

## CS-006 Sexual Violence

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01	03/31/2015	03/31/2020	Transfer onto new template
02	01/01/2020	01/01/2025	Additional definitions/resources added. Reorganization of information.
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<b>Policy Holder</b>	<b>Print Name</b>	<b>Date (MM/DD/YYYY)</b>

College Council	March 31, 2015
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Vice President, Human Resources	David Coward	January 1, 2020
<b>Approver</b>	<b>Print Name</b>	<b>Date (MM/DD/YYYY)</b>

### Purpose

All members of the Georgian College community have a right to work and study in an environment that is free from sexual violence. This document sets out the college procedure for addressing sexual violence. It ensures that those who experience sexual violence are believed and their rights respected, and that the college has a process of investigation that protects the rights of individuals and holds individuals who commit an act of sexual violence accountable.

Sexual violence is unacceptable and will not be tolerated. The college is committed to preventing sexual violence and creating a safe space for anyone in the college community who has experienced sexual violence. The college is meant to be a safe and positive space where members of the college community feel able to work, learn and express themselves in an environment that values respect for all, civility, diversity, equity and freedom.

All reported incidents of sexual violence will be investigated to the best of the administration's ability and in a manner that ensures due process. The intention of this procedure is to make individuals feel comfortable about making a report in good faith about sexual violence they experience or witness. Sexual violence can occur between individuals regardless of sexual orientation, gender, gender identity, or relationship status as articulated in the *Ontario Human Rights Code*. The college also recognizes that

individuals who experience or are impacted by sexual violence may experience emotional, psychological, academic or other difficulties.

## Scope

This procedure applies to all members of the college community including employees, governors, students, contractors, suppliers, volunteers and visitors.

### Related Procedures and/or Legislative Requirements

In addition to this procedure, there are other statutes and institutional procedures, guidelines and regulations that may apply. Examples include, but are not limited to:

- Academic Collective Agreement
- Conflict of Interest Procedure
- *Criminal Code of Canada*
- Employee Code of Conduct
- *Ontario Occupational Health and Safety Act*
- *Ontario Human Rights Code*
- Residence Community Living Standards
- Student Code of Conduct
- Support Staff Collective Agreement (Full Time and Part Time)
- “Who to Call: Identifying and responding to students in distress” guideline
- Workplace Violence and Workplace Harassment Procedure

## Definitions

Word/Term	Definition
<b>Sexual Violence</b>	A broad term that describes any violence, physical or psychological, carried out through sexual means or by targeting sexuality. This violence could take different forms including sexual harassment and assault.
<b>Sexual Assault</b>	Sexual assault is any type of unwanted sexual act done by one person to another that violates the sexual integrity of the victim and involves a range of behaviours from any unwanted touching to penetration. Sexual assault may include a broad range of behaviours such as the use of force, threats, abuse of power or control toward a person, resulting in a physical act that is sexual in nature where one party has not freely agreed, consented to, or is incapable of consenting to such an act.
<b>Sexual Harassment</b>	A course of vexatious comment, conduct and/or communication based on sex, sexual orientation, gender, gender identity, or gender expression that is known or should have been known to be unwelcome. Sexual harassment includes making unwelcome sexual solicitations, attentions, or advances; the implied or expressed promise of benefits or advancement in return for sexual favours; threats of reprisals for rejecting unwelcome solicitations or advances; engaging

	<p>in comment or conduct that creates a hostile or poisoned environment to persons of a specific sex, sexual orientation, gender identity, or gender expression; and incidents that occur through electronic means.</p>
<p><b>Consent</b></p>	<p>For the purpose of this procedure, consent is the voluntary and explicit agreement to engage in the sexual activity in question. It is willingly agreeing to engage in specific sexual behaviour, and requires that a person is able to freely choose between two options: yes and no. This means there must be an understandable exchange of affirmative words or conduct, which indicates a willingness to participate in mutually agreed upon sexual activity. It is also imperative that everyone understands the following:</p> <ul style="list-style-type: none"> <li>• Silence or non-communication cannot be interpreted as consent and a person in a state of diminished judgment cannot consent.</li> <li>• A person is incapable of giving consent if they are asleep, unconscious or otherwise unable to communicate.</li> <li>• A person who has been threatened or coerced into engaging in the sexual activity is not consenting to it.</li> <li>• A person who is drugged is unable to consent.</li> <li>• A person who is unconscious or incapable of consenting due to the use of alcohol or drugs, they cannot legally give consent. Without consent, it is sexual assault.</li> <li>• A person may be unable to give consent if they have a mental disability preventing them from fully understanding the sexual acts or sexual activity being contemplated.</li> <li>• The fact that consent was given in the past to a sexual or dating relationship does not mean that consent is deemed to exist for all future sexual activity.</li> <li>• A person can withdraw consent by words, expressions or conduct at any time during the course of a sexual encounter.</li> <li>• A person is incapable of giving consent to a person in a position of trust, power or authority when the person in the position of authority is abusing that position to initiate a sexual relationship with a student or a subordinate.</li> <li>• A person cannot give consent on behalf of another person.</li> <li>• A person who is under the age of 16 cannot consent to sexual activity with another person who is five or more years older than them, and a</li> </ul>

