

**Procedure Type:** Administrative

**Procedure #** 2-122

**Procedure Title:** Sexual Violence Procedure and Protocol

**Responsibility:** Vice President, Corporate Services and Innovation

**Effective Date:** March 31, 2015

## Sexual Violence Procedure and Protocol

### 1. 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 and protocol 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, equality 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 that they experience or witness.

Sexual violence can occur between individuals regardless of sexual orientation, gender, and gender identity or relationship status as articulated in the Ontario *Human Rights Code*. The College also recognizes that individuals who experience sexual violence may experience emotional, academic or other difficulties.

## 2. SCOPE

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

### 2.1 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
- *Criminal Code of Canada*
- Employee Code of Conduct #4-136
- Human Rights Complaint Resolution Procedure #4-134
- *Ontario Occupational Health and Safety Act*
- *Ontario Human Rights Code*
- Residence Community Living Standards (Handbook)
- Student Code of Conduct #6-100
- Support Staff Collective Agreement
- Workplace Violence and Workplace Harassment Procedure #HS-109

## 3. DEFINITIONS

### 3.1 Sexual Violence, Sexual Assault and Consent

**Adopted from definitions as provided by Colleges Ontario**

**Sexual violence:** A broad term that describes any violence, physical or psychological, carried out through sexual means or by targeting sexuality. This violence takes different forms including sexual abuse and sexual assault.

**Sexual assault:** 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 is characterized by a broad range of behaviours that involve the use of force, threats, or control towards a person, which makes that person feel uncomfortable, distressed, frightened, threatened, or that is carried out in circumstances in which the person has not freely agreed, consented to, or is incapable of consenting to. The victim of sexual assault can be a man or a woman and the attacker can be of the opposite or same sex as the victim.

**Consent:** 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 that 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:

- Silence or non-communication cannot be interpreted as consent and a person in a state of diminished judgment cannot consent.
- A person is incapable of giving consent if they are asleep, unconscious or otherwise unable to communicate.
- A person who has been threatened or coerced into engaging in the sexual activity is not consenting to it.
- A person who is drugged is unable to consent.
- A person is usually unable to give consent when impaired by alcohol and/or drugs.
- 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.
- 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.
- A person can withdraw consent by words, expressions or conduct at any time during the course of a sexual encounter.
- 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.
- A person cannot give consent on behalf of another person.
- A person who is under the age of sixteen cannot consent to sexual activity with another person who is five or more years old than them, and a person who is under the age of fourteen 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 in Section 3.2).

A person initiating sexual activity must ensure clear and affirmative responses are communicated with the person they are engaging with sexually and that the person has reached the age of consent.

**NOTE:** The *Criminal Code* defines “consent” as follows:

The voluntary agreement of the complainant to engage in the sexual activity in question. No consent is obtained, where

- a) the agreement is expressed by the words or conduct of a person other than the complainant;
- b) the complainant is incapable of consenting to the activity;
- c) the accused induces the complainant to engage in the activity by abusing a position of trust, power or authority;
- d) the complainant expresses, by words or conduct, a lack of agreement to engage in the activity; or,
- e) 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.

### **3.2 Other Relevant Terms**

**Acquaintance sexual violence:** Sexual violence that is forced, manipulated, or coerced by a partner, friend or acquaintance.

**Age of consent for sexual activity:** The age at which a person can legally consent to sexual activity. In Canada, sixteen is the legal age of consent for sexual acts, and children under twelve 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 twelve and sixteen. Twelve and 13-year-olds can consent to sexual involvement with a person who is less than two years older than themselves. Fourteen and fifteen year-olds can consent to sexual involvement with a person who is less than five years older. Youth who are sixteen or older can consent to sexual involvement with a person who is not in a position of trust or authority.

**Coercion:** In the context of sexual violence, coercion is unreasonable and persistent pressure for sexual activity. Coercion is the use of emotional manipulation, 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, such as being sexual or performing sexual acts.

**Complainant:** 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.

**Drug-facilitated sexual violence:** Sexual violence involving the use of alcohol and/or drugs to control, overpower or subdue a victim.

**Respondent:** A person against whom an accusation of sexual violence is made, whether or not a formal proceeding has been commenced.

