

SUBJECT

SEXUAL VIOLENCE AND SEXUAL HARASSMENT PROCEDURE

DEFINITIONS

Sexual assault: A criminal offence under the *Criminal Code* of Canada. 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 behaviors from any unwanted touching to penetration. Sexual assault is characterized by a broad range of behaviors 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.

Sexual violence: A broad term that describes any violence, physical or psychological, carried out through sexual means or by targeting sexuality, gender identity or gender expression. This violence takes different forms including sexual abuse and sexual assault. (See **Appendix I** for use of the term rape within the context of sexual violence.)

Sexual Harassment:

- a) engaging in a course of vexatious comments or conduct against a college Community Member in a college setting, including virtually through the use of information and communications technology, because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known, or ought reasonably to be known, to be unwelcome; or
- b) making a sexual solicitation or advance where the individual making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the College Community Member and the individual knows, or ought reasonably to know, that the solicitation or advance is unwelcome.

Consent: The voluntary and explicit agreement to engage in the sexual activity in question. It is the act of willingly agreeing to engage in specific sexual behavior, 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, 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 must never 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 (i.e. is not agreeing voluntarily) 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 under the influence of alcohol and/or drugs.
- A person may be unable to give consent if they have a mental disability

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- preventing them from fully understanding the sexual acts.
- 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 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, such as, a faculty member initiating a relationship with a student who they teach, an administrator in a relationship with anyone who reports to that position.
- Consent cannot be given on behalf of another person.

It is the responsibility of the initiator of sexual activity to ensure clear and affirmative responses are communicated at all stages of sexual engagement. It is also the initiator's responsibility to know if the person they are engaging with sexually is a minor.

Note: For information purposes only, the *Criminal Code* defines "consent" as follows:

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

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

Acquaintance sexual assault: Sexual contact 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, children under 12 can never legally consent to sexual acts. Sixteen is the legal age of consent for sexual acts. 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 have sex with other youth who are less than 2 years older than themselves. Youth who are 14 and 15 years old may consent to sexual involvement that is mutual with a person who is less than 5 years older. Youths 16 and 17 years old may legally consent to sexual acts with someone 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 particular sexual acts.

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Drug-facilitated sexual assault: The use of alcohol and/or drugs (prescription or non-prescription) by a perpetrator to control, overpower or subdue a victim for purposes of sexual assault.

Stalking: A form of criminal harassment prohibited by the *Criminal Code* of Canada. It involves behaviors that occur on more than one occasion and which collectively instill fear in the victim or threaten the victim/target's safety or mental health. Stalking can also include threats of harm to the target's friends and/or family. These behaviors include, but are not limited to non-consensual communications (face to face, phone, email, social media); threatening or obscene gestures; surveillance; sending unsolicited gifts; "creeping" via social media/cyber-stalking; and uttering threats.

Survivor: Some who have experienced sexual violence/harassment may choose to identify as a survivor. Individuals might be more familiar with the term "victim". We use the term survivor throughout this policy where relevant because some who have experienced sexual assault believe they have overcome the violent experience and do not wish to identify with the victimization. It is the prerogative of the person who has experienced these circumstances to determine how they wish to identify.

PROCEDURE

1. Reporting and Responding to Sexual Violence/Harassment

- 1.1. Members of the Northern College community should immediately report sexual violence/harassment incidents they witness or have knowledge of, or where they have reason to believe that sexual violence/harassment has occurred or may occur. Members who have experienced sexual violence/harassment are encouraged to come forward to report as soon as they are able to do so.
- 1.2. 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/harassment from occurring.
- 1.3. Where the College becomes aware of incidents of sexual violence/harassment 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.

2. Complaint Process and Investigations

A complaint of sexual assault or any other kind of sexual violence/harassment can be filed under this Policy by any member of the College community.

2.1. Right to Withdraw a Complaint

A complainant has the right to withdraw a complaint at any stage of the

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process. However, the College may continue to act on the issue identified in the complaint in order to comply with its obligation under this Policy and/or its legal obligations.

2.2. Protection from Discipline, Reprisals, Retaliation or Threats

The College will take reasonable steps to protect persons from reprisals, retaliation and threats. This may entail, for example, advising individuals in writing of their duty to refrain from committing a reprisal and sanctioning individuals for a breach of this duty. The College may also address the potential for reprisals by providing an accommodation in the circumstances.

It is contrary to this Policy for anyone to retaliate, engage in reprisals or threaten to retaliate against a complainant or other individual for:

- having pursued rights under this Policy or the Ontario *Human Rights Code*;
- having participated or co-operated in an investigation under this Policy or the Ontario *Human Rights Code*; or
- having been associated with someone who has pursued rights under this Policy or the Ontario Human Rights Code.