	<p>person who is under the age of 14 cannot consent to sexual activity with another person who is two or more years older than them. For the purpose of this procedure, such persons will be referred to as persons not having reached the age of consent (see age of consent definition below).</p> <ul style="list-style-type: none"> <li>• A person initiating sexual activity must ensure clear and affirmative responses are communicated by the person they are engaging with sexually and that the person has reached the age of consent.</li> </ul> <p><b>NOTE:</b> The <i>Criminal Code</i> defines “consent” as follows:</p> <p>The voluntary agreement of the complainant to engage in the sexual activity in question. No consent is obtained, where</p> <ul style="list-style-type: none"> <li>• the agreement is expressed by the words or conduct of a person other than the complainant</li> <li>• the complainant is incapable of consenting to the activity</li> <li>• the accused induces the complainant to engage in the activity by abusing a position of trust, power or authority</li> <li>• the complainant expresses, by words or conduct, a lack of agreement to engage in the activity</li> <li>• the complainant, having consented to engage in sexual activity, expresses, by words or conduct, a lack of agreement to continue to engage in the activity</li> </ul>
<b>Acquaintance Sexual Violence</b>	Sexual violence that is forced, manipulated, or coerced by a partner, friend or acquaintance.
<b>Age of Consent for Sexual Activity</b>	The age at which a person can legally consent to sexual activity. In Canada, 16 is the legal age of consent for sexual acts, and children under 12 can never legally consent to sexual acts. However, there are variations on the age of consent for adolescents who are close in age between the ages of 12 and 16. Twelve and 13-year-olds can consent to sexual involvement with a person who is less than two years older than themselves. Fourteen and 15-year-olds can consent to sexual involvement with a person who is less than five years older. Youth who are 16 or older can consent to sexual involvement with a person who is not in a position of trust or authority.
<b>Coercion</b>	In the context of sexual violence, coercion is unreasonable and persistent pressure for sexual activity. Coercion is the use of emotional manipulation, power or authority, blackmail, threats to family or friends, or the promise of

	rewards or special treatment, to persuade someone to do something they do not wish to do, of a sexual nature.
<b>Complainant</b>	A person who experiences, witnesses, or otherwise becomes aware of an act or allegation of sexual violence and reports the act or allegation to the college.
<b>Disclosure of Sexual Violence</b>	A student who has been affected by sexual violence informs the college about that experience for the purpose of accessing supports, services, advice and accommodations and not necessarily to initiate an investigation by the college.
<b>Drug-Facilitated Sexual Violence</b>	Sexual violence involving the use of alcohol and/or drugs to control, overpower or subdue a victim.
<b>Respondent</b>	A person against whom an accusation of sexual violence is made, whether or not a formal proceeding has been commenced.
<b>Reports of Sexual Violence</b>	A student who has been affected by sexual violence informs the college about that experience for the purposes of initiating the college’s investigation and adjudication procedure. Or when the college is informed of an incident of sexual violence and initiates an investigation.
<b>Stalking</b>	<p>A form of criminal harassment prohibited by the <i>Criminal Code of Canada</i>. It involves conduct that occurs on more than one occasion, which collectively instills fear in the victim or threatens the victim’s safety or mental health. Stalking can also include threats of harm to the victim’s friends and/or family. Stalking for a sexual purpose is a type of sexual violence. This type of conduct may include, but is not limited to:</p> <ul style="list-style-type: none"> <li>• non-consensual communications (face to face, phone, email, social media)</li> <li>• threatening or obscene gestures</li> <li>• surveillance</li> <li>• sending unsolicited gifts</li> <li>• “creeping” via social media/cyber-stalking</li> <li>• uttering threats</li> </ul>
<b>Survivor or Victim</b>	Someone who has experienced sexual violence may choose to identify as a survivor or a victim. The term survivor is used throughout this procedure because some who have experienced sexual violence believe they have overcome the violent experience and do not wish to identify with victimization. It is the prerogative of the person who has experienced sexual violence to determine whether they identify as a survivor or victim.

## Responsibility

Everyone on campus has a role to play in responding to incidents of sexual violence, some campus members will have specific responsibilities. For more specific responsibilities please see Roles and Responsibilities in the Procedure section 1.7 below.

## Policy

In addition to the commitments outlined below, Georgian College also has a Board Policy on Sexual Violence, which is posted for reference to the public on the Georgian College website in the About Us heading, and under the Board Policies.