**Stalking:** A form of criminal harassment prohibited by the *Criminal Code of Canada*. 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:

- a) non-consensual communications (face to face, phone, email, social media);
- b) threatening or obscene gestures;
- c) surveillance;
- d) sending unsolicited gifts;
- e) "creeping" via social media/cyber-stalking; and,
- f) uttering threats.

**Survivor or victim:** 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.

## **4. SEXUAL VIOLENCE PROCEDURE**

### **4.1 Georgian College Commitments**

The College is committed to:

- assisting survivors 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 accommodation;
- 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 the survivor;
- dispelling myths and misconceptions on sexual violence – see Appendix I;
- treating survivors with compassion recognizing that they are the final decision-makers about their own best interests;
- ensuring that 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 that 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 coordination 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; and,
- monitoring and updating this Procedure to ensure it remains effective and consistent with legislation and other relevant college procedures.

### **4.2 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 persons directing the activities of others, shall take immediate action to respond to or to prevent sexual violence from occurring.

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.

### **4.3 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.

### **4.4 Right to Withdraw a Complaint**

A complainant has the right to withdraw a complaint at any stage of the process. However, the College may continue to investigate and act on the complaint in order to comply with legal obligations, or if the College believes that there is a risk to any persons.

### **4.5 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*; or,
- 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.

### **4.6 Unsubstantiated or Vexatious Complaints**

A complaint of an incident of sexual violence that is not supported by evidence will be dismissed.

Complaints that are found to be frivolous, vexatious or in bad faith may result in disciplinary action against the parties involved.

### **4.7 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 cooperate with the police. Survivors have the right to pursue both a College complaint as well as criminal and/or civil proceedings.

### **4.8 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 imminent 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 College 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.

## **5. SEXUAL VIOLENCE PROTOCOL**

### **5.1 If You Experience Sexual Violence**

#### **1. Go to a Safe Place**

#### **2. Get Medical Attention**

#### **3. Seek Support and Counselling**

- Students:
  - Counselling Services **705.722.1523**
  - Nurse Practitioner Clinic (Barrie Campus) **705.722.1581**
  - Good2Talk 24-hour line **866.925.5454**
  - Athena’s Sexual Assault Counselling and Advocacy 24-hour line **800.987.0799**
- 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**

#### **4. Report the Incident**

- If there is an imminent risk to safety, call **911**
- Campus Safety and Security 24-hour line **705.722.5100**
- Director of Campus Safety and Security **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

### **5.2 Statement of Survivors’ 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 they feel will be most helpful;
- decide whether to report to Campus Safety and Security 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; and,
- have a safety plan including reasonable measures to prevent contact with the respondent.

The College strongly encourages you to report sexual violence. Information, resources and services are outlined in Sections 5.1, 5.9 and Appendix II, and on the College website:

Campus Safety and Security: [www.georgiancollege.ca/about-georgian/campus-safety-and-security/](http://www.georgiancollege.ca/about-georgian/campus-safety-and-security/)

Counselling Services: [www.georgiancollege.ca/student-services/counselling/](http://www.georgiancollege.ca/student-services/counselling/)

Health Services: [www.georgiancollege.ca/student-services/health-services/](http://www.georgiancollege.ca/student-services/health-services/)

Human Resources: <http://my.georgiancollege.ca/HumanResourceServices/>

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

**If you witness sexual violence, there are options for reporting and advice:**

- Campus Safety and Security:
  - 24-hour line, **705.722.5100**
  - Office of the Director, Campus Safety and Security (Barrie Campus, E217), **705.728.1968, ext. 1190**
  - Manager of Conflict Resolution and Investigations, **705.728.1968, ext. 1012**
- Students:
  - Counselling Services, **705.722.1523**
  - Good2Talk 24-hour line, **866.925.5454**
  - Athena’s Sexual Assault Counselling and Advocacy 24-hour line, **800.987.0799**
- 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**

**If you become aware of sexual violence:**

- If a survivor confides in you about sexual violence, 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 and Security
  - 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; and,
  - maintain confidentiality and anonymity, subject to Section 4.8 Confidentiality.

