

January 14, 2026  
D/BU #088/2025–2026

## Invitation for Applications–High School Too Advisory Work Group

To: Presidents and all Members

From: Joel Duff, Associate General Secretary–Professional Services

### For Action

OSSTF/FEESO is inviting Members to apply to join the High School Too Advisory Work Group as part of our ongoing commitment to ending gender-based violence (GBV). **Two (2) members** will be selected to represent OSSTF/FEESO on the advisory work group from February 2026 to June 2027. **Note: The advisory work group meetings will be conducted in English.**

### About High School Too

The High School Too project is a two-year, province-wide, student-led initiative launched in response to the #MeToo movement and growing calls from students for consent culture in Ontario secondary schools. Led by [Possibility Seeds](#) in collaboration with the [Ontario Student Trustees' Association \(OSTA-AECO\)](#), the project focuses on creating care-centred, consent-based, and accountability-driven approaches to prevent and respond to sexual harassment and sexual assault in school communities. The initiative is funded by the Government of Ontario as part of [Ontario-STANDS](#) and the [National Action Plan to End Gender-Based Violence](#).

OSSTF/FEESO's participation reflects the Federation's broader commitment to student safety, equity, and trauma-informed practices across public education. All costs associated with OSSTF/FEESO member participation will be covered by Possibility Seeds and OSTA-AECO.

### Why This Work Matters

Sexual harassment and sexual violence remain widespread in school spaces:

- Nearly one (1) in five (5) students in Canada report experiencing sexual assault or harassment during high school.
- Only one (1) in three (3) Canadians report a clear understanding of consent.
- One (1) in three (3) students in grades 9 and 10 who date report experiencing dating violence.
- 98% of teen dating violence is not reported to police, and 92% of youth do not access formal support services.

These realities underscore the critical role that education workers play in responding to

disclosures with care, clarity, and appropriate supports.

## Role of the Advisory Work Group

Members of the Advisory Work Group will:

- Work alongside project partners to develop, review, and strengthen resources and supports for responding to disclosures of sexual harassment and sexual assault in schools.
- Contribute practitioner expertise to the application of *The CARE Model*, a trauma-informed disclosure framework created by Farrah Safia Khan, which centres on student needs, transparency around reporting obligations, referral to supports, and care for responders.
- Participate in approximately six to seven virtual meetings scheduled between February 2026 and December 2026, with additional review and consultation work extending through June 2027.

## Eligibility

Applicants must:

- be an OSSTF/FEESO member in a Professional Student Services Personnel (PSSP) or Education Support Staff Professionals (ESSP) Bargaining Unit,
- have experience supporting and responding to student disclosures of sexual harassment or sexual assault in an education setting, and
- must verify that they have no restrictions for time release from their employer to participate.

**Note: Bargaining Unit Presidents may be contacted regarding any member(s) being considered as potential advisory work group participants. Individuals who are selected will be notified, along with their Bargaining Unit President, following approval by the Provincial Executive.**

OSSTF/FEESO is dedicated to equity, anti-racism, and anti-oppression, while protecting and enhancing public education. We value the participation of members with various lived experiences and actively seek and welcome applications from members of First Nations, Métis, Inuit, and/or equity-seeking groups. Self-identification is voluntary.

Applications may be submitted electronically using the link below by **4:00 p.m. on Wednesday, January 28, 2026**.

[Application Form](#)

[OSSTF/FEESO Voluntary Self-Identification Form](#)

For more information, please contact Jennifer Seif ([jennifer.seif@osstf.ca](mailto:jennifer.seif@osstf.ca)).

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