The college is committed to:

- assisting those affected by sexual violence by providing detailed information and support, such as provision of and/or referral to counselling and medical care, information about legal options, and appropriate academic and other accommodations
- ensuring survivors' right to be believed, and that their right to dignity and respect is protected throughout the process of disclosure, investigation and institutional response
- addressing harmful attitudes and behaviours that attribute blame to those affected by sexual violence
- dispelling myths and misconceptions on sexual violence – see Appendix I
- treating survivors with compassion and recognizing they are the final decision-makers about their own best interests
- ensuring a process for internal investigations is in place for when sexual violence is reported, even if the survivor chooses not to report the sexual violence to the police
- ensuring the process for investigation and adjudication of complaints is in accordance with college policies, procedures, standards and collective agreements, and ensures fairness and due process for those involved
- ensuring co-ordination and communication among the various departments who are most likely to be involved in the response to a report of sexual violence
- engaging in public education and prevention activities
- educating the college community about sexual violence and how to respond to reports of sexual violence
- promoting a campus atmosphere in which sexual violence is not tolerated
- monitoring and updating this procedure to ensure it remains effective and consistent with legislation and other relevant college procedures

## Procedures

### 1.1 Reporting and Responding to Sexual Violence

A complaint of sexual violence can be made by any member of the college community. Members of the college community should immediately report sexual violence incidents they witness, have knowledge of, or have reason to believe may occur.

Persons in a position of authority, including all staff and persons directing the activities of others, shall take immediate action to respond to or to prevent sexual violence from occurring. Options for responding to and preventing sexual violence include contacting security or emergency services if there

is a safety risk or an immediate crisis. In addition, if a disclosure of sexual violence is made by a student to any staff member of the college, it is required that the staff member confidentially connect that student with Counselling Services or Campus Safety Services. If the student is hesitant or unwilling to attend Counselling Services or Campus Safety Services then the staff member is expected to confidentially report the disclosure to a counsellor in Counselling Services.

Where the college becomes aware of incidents of sexual violence by a member of the college community or against a member of the college community, which occur on or off college property and that pose a risk to the safety of members of the college community, the college shall take all reasonable steps to ensure the safety of the college community.

### **1.2 Due Process and Procedural Fairness**

The college will follow the principles of due process and procedural fairness in dealing with all complaints made pursuant to this procedure. Respondents will be advised of the allegations against them, and provided with an opportunity to respond.

### **1.3 Right to Withdraw a Complaint**

A complainant has the right to withdraw a complaint at any stage of the process. The college may continue to investigate and act on the complaint if the college believes that there is a risk of harm to self or others.

### **1.4 Protection from Reprisals, Retaliation or Threats**

It is contrary to this procedure for any person to retaliate, engage in reprisals, or threaten to retaliate against a complainant or other individual for:

- having made a complaint under this procedure or other college procedures
- having made a complaint under the *Ontario Human Rights Code*
- having participated or cooperated in an investigation under this procedure or the *Ontario Human Rights Code*
- having supported a complainant, survivor, witness or other person who has pursued rights under this procedure or the *Ontario Human Rights Code*

Anyone engaged in retaliatory conduct or reprisals is subject to disciplinary action.

### **1.5 Multiple Proceedings**

Where criminal and/or civil proceedings are commenced in respect of the allegations of sexual violence, the college may conduct a parallel investigation into such allegations, and will make its own determination in accordance with its policies and procedures. Where there is an ongoing criminal investigation, the college will co-operate with the police. Survivors have the right to pursue both a college complaint as well as criminal and/or civil proceedings.

### **1.6 Confidentiality**

Confidentiality is important to those affected by sexual violence. The confidentiality of persons involved in a report of sexual violence will be protected to the greatest extent possible without compromising the safety of others. The College will respect the confidentiality of all persons involved in a report of sexual violence.

Confidentiality cannot be assured when there are reasonable grounds to believe that anyone in the college or wider community is at risk of harm. In such circumstances, the least amount of information possible will be shared with those necessary to prevent further harm to anyone at risk.

Where the college becomes aware of an allegation of sexual violence involving or affecting the Georgian community, the college will enact a plan to ensure the safety of the college community and may share limited confidential information with appropriate college representatives and external parties to meet applicable legislative or procedural requirements.

Where a disclosure of sexual violence is made it is expected that all staff will keep this information confidential with the exception of reporting all disclosures to a counsellor in Counselling Services.

### **1.7 Roles and Responsibilities**

While everyone on campus has a role to play in responding to incidents of sexual violence, some campus members will have specific responsibilities:

#### **1.7.1 All Faculty, Staff and Administrators**

- If you become aware of an incident of sexual violence against a member of the college community, confidentially report the allegation immediately, within the limits outlined in section 1.7 Confidentiality, as follows:
  - Counselling Services (for students) **705.722.1523**
  - Campus Safety Services **705.722.5100**
  - Human Resources (for employees) **705.728.1968, ext. 1630**
- If a disclosure is made by a student seeking support or academic accommodation, refer the student to Counselling Services, who will liaise with appropriate college departments to provide appropriate accommodations. Accommodations may include, but are not limited to, extended time on assignments, changing classroom or work proximity of the survivor and respondent, or implementing scheduling of service access times for the survivor to ensure the respondent is not present.
- If a disclosure is made by an employee seeking support and workplace accommodation as a result of sexual violence, refer the employee to Human Resources for assistance. An appropriate accommodation plan will be developed and support provided
- Facilitate academic accommodations as required

#### **1.7.2 Counselling Services**

- Recommend academic accommodations as appropriate
- Provide psychological and emotional support