## **If you are an employee of the College:**

- 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 4.8 Confidentiality, as follows:
  - Counselling Services (for students), **705.722.1523**
  - Campus Safety and Security, **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 Student Success 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 accused assailant, 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.

### **5.4 If You Have Been Named as a Respondent**

Do not contact the complainant or survivor, as the case may be. 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 and Security 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: <http://www.georgiancollege.ca/student-services/counselling/>.
- If you are an employee, Human Resources or Campus Safety and Security 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.

### **What about legal advice?**

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

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

All matters remain confidential, subject to Section 4.8 Confidentiality.

### **5.5 Roles and Responsibilities of the College Community**

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

- On-campus counselling and health supports to provide psychological and emotional support;
- Assistance with safety planning and referrals to other services, including medical services;
- Faculty, staff and administrators to facilitate academic accommodations as required;
- Residence staff to facilitate safe living arrangements;
- Student operated sexual violence services to provide peer supports;
- Human Resources to provide support resources, accommodations and assistance with any incidents relating to employees; and,
- Campus Safety and Security to conduct or assist with investigations and gathering evidence, and implementing measures to reduce sexual violence on campus and safeguard the college community.

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

### **5.7 Filing a Formal Complaint**

Campus Safety and Security, 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 5.8 on how the College will respond to a report of sexual violence. Survivors may also wish to initiate civil or criminal proceedings. Campus Safety and Security can assist by providing appropriate referrals.

### **5.8 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 the safety of other members of the College community is at risk. 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.

### Where the Respondent is a Student

Sexual violence is a serious violation of the Student Code of Conduct and the Residence Community Living Standards.

- Student Code of Conduct: [www.georgiancollege.ca/student-code-of-conduct/](http://www.georgiancollege.ca/student-code-of-conduct/)
- Residence Community Living Standards: [http://georgianrez.ca/downloads/georgian\\_barrie\\_residence\\_handbook.pdf](http://georgianrez.ca/downloads/georgian_barrie_residence_handbook.pdf)

### Where the Respondent is an Employee

Sexual violence is a serious violation of 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. If the complaint is found to be validated following an investigation, the College will determine the appropriate disciplinary actions consistent with any applicable collective agreement and/or procedures regarding discipline. See the Employee Code of Conduct: <https://my.georgiancollege.ca/Procedures/Pages/human-resources-procedures.aspx>

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

Contractors, suppliers, volunteers or visitors of the College will be subject to remedies if they engage in sexual violence or any other prohibited conduct.

All contractual relationships entered into by the College will be governed by a standard contract compliance clause stating that contractors must comply with this Procedure and the Ontario *Human Rights Code*, including co-operating in investigations. Breach of the clause may result in penalties, cancellation, or other sanctions.

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

Campus Region	Sexual Assault Centre	24-hr Crisis Line	Phone
Barrie	Athena's Sexual Assault Counselling & Advocacy Centre	705.737.2008 800.987.0799	705.737.2884
Midland	Athena's Sexual Assault Counselling & Advocacy Centre	705.737.2008 800.987.0799	705.737.2884
Muskoka	Muskoka Parry Sound Coordinated Sexual Assault Service	800.461.2929	705.646.2122 877.406.1268
Orangeville	Medical and Crisis Support, Headwaters Health Care Centre	519.941.4357 (HELP)	519.941.2410, ext. 2214
Orillia	Sexual Assault Treatment Centre, Orillia Soldiers Memorial Hospital	705.737.2008 800.987.0799	705.327.9155 800.987.0799
Owen Sound	Grey Bruce Health Services Sexual Assault/Partner Abuse Care Centre	416.364.4144 or 866.863.0511	519.376.2121, ext. 2458
South Georgian Bay	Athena's Sexual Assault Counselling & Advocacy Centre	705.737.2008 800.987.0799	705.737.2884

## 6.0 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 (METRAC) 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.