Anyone engaged in such conduct may be subject to sanctions and/or discipline, up to and including dismissal.

Students will be informed, that if they, in good faith, report an incident of, or make a complaint about, sexual violence, they will not be subject to discipline or sanctions for violation of the College's policies relating to drug or alcohol use at the time the alleged sexual violence occurred.

2.3. Unsubstantiated or Vexatious Complaints

If a person, in good faith, discloses or files a sexual violence/harassment complaint that is not supported by evidence gathered during an investigation, that complaint will be dismissed.

Disclosures or complaints that are found following investigation to be frivolous, vexatious or bad faith complaints, that is, made to purposely annoy, embarrass or harm the respondent, may result in sanctions and/or discipline against the complainant.

3. Confidentiality

Confidentiality is particularly important to those who have disclosed sexual violence/harassment. Subject to the provisions of the Freedom of Information and Protection of Privacy Act, the confidentiality of all persons involved in a report of sexual violence/harassment must be strictly observed, and the College does its best to respect the confidentiality of all persons, including the complainant, respondent, and witnesses by restricting routine access to information to individuals with a need for such access and by providing education and training to those who are regularly involved in the

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administration of reports and complaints.

However, confidentiality cannot be assured in the following circumstances:

- an individual is at imminent risk of self-harm;
- an individual is at imminent risk of harming another; and/or
- there are reasonable grounds to believe that others in the College or wider community may be at risk of harm.

In such circumstances, information would only be shared with necessary services to prevent harm, and the name of the survivor would not be released to the public.

Where the College becomes aware of an allegation of sexual violence/harassment by a member of the College community against another member of the College community, the College may also have an obligation to take steps to ensure that the matter is dealt with in order to comply with the College's legal obligation and/or its policies to investigate such allegations. In such cases, certain College administrators will be informed about the reported incident on a "need to know" and confidential basis, but not necessarily of the identities of the persons involved.

4. Cross References to Other Policies and/or Legal Requirements

- Academic and Support Staff Collective Agreements
- Terms and Conditions of Employment for Administrative Staff
- Respectful College Community Policy
- Discipline Policy and Procedure
- Student Code of Conduct
- Occupational Health and Safety Act
- Criminal Code of Canada
- Freedom of Information and Protection of Privacy Act
- Ontario Human Rights Code

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Sexual Violence and Sexual Harassment Protocol

1. If You Have Experienced or Have Been Affected by Sexual Violence/Harassment

If you have experienced or have been affected by sexual violence/harassment and require support and accommodation, the College will assist you by providing the resources and support you need.

For **EMPLOYEES** please contact your Supervisor or the Human Resource Services (HRS) department at hr@northern.on.ca.

For **STUDENTS** please contact a Student Advisor or Campus Manager at:

Timmins Campus:	705-235-3211 ext. 2232
Kirkland Lake Campus:	705-567-9291 ext. 3603
Haileybury Campus:	705-672-3376 ext. 8810
JBEC/Mossonnee Campus	705-336-2913 ext. 5601

It is often difficult to disclose and report incidents of sexual violence/harassment. It is entirely up to you if you choose to report the incident; however, we strongly encourage you to do so. A number of other resources are available to you, please see: **Appendix II – Sexual Assault Centres (Ontario)**.

Anyone who has experienced sexual violence/harassment has the right to:

- be treated with dignity and respect;
- be believed;
- be informed about on- and off-campus services and resources;
- decide whether or not to access available services and to choose those services they feel will be most beneficial;
- decide whether to report to local police;
- have an on-campus investigation with the institution's full cooperation;
- have a safety plan; and
- have reasonable and necessary actions taken to prevent further unwanted contact with the alleged perpetrator(s).

2. If You Would like to File a Formal Complaint

The individuals listed above can also assist you with filing a complaint. If the alleged perpetrator is another member of the College community, you may file a complaint under this Policy.

Please note that you are not required to file a formal complaint to obtain Supports, services or appropriate accommodation from the college.

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If you have experienced sexual violence/harassment you may also wish to press charges under the *Criminal Code*. These individuals can also assist you with contacting the local Police.

More information on filing a complaint can be found in the Violent Incident Report Form.

3. What to Do if You Witnessed Sexual Violence/Harassment

If you witness sexual violence/harassment, and if the situation presents imminent and serious danger, call 911 immediately.

You may also contact the individuals listed below who will assist you by providing resources and necessary support.