#### **1.7.3 Human Resources**

- Provide support resources, accommodations and assistance with any incidents relating to employees
- Take action as required under the Employee Code of Conduct, Workplace Discipline Procedure and Workplace Violence legislation

#### **1.7.4 Campus Safety Services**

- Conduct investigations and/or assist with gathering evidence

- Make findings, implement sanctions or make recommendations for sanctions as per the Student and Employee Code of Conduct
- Implement measures to reduce sexual violence on campus and safeguard the college community

## **2.1 If You Have Experienced or Have Been Affected by Sexual Violence**

### **A. Go to a safe place**

### **B. Get medical attention**

### **C. Seek support, counselling and accommodations:**

- Students:
  - Counselling Services **705.722.1523**
  - Nurse Practitioner Clinic (Barrie Campus) **705.722.1581**
  - Good2Talk 24-hour line **866.925.5454**
  - Keepmesafe 24-hour line for international students **1.844.451.9700**
  - Simcoe County Crisis Line **705-728-5044**
  - Mystudentplan.ca (includes video counselling)
  - Athena's Sexual Assault Counselling and Advocacy 24-hour line **800.987.0799**
  - Safe@Georgian app (for all of the above information and more)
- Employees:
  - Human Resources **705.728.1968, ext. 1630**
  - Employee Assistance Program **800.268.5211**
  - Athena's Sexual Assault Counselling and Advocacy 24-hour line **800.987.0799**
  - Safe@Georgian app (for all of the above information and more)

### **D. Report the incident:**

- If there is an imminent risk to safety, call **911**
- Campus Safety Services 24-hour line **705.722.5100**
- Director of Campus Safety Services **705.728.1968, ext. 1190**
- Manager of Conflict Resolution and Investigations **705.728.1968, ext. 1012**
- Human Resources **705.728.1968, ext. 1630**
- Contact your local police
- Safe@Georgian app (for all of the above information and more)

### **E. Know Your Rights:**

Anyone who has experienced sexual violence has the right to:

- be believed and treated with dignity and respect
- be informed about internal and external services and resources
- choose the services you feel will be most helpful
- decide whether to report to Campus Safety Services and/or your local police
- have your complaint acted upon by the college in a thorough and expedited manner
- have an on-campus investigation with the institution's full cooperation
- have a safety plan including reasonable measure to prevent contact with the respondent

Information, resources and services are outlined in section 2.1, 2.7 and Appendix II, and on the college website:

- Campus Safety Services: [www.georgiancollege.ca/about-georgian/campus-safety-services](http://www.georgiancollege.ca/about-georgian/campus-safety-services)
- Counselling Services: [www.georgiancollege.ca/student-life/student-services/counselling/](http://www.georgiancollege.ca/student-life/student-services/counselling/)
- Health Services: [www.georgiancollege.ca/student-life/student-services/health-services/](http://www.georgiancollege.ca/student-life/student-services/health-services/)
- Human Resources: <https://georgiancollege.sharepoint.com/sites/Employee/HumanResourceServices/SitePages/contact.aspx>
- Employment and Family Assistance Program (EAP): [https://georgiancollege.sharepoint.com/sites/Employee/ManagerResources/Documents/Morneau\\_Shepell\\_EAP\\_Brochure.pdf](https://georgiancollege.sharepoint.com/sites/Employee/ManagerResources/Documents/Morneau_Shepell_EAP_Brochure.pdf)

## 2.2 If You Witness or are Informed of an Incident of Sexual Violence

### A. If you witness sexual violence, there are options for reporting, advice and support:

- Students:
  - Counselling Services **705.722.1523**
  - Good2Talk 24-hour line **866.925.5454**
  - Simcoe County Crisis Line **705-728-5044**
  - Athena's Sexual Assault Counselling and Advocacy 24-hour line **800.987.0799**
  - Campus Security 24-hour line **705.722.5100**
  - Director, Campus Safety Services **705.728.1968, ext. 1190**
  - Manager of Conflict Resolution and Investigations **705.728.1968, ext. 1012**
  - Contact your local police
- Employees:
  - Human Resources **705.728.1968, ext. 1630**
  - Employee Assistance Program **800.268.5211**
  - Athena's Sexual Assault Counselling and Advocacy 24-hour line **800.987.0799**
  - Campus Security 24-hour line **705.722.5100**
  - Director, Campus Safety Services **705.728.1968, ext. 1190**
  - Manager of Conflict Resolution and Investigations **705.728.1968, ext. 1012**
  - Contact your local police

### B. If you become aware of sexual violence:

- Students and Employees:

If someone affected by sexual violence discloses to you, provide a supportive response:

  - listen without judgement and accept the disclosure as true
  - communicate that sexual violence is not the survivor's fault
  - help the individual access available college or external services, including

- medical care and counselling
- respect the individual's right to choose the services they feel are most appropriate and to decide whether to report to the police and/or Campus Safety Services
- recognize that disclosing can be traumatic and an individual's ability to recall the events may be limited
- respect the individual's choices as to what and how much they disclose about their experience
- maintain confidentiality and anonymity, subject to section 1.7 Confidentiality

### 2.3 If You Have Been Named as a Respondent

Do not contact the complainant or survivor. You can speak with someone in the campus community who can help support you.

