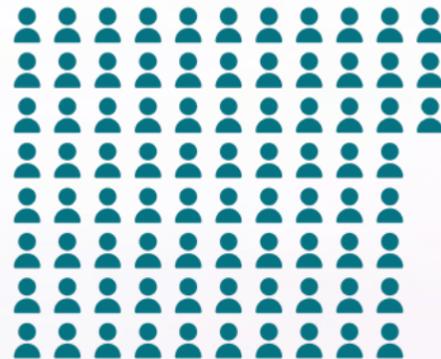
- People-centredness** : We listen to those we serve and to each other. People are at the centre of all our work.
- Confidentiality** : We are careful and responsible with the information shared with us and take all measures to protect it.
- Trauma-informed** : We are dedicated to using a trauma-informed approach, focusing on safety, trust, and respect.
- Cultural humility** : We strive for cultural humility by engaging in ongoing learning, self-reflection, and respectful engagement with diverse cultures.
- Collaboration** : We take a collaborative approach with each other and with our partners.



Our **impact** in numbers

SMSRC staff

83
new onboarded
employees



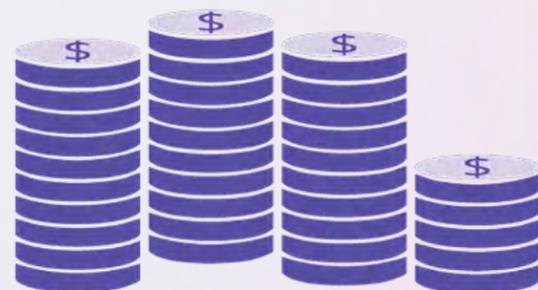
Outreach and engagement

187
outreach events



Partnerships and grants

35
funded projects



123
in National Capital
Region



138
in the regions

5,420
information
session attendees



1,934
individuals
reached through
ongoing projects

107
participants
in community
consultations

3
external advisory
council meetings
held

Our **impact** in numbers

Research

192
submissions to the
client experience
survey



Peer Support Program



15
services were
provided

111
community
members
registered with
the program

Independent Legal Assistance Program

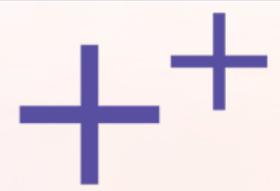
10
applications for
reimbursements

3
reimbursements



Military Liaison Team

161
new client
referrals



Our **impact** in numbers

Response and Support Coordination Program

91
in person client accompaniments

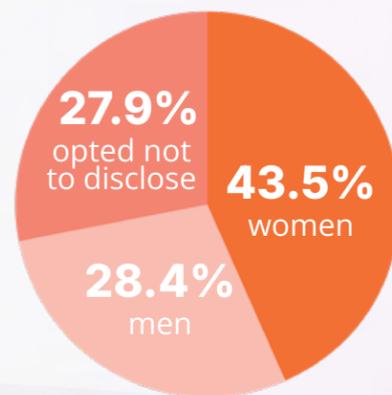
78
new clients joined the program

2,510
times emotional support was provided by RSCs



24/7 Support Line

1,491
calls



425
CAF

435
non-CAF

153
emails answered



Restorative Engagement

382
engagement sessions completed

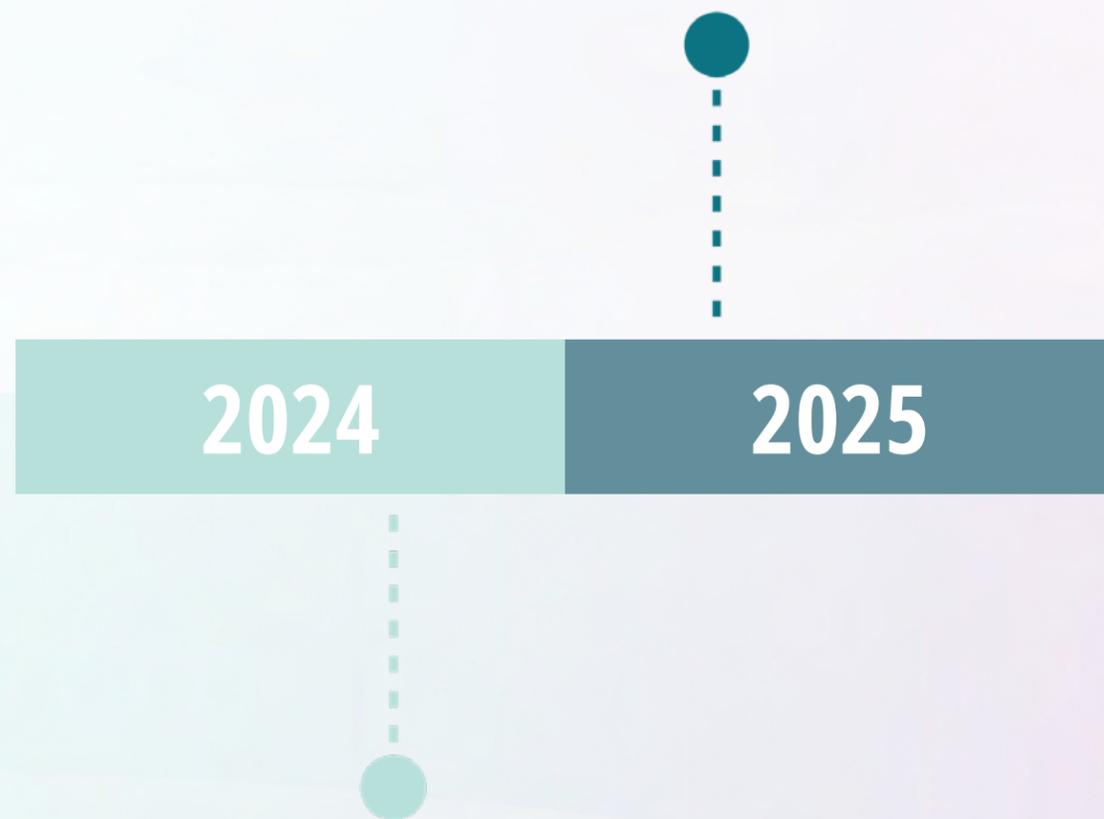
1,802
class members participated/are currently participating

