

**SA16****Sexual Assault / Sexual Violence**

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Responsible Authority:	Vice President Student Services
Executive Sponsor:	Vice President Finance and Administration
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**PURPOSE**

All members of the Algonquin College community have a right to work, study and socialize in an environment that is free from any form of sexual assault/sexual violence. This document sets out our policy and response protocol to sexual assault/sexual violence. It ensures that the rights of those affected by sexual assault/sexual violence are respected and appropriately accommodated and ensures the College has a process of investigation that protects the rights of individuals and holds individuals who have committed an act of sexual assault/sexual violence accountable.

*This policy has been developed as part of a provincial initiative, coordinated by Colleges Ontario in 2015, to ensure a consistent approach to sexual assault / sexual violence across all Ontario Colleges.*

**SCOPE**

This policy applies to all members of the College Community, including students, employees of the College, staff of the Students' Association, contractors, clients, volunteers and visitors to the College.

This policy also applies to incidents of sexual assault and sexual violence involving a member of the College community that occur during out of country activities or off College property but has a real and substantial link to the College. This includes, but not limited to, incidents of sexual assault and sexual violence involving a member of the College community that occur off College property at:

- any College-sanctioned program or event and that may or may not pose a subsequent risk to the safety of member(s) of the College community while on College property; or
- any non-sanctioned program or event and that pose a subsequent risk to the safety of members of the College community, while on College property.

The application of this policy, under the foregoing, will be determined by the College on a case-by-case basis, with a view to ensuring the safety and well-being of members of the college community, while on College property.

## DEFINITIONS & RELEVANT TERMS

Word/Term	Definition
<b>Academic Accommodation</b>	Educational practices, systems and support services designed to accommodate functional challenges based on the best options for a student to successfully complete the academic requirements of their course or program.
<b>Anonymity</b>	Students can be assured of anonymity if they report sexual assault/sexual violence online and select the “anonymous” option. A student disclosing sexual assault/sexual violence to a College Official should understand that the information will be reported confidentially to Security Services and that confidentiality will be assured (with the understanding the College cannot investigate or follow up on an anonymous disclosure).
<b>Confidentiality</b>	The process of strict privacy guiding the College’s response to a disclosure of sexual violence. A student’s name and disclosure is known, but, only to those who need to know in order to conduct an investigation and/or provide support as per the students request.
<b>College Community</b>	Includes all students, employees of the College, staff of the Students’ Association, contractors, clients, volunteers and visitors to the College.
<b>College Official/ Persons in a position of authority</b>	This term is intended to refer to any College employee, not otherwise specifically identified by role who is duly authorized and empowered to carry out official College business / processes / functions / activities on behalf of the College and is acting, within this context, in the name of the College.
<b>Consent</b>	<p>The voluntary and explicit agreement to engage in the sexual activity in question. It is the act of clearly and 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 which indicates a willingness to participate in mutually agreed upon sexual activity. It is also imperative that everyone understands the following:</p> <ul style="list-style-type: none"> <li>• Silence or non-communication must never be interpreted as consent and a person in a state of diminished judgment cannot consent.</li> <li>• A person is incapable of giving consent if asleep, unconscious or otherwise unable to communicate.</li> <li>• 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 in a willing and informed fashion.</li> <li>• A person who is incapacitated by drugs or alcohol is unable to consent.</li> <li>• A person’s ability to give consent may be compromised when incapacitated by drugs or alcohol.</li> <li>• A person may be unable to give consent if they have a mental disability preventing them from fully understanding the sexual acts.</li> </ul>

- The fact that consent was implied or given in the past to a sexual or dating relationship does not mean that consent is deemed to exist for any future sexual activity.
- Current or past flirtatious behaviour is not implied consent.
- 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: The voluntary agreement 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.

<b>Employee</b>	For the purposes of this policy, employee includes full-time employees and part-time employees, including bargaining unit members, management and non-unionized employees.
<b>Indecent Exposure</b>	The exposure of the private or intimate parts of the body in a lewd manner, when the perpetrator may be readily observed.
<b>Sexual assault</b>	A criminal offence under the <i>Criminal Code</i> 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 behaviours from unwanted touching to penetration.
<b>Sexual Exploitation</b>	Seeking benefit through the non-consensual or abusive sexual control over another.

<b>Sexual Harassment</b>	Engaging in a course of vexatious comment or conduct against another 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.
<b>Sexual violence</b>	Any sexual act or act targeting a person's sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person's consent, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation.
<b>Student</b>	Any person who is currently enrolled in a course or program at Algonquin College, or is in the process of enrolling in a course or program or who were enrolled in a course or program when an alleged incident(s) occurred.
<b>Voyeurism</b>	Observing another in a sexual manner without consent and when they could reasonably expect privacy. This includes direct observation, through the use of an electronic or mechanical device, or through the use of a recording.

*The terms below are provided to enhance the context of the references to sexual violence, regardless whether they are used or further defined in this policy.*

<b>Acquaintance sexual assault</b>	Sexual contact that is forced, manipulated, or coerced by a partner, friend or acquaintance.
<b>Age of consent for sexual activity</b>	The age at which a person can legally consent to sexual activity. In Canada, 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.
<b>Coercion</b>	In the context of sexual assault/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.

<b>Drug-facilitated sexual assault</b>	The use of alcohol and/or drugs (prescription or non-prescription) by a perpetrator to control, overpower or subdue a survivor for purposes of sexual assault.
<b>Respondent</b>	The individual alleged of conducting an act of sexual assault or sexual violence.
<b>Stalking</b>	A form of criminal harassment prohibited by the <i>Criminal Code</i> of Canada. It involves behaviours that occur on more than one occasion and which collectively instill fear in the survivor or threaten the survivor/target's safety or mental health. Stalking can also include threats of harm to the target's friends and/or family. These behaviours 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.
<b>Survivor</b>	Some who have been affected by sexual assault/sexual violence 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 been affected by 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 been affected by these circumstances to determine how they wish to identify.