- If you are a student, the Office of the Dean of Students or Campus Safety Services can advise on resources available to you, and can help you to understand the Student Code of Conduct. You may also seek confidential counselling through Student Success Services: [www.georgiancollege.ca/student-life/student-services/counselling/](http://www.georgiancollege.ca/student-life/student-services/counselling/)
- If you are an employee, Human Resources or Campus Safety Services can advise on resources available to you, and can help you understand the Employee Code of Conduct or the Student Code of Conduct, where applicable. You may also wish to contact your local union or staff association representative for assistance. <https://georgiancollege.sharepoint.com/sites/Employee/HumanResourceServices/SitePages/contact.aspx>

#### 2.3.1 What about legal advice?

You may want to retain legal counsel given the potential for criminal action. You can seek information from Campus Safety Services regarding your options.

#### 2.3.2 What, if anything, will my parents or family members be told?

All matters remain confidential, subject to section 1.7 Confidentiality.

### 2.4 Communicating with Persons Affected by Sexual Violence

Sensitive and timely communication with individuals who have been affected by sexual violence is an integral part of the college's initial response. To facilitate communication, the college will:

- Ensure members of Campus Safety Services, Counselling Services, and Human Resources are supportive of any member of the college community who experiences or are affected by sexual violence
- Ensure they respond in a prompt, compassionate, and personalized manner
- Ensure that complainants and respondents are provided with reasonable updates about the status of the college's investigation when such investigations are undertaken

## **2.5 Filing a Formal Complaint**

Campus Safety Services, Counselling Services, or Human Resources can assist complainants to file a formal complaint. If the respondent is a member of the college community, a complaint may be filed under this procedure. See section 2.6 on how the college will respond to a report of sexual violence. Survivors may also wish to initiate civil or criminal proceedings. Campus Safety Services can assist by providing appropriate referrals.

## **2.6 College Response to a Report of Sexual Violence**

Where a complaint of sexual violence has been made, the college will exercise care to protect and respect the rights of those involved. The college understands that individuals who have experienced sexual violence may wish to control whether or not, and how their experience will be dealt with by the police and/or the college. In most circumstances, the person will retain this control. However, in certain circumstances, the college may be required to initiate an internal investigation and/or inform the police of the need for a criminal investigation, even without the person's consent, if the college believes that there is a risk of harm to self or others. The confidentiality and anonymity of the persons affected will be safeguarded to the greatest extent possible.

A report of sexual violence may be referred to the police, or to other community resources at the survivor's request, where the persons involved are not members of the college community or in circumstances where the college is unable to initiate an investigation under this procedure.

A complainant acting in good faith, who discloses or reports sexual violence, will not be subject to actions for violations of the institution's policies related to drug and alcohol use at the time the sexual violence took place.

During the institution's investigative process, students who share their experience of sexual violence through disclosing, accessing support, and/or reporting to the university or college, will not be asked irrelevant questions from institution's staff or investigators, such as those relating to past sexual history or sexual expression.

### **2.6.1 Where the Respondent is a Student**

Sexual violence is a serious violation of the Student Code of Conduct and the Residence Community Living Standards. For details of how an investigation is conducted and the potential outcome of an investigation see the following:

- Student Code of Conduct: [www.georgiancollege.ca/student-code-of-conduct/](http://www.georgiancollege.ca/student-code-of-conduct/)
- Residence Community Living Standards: <https://www.georgiancollege.ca/student-life/campus-services/residence-housing/residence-life/>

### **2.6.2 Where the Respondent is an Employee**

Sexual violence is a serious violation of the Employee Code of Conduct. Allegations against employees will be addressed in accordance with this procedure and any applicable collective agreement, and/or other college procedures. For details of how an investigation is conducted and the potential outcome of an investigation see the following:

- [Employee Code of Conduct](#)
- [Workplace Discipline Procedure](#)

### 2.6.3 Where the Respondent is not a Student or Employee

Contractors, suppliers, volunteers or visitors of the college are subject to the Employee Code of Conduct and as such will be addressed accordingly if they engage in sexual violence or any other prohibited conduct. There is no formal appeal process for a supplier, volunteer or visitor violation.