259
Defence representatives participated/are currently participating



New initiatives

This section highlights new initiatives that reflect our ongoing commitment to improving support and expanding the range of services available to clients. Each initiative represented a meaningful step forward in strengthening our support services, programs and initiatives by responding to the evolving needs of those affected by sexual misconduct. By sharing these milestones, we aim to foster transparency, build trust and demonstrate how client voices and lived experiences continue to shape the direction of our work.



May 2024 to March 2025

The Peer Support Program, offering formal and informal peer support groups, expanded through a variety of initiatives designed to foster connection, healing, and community among those affected by sexual misconduct and military sexual trauma. These included hosting a Discover Creative Coping art activity, a Remembrance Day and Veteran’s Week event, and a Holiday meet-up for current participants. The program also participated in national commemorative events such as the Women Veterans Forum, where it offered trauma-sensitive yoga and a meditative art activity. In addition, the program started holding virtual coffee chats for men. Each initiative reflected the program’s commitment to supporting safer spaces for sharing experiences and the opportunity for reflection.

September 2024

As part of our initiative to enhance client experience and address service gaps, we launched a **Client Experience Survey**. This initiative served as a key component of our broader community consultation efforts, and we designed it to gather both qualitative and quantitative information from those who have accessed our services. Notably, more than half of survey respondents reported accessing our website and social media platforms. Encouragingly, most respondents indicated they would feel comfortable returning to the SMSRC for support or recommending our services to someone they care about. All feedback, including survey findings, suggestions, and questions, was carefully analyzed and incorporated into our planning processes. We expect to publish a summary report in the next fiscal year.

February 2025

We moved into our **new office** in the National Capital Region (NCR), a significant milestone in our effort to enhance client service and strengthen team collaboration. Located on the unceded territory of the Algonquin Anishinaabeg Nation, we designed the space thoughtfully to reflect our commitment to those we serve. The new office includes private, confidential meeting areas where Response and Support Coordinators (RSCs) can meet with the individuals seeking support in a safe and respectful environment. It also provides collaborative workspaces that foster connection and teamwork among staff based in the NCR. While this move marked an exciting new chapter for us, the true strength of the SMSRC lies in the dedication of our employees across the country. Regardless of location, it is our shared purpose and unwavering commitment that continues to define who we are and the impact we make.

Over the course of 2024–2025

As our team continued to grow, we started the **Total Health and Wellness Initiative**, set to roll out in 2025–2026. We designed it to foster a healthier, more inclusive, and supportive workplace, recognizing that people perform their best when they feel safe, respected, and valued, especially in emotionally demanding roles.

This fiscal year also marked a significant milestone by the finalization of our updated **mandate, mission, and vision**. We worked using both internal reflections and the recommendations of the Independent External Comprehensive Review. The renewed mandate more accurately reflects our current focus, role, and commitment to those affected by sexual misconduct. Through this process, we established a strong foundation to guide the development of our programs, services, and priorities moving forward.



Supporting people: our impact on those affected

- 22** Client Experience Survey
- 24** Response and Support Coordination Program
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- 30** Community Consultations
- 32** Peer Support Program
- 34** Outreach Program

Supporting people directly and indirectly affected by sexual misconduct remains at the core of our mandate. We continued to provide and facilitate access to trauma-informed, person-centred support services and resources, ensuring that every person who reached out felt supported and informed. This section outlines the impact of our efforts and amplifies the voices of those we served. We recognized the diverse experiences and systemic barriers individuals face and we work to foster healing through every interaction. Each engagement with a client was an opportunity to let them know they are not alone and that their well-being is at the heart of everything we do.