## 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**

<b>Myth</b>	<b>Fact</b>
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, Aboriginal 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 ten 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.
If the person chose to drink or use drugs, then it isn't considered sexual assault.	This is a prominent misconception about sexual assault. No one can consent while drunk or incapacitated.
If the victim didn't scream or fight back, it probably wasn't sexual assault.  If the victim does not fight back, the sexual assault is their fault.	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.
If you didn't say no, it must be your fault.	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”.
If a woman isn't crying or visibly upset, it probably wasn't a serious sexual assault.	Every woman responds to the trauma of sexual assault differently. She may cry or she may be calm. She may be

Myth	Fact
	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.
If someone does not have obvious physical injuries, like cuts or bruises, they probably were not sexually assaulted.	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.
If it really happened, the victim would be able to easily recount all the facts in the proper order.	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.
Individuals lie and make up stories about being sexually assaulted; and most reports of sexual assault turn out to be false.	According to Statistics Canada, fewer than one in 10 sexual assault victims report the crime to the police. Approximately 2% of sexual assault reports are false. The number of false reports for sexual assault is very low. Sexual assault carries such a stigma that many people prefer not to report.
Persons with disabilities don't get sexually assaulted.	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.
A spouse or significant other cannot sexually assault their partner.	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 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.
If you got aroused or got an erection or ejaculated you must have enjoyed it.	It is normal for your body to react to physical stimulation. Just because you became physically aroused does not mean that you liked it, or wanted it or consented in any way. If you experienced some physical pleasure, this does not take away the fact that sexual abuse happened or the effects or feelings of abuse.

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

<i>Region in Ontario</i>	<i>Sexual Assault Centre</i>	<i>24-hr Crisis Line</i>	<i>Office Phone</i>
Barrie	Athena's Sexual Assault Counselling & Advocacy Centre	705.737.2008 800.987.0799	705.737.2884
Midland	Athena's Sexual Assault Counselling & Advocacy Centre	705.737.2008 800.987.0799	705.737.2884
Muskoka	Muskoka Parry Sound Coordinated Sexual Assault Service	800.461.2929	705.646.2122 877.406.1268
Orangeville	Medical and Crisis Support, Headwaters Health Care Centre	519.941.4357 (HELP)	519.941.2410, ext. 2214
Orillia	Regional Sexual Assault Treatment Centre, Orillia Soldiers Memorial Hospital	705.737.2008 800.987.0799	705.327.9155 800.987.0799
Owen Sound	Grey Bruce Health Services Sexual Assault/Partner Abuse Care Centre	416.364.4144 or 866.863.0511	519.376.2121, ext. 2458
South Georgian Bay (Collingwood)	Athena's Sexual Assault Counselling & Advocacy Centre	705.737.2008 800.987.0799	705.737.2884

**Sexual Assault Centres (Ontario)**

<i>Region in Ontario</i>	<i>Sexual Assault Centre</i>	<i>24-hr Crisis Line</i>	<i>Office Phone</i>
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 Grey: Sexual Assault Services	866.578.5566	519.372.1113
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
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

<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 Sudbury		705.523.7100, ext. 2647
<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	800.263.6734 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

[www.centrepasserelle.ca](http://www.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

[www.calacs.ca](http://www.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

[www.centrenovas.ca](http://www.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

[www.carrefourfemmes.on.ca](http://www.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

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

C.P. 308 Sudbury (ON) P3E 4P2

705.670.2517

[info@centrevictoria.ca](mailto:info@centrevictoria.ca)

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

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

P.O. Box 26058

Thunder Bay (ON) P7B 0B2

807.684.1955

1.888.415.4156

[admin@centrelles.com](mailto:admin@centrelles.com)

Oasis Centre des femmes

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

465 Yonge Street PO Box 73022 Wood Street PO Toronto ON M4Y 2W5

416.591.6565

[services@oasisfemmes.org](mailto:services@oasisfemmes.org)

Colibri - Centre des femmes francophones du comté de Simcoe

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

80, rue Bradford, bureau 340 Barrie (ON) L4N 6S7

705.797.2060

1.877.797.2050

[admin@centrecolibri.ca](mailto:admin@centrecolibri.ca)

Centre de santé communautaire Hamilton/Niagara - Espace entre Elles

[www.centredeantecommunautaire.com](http://www.centredeantecommunautaire.com)

1320 rue Barton Est Hamilton (ON) L8H 2W1

905.528.0163

1.866.437.7606

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