## POLICY

Sexual assault and sexual violence are unacceptable and will not be tolerated. We are committed to challenging and preventing sexual assault/sexual violence and creating a safe space for anyone in our College community who has been affected by sexual assault/sexual violence. The College is expected to be a safe and positive space where members of the College community feel able to work, learn and express themselves in an environment free from sexual assault/sexual violence.

All reported incidents of sexual assault/sexual violence will be investigated in a manner that ensures due process as outlined in the procedures below. The College's ability to investigate anonymous disclosures is hampered by the anonymous nature of the report. The College cannot investigate or follow up on an anonymous disclosure. It is this policy's intention to make individuals feel comfortable about making a report in good faith about sexual assault/sexual violence that they have been affected by or witnessed.

We recognize that sexual assault/sexual violence can occur between individuals regardless of sexual orientation, gender, gender identity or relationship status as articulated in the *Ontario Human Rights Code*. We also recognize that individuals who have been affected by sexual assault/sexual violence may experience emotional, academic or other difficulties.

### We are committed to:

1. assisting those who have been affected by sexual assault/sexual violence by providing choices, including detailed information and support, such as provision of and/or referral to counselling and medical care, information about legal options, providing a written follow up to the survivor following an investigation and appropriate academic and other accommodations, all in a timely manner;

2. ensuring that the right to dignity and respect is protected throughout the process of disclosure, investigation and institutional response;
3. ensuring that during any investigation process College employees do not ask individuals who disclose sexual assault/sexual violence irrelevant questions, such as those relating to past sexual history or sexual expression;
4. 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
5. addressing harmful attitudes and behaviours (e.g., adhering to myths of sexual assault/sexual violence) that reinforce that the person who been affected by sexual assault/sexual violence is somehow to blame for what happened;
6. treating individuals who disclose sexual assault/sexual violence with compassion recognizing that they are the decision-makers about their own best interests;
7. ensuring that on-campus (internal) investigation procedures are available in the case of sexual assault/sexual violence, even when the individual chooses not to make a report to the police;
8. engaging in appropriate procedures for investigation and adjudication of a complaint, which are in accordance with College policies, standards and applicable collective agreements, and that ensure fairness and due process;
9. ensuring coordination and communication among the various departments who are most likely to be involved in the response to incidents of sexual violence on campus;
10. engaging in public education and prevention activities;
11. providing information to the College community about our sexual assault/sexual violence policies and protocols;
12. providing appropriate education and training to the College community about responding to the disclosure of sexual assault/sexual violence;
13. actively promoting a campus atmosphere in which sexual assault/sexual violence is not tolerated; and,
14. monitoring and updating our policies and protocols to ensure that they remain effective and in line with other existing policies and best practices.
15. collect data on a) the number of times and a description of the supports, services and accommodation relating to sexual violence are requested and obtained by students; b) initiatives and programs established by the college to promote awareness of the supports and services available to students; c) the number of incidents and complaints of sexual violence reported by students; and d) the implementation and effectiveness of this policy. This data will be made available to Minister of Advanced Education and Skills Development of Ontario upon request. Data will be collected and reported in a manner that protects the confidentiality of all members of the college community connected to each incident.
16. supporting employees who respond to disclosures of sexual violence through line managers, Human Resources and the Employee Assistance Program (EAP) as necessary.
17. Provide an online reporting forum for people who have experienced sexual violence. The Sexual Assault/Sexual Violence reporting page allows people who have experienced sexual violence to report their experience with sexual violence online. If they choose, survivors can remain anonymous. Please find the link to reporting here: <https://www.algonquincollege.com/safety-security-services/sexual-assaultviolence-reporting/>

## PROCEDURE

### Action

*In all instances of an emergency, contact the emergency number according to the emergency procedures for your campus.*

*Ottawa Campus: ext.5000 / 911 Perth Campus: 911 Pembroke Campus: 911*

- 1a) Report incidents of sexual violence they witness or have knowledge of, or they have reason to believe has occurred or may occur to Security Services. Members who have been affected by sexual assault/sexual violence are encouraged to come forward to report the incident as soon as they are able to do so.
- 1b) Persons in a position of authority, including persons directing the activities of others, shall take immediate action to respond to or to prevent sexual assault/sexual violence from occurring.
- 1c) Persons who are not students or employees are encouraged to report incidents to Security Services.
- 1d) Students who have been affected by sexual violence, as well as members of the college community to whom a student has disclosed an incident of sexual violence, are encouraged to access information and support from the College's Counselling Services and/or Health Services. These services can be easily accessed by contacting Algonquin's *Student Distress Line* at the following numbers.  
*Ottawa Campus: (613) 727-4723 ext. 7300*  
*Perth Campus: (613) 267-2859 ext. 7300*  
*Pembroke Campus: (613) 735-4700 ext. 7300*  
 Support services can also be accessed directly on each campus. A table of these services available to provide support and information to students affected by sexual violence can be found in Appendix 2. Please note that students are not required to file a formal report of incident(s) of sexual violence to obtain supports, services and/or academic accommodation from the College.
- 1e) Employees who are affected by sexual violence as a member of the College community should report incidents or seek information and guidance from Security Services. Security Services will take an initial report and will assist by providing information about relevant support, resources and options.  
*Ottawa Campus: (613) 727-4723 ext. 5010*  
*Perth Campus: (613) 267-2859 ext. 5010 - information and guidance can also be sought from the Administrative Office (room 119) through either of the Dean 613-267-2859 x5622 or the Manager of Administrative Services, 613-267-2859 x5600.*  
*Pembroke Campus: Security Services at 613-735-4700 ext. 2739 will take an initial report and will assist by providing information about relevant support, resources and options.*

### Responsibility

**All Members of the College Community**

**All Members of the College Community**

**Security Services**

**Students**

**Employees**

**Action**

2. Where a College official becomes aware of incidents of sexual assault/sexual violence by a member of the College community or against a member of the College community, they will take immediate measures in accordance with Appendix 1 to ensure the survivor is supported and ensure appropriate reporting is carried out in accordance with the wishes of the reporter.
3. Where College officials become aware of incidents of sexual assault/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 official shall immediately report the incident to Security Services to ensure the safety of the College community.

