

College Procedure

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| PROCEDURE TYPE: | Administrative |
| PROCEDURE TITLE: | Sexual Violence |
| PROCEDURE NO.: | ADMIN-244.1 |
| RESPONSIBILITY: | Chief Administrative Officer and Vice-President, Student Affairs |
| APPROVED BY: | Durham College Leadership Team (DCLT) |
| EFFECTIVE DATE: | August 2016 |
| REVISED DATE(S): | |
| REVIEW DATE: | August 2019 |

This procedure, or pages it links to, contains information about sexual violence and sexual assault that may be triggering to survivors.

1. Introduction

This procedure aligns with the sexual assault and sexual violence protocol developed by colleges across Ontario and has been adapted to coordinate effectively with Durham College policies and procedures.

This procedure applies to all members of the College community including: governors, employees, students, contractors, suppliers of services, individuals who are directly connected to any College initiatives, volunteers, and visitors.

2. Definitions

- 2.1. **Sexual Violence** - 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.
- 2.2. **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 behaviours from any unwanted touching to penetration. Sexual assault is characterized by a broad range of behaviours that involve the use of force, threats, or control towards a person, which makes that person feel uncomfortable, distressed, frightened, threatened, or that is carried out in circumstances in which the person has not freely agreed, consented to, or is incapable of consenting to.

2.3. **Consent:** - The voluntary agreement to engage in the sexual activity in question. It is the act of 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:

- 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 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/cognitive disability that prevents 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 whom they teach, or 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 of the age of consent as defined in the *Criminal Code*.

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

- 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.
- 2.4. **Acquaintance Sexual Assault** - Sexual contact that is forced, manipulated, or coerced by a partner, friend or acquaintance.
- 2.5. **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.
- 2.6. **Case Manager** - A designated College employee, currently the Director of Campus Safety who is provincially accredited Sexual Assault Investigator who implements a process for the investigation that is collaborative with, and supportive of, the survivor while respecting the rights of the alleged offender[s]. The Case Manager assumes overall responsibility and accountability for the investigation, and determine strategies regarding the direction, speed and flow of the investigation.
- 2.7. **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.
- 2.8. **Drug-facilitated Sexual