For **EMPLOYEES** please contact your Supervisor or the HRS Policy Coordinator at hr@northern.on.ca.

For **STUDENTS**, please contact a Student Advisor or Campus Manager at:

Timmins Campus:	705-235-3211 ext. 2232
Kirkland Lake Campus:	705-567-9291 ext. 3603
Haileybury Campus:	705-672-3376 ext. 8810
JBEC/Moosonee Campus	705-336-2913 ext. 5601

A number of other resources are available to you, please see: **Appendix II – Sexual Assault Centres (Ontario)**.

All College Community members including contractors have a duty to immediately report all incidents and suspected incidents of sexual violence/harassment. Students are strongly encouraged to report incidents of sexual violence/harassment, but do not need to report incidents of sexual violence/harassment to obtain supports, services or accommodations from the college.

All members of the College Community who have witnessed sexual violence/harassment have a duty to cooperate with a College investigation.

Employees are required to immediately report the alleged incident to a Supervisor or to a Human Resource Services Administrator.

4. What to Do if Someone Discloses Allegations of Sexual Violence/Harassment

A person may choose to confide in someone about an act of sexual violence/harassment, such as a student, or employee. An individual who has experienced sexual violence/harassment may also disclose to an employee when seeking support and/or work/academic accommodation. A supportive response

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involves:

- listening without judgement and accepting the disclosure as true;
- communicating that sexual violence/harassment is never the responsibility of the survivor;
- helping the individual identify and/or access available on- or off-campus services, including emergency medical care and counselling;
- respecting the individual's right to choose the services they feel are most appropriate;
- to decide whether to report to the police and/or a Campus Managers or the HRS department;
- recognizing that disclosing can be traumatic and an individual's ability to recall the events may be limited;
- respecting the individual's choices as to what and how much they disclose about their experience; and
- making every effort to respect confidentiality and anonymity.

If disclosure is made to faculty or staff by a student seeking support or academic accommodation, the faculty or staff should refer the student to a Student Advisor, and work with the Student Advisor to ensure that the student receives all necessary academic and other accommodations.

As indicated above, if faculty or staff of the College becomes aware of an allegation of sexual violence/harassment against another member of the College community, the faculty or staff is required to immediately report the alleged incident to a Supervisor or the Human Resource Services department.

5. Communicating with Individuals who have Experienced Sexual Violence/Harassment

Sensitive and timely communication with individuals who have experienced sexual violence/harassment and their family members (when an individual consents to this communication) is a central part of the College's first response to sexual violence/harassment. To facilitate communication, the College will:

- Ensure that designated employees in Advising Services and Human Resource Services, who are knowledgeable about sexual violence/harassment, are responsible for advocacy on campus on behalf of employees, students or any other member of the College community who have experienced sexual violence/harassment;
- Ensure designated employees respond in a prompt, compassionate, and personalized fashion; and
- Ensure that the person who has experienced sexual violence/harassment and the respondent are provided with reasonable updates about the status of the College's investigation of the incident when such investigations are undertaken.

6. Roles and Responsibilities of the College Community

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

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which might include:

- On-campus advising support to provide emotional support, assist with safety planning and make referrals to other services, including medical services;
- Faculty, staff and administrators to facilitate academic accommodations and other needs of those who have been affected by or experienced sexual violence/harassment, e.g., extensions on assignments, continuing studies from home, and dropping courses;
- Student Services and residence staff to facilitate safe living arrangements to the best of our abilities;
- HRS to assist with any incidents relating to employees; and
- Appropriate employees to assist with investigations and gathering evidence, to implement measures to reduce sexual violence/harassment on campus, and to collaborate with local police.

7. How Will the College Respond to a Report of Sexual Violence/Harassment?

Where a complaint of sexual violence/harassment has been reported to the College, the College will exercise care to protect and respect the rights of both the complainant and the respondent. The College understands that individuals who have experienced sexual violence/harassment may wish to control whether and how their experience will be dealt with by the police and/or the College. In most circumstances, the person will retain this control. A person who has experienced sexual violence/harassment may choose not to request an investigation and has the right not to participate in any investigation that may occur.

In certain circumstances, however, 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 are at risk. The confidentiality and anonymity of the person(s) affected will be prioritized in these circumstances.

A report of sexual violence/harassment may also be referred to the police, or to other community resources at the complainant's request, where the persons involved are not a member of the College community or in circumstances where the College is unable to initiate an internal investigation under this Policy.

An individual who discloses their experience of sexual violence through reporting an incident of, making a complaint about, or accessing supports and services for sexual violence, will not be asked irrelevant questions during the investigation process by the college's staff or investigators, including irrelevant questions relating to the individual's sexual expression or past sexual history.

