

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.
03	03/01/2022	01/01/2025	Additional language added as per Ministry requirements and additional resources added.

Director, Campus Safety Services	Roman Calvano	March 31, 2015	
Policy Holder	Print Name	Date (MM/DD/YYYY)	

College Council	March 31, 2015
Advising Body	Date Consulted (MM/DD/YYYY)

Vice President, Human Resources	David Coward	January 1, 2020	
Approver	Print Name	Date (MM/DD/YYYY)	

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

Make findings, implement sanctions or make recommendations for sanctions as per the Student and Employee Code of Conduct

- x 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

Go to a safe place

Get medical attention

Seek support, counselling and accommodations:

x Students:

Counselling Services

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)

x Employees:

Human Resources

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)

Report the incident:

x If there is an imminent risk to safety, call **911**

x Campus Safety Services 24-hour line **705.722.5100**

x Director of Campus Safety Services **249.388.0270**

Manager of Conflict Resolution and Investigations **249.388.0290**

Human Resources **705.722.5100**

x Contact your local police

x Safe@Georgian app (for all of the above information and more)

Know Your Rights:

Anyone who has experienced sexual violence has the right to:

x be believed and treated with dignity and respect

x be informed about internal and external services and resources

x choose the services you feel will be most helpful

x decide whether to report to Campus Safety Services and/or your local police

x have your complaint acted upon by the college in a thorough and expedited manner

x have an on-campus investigation with the institution's full cooperation

x 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
- Counselling Services: www.georgiancollege.ca/student-life/student-services/counselling/
- Health Services: 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

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 **1.877.722.1523**
 - 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 **249.388.0270**
 - Manager of Conflict Resolution and Investigations **249.388.0290**
 - Contact your local police
- Employees:
 - Human Resources **705.722.1580**
 - 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 **249.388.0270**
 - Manager of Conflict Resolution and Investigations **249.388.0290**
 - 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/
- 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/
- 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 be 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	<u>Athena's Sexual Assault Counselling & Advocacy Centre</u>	800.987.0799	705.526.3221
Midland	<u>Athena's Sexual Assault Counselling & Advocacy Centre</u>	800.987.0799	705.526.3221
Muskoka	<u>Muskoka Parry Sound Coordinated Sexual Assault Service</u>	800.461.2929	705.646.2122
Orangeville	<u>Domestic and Sexual Assault, Headwaters Health Care Centre</u>	519.941.4357 (HELP)	519.941.2702
Orillia	<u>Sexual Assault Treatment Centre, Orillia Soldiers Memorial Hospital</u>	705.737.2008	705.327.9155
		800.987.0799	877.377.7438
Owen Sound	<u>Grey Bruce Health Services Sexual Assault/Partner Abuse Care Centre</u>	519-376-2121 Ext. 2458	519-376-2121 Ext. 2458
South Georgian Bay	<u>Athena's Sexual Assault Counselling & Advocacy Centre</u>	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
Barrie	Athena's Sexual Assault Counselling & Advocacy Centre	800.987.0799	705.526.3221
Midland	Athena's Sexual Assault Counselling & Advocacy Centre	800.987.0799	705.526.3221
Muskoka	Muskoka Parry Sound Coordinated Sexual Assault Service	800.461.2929	705.646.2122
Orangeville	Domestic and Sexual Assault, Headwaters Health Care Centre	519.941.4357 (HELP)	519.941.2702
Orillia	Sexual Assault Treatment Centre, Orillia Soldiers Memorial Hospital	705.737.2008 800.987.0799	705.327.9155 877.377.7438
Owen Sound	Grey Bruce Health Services Sexual Assault/Partner Abuse Care Centre	519-376-2121 Ext. 2458	519-376-2121 Ext. 2458
South Georgian Bay	Athena's Sexual Assault Counselling & Advocacy Centre	800.987.0799	705.526.3221

Sexual Assault Centres (Ontario)

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

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

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

	Sudbury		
Thunder Bay	Thunder Bay Sexual Abuse & Sexual Assault Counselling & Crisis Centre	807.344.4502	807.345.0894
Timmins	Timmins and Area Women in Crisis	877.268.8380	705.268.8381
Toronto	Multicultural Women Against Rape/Toronto Rape Crisis Centre	416.597.8808	416.597.1171
Windsor-Essex	Sexual Assault Crisis Centre of Essex County	519.253.9667	519.253.3100
York	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
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
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
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
Casier Postal 774, London, ON N6A 4Y8
519.858..0954
1.888.858..0954 bienvenue@carrefourfemmes.on.ca

Centre Victoria pour femmes

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

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

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

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

1320 rue Barton East

Hamilton, ON L8H 2W1

905.528..0163

1.866.437..7606

cschn@cschn.ca