### 2.7 Other Resources and Supports Available to You (See also Appendix II)

Campus Region	Sexual Assault Centre	24-hr Crisis Line	Phone
Barrie	<a href="#"><u>Athena's Sexual Assault Counselling &amp; Advocacy Centre</u></a>	800.987.0799	705.526.3221
Midland	<a href="#"><u>Athena's Sexual Assault Counselling &amp; Advocacy Centre</u></a>	800.987.0799	705.526.3221
Muskoka	<a href="#"><u>Muskoka Parry Sound Coordinated Sexual Assault Service</u></a>	800.461.2929	705.646.2122
Orangeville	<a href="#"><u>Domestic and Sexual Assault, Headwaters Health Care Centre</u></a>	519.941.4357 (HELP)	519.941.2702
Orillia	<a href="#"><u>Sexual Assault Treatment Centre, Orillia Soldiers Memorial Hospital</u></a>	705.737.2008	705.327.9155
		800.987.0799	877.377.7438
Owen Sound	<a href="#"><u>Grey Bruce Health Services Sexual Assault/Partner Abuse Care Centre</u></a>	519-376-2121 Ext. 2458	519-376-2121 Ext. 2458
South Georgian Bay	<a href="#"><u>Athena's Sexual Assault Counselling &amp; Advocacy Centre</u></a>	800.987.0799	705.526.3221

## Acknowledgements

This procedure was developed using a number of resources, including the sexual assault policies and procedures from several colleges and universities in Ontario, notably, Durham College, University of Guelph and Lakehead University, as well as the Metropolitan Action Committee on Violence Against Women and Children discussion paper on sexual assault policies on campuses. The Ontario Women's Directorate resource – "Developing a Response to Sexual Violence: A Resource Guide for Ontario's Colleges and Universities" – served as a reference and the "Dispelling Myths and Misconceptions About Sexual Assault" chart is based on it. In addition, the Ontario Coalition of Rape Crisis Centres provided a list of sexual assault centres in Ontario and their hotline numbers.

## Related Materials

### APPENDIX I Myths and Misconceptions

#### Use of the term “rape” in the context of sexual violence

This procedure refers to sexual assault to align with the criminal offence contained in the *Criminal Code*. The word “rape” is no longer used in criminal statutes in Canada. The term was replaced many years ago to acknowledge that sexual violence is not about sex but is about acts of psychological and physical violence. The term “sexual assault” provides a much broader definition and criminalizes unwanted behaviour such as touching and kissing as well as unwanted oral sex and vaginal and anal intercourse. Although the term no longer has a legal meaning in Canada, the term rape is still commonly used.

#### DISPELLING THE MYTHS AND MISCONCEPTIONS ABOUT SEXUAL ASSAULT

Myth	Fact
It wasn't rape, so it wasn't sexual violence.	Sexual assault and sexual violence encompass a broad range of unwanted sexual activity. Any unwanted sexual contact is considered to be sexual violence. A survivor can be severely affected by all forms of sexual violence, including unwanted fondling, rubbing, kissing, or other sexual acts. Many forms of sexual violence involve no physical contact, such as stalking or distributing intimate visual recordings. All of these acts are serious and can be damaging.
Sexual assault can't happen to me or anyone I know.	Sexual assault can and does happen to anyone. People of all socioeconomic and ethnic backgrounds are victims of sexual assault, but the vast majority of sexual assaults happen to women and girls. Young women, Indigenous women and women with disabilities are at greater risk of experiencing sexual assault.
Sexual assault is most often committed by strangers.	Someone known to the victim, including acquaintances, dating partners, and common-law or married partners, commit approximately 75 per cent of sexual assaults.
Sexual assault is most likely to happen outside in dark, dangerous places.	The majority of sexual assaults happen in private spaces like a residence or private home.
If an individual doesn't report to the police, it wasn't sexual assault.	Just because a victim doesn't report the assault doesn't mean it didn't happen. Fewer than one in 10 victims report the crime to the police.
It's not a big deal to have sex with someone while they are drunk, stoned or passed out.	If a person is unconscious or incapable of consenting due to the use of alcohol or drugs, they cannot legally give consent. Without consent, it is sexual assault.

Myth	Fact
<p>If the victim didn't scream or fight back, it probably wasn't sexual assault.</p> <p>If the victim does not fight back, the sexual assault is their fault.</p>	<p>When an individual is sexually assaulted they may become paralyzed with fear and be unable to fight back. The person may be fearful that if they struggle, the perpetrator will become more violent.</p>
<p>If you didn't say no, it must be your fault.</p>	<p>People who commit sexual assault/abuse are trying to gain power and control over their victim. They want to make it extremely difficult, if not impossible, for their victim to say no. A person does not need to actually say the word "no" to make it clear that they did not want to participate. The focus in consent is on hearing a "yes".</p>
<p>If a woman isn't crying or visibly upset, it probably wasn't a serious sexual assault.</p>	<p>Every woman responds to the trauma of sexual assault differently. She may cry or she may be calm. She may be silent or very angry. Her behaviour is not an indicator of her experience. It is important not to judge a woman by how she responds to the assault.</p>
<p>If someone does not have obvious physical injuries, like cuts or bruises, they probably were not sexually assaulted.</p>	<p>Lack of physical injury does not mean that a person wasn't sexually assaulted. An offender may use threats, weapons, or other coercive actions that do not leave physical marks. The person may have been unconscious or been otherwise incapacitated.</p>
<p>If it really happened, the victim would be able to easily recount all the facts in the proper order.</p>	<p>Shock, fear, embarrassment and distress can all impair memory. Many survivors attempt to minimize or forget the details of the assault as a way of coping with trauma. Memory loss is common when alcohol and/or drugs are involved.</p>
<p>Individuals lie and make up stories about being sexually assaulted; and most reports of sexual assault turn out to be false.</p>	<p>According to Statistics Canada, fewer than one in 10 sexual assault victims report the crime to the police. Approximately 2 per cent of sexual assault reports are false.</p> <p>The number of false reports for sexual assault is very low. Sexual assault carries such a stigma that many people prefer not to report.</p>
<p>Persons with disabilities don't get sexually assaulted.</p>	<p>Individuals with disabilities are at a high risk of experiencing sexual violence or assault. Those who live with activity limitations are over two times more likely to be victims of sexual assault than those who are able-bodied.</p>
<p>A spouse or significant other cannot sexually assault their partner.</p>	<p>Sexual assault can occur in a married or other intimate partner relationship. The truth is, sexual assault occurs ANY TIME there is not consent for sexual activity of any kind. Being in a relationship</p>