The College adheres to the following in investigation and making decisions about formal complaints. If an entitlement set out below conflicts with something set out in another College policy, the entitlement set out below will prevail.

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7.1. Where the Respondent is a Student

Sexual violence/harassment is a violation of this Policy as well as the Respectful College Community Policy. It is considered a serious offence and will be addressed in a manner which is consistent with other serious offences. Please see the Student Code of Conduct for more details on the disciplinary process.

The Campus Manager is responsible for leading the intake, investigation and the decision-making process.

As set out in the Student Handbook, appeals of student violations may be pursued based on limited grounds.

7.2. Where the Respondent is an Employee

Sexual violence/harassment is a violation of this Policy as well as the Respectful College Community Policy. Allegations against employees will be addressed in accordance with the procedures set out in this Policy, and in any applicable collective agreement, and/or other College policies.

HRS is responsible for the intake, investigation and decision-making process.

Employee may file a grievance as permitted by the applicable Collective Agreement or the Terms and Conditions of Employment for Administrative Staff.

7.3. Where the Respondent is not a Student or Employee

Contractors, suppliers, volunteers or visitors who attend on campus will be subject to complaints if they engage in 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 Policy and the Ontario *Human Rights Code*, including co-operating in investigations. Breach of the clause may result in penalties, cancellation, or other sanctions.

The Campus Manager is responsible for leading the intake, investigation and the decision-making process.

There is no formal appeal process for supplier, volunteer or visitor violations.

The College may decide to use an external investigator when appropriate in any of the above circumstances.

7.4. Multiple Proceedings

Where criminal and/or civil proceedings are commenced in respect of the allegations of sexual violence/harassment, the College may conduct its own independent investigation into such allegations, and make its own determination in accordance

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with its policies and procedures. If another proceeding is initiated, the College also has the right to consider suspending or terminating this procedure. Where there is an ongoing criminal investigation, the College will cooperate with the local police.

7.5 Procedural Fairness

Except as otherwise stated in this Procedure, the College provides those whose rights, privileges or interests may be affected by a decision with notice of the decision to be made, disclosure of facts relevant to the decision and an opportunity to be heard. The College may decide how it meets these obligations in different circumstances, and will do so with a view to providing a fair process, making a sound decision and preserving the dignity of survivors. The College has the right to withhold disclosure early on in its process to obtain a person's independent recollection of events.

7.6 Support and Representation

Complainants and respondents may attend meetings with a single (non-participating) support person. The College considers requests to attend meetings with additional support persons and with legal or other representation on a case-by-case basis, with a view to promoting a fair and expeditious process. The College may still question and expect direct answers from an individual who is represented.

7.7 Interim Measures

The rights and privileges of a respondent may be restricted by the College before it makes a final determination about the alleged misconduct. For example, a respondent may be moved from a complainant's residence, restricted from entering certain parts of campus and restricted from attending class.

Such "interim measures" will be imposed only as necessary to meet the needs of complainants and persons who report incidents of sexual violence/harassment or otherwise under the College's Respectful College Community Policy. The College will also take steps to minimize the impact of interim measures on respondents.

Interim measures are not punishment and do not represent a finding of misconduct. The College may impose interim measures immediately. Respondents may ask the College to review a decision to impose interim measures, but only to address the impact of the imposed measure and the preference for other alternatives.

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7.8 Outcomes

The College will determine, based on its investigation, what happened and whether it constitutes sexual violence/harassment or another form of misconduct. If the College finds there has been misconduct, it will determine the appropriate penalty.

Students may face discipline, up to and including expulsion. Employees may face discipline, up to and including discharge. Contractors, suppliers, volunteers and visitors may face penalties, cancellation of contracts and other sanctions.

7.9 Written Decision

The College will inform the complainant and respondent of the results of its investigation in writing. The written decision summary will include a brief description of any corrective action that the College has taken or will take as a result of its investigation.

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APPENDIX I

Use of the term “Rape” in the context of Sexual Violence

This policy refers to the offence of sexual assault to align with the current 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 encompasses a broad range of unwanted sexual activity. Any unwanted sexual contact is considered to be sexual violence, as well as any act targeting a person's sexuality, gender identity or gender expression. 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-

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Myth	Fact
	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".

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Myth	Fact
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 silent or very angry. Her behavior 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

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Myth	Fact
	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 behavior 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, ethic, 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.