Client experience survey

To offer an anonymous and accessible avenue for SMSRC clients to share feedback and have their voices heard, we launched the Client Experience Survey. We designed this initiative to gather meaningful insights into client experiences and identify opportunities for improvement. This section provides an overview of what we heard so far through the survey, reflecting the voices of those we serve and reinforcing our commitment to continuous improvement.

Here is an overview of what we heard so far through the survey.

As of March 31, 2025, 192 clients responded to the survey.

Demographics

Most client respondents indicated they were:

- 61%** current CAF members
- 19%** former CAF members/Veterans
- 16%** current or former DND public service employees
- 56%** of respondents accessed the SMSRC as someone who had directly been affected by sexual misconduct
- 17%** others included supervisors, managers, or chain of command

Accessing services

In terms of programs, services and resources accessed, most indicated they accessed:

- 56%** the SMSRC website or social media
- 45%** the 24/7 Line
- 33%** Response and Support Coordination Program
- 20%** Peer Support Program
- 8%** Independent Legal Assistance Program

Findings

Of the 192 respondents, 145 respondents answered these questions and most agreed or strongly agreed that:

- 54%** would be comfortable returning to seek SMSRC services
- 61%** would be comfortable referring someone they care about to the SMSRC
- 60%** their privacy will be protected, and the SMSRC will keep their information confidential
- 59%** the SMSRC helps and supports individuals affected by sexual misconduct

These results affirm the value of our trauma-informed, client-centred approach and provide a strong foundation for future improvements. A summary report of the survey findings will be published in the next fiscal year, reinforcing our commitment to transparency and continuous enhancement of our services.

Response and Support Coordination program

People affected by sexual misconduct received critical, trauma-informed support from Response and Support Coordinators (RSCs). RSCs accompanied clients to 91 appointments, including visits to medical professionals, meetings with military leaders, and court hearings. Before each appointment, RSCs worked closely with clients to understand their needs whether they required someone to quietly be present or actively advocate on their behalf. RSCs also played a vital role in supporting class members during meetings with Defence representatives as part of the Restorative Engagement process. These support services helped clients feel heard, respected, and less alone, reinforcing our commitment during some of the most difficult times in their lives.

In 2024–2025, 78 new people joined the Response and Support Coordination (RSC) Program, bringing the total number of active clients to 202. Among new clients, 53% report sexual assault as the nature of the incident, 25% as sexual harassment and 22% as inappropriate sexualized behaviour. Many of these clients were navigating the effects of trauma or significant life changes. RSCs provided emotional support 2,510 times throughout the year, offering active-listening, encouragement, and practical help with everyday challenges. Importantly, some clients were not ready for therapy but still needed someone to talk to. RSCs met them where they were, respected their choices, and helped them feel more in control.

- 78** new people joined the RSC program
- 202** total number of active clients
- 53%** of new clients report sexual assault as the nature of the incident
- 25%** as sexual harassment
- 22%** as inappropriate sexualized behaviour
- 2,510** times emotional support was provided

"I wanted to say thank you for always being there for me. I know it is part of your job but I have never felt like I was a client. I am truly blessed and grateful that you raised your hand a couple of years ago to attend the court martial and have been walking by my side since then. You are definitely one of the [people] that didn't fail me through all this. You are truly an angel sent from above.

[During an accompaniment to court,] [t] he client reiterated numerous times that [the RSC's] in-person support during the trial was crucial for [them] to continue as [they] felt so dismissed and activated during the cross-examination. [...]

I know your visit was a short one but I appreciated having you, once again, by my side during this engagement that was so important to me, more than I even realized until the day of. Thank you for the kindness of your words at the end of the engagement; they felt like a warm hug."

"I have been working with SMSRC for over two years now and I don't think I could have made it through without their support. The grueling administrative/medical/psychological challenges throughout this process can be so daunting in itself and everyone that I have worked with on the SM[S]RC team has been very helpful in getting through to the other side of it. Many challenges aro[se] and are still arising and I have been given enormous support during this time. They have been very patient with me every step of the way. I have been given many resources and tips to help me navigate the countless tasks requested. There were times that I was most certainly ready to give up on it all and I am glad that I didn't because I am better for it now. They didn't give up on me. I have felt I was heard and with no judgment. Such a great space to be able to get the long-overdue help that I needed. I just want to say a huge thank you for even providing a service like this and I count my many blessings during this time. It is a lifesaver!"

"The SMSRC played a very important role in getting me the help I need and giving me the courage to come forward and report my abuse to the MPs. I am very grateful that I found this program. Honestly, it has changed my life."

Response and Support 24/7 Line

The 24/7 line is the predominant service at the SMSRC. We answered over 1,600 communications through calls and emails in 2024-2025. Out of these communications, 30.7% involved sexual misconduct, 22.91% sexual assault, 14.07% sexual harassment or inappropriate sexualized behaviour, and 20.7% sought information about our services.

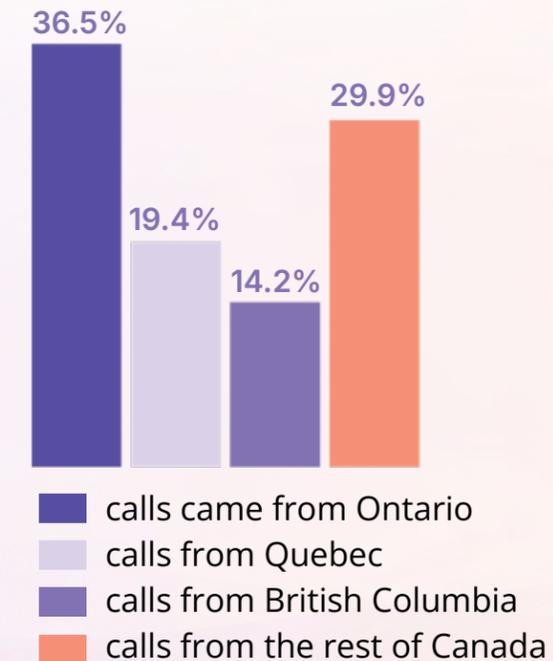
Calls came from across Canada, with the highest from Ontario (36.5%), Quebec (19.4%) and British Columbia (14.2%). 77% of calls were received between 7:00 a.m. and 7:00 p.m. Eastern Standard Time, while 23% occurred overnight between 7:00 p.m. and 7:00 a.m., highlighting the importance of a 24-hour availability. We provided support in both official languages, reflecting our commitment to accessible and inclusive service.

In 2024-2025, we created a detailed competency framework that explained what was expected of staff, supported their professional growth, and improved performance at all levels. This made our services more consistent, efficient, and focused on client needs.

We reviewed files linked to incoming calls and combined numbers with case details to spot patterns, service gaps, and areas for improvement. These findings helped us shape training, plan resources, and update procedures. As a result, clients received faster, more focused support based on real needs identified through data.

1,600

total communications through calls and emails



30.7%

involved sexual misconduct

22.91%

involved sexual assault

14.07%

involved sexual harassment or inappropriate sexualized behaviour

20.7%

sought information about our services

77%

calls were received between 7 am and 7 pm EST

23%

overnight between 7 pm and 7 am

Community Consultations

Between April 29 and June 6, 2024, we held community consultations. The first consultation sessions focused on reviewing the Terms of Reference (ToR) for future Community Consultations, ensuring they are clear, inclusive and aligned with participants' needs.

The second topic of discussion explored the development of the Informal Peer Support Group Service. These consultation sessions gathered insight to inform how the Peer Support Program can most effectively support participants through existing and new offerings.

Community engagement continued to grow, with 107 individuals expressing interest in the initiative. Of those, 32 participated directly, and 47 actively contributed feedback. Others remain engaged through ongoing updates and communications. Participants expressed appreciation for the opportunity to contribute to meaningful participatory engagement and to help shape the future direction of SMSRC programs and services.

107

individuals expressed interest in the initiative

32

participated directly

47

actively contributed feedback

28

remained engaged through ongoing updates and communications

Participant feedback on the Community Consultations initiative has been overwhelmingly positive. All participants who submitted the Confidential Feedback Form after attending a consultation session have rated both the facilitation and overall experience as "excellent."

During the sessions, participants have often highlighted their appreciation for the consultation structure and process, noting that the participatory, trauma-informed approach made them feel supported and fostered a strong sense of safety.

Following their involvement, some participants expressed that they would like to continue engaging in Defence-related activities that promote their well-being.

Peer Support Program

As part of our commitment to providing inclusive and diverse peer support services, we actively participated in in-person events and hosted a variety of supportive activities for individuals affected by sexual misconduct and military sexual trauma (MST).

In July 2024, we launched our first Discover Creative Coping event, bringing participants together to explore coping strategies after sexual trauma and learn a new coping skill.

During Remembrance Day and Veteran's Week, we invited participants to reflect on the personal and collective significance of remembrance, share their experiences, and engaged in group discussions. The event concluded with grounding activities to help participants feel centred and supported.

At the Women Veterans Forum in March 2025, the Peer Support Program hosted two well-received activities for over 40 attendees:



Trauma-Sensitive Yoga, an in-person guided session offering a trauma-informed approach to yoga, creating a safe and supportive space for participants to move, breathe, and reconnect with their bodies.



Discover Creative Coping, a facilitated discussion led by a Peer Supporter, where participants explored the emotional aftermath of trauma, coping with intense emotions, thoughts, reactions. A Zentangle® instructor presented a simple, relaxing art method known to reduce stress and promote calm.

We also successfully launched the first series of Men's Virtual Coffee Chat, an informal peer support initiative designed to foster connection and healing among men affected by sexual misconduct, including MST. Due to overwhelming positive feedback, we extended the series by an additional month to meet participant demand.

In addition to new activities, we continued to offer both formal and informal peer support groups throughout the year. The Informal Group provided space for peers to connect, find companionship, and have open discussions, often incorporating relaxation activities to support mental well-being of participants. The Formal Group combined peer support with educational content, facilitated by a trained Peer Supporter and a mental health practitioner. These sessions provided learning opportunities focused on topics relevant to sexual misconduct and MST.

"I wanted to sincerely thank you for organizing the men's coffee chat sessions. [...] the experience was invaluable to me. [...] connecting with other men who have faced military sexual trauma made a significant impact. Hearing their experiences, and the resources they shared, helped me feel less isolated and gave me a better understanding of what healing can look like. I truly appreciated having a space where I could listen, learn, and feel supported. I hope you will consider offering this series again or providing similar opportunities in the future for men to come together and share. Thank you again for making these sessions available."

"[...] I wanted to pass on many thanks to the SMSRC team. From my first contact with SMSRC to today, my life has been forever impacted by your great team. [The staff] Pierre has been so welcoming and also keeping the Coffee Chat on task and helping [keep] a comfortable environment. You all are making a huge impact on our lives and giving us hope that we were not getting elsewhere."



176

information sessions

5,420

Defence Team members across Canada

51

sessions in Ontario, Quebec and Eastern Canada

125

sessions virtually

11

kiosks events and forums across Ontario, Quebec and New Brunswick

Outreach program

In 2024–2025, we delivered **176 information sessions**, reaching approximately **5,420 Defence Team members** across Canada. Of these, we held **51 sessions** in person in Ontario, Quebec, and Eastern Canada, while **125 sessions** were delivered virtually, ensuring national accessibility and flexibility.

These sessions served as a key tool to raise awareness and increase understanding of our mandate, programs, services, and using a trauma-informed approach. Each session included time for questions and discussion, allowing participants to engage meaningfully with facilitators. These sessions provided opportunities for SMSRC employees to deepen engagement with Defence Team members, receive real-time feedback, and strengthen cross-team collaboration. They further reinforced our role as a trusted and accessible resource.

The Outreach Program also maintained a strong presence at **11 kiosks events and forums** across Ontario, Quebec and New Brunswick, allowing for an informal, face-to-face engagement and increased visibility. To further expand our reach, the Outreach Team launched a series of targeted initiatives which included engaging content on social media platforms, branded lock screens for internal networks, and the distribution of both printed and digital promotional materials such as brochures, posters, one-pagers, and practical branded items. These tools enhanced access to clear, consistent information and helped reinforce key messaging about the SMSRC’s mandate, services, and trauma-informed approach across the Defence community.

“Satisfied with the content. [I] was not familiar with the SMSRC prior to this training so was a good source to see what they offer and also provided info on the trauma-informed approach that was also new to me. ”

“A good overview and well presented. Control of group discussion was carefully balanced with ensuring participants felt heard. ”

“The presenters are very competent and know their subject matter very well. They inspire confidence and professionalism and have very pleasant personalities. ”

Providing advice: our impact on the wider Defence community

- 38 Partnership
- 38 External Advisory Council
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- 40 Restorative Engagement Program
- 42 Military Liaison Team

Providing expert advice on sexual misconduct to the wider Defence community remains a vital part of our mandate and key to meaningful culture change. By sharing our subject matter expertise, including trauma-informed training, strategic partnerships and the Restorative Engagement (RE) program, we helped ensure that teams across the DND/CAF were better equipped to respond to the needs of those affected. By bridging lived experiences with learning, our work supports the wider Defence community's commitment to foster a lasting safety, respect and inclusion for all its members.

Partnerships

Throughout the fiscal year, we actively shared best practices and lessons learned both internally within the SMSRC and externally with DND/CAF partners on how to conduct survivor-centred, trauma-informed consultations. This strategic advice and support helped other programs and services across the Defence Community engage more meaningfully with participants affected by sexual misconduct.

External Advisory Council

The External Advisory Council (EAC) provided independent, expert advice to the SMSRC and DND/CAF on policies, programs, services and initiatives related to sexual misconduct.

EAC members are independent subject matter experts and leaders from Canada's private, public and non-profit sectors offering expertise, knowledge and/or lived experience of sexual misconduct.

Community members and clients directly benefitted from the EAC's guidance, which helped shape the development and continuous improvement of our services.

The EAC's recommendations had a meaningful impact on external partners, by highlighting survivors' needs, equity gaps, and system-level challenges. These insights contributed to stronger outreach efforts, improved coordination between sectors, and more informed service delivery for those affected by sexual misconduct.

Organizational Learning Management

In response to the recommendations of the Independent External Comprehensive Review, the Organizational Learning Management Team ensured that Victim Liaison Officers, Officer Cadets at the Royal Military College, and facilitators of the Respect in the CAF workshop gained a strong understanding of trauma-informed approaches and the programs and services we offer. Through our involvement in training sessions and site assistance visits, we supported the integration of this knowledge into their roles, whether they are discussing sexual misconduct, supporting someone affected by it, or responding in a professional capacity.

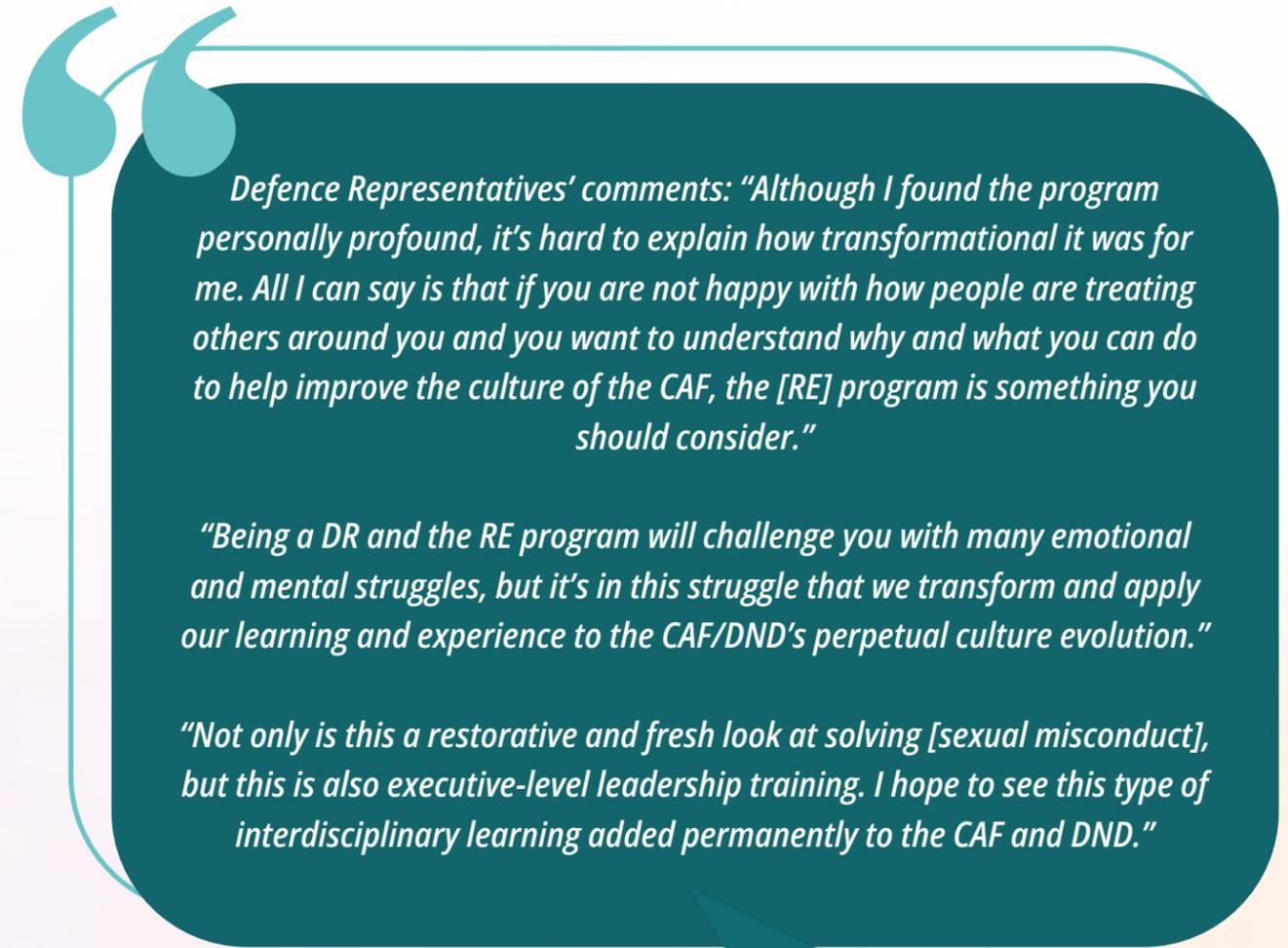
Restorative Engagement Program

Since its launch in November 2021, the Restorative Engagement (RE) Program has provided class members with the opportunity to share their experience, impacts and insights with the institution, while enabling Defence representatives to listen, acknowledge and reflect.

In April 2024, the program made changes to the participation options for Defence Team members by expanding access to new cohort opportunities across all ranks and levels. At the same time, new group engagement processes were introduced for class members in response to evolving needs, reinforcing the program's commitment to adaptability, continuous improvement and restorative principles.

Building on this momentum, the RE program launched its first Executive Leadership cohort in September 2024. This initiative brought together class members and senior institutional leaders, including General and Flag Officers and EX-02 level and above, through two series of facilitated talking circles focused on key themes. These conversations deepened leadership's awareness and accountability and amplified the voices of those affected by sexual misconduct.

The program also shared learnings and insights from both class members and Defence representatives with the institution to support further action and culture change. Through the program, class members' participation and insights had an impact in contributing to change amongst Defence representatives, and had a ripple effect on Defence representatives' units, teams, and chains of command.



Defence Representatives' comments: "Although I found the program personally profound, it's hard to explain how transformational it was for me. All I can say is that if you are not happy with how people are treating others around you and you want to understand why and what you can do to help improve the culture of the CAF, the [RE] program is something you should consider."

"Being a DR and the RE program will challenge you with many emotional and mental struggles, but it's in this struggle that we transform and apply our learning and experience to the CAF/DND's perpetual culture evolution."

"Not only is this a restorative and fresh look at solving [sexual misconduct], but this is also executive-level leadership training. I hope to see this type of interdisciplinary learning added permanently to the CAF and DND."

Military Liaison Team

The Military Liaison Team (MLT) remained a key partner in the SMSRC's comprehensive approach to addressing sexual misconduct within the DND/CAF community. Composed of three Military Liaison Officers (MLO) and one Military Police Liaison Officer (MPLO), the team provided specialized guidance and support to individuals affected by sexual misconduct, and those assisting them.

In 2024–2025, the MLT played a pivotal role in helping clients and Chains of Command navigate internal CAF policies and procedures, fostering greater responsiveness and positioning the team as a trusted resource within the wider Defence community. Over the past year, the MLT participated in 78 Outreach sessions, assisting with the planning and coordination of visits across various bases. The team delivered 4 training sessions to the SMSRC staff, contributed to onboarding and professional development. They managed 260 referrals, most often providing guidance on interpreting DAOD 9005-1, understanding reporting processes and tracking the status of investigations.

- 78 outreach sessions in which the MLT participated
- 4 training sessions delivered by the MLT to the SMSRC
- 260 referrals managed



Strengthening services and resources: our impact on the issue of sexual misconduct

- 46 Community Support for Sexual Misconduct Survivors Grant Program
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- 49 Strategic Policy

Advocating for support and resources for all people affected by sexual misconduct remains a vital part of our work, driving meaningful change at both the individual and systemic levels within the wider Defence community and Canadian society. Through research, we deepen our understanding on the development of targeted prevention strategies and improved response frameworks. At the same time, we ensure that policies remain relevant and effective by reflecting the lived realities of those affected. By collaborating across teams, we strengthen the alignment of programs and services, reinforcing a unified commitment to supporting our clients. This comprehensive approach is essential to creating safer, more respectful environments where all members feel protected and valued.

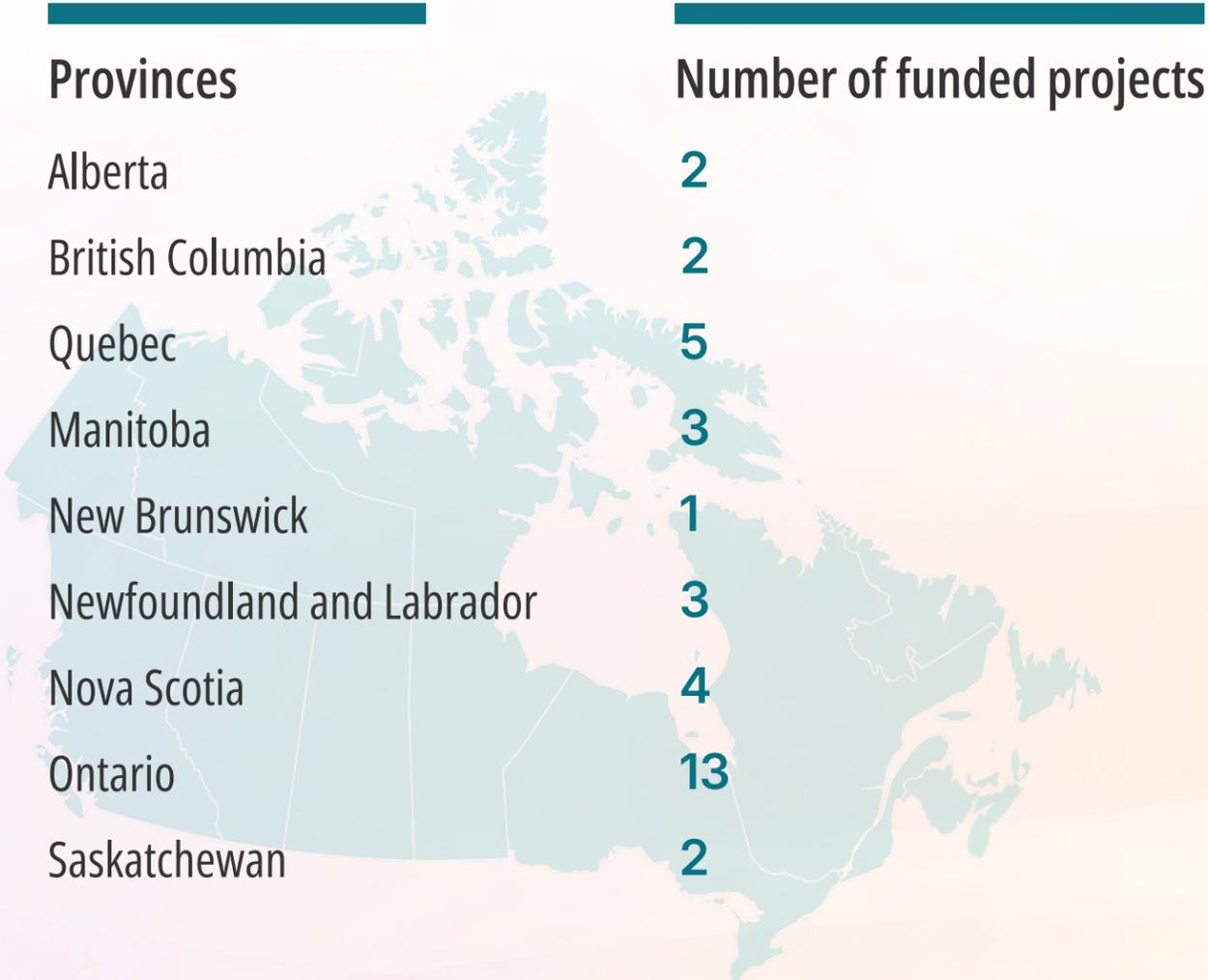
Community Support for Sexual Misconduct Survivors Grant Program

In 2024–2025, our Grant Program continued funding projects to expand support for individuals affected by sexual misconduct in the wider Defence community.

Through strengthened collaboration with community-based service providers, affected individuals accessed many diverse, culturally relevant support services tailored to their unique needs. This included services for 2SLGBTQI+ individuals, Indigenous communities, women, men and gender-diverse people, racialized communities, official language minorities, and people with disabilities.

The program expanded access to services in underserved regions and broadened the scope of available support. It also enhanced the Grant Program team’s ability to collaborate with partners, respond to community needs, and promote trauma-informed service delivery. Through these efforts, the program contributed to the long-term health and well-being of individuals, families, and communities across Canada.

In June 2024, the Grant Program announced 11 new projects from their 2023 call for applications, bringing the total to 35 funded projects, over 9 provinces, for the fiscal year 2024-2025. Then in October 2024, the program launched their third call resulting in 27 proposals. We supported applicants through targeted outreach, clear guidance, and a transparent assessment process that identified projects addressing service needs and reflecting the diverse needs of the wider Defence community. A commitment to equity, accessibility, and community relevance guided the application process.



"This program will have a lasting positive effect to life's end."

"This was a really great experience, helpful to me in ways I hadn't dared [to] hope for."

Research

In strengthening our advisory role, we continued to implement a multi-year research program examining perpetration of sexual misconduct within the CAF. We intend to use the results of this initiative to inform the CAF's sexual misconduct prevention strategies and support the development of response frameworks. Results may also contribute to the development of recommendations to adapt training approaches better targeted individuals at risk of perpetrating sexual misconduct and those responsible for managing sexual misconduct incidents.

Strategic policy

In 2024–2025, we contributed to major policy initiatives, including the Duty to Report (repealed) Working Group led by the Chief, Professional Conduct and Culture (CPCC), and provided guidance on definitions related to military sexual trauma.

A central focus of our efforts was advancing the implementation of recommendations from the Independent External Comprehensive Review (IECR). In collaboration with CPCC, the team regularly updated senior leadership and the External Monitor through the Comprehensive Implementation Plan, reinforcing oversight and accountability.



Looking ahead

As we prepare to celebrate our **10th anniversary**, this milestone will offer an opportunity to honour how far we've come and renew our commitment to the future. While we take time to recognize the achievements of the past decade, we will remain focused on what's ahead: continuing to evolve by adapting to meet the changing needs of those we support and expanding the diversity of our services. This moment will invite reflection but also a renewed purpose as we build on our foundation and shape a future that is even more responsive and impactful.

We look forward to expanding the services offered by the Independent Legal Assistance Program. As of March 31, 2025, only reimbursements of legal expenses are available. However, beginning in May 2025, we will welcome a new Legal Team who will provide legal information, advice, and representation. This expansion will offer eligible individuals a direct access to legal professionals at no cost.

Following the approval of the [CAF Systemic Racism Class Action](#) in January 2025, DND carefully considered the best path forward for implementing the associated **Restorative Engagement (RE) Program**. DND recognized that the SMSRC is best positioned to lead this important work given our existing Restorative Engagement Program and established expertise in trauma-informed and people-centred restorative approach.

Looking ahead, we will continue to value your voice and invite you to share your feedback whether through community consultations, by contacting us directly, or by completing our [feedback form](#). We will remain committed to improving our programs and services, with the goal of fostering a future where everyone feels safe, respected and supported.