Myth	Fact
	does not exclude the possibility of, or justify, sexual assault. A person has the right to say “no” at ANY point.
People who are sexually assaulted “ask for it” by their provocative behaviour or dress.	This statement couldn’t be more hurtful or wrong. Nobody deserves to be sexually assaulted. Someone has deliberately chosen to be violent toward someone else; to not get consent. Nobody asks to be assaulted. Ever. No mode of dress, no amount of alcohol or drugs ingested, no matter what the relationship is between the survivor and the perpetrator or what the survivor’s occupation is, sexual assault is always wrong.
Sexual assault only happens to women.	Not true. The majority of sexual assaults are committed against women by men, but people of all genders, from all backgrounds have been/can be assaulted.
Sexual abuse of males is rare.	According to Statistics Canada, six per cent of males 15 or over reported that they had experienced sexual victimization. Sexual assault/abuse occurs in every economic, ethnic, age and social group.

**APPENDIX II**  
**Sexual Assault Supports and Resources in Georgian College's Catchment Area**

Region in Ontario	Sexual Assault Centre	24-hour Crisis Line	Office Phone
<b>Barrie</b>	<a href="#">Athena's Sexual Assault Counselling &amp; Advocacy Centre</a>	800.987.0799	705.526.3221
<b>Midland</b>	<a href="#">Athena's Sexual Assault Counselling &amp; Advocacy Centre</a>	800.987.0799	705.526.3221
<b>Muskoka</b>	<a href="#">Muskoka Parry Sound Coordinated Sexual Assault Service</a>	800.461.2929	705.646.2122
<b>Orangeville</b>	<a href="#">Domestic and Sexual Assault, Headwaters Health Care Centre</a>	519.941.4357 (HELP)	519.941.2702
<b>Orillia</b>	<a href="#">Sexual Assault Treatment Centre, Orillia Soldiers Memorial Hospital</a>	705.737.2008 800.987.0799	705.327.9155 877.377.7438
<b>Owen Sound</b>	<a href="#">Grey Bruce Health Services Sexual Assault/Partner Abuse Care Centre</a>	519-376-2121 Ext. 2458	519-376-2121 Ext. 2458
<b>South Georgian Bay</b>	<a href="#">Athena's Sexual Assault Counselling &amp; Advocacy Centre</a>	800.987.0799	705.526.3221

**Sexual Assault Centres (Ontario)**

Region in Ontario	Sexual Assault Centre	24-hour Crisis Line	Office Phone
<b>Algoma (Sault Ste. Marie)</b>	<a href="#">Women In Crisis Algoma</a>	877.759.1230	705.759.1230
<b>Belleville.Quinte</b>	<a href="#">Sexual Assault Centre for Quinte &amp; District</a>	877.544.6424	613.967.6300
<b>Brant</b>	<a href="#">Sexual Assault Centre of Brant</a>	519.751.3471	519.751.1164
<b>Bruce County</b>	<a href="#">Women's House Serving Bruce and</a>	866.578.5566	519.372.1113

	Grey: Sexual Assault Services		
<b>Chatham.Kent</b>	Chatham-.Kent Sexual Assault Crisis Centre	519.354.8688	519.354.8908
<b>Cornwall</b>	Sexual Assault Support Services for Women, Cornwall	English: 613.932.1603 French: 613.932.1705	613.932.1755
<b>Dufferin County</b>	Dufferin Child & Family Services  Family Transition Place	519.941.1530  1.800.265.9178 or text 519.278.5410	519.941.1530  519.942.4122
<b>East Algoma (Elliot Lake)</b>	Counselling Centre of East Algoma	800.721.0077	705.848.2585
<b>Guelph.Wellington</b>	Guelph-Wellington Women in Crisis	519.836.5710 800.265.7233	519.836.1110
<b>Halton (Oakville)</b>	Sexual Assault & Violence Intervention Services of Halton	905.875.1555	906.825.3622
<b>Hamilton</b>	Sexual Assault Centre Hamilton & Area (SACHA)	905.525.4162	905.525.4573
<b>Kawartha (Peterborough &amp; Area)</b>	Kawartha Sexual Assault Centre	705.741.0260	705.748.5901
<b>Kenora</b>	Kenora Sexual Assault Centre	807.468.7233 800.565.6161	807.468.7958
<b>Kingston</b>	Sexual Assault Centre Kingston	613.544.6424 877.544.6424	613.545.0762