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APPENDIX II
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	1-877-759-1230	705-759-1230
Belleville-Quinte	Sexual Assault Centre for Quinte & District	1-877-544-6424	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	1-866-578-5566	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	1-800-721-0077	705-848-2585
Guelph-Wellington	Guelph-Wellington Women in Crisis	519-836-5710 1-800-265-7233	519-836-1110
Haileybury	Timiskaming and District Victim Crisis Assistance and Referral Service (VCARS)		705-647-0096
	Pavilion Crisis Support Counsellor	1-888-871-9090	705-672-2128
	Temiskaming Crisis Response Services	1-888-665-8888	
	Victim Services	705-647-0096	
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	Kawartha Sexual Assault Centre	705-741-0260	705-748-5901

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(Peterborough & Area)			
Kenora	Kenora Sexual Assault Centre	807-468-7233 1-800-565-6161	807-468-7958
Kingston	Sexual Assault Centre Kingston	613-544-6424 1-877-544-6424	613-545-0762
Kirkland Lake	Victim Crisis Assistance and Referral Service (VCARS)		705-568-2154
Waterloo	Sexual Assault Support Centre of Waterloo Region	519-741-8633	519-571-0121
London-Middlesex	Sexual Assault Centre London	519-438-2272 1-877-529-2272	519-439-0844
Moosonee	Omushkegiskwew House - Moosonee Family Resource Centre		705-336-2456
Muskoka	Athena's Sexual Assault Counselling & Advocacy Centre	705-737-2008 1-800-987-0799	705-737-2884
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	1-800-810-0180	905-792-0821
Renfrew	Women's Sexual Assault Centre of Renfrew County	1-800-663-3060	613-735 – 5551
Sarnia-Lambton	Sexual Assault Survivors' Centre Sarnia-Lambton	519-337-3320	519-337-3154
Sudbury	Voices for Women Sudbury		705-523-7100 ext. 2647
Thunder Bay	Thunder Bay Sexual Abuse & Sexual Assault Counselling & Crisis Centre	807-344-4502	807-345-0894
Timmins	Timmins and Area Women in Crisis	1-877-268-8380	705-268-8380

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	Timmins and District Victims Crisis Assistance and Referral Services (VCARS)	1-877-264-4208	705-360-8700
	Timmins Family Counselling Centre		705-267-7333
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	1-800-263-6734 905-895-7313	905-895-3646

**Pour le support francophone aux femmes victimes d'agression sexuelle:
CALACS (Francophone Sexual Assault Centres) in Ontario**

Centre Passerelle pour femmes: CALACS du Nord de l'Ontario www.centrepasserelle.ca
C.P. 849
Timmins (Ontario)
P4N 7G7
705 360-5657

Centre francophone d'aide et de lutte contre les agressions à caractère sexuel d'Ottawa
www.calacs.ca
40, rue Cobourg
Ottawa (Ontario)
K1N Z6
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
C.P. 410
Casselman (Ontario)
K0A 1M0
613 764-5700
1 866 772-9922 poste 221
administration@centrenovas.ca

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Carrefour des femmes du Sud-Ouest de l'Ontario: CALACS de la région du Sud-Ouest

www.carrefourfemmes.on.ca

Casier Postal 774

London (Ontario)

N6A 4Y8

519 858-0954

1 888 858-0954

bienvenue@carrefourfemmes.on.ca

Centre Victoria pour femmes

www.centrevictoria.ca

C.P. 308

Sudbury (Ontario)

P3E 4P2

705 670-2517

info@centrevictoria.ca

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

www.centrelles.com

P.O. Box 26058

Thunder Bay (Ontario)

P7B 0B2 807 684-1955

1 888 415-4156

admin@centrelles.com

Oasis Centre des femmes

www.oasisfemmes.org

465 Yonge Street

PO Box 73022 Wood Street

Toronto (Ontario)

M4Y 2W5

416 591-6565

services@oasisfemmes.org

Colibri - Centre des femmes francophones du comté de Simcoe

www.centrecolibri.ca

80, rue Bradford, bureau 340

Barrie (Ontario)

L4N 6S7

705 797-2060

1 877 797-2050

admin@centrecolibri.ca

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Centre de santé communautaire Hamilton/Niagara - Espace entre Elles

www.centredesantecommunautaire.com

1320, rue Barton Est

Hamilton (Ontario)

L8H 2W1

905 528-0163

1 866 437-7606

cschn@cschn.ca

Pour le support francophone aux femmes victimes d'agression sexuelle, se il vous plaît visitez (*for French-language support to women victims of sexual assault, please also visit*): Action ontarienne contre la violence faite aux femmes.

Acknowledgements:

A number of resources contributed to the development of this document, 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 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.

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