**Responsibility****College Officials****College Officials****SUPPORTING DOCUMENTATION**

Appendix 1 – Sexual Assault and Sexual Violence Guidelines and Protocol  
 Appendix 2 – Ottawa, Pembroke and Perth Campus Supports / Academic Accommodations  
 Appendix 3 – Canadian and Provincial Supports and Resources  
 Appendix 4 – Sexual Assault Centres (Ontario)  
 Appendix 5 – Sexual Assault/Domestic Violence Treatment Centres (Ontario)  
 Appendix 6 – Dispelling the Myths and Misconceptions About Sexual Assault  
 Appendix 7 – “Developing a Response to Sexual Violence: A Resource Guide for Ontario’s Colleges and Universities” (January 2013)  
 Appendix 8 – Sexual Violence Reporting Flowchart  
 Appendix 9 – Sexual Violence Prevention Resources

**RELATED POLICIES**

AA35 Confidentiality of Student Records  
 HR18 Employee Code of Conduct  
 HR21 Staff / Student Personal Relationships  
 HR22 Respectful Workplace  
 HS03 Workplace Violence Prevention  
 SA02 Ombudsman  
 SA07 Student Conduct

**RELATED MATERIALS**

<http://www.algonquincollege.com/projectlighthouse>



## SA16: Appendix 1 – Sexual Assault and Sexual Violence Guidelines and Protocol

### Sexual Assault and Sexual Violence Guidelines and Protocol

Students who have been affected by sexual violence, as well as members of the college community to whom a student has disclosed an incident of sexual violence, are encouraged to access information and support from the College's Counselling Services and/or Health Services.

#### 1. Confidentiality

Confidentiality is particularly important to those who have disclosed sexual assault/sexual violence. The confidentiality of all persons involved in a report of sexual assault/sexual violence or in subsequent disciplinary proceedings must be strictly observed, and the College does its best to respect the confidentiality of all persons, including the complainant, respondent, and witnesses.

The College will regard all information as unique and private and ensure it is maintained in a secured, controlled environment. Full details about the confidentiality of student records is detailed in policy [AA35: Confidentiality of Student Records](#).

However, confidentiality cannot be assured where an individual is at imminent risk of harming themselves or others.

In such circumstances, information may be shared with only the necessary services to prevent harm.

Where there are reasonable grounds to believe that others in the College or wider community will be at risk of harm the Circle of Care Committee will provide recommendations to senior College Officials.

Where the College becomes aware of an allegation of sexual assault/sexual violence 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.

#### 2. If You Have Experienced or Been Affected by Sexual Assault/Sexual Violence

We recognize it may be difficult to disclose or report incidents of sexual violence and sexual assault. The choice to disclose or report is entirely yours. As a survivor, we commit to supporting you through the process of disclosure and strongly encourage you to report your experience to us, as the College is committed to providing a safe and respectful working, learning and teaching environment free from violence or harassment.

Anyone who has experienced or been affected by sexual assault/sexual violence has the right to:

- confidentiality and to be treated with dignity and respect;
- be listened to without judgement and have their disclosure accepted as true;
- request information about on- and off-campus services and resources;

- retain control over whether or not to access available services and to choose those services they feel will be most beneficial;
- decide if and to whom they wish to report the incident;
- choose to report to a College Official, Security Services, Police or online or any combination of these;
- decide whether a College Official can provide your name to Security Services;
- have an on-campus investigation with the institution's full cooperation;
- develop a safety plan with Counselling Services or an off-site partner; and
- have reasonable and necessary actions taken to prevent further unwanted contact with the alleged perpetrator(s).

If you have experienced or been affected by sexual assault or sexual violence Students are encouraged to report incidents or seek information and guidance from the Student Support Services - Student Distress Line at the numbers below. The Student Distress Line staff will assist by providing relevant support, resources and options.

**Ottawa Campus:** (613) 727-4723 ext. 7300

**Perth Campus:** (613) 267-2859 ext. 7300 - information and guidance can also be sought from Counselling Services, Room 111, (613) 267-2859 (x5610) or Health Services, Room 111, (613) 267-2859 (x6546).

**Pembroke Campus:** (613) 735-4700 ext. 7300 - information and guidance can also be sought from the campus counselor at 613-735-4700 ext. 2804 or campus nurse at 613-735-4700 ext. 2748

### **3. Support Options Available to You**

*In all instances of an emergency, contact the emergency number for your campus according to the emergency procedures.*

*Ottawa Campus: ext.5000 / 911 Perth Campus: 911 Pembroke Campus: 911*

Any student who has experienced or been affected by sexual violence and is seeking information or support, help is available on the campuses of Algonquin College. A table of the services available to provide support and information to students affected by sexual assault/sexual violence can be found in Appendix 2.

If a member of the College Community becomes aware of an allegation of sexual assault/sexual violence against another member of the College Community, the member of the College Community is required to report the alleged incident immediately to Security Services, respecting the individual's rights spelt out above. The matter will be addressed in accordance with the confidentiality provisions outlined above.

Additional information about the resources and support services is available below; or you can use this link to go directly to the resources: <http://www.algonquincollege.com/projectlighthouse/>.

Although all disclosures of sexual violence will be reported to Algonquin's Security Services it is entirely up to you whether or not you choose to participate in an investigation in order to use of the services listed above.

#### **4. If You Would like to File a Formal Complaint**

Please note, that while you must disclose an incident of sexual violence or sexual assault to obtain support services or appropriate accommodations from the College, you are not required to file a formal complaint. Accommodations can be made for incidents of sexual violence regardless whether they occur on campus, off campus or at College sanctioned events depending on the specific nature and circumstances of the incident. There is no timeline by which complaints must be disclosed. However, early reporting can lead to supporting a survivor earlier and possibly a better ability to investigate the incident.

If you choose to file a formal complaint, Security Services can 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.

Individuals who have been affected by sexual assault/sexual violence may also wish to press charges under the Criminal Code. These College services can also assist you with contacting the local Police. Individuals who have been affected by sexual assault/sexual violence may also wish to exercise their rights to contact the Police at any time to press charges under the *Criminal Code*.

More information on filing a complaint can be found at: <https://www.algonquincollege.com/safety-security-services/home/accident-incident-report-on-line-form/>

It is often difficult to disclose and report incidents of sexual assault/sexual violence. It is entirely up to you if you choose to report the incident; however, we strongly encourage you to do so.

#### **5. Complaint Process and Investigations**

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

The College will seek to achieve procedural fairness in dealing with all complaints. As such, no sanction and/or disciplinary action will be taken against a person or group without their knowledge where there is an alleged breach of this Policy. Respondents will be given reasonable notice, with full detail of the allegations and provided with an opportunity to answer to the allegations made against them.

##### **5.1. Protection from Reprisals, Retaliation or Threats:**

No person shall threaten to retaliate, retaliate or engage in reprisals against a complainant or other individual for:

- having pursued rights, participated in an investigation or been associated with any person who has pursued rights under this Policy, the Ontario *Human Rights Code*, or any related federal or provincial legislation.

Anyone engaged in such conduct may be subject to sanctions and/or discipline.

##### **5.1.1 Interim Measures to Protect Complainants**

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 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 or otherwise under the College’s Student Conduct Policy SA07. Where possible, 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, without a hearing. 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.

### **5.2 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 act on the issue identified in the complaint in order to comply with its obligation under this Policy and/or its legal obligations.

### **5.3 Unsubstantiated or Vexatious Complaints**

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

However, disclosures or complaints that are found following investigation to be frivolous, vexatious or bad faith complaints, that is, are made to purposely annoy, embarrass or harm the respondent, may result in sanctions and/or discipline against the complainant. The range of College support services are also available to employees or students who may be adversely impacted by a vexatious complaint.

## **6. What to Do if Someone Discloses Allegations of Sexual Assault/Sexual Violence:**

A survivor of sexual assault/sexual violence may choose to disclose their assault to a member of the College community whom they trust, such as a classmate, instructor, professor, coach, or Residence employee. They may disclose for a number of valid reasons, including:

- concern for their own safety or the safety of other potential victims;
- a need for psychological, emotional or medical support;
- a desire for justice;
- a request for academic accommodation.

A supportive response involves:

- listening without judgement and accepting the disclosure as true;
- communicating that sexual assault/sexual violence 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 and to decide whether to report to the police or College authorities.

- 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 an employee by a student seeking support or academic accommodation for a significant life event, the employee should refer the student to Counselling Services (Ottawa Campus: (613) 727-4723 ext. 7200, Perth Campus: (613) 267-2859 ext. 5610, Pembroke Campus: 613-735-4700 ext. 2804) or Health Services (Ottawa Campus: 613-727-4723 ext. 7222, Perth Campus: 613-267-2859 ext. 6546, Pembroke Campus (613-735-4700 ext. 2748) to ensure that the student receives all appropriate supports and to receive guidance regarding the provision of appropriate academic and/or other accommodations.

Significant life event accommodations are recommended by Counselling Services, and not to be confused with disability related accommodations, which are recommended by the Centre for Accessible Learning (CAL) and informed by the Ontario Human Rights Code.

If a member of the College Community becomes aware of an allegation of sexual assault/sexual violence against another member of the College Community, the member of the College Community is required to report the alleged incident immediately, respecting the individual's rights from above by contacting Security Services at extension 5010. The matter will be addressed in accordance with the confidentiality provisions outlined above.

## **7. What to Do if You Become Aware of an Incident of Sexual Assault/Sexual Violence**

Becoming aware of an incident of sexual assault/sexual violence includes situations where you have witnessed an incident and circumstances where an incident has been disclosed to you.

If you are a student and witness sexual assault/sexual violence we encourage you to contact Security Services at ext. 5010 who can assist you by providing relevant support, resources and options.

A number of other resources are available to you, including:

- Security Services  
**Ottawa Campus:** 613- 727-4723 ext. 5010  
**Perth Campus:** (613) 267-2859 ext. 5010  
**Pembroke Campus:** 613-735-4700 ext. 2739
- Counseling Services  
**Ottawa Campus:** 613-727-4723 ext. 7200  
**Perth Campus:** 613-267-2859 ext. 5610  
**Pembroke Campus:** 613-735-4700 ext. 2804
- Health Services  
**Ottawa Campus:** 613-727-4723 ext. 7222  
**Perth Campus:** 613-267-2859 ext. 6546  
**Pembroke Campus:** 613-735-4700 ext. 2748

Resources and information are also available at  
<http://www.algonquincollege.com/projectlighthouse/>.

If a member of faculty or staff of the College becomes aware of an allegation of sexual assault or sexual violence against another member of the College community, the faculty or staff is required to immediately report the alleged incident to Security Services immediately by contacting ext. 5010.

#### **8. Communicating with Individuals who have been Affected by Sexual Assault/Sexual Violence**

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

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

#### **9. Roles and Responsibilities of the College Community**

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

- Provision of awareness and prevention strategies related to sexual assault/sexual violence and promotion of a culture of safety, support and openness that diminishes sexual aggression and survivor blaming;
- On-campus supports to provide psychological and emotional support, assistance with safety planning and referrals to other services, including medical services;
- The responsibility of faculty, staff and administrators to facilitate academic accommodations and other needs of those who have been affected by sexual violence, e.g., extensions on assignments, continuing studies from home, and dropping courses;
- The responsibility of Residence staff to facilitate safe living arrangements to the best of our abilities;
- The responsibility of Human Resources to assist with any incidents relating to employees; and
- The responsibility of Security to assist with investigations and gathering evidence, to implement measures to reduce sexual assault/sexual violence on campus, and to collaborate with local police where appropriate.

Information about these resources is available by using this link:  
<http://www.algonquincollege.com/projectlighthouse/>

**10. How Will the College Respond to a Report of Sexual Assault/sexual violence?**

Where a complaint of sexual assault/sexual violence has been reported to the College, the College will exercise care to protect and respect the rights and confidentiality and privacy of both the complainant and the respondent. The College understands that individuals who have experienced or been affected by sexual assault/sexual violence 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. 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 survivor's consent, if the College believes that the safety of other members of the College community is at risk. The Circle of Care Committee will review each case and make recommendations to senior College Officials about appropriate next steps in such cases. The confidentiality and anonymity of the person(s) affected will be made a priority in these circumstances, but anonymity cannot be guaranteed if there is a significant risk to the wider College community or the general public.

A report of sexual assault/sexual violence may also be referred to the police, or to other community resources at the complainant's request, where the persons involved are not members of the College community or otherwise, where appropriate.

**A. Where the Respondent is a Student**

Sexual assault/sexual violence is a violation of policy [SA07 "Student Conduct"](#). It is considered a serious offence and will be addressed in a manner which is consistent with other serious offences. Please see SA07 for more details regarding disciplinary process.

**B. Where the Respondent is an Employee**

Sexual assault/sexual violence may be a violation of policies [HR18 "Employee Code of Conduct"](#), [HR21 "Staff/Student Personal Relationships"](#), [HR22 "Respectful Workplace"](#) or [HS03 "Workplace Violence Prevention"](#). 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. If the complaint is sustained following an investigation, the College will decide on the appropriate disciplinary actions consistent with any applicable collective agreement and/or policies regarding discipline. Allegations by one employee against another are not covered by this policy, SA16, but by the policies listed above.

**C. 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. Where a complaint against the respondent is substantiated, the College will take appropriate action.

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

**D. Multiple Proceedings**

Where criminal and/or civil proceedings are commenced in respect of the allegations of sexual assault/sexual violence, the College shall conduct its own independent 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 local police.

**E. Immunity Clause for Minor Substance Use**

The College recognizes that some individuals may be hesitant to disclose or report sexual violence in cases where they have been drinking while underage or using drugs at the time the sexual offense took place. A survivor or community member acting in good faith who discloses or reports sexual violence will not be subject to penalties for violation of Algonquin College's policy related to drug and alcohol use at the time that the sexual violence took place.



## SA16: Appendix 2 – Ottawa, Pembroke and Perth Campus Supports / Academic Accommodations

ALGONQUIN COLLEGE RESOURCES	
<b>Algonquin College Project Lighthouse</b> <a href="https://www.algonquincollege.com/projectlighthouse/">https://www.algonquincollege.com/projectlighthouse/</a>	
OTTAWA CAMPUS SUPPORTS	
<b>Student Support Services – Student Distress Line</b> Welcome Centre – 3 <sup>rd</sup> floor, Student Commons (Building E) 613-727-4723, ext. 7300 <a href="https://www.algonquincollege.com/studentsupportservices/support-students-crisis/">https://www.algonquincollege.com/studentsupportservices/support-students-crisis/</a>	<b>Counselling Services</b> Welcome Centre – 3 <sup>rd</sup> floor, Student Commons (Building E) 613-727-4723, ext. 7200 <a href="http://www.algonquincollege.com/counselling">www.algonquincollege.com/counselling</a>
<b>Health Services</b> Room C141 613-727-4723, ext. 7222 <a href="http://www.algonquincollege.com/healthservices">http://www.algonquincollege.com/healthservices</a>	<b>Security Services</b> Room C218 Emergency: 613-727-4723 ext. 5000 Non-Emergency: 613-727-4723 ext. 5010 <a href="http://www.algonquincollege.com/safety-security-services">www.algonquincollege.com/safety-security-services</a>
<b>Mamidosewin Aboriginal Students' Centre</b> Room E122 613-727-4723, ext. 7186 <a href="http://www.algonquincollege.com/mamidosewin">http://www.algonquincollege.com/mamidosewin</a>	<b>Pride Centre</b> Room B102 <a href="https://www.algonquinsa.com/getinvolved/wellness/">https://www.algonquinsa.com/getinvolved/wellness/</a>
PEMBROKE CAMPUS SUPPORTS	
<b>Counselling Services</b> Room 138 613-735-4700 ext. 2804 <a href="http://www.algonquincollege.com/pembroke/counselling">http://www.algonquincollege.com/pembroke/counselling</a>	<b>Health Services</b> Room 127 613-735-4700 ext. 2748 <a href="https://www.algonquincollege.com/pembroke/health-services/">https://www.algonquincollege.com/pembroke/health-services/</a>
<b>Security Services</b> Room 112 613-735-4700 ext. 2739	
PERTH CAMPUS SUPPORT	
<b>Counselling Services</b> Room 110 613-267-2859 ext.5610 <a href="http://www.algonquincollege.com/perth/school-home/current/counselling-services">www.algonquincollege.com/perth/school-home/current/counselling-services</a>	<b>Health Services</b> Room 111 613-267-2859 ext. 6546 <a href="https://www.algonquincollege.com/perth/current/perth-campus-health-services/">https://www.algonquincollege.com/perth/current/perth-campus-health-services/</a>
<b>Security Services</b> Ottawa Campus 1-613-727-4723 ext.5000	<b>Student Support Services – Student Distress Line</b> Ottawa Campus 1-613-727-4723 ext. 7300

**All Campuses - Academic Accommodations**

Should the survivor require an academic accommodation (defer or reschedule assignment(s), text(s), exam(s), any of the supports listed above can assist in arranging with the appropriate academic department or the survivor may wish to consult directly with their program coordinator, academic chair or dean who will make the necessary arrangements, maintaining the confidentiality of the reason for the academic accommodation.

An academic accommodation will be made based on the best options for the survivor to successfully complete the academic requirements of their course or program.

Additional information about the resources and support services is available below; or you can use this link to go directly to the resources <https://www.algonquincollege.com/projectlighthouse/>.

## SA16: Appendix 3 – Canadian and Provincial Supports and Resources

If you are in immediate danger, call 911

CANADIAN AND PROVINCIAL SUPPORTS AND RESOURCES		
<b>Assaulted Women's Helpline</b> <a href="http://www.awhl.org">http://www.awhl.org</a> Toll Free: 1-866-863-0511 Mobile: #SAFE (#7233)	<b>Good2Talk</b> <a href="https://good2talk.ca">https://good2talk.ca</a> 1-866-925-5454	
<b>211 Ontario</b> <a href="https://211ontario.ca/">https://211ontario.ca/</a> Dial - 211	<b>Male Survivors of Sexual Abuse</b> 1-866-887-0015	
<b>Trans Life Line</b> <a href="http://www.translifeline.org">www.translifeline.org</a> 1-877-330-6366	<b>Shelter Safe</b> <a href="https://www.sheltersafe.ca">https://www.sheltersafe.ca</a>	
<b>Ontario Coalition of Rape Crisis Centres</b> <a href="https://sexualassaultsupport.ca">https://sexualassaultsupport.ca</a>		
OTTAWA COMMUNITY SUPPORTS AND RESOURCES		
<b>Ottawa Police – Sexual Assault and Child Abuse Unit</b> <a href="#">Ottawa Police Service</a> 9-1-1 or 613-236-1222, ext. 5944	<b>Ottawa Rape Crisis Centre</b> <a href="http://www.orcc.net">www.orcc.net</a> 613-562-2333	<b>The Ottawa Hospital – Sexual Assault &amp; Partner Abuse Care Program</b> Emergency Department: Civic Campus – 1053 Carling Avenue 613-798-5555 ext. 13770
<b>Wabano Centre for Aboriginal Health</b> <a href="http://www.wabano.com">www.wabano.com</a> 613-748-0657	<b>Minwaashin Lodge</b> <a href="https://www.minlodge.com">https://www.minlodge.com</a> 613-789-1141	<b>Sexual Assault Support Centre of Ottawa</b> <a href="https://sascottawa.com">https://sascottawa.com</a> 24 hr. Support Line: 613-234-2266
<b>Ottawa Distress Centre</b> <a href="http://www.dcottawa.on.ca">www.dcottawa.on.ca</a> 613-238-3311	<b>CALACS Francophone d'Ottawa</b> <a href="http://www.calacs.ca">www.calacs.ca</a> 613-789-9117	<b>Immigrant Women Services of Ottawa</b> <a href="https://www.immigrantwomenservices.com">https://www.immigrantwomenservices.com</a> 613-729-3145
<b>Ottawa Coalition to End Violence Against Women</b> <a href="https://www.octevaw-cocvff.ca">https://www.octevaw-cocvff.ca</a>	<b>Youth Services Bureau Crisis Line</b> <a href="https://www.ysb.ca">https://www.ysb.ca</a> chat.ysb.ca 613-260-2360	<b>Men and Healing</b> <a href="https://menandhealing.ca">https://menandhealing.ca</a> 613-482-9363

PEMBROKE COMMUNITY SUPPORT AND RESOURCES	
<b>Ontario Provincial Police</b> <a href="https://www.opp.ca">https://www.opp.ca</a> Emergency: 9-1-1 Non-Emergency: 1-888-310-1122 TTY: 1-888-310-1133	<b>Pembroke Regional Hospital</b> 613-732-2811 705 Mackay St. Pembroke
<b>Women's Sexual Assault Centre for Renfrew County</b> <a href="http://www.wsac.ca/">http://www.wsac.ca/</a> 613-735-5551 1-800-663-3060	<b>Eastern Ontario Crisis Line</b> <a href="https://crisisline.ca">https://crisisline.ca</a> 1-866-996-0991
PERTH COMMUNITY SUPPORT AND RESOURCES	
<b>Ontario Provincial Police</b> <a href="https://www.opp.ca">https://www.opp.ca</a> Non-Emergency: 613-267-2626 1-888-310-1122 TTY:1-888-310-1133	<b>Perth and Smith Falls District Hospital – Sexual Assault and Domestic Violence Program</b> <a href="https://psfdh.on.ca/services/specialty-services/lanark-county-sexual-assault-domestic-violence-program/">https://psfdh.on.ca/services/specialty-services/lanark-county-sexual-assault-domestic-violence-program/</a> PSFD Hospital: 613-267-1500 Program: 613-283-2330 ext. 1258
<b>Sexual Assault and Domestic Violence Program</b> 613-283-2330 ext.1258	<b>Lanark County Interval House</b> <a href="https://lcih.org">https://lcih.org</a> 613-257-5960 1-800-267-7946 TTY: 613-257-1952
<b>End Abuse in Lanark</b> <a href="http://endabuseinlanark.ca/">http://endabuseinlanark.ca/</a>	<b>Lanark County Mental Health</b> <a href="https://www.lanarkmentalhealth.com">https://www.lanarkmentalhealth.com</a> Crisis Line: 613-283-2170

## SA16: Appendix 4 – Sexual Assault Centres (Ontario)

### Sexual Assault Centres (Ontario)

*(Information provided by the Ontario Coalition of Rape Crisis Centres)*

<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
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 1-800- 565-6161	807-468-7958
Kingston	Sexual Assault Centre Kingston	613-544-6424 1-877-544-6424	613-545-0762
Waterloo	Sexual Assault Support Centre of Waterloo Region	519-741-8633	519-571-0121
London-Middlesex	Sexual Assault Centre London	519-642-3000 1-800-265-1576	519-439-0844
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

<b><i>Region in Ontario</i></b>	<b><i>Sexual Assault Centre</i></b>	<b><i>24-hr Crisis Line</i></b>	<b><i>Office Phone</i></b>
<b>Renfrew</b>	<a href="#">Women's Sexual Assault Centre of Renfrew County</a>	1-800-663-3060	613-735-5551
<b>Sarnia-Lambton</b>	<a href="#">Sexual Assault Survivors' Centre Sarnia-Lambton</a>	519-337-3320	519-337-3154
<b>Sudbury</b>	<a href="#">Voices for Women Sudbury</a>		705-523-7100 ext. 2647
<b>Thunder Bay</b>	<a href="#">Thunder Bay Sexual Abuse &amp; Sexual Assault Counselling &amp; Crisis Centre</a>	807-344-4502	807-345-0894
<b>Timmins</b>	<a href="#">Timmins and Area Women in Crisis</a>	1-877-268-8380	705-268-8381
<b>Toronto</b>	<a href="#">Multicultural Women Against Rape/Toronto Rape Crisis Centre</a>	(416) 597-8808	416-597-1171
<b>Windsor-Essex</b>	<a href="#">Sexual Assault Crisis Centre of Essex County</a>	519-253-9667	519-253-3100
<b>York</b>	<a href="#">Women's Support Network of York Region</a>	1-800-263-6734 905-895-7313	905-895-3646

## SA16: Appendix 5 – Sexual Assault/Domestic Violence Treatment Centres (Ontario)

### Sexual Assault/Domestic Violence Treatment Centres (Ontario)

*(Information provided by the Ontario Network of Sexual Assault and Domestic Violence Treatment Centres)*

<b>Region in Ontario</b>	<b>Sexual Assault/Domestic Violence Treatment Centre</b>	<b>Hospital Location</b>	<b>Phone</b>
<a href="#">Brantford (Brant County)</a>	Sexual Assault/Domestic Violence Care Team	Brantford General Hospital	519.751.5544 x4449
<a href="#">Brockville (Leeds And Grenville)</a>	Assault Response & Care Centre of Leeds and Grenville	Brockville General Hospital	613.345.3881
<a href="#">Burlington</a>	Nina's Place	Joseph Brant Hospital	905.632.3737x5708
<a href="#">Chatham-Kent</a>	Sexual Assault/Domestic Violence Treatment Centre	Chatham–Kent Health Alliance	519.352.6400x6382
<a href="#">Cornwall (Stormont, Dundas, Glengarry)</a>	Assault and Sexual Abuse Program (ASAP)	Cornwall Community Hospital	613-938-4240, ext. 4202
<a href="#">Dryden</a>	Sexual Assault/Domestic Violence Program	Dryden Regional Health Centre	807-223-7427
<a href="#">Durham Region (Oshawa, Algoma)</a>	Durham Region Domestic Violence/Sexual Assault Care Centre	Lakeridge Health Oshawa	905 576-8711 ext. 3286
<a href="#">Guelph</a>	Guelph–Wellington County Sexual Assault/Domestic Violence Treatment Centre	Guelph General Hospital	519-837-6440, ext. 2728
<a href="#">Hamilton</a>	Sexual Assault/Domestic Violence Care Centre	McMaster University Medical Centre	905-521-2100, ext. 73557
<a href="#">Kenora</a>	Sexual Assault/Partner Abuse Program	Lake of The Woods District Hospital	807-468-9861, ext. 2432
<a href="#">Kingston</a>	Sexual Assault/Domestic Violence Program	Kingston General Hospital, Kingston Health Sciences Centre	613-549-6666, ext. 4880
<a href="#">Lanark County</a>	Lanark County Sexual Assault/Domestic Violence Program	The Emergency Departments at: Perth and Smiths Falls District Hospitals, Carleton Place & District Memorial Hospital and the Almonte General Hospital	613-283-2330, ext. 1258
<a href="#">London</a>	Regional Sexual Assault and Domestic Violence Treatment Centre	St. Joseph's Hospital	519-646-6100, ext. 64224
<a href="#">Mississauga</a>	Chantel's Place	Mississauga Hospital Site	905-848-7580, ext. 2548
<a href="#">Niagara Region (St. Catharines)</a>	Sexual Assault/Domestic Violence Treatment Program	Niagara Health System, St. Catharines General Site	905-378-4647, ext. 45300
<a href="#">North Bay</a>	Sexual Assault Domestic Violence Program	North Bay Regional Health Centre	705-474-8600, ext. 4478

<a href="#">Orangeville</a>	Headwater Sexual Assault and Domestic Violence Care and Treatment Program	Headwaters Health Care Centre	519-941-2702, ext. 2519
<a href="#">Orillia (Simcoe County, Muskoka)</a>	Regional Sexual Assault and Domestic Violence Treatment Centre	Orillia Soldiers' Memorial Hospital	1-877-377-7438
<a href="#">Ottawa</a>	Sexual Assault Partner Abuse Care Program	The Ottawa Hospital, Civic Campus Emergency Department	613-798-5555, ext. 13770
<a href="#">Ottawa Pediatric</a>	Ottawa Pediatric Sexual Assault	Children's Hospital of Eastern Ontario	613-737-7600, ext. 2939
<a href="#">Owen Sound</a>	Sexual Assault and Partner Abuse Care Centre	The Grey Bruce Regional Health Centre	519-376-2121, ext. 2458
<a href="#">Peterborough</a>	Sexual Assault/Domestic Violence Care Centre	Women's Health Care Centre, Peterborough Regional Care Centre	705-743-4132
<a href="#">Renfrew County</a>	Regional Assault Care Program	Renfrew Victoria Hospital	613-432-4851, ext. 818
<a href="#">Sarnia</a>	Sexual Assault/Domestic Assault Treatment Centre	Bluewater Health	519-464-4522
<a href="#">Sault Ste Marie</a>	Sexual Assault Care Centre/Partner Assault Clinic	Sault Area Hospital	705-759-5143
<a href="#">Scarborough (Toronto, Rouge Valley)</a>	Sexual Assault/Domestic Violence Care Centre	Scarborough and Rouge Hospital	416-495-2555
<a href="#">Sioux Lookout (Alcona, Hudson, Pickle Lake)</a>	Sexual Assault Care and Domestic Violence Treatment Program	Sioux Lookout Meno Ya Win Health Centre	807-737-6565
<a href="#">Sudbury</a>	Violence Intervention & Prevention Program	Health Sciences North	705-675-4743
<a href="#">Thunder Bay</a>	Sexual Assault/Domestic Violence Program	Thunder Bay Regional HSC	807-684-6750
<a href="#">Toronto</a>	Sexual Assault/Domestic Violence Care Centre	Women's College Hospital	416-323-6040
<a href="#">Toronto Pediatric</a>	Suspected Child Abuse and Neglect Program (SCAN)	The Hospital For Sick Children	416-813-6275
<a href="#">Trenton</a>	Domestic Violence/Sexual Assault Response Program	Quinte Health Care - Trenton Site	613-392-2540 ext. 5024
<a href="#">Waterloo (Kitchener)</a>	Waterloo Region Sexual Assault/Domestic Violence Treatment Centre	St. Mary's General Hospital	519-749-6994
<a href="#">Windsor</a>	Sexual Assault/Domestic Violence and Safekids Care Centre	Windsor Regional Hospital Metropolitan Campus	519-255-2234
<a href="#">York Region (Toronto, Richmond Hill)</a>	Domestic Abuse and Sexual Assault Care Centre	Mackenzie Health	905-832-1406, ext. 2



## SA16: Appendix 6 – Dispelling the Myths and Misconceptions About Sexual Assault

### Dispelling the Myths and Misconceptions About Sexual Assault

#### 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.

Source: “Developing a Response to Sexual Violence: A Resources Guide for Ontario’s Colleges and Universities”: January, 2013

Myths	Facts
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. 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.

Myths	Facts
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 paralysed 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 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	This statement couldn't be more hurtful or wrong. Nobody deserves to be sexually assaulted. Someone has deliberately chosen to be violent

<b>Myths</b>	<b>Facts</b>
provocative behaviour or dress.	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 been affected by 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've been affected by some physical pleasure, this does not take away the fact that sexual abuse happened or the effects or feelings of abuse.

## **SA16: Appendix 7 – “Developing a Response to Sexual Violence: A Resource Guide for Ontario’s Colleges and Universities”**

The “Developing a Response to Sexual Violence: A Resource Guide for Ontario’s Colleges and Universities” (January, 2013) can be accessed via the following link:

[http://www.citizenship.gov.on.ca/owd/english/ending-violence/campus\\_guide.shtml](http://www.citizenship.gov.on.ca/owd/english/ending-violence/campus_guide.shtml)

## SA16: Appendix 8 – Sexual Violence Reporting Flowchart

### Sexual Assault Flow Chart

Sexual Violence Reporting Flowchart: These guidelines will help Algonquin College employees understand their role and responsibilities for how to respond to disclosures of sexual assault.

Options for Survivors of Sexual Violence Flowchart: This flowchart will help those who have experienced sexual violence find resources to help them with their choices.

For your campus specific flow charts, please visit:

<https://www.algonquincollege.com/projectlighthouse/flowcharts>

## SA16: Appendix 9 – Sexual Violence Prevention Resources

### Project Lighthouse

Project Lighthouse aims to shine light on the topic of sexual violence and help you navigate healthy sexual relationships. Through compassion, education, and awareness, this initiative aims to reduce sexual violence at Algonquin College and support survivors of sexual violence. Look for events and programming on campus to get involved. You can also view a list of on- and off-campus supports at the [Ottawa](#), [Pembroke](#), and [Perth](#) campuses.

For a full list of consent and sexual violence prevention resources, as well as events hosted by Project Lighthouse please visit <https://www.algonquincollege.com/projectlighthouse/>.