<b>Waterloo</b>	Sexual Assault Support Centre of Waterloo Region	519.741.8633	519.571.0121
<b>London &amp; Middlesex</b>	Sexual Assault Centre London	519.438.2272 877.529.2272	519.439.0844
<b>Muskoka</b>	Muskoka Parry Sound Coordinated Sexual Assault Service	800.461.2929	705.646.2122 877.406.1268
<b>Niagara</b>	Niagara Region Sexual Assault Centre	905.682.4584	905.682.7258
<b>Nipissing</b>	Amelia Rising Sexual Assault Centre of Nipissing	705.476.3355	705.840.2403
<b>Oshawa-.Durham</b>	Oshawa-Durham Rape Crisis Centre	905.668.9200	905.444.9672
<b>Ottawa SASC</b>	Sexual Assault Support Centre of Ottawa	613.234.2266	613.725.2160
<b>Ottawa RCC</b>	Ottawa Rape Crisis Centre	613.562.2333	613.562.2334
<b>Peel</b>	Hope 24/7: Sexual Assault Centre of Peel	800.810.0180	905.792.0821
<b>Renfrew</b>	Women's Sexual Assault Centre of Renfrew County	800.663.3060	613.735 – 5551
<b>Sarnia-Lambton</b>	Sexual Assault Survivors' Centre Sarnia-Lambton	519.337.3320	519.337.3154
<b>South Georgian Bay (Collingwood)</b>	Athena's Sexual Assault Counselling & Advocacy Centre	705.737.2008 800.987.0799	705.737.2884
<b>Sudbury</b>	Voices for Women		705.523.7100 ext. 2647

	Sudbury		
<b>Thunder Bay</b>	Thunder Bay Sexual Abuse & Sexual Assault Counselling & Crisis Centre	807.344.4502	807.345.0894
<b>Timmins</b>	Timmins and Area Women in Crisis	877.268.8380	705.268.8381
<b>Toronto</b>	Multicultural Women Against Rape/Toronto Rape Crisis Centre	416.597.8808	416.597.1171
<b>Windsor-Essex</b>	Sexual Assault Crisis Centre of Essex County	519.253.9667	519.253.3100
<b>York</b>	Women's Support Network of York Region	800.263.3646 905-895-7313	905-895-3646

**Pour le support francophone aux femmes victimes d'agression sexuelle, visitez [Action ontarienne contre la violence faite aux femmes](#), ou les CALACS (Francophone Sexual Assault Centres in Ontario):**

Centre Passerelle pour femmes: CALACS du Nord de l'Ontario [centrepasserelle.ca](http://centrepasserelle.ca)  
C.P. 849  
Timmins, ON P4N 7G7  
705.360..5657

Centre francophone d'aide et de lutte contre les agressions à caractère sexuel d'Ottawa  
[calacs.ca](http://calacs.ca)  
40 rue Cobourg  
Ottawa, ON K1N 8Z6  
613.789..8096  
calacs@calacs.ca

Centre Novas: Centre francophone d'aide et de lutte contre les agressions à caractère sexuel de Prescott.Russell [centrenovas.ca](http://centrenovas.ca)  
C.P. 410, Casselman, ON K0A 1M0  
613.764..5700  
1.866.772..9922, poste 221  
administration@centrenovas.ca

Carrefour des femmes du Sud. Ouest de l'Ontario: CALACS de la région du Sud.Ouest  
[carrefourfemmes.on.ca](http://carrefourfemmes.on.ca)  
Casier Postal 774, London, ON N6A 4Y8  
519.858..0954  
1.888.858..0954 [bienvenue@carrefourfemmes.on.ca](mailto:bienvenue@carrefourfemmes.on.ca)

Centre Victoria pour femmes

[centrevictoria.ca](http://centrevictoria.ca)

C.P. 308

Sudbury, ON P3E 4P2

705.670..2517

info@centrevictoria.ca

Centr'Elles, centre des Femmes Francophones du Nord.Ouest de l'Ontario

[centrelles.com](http://centrelles.com)

P.O. Box 26058

Thunder Bay, ON P7B 0B2

807.684..1955

1.888.415..4156

admin@centrelles.com

Oasis Centre des femmes

[oasisfemmes.org](http://oasisfemmes.org)

465 Yonge Street PO Box 73022

Wood Street PO

Toronto, ON M4Y 2W5

416.591..6565

services@oasisfemmes.org

Colibri . Centre des femmes francophones du comté de Simcoe

[centrecolibri.ca](http://centrecolibri.ca)

80 rue Bradford, bureau 340

Barrie, ON L4N 6S7

705.797..2060

1.877.797..2050

admin@centrecolibri.ca

Centre de santé communautaire Hamilton/Niagara . Espace entre Elles

[centredesantecommunautaire.com](http://centredesantecommunautaire.com)

1320 rue Barton East

Hamilton, ON L8H 2W1

905.528..0163

1.866.437..7606

cschn@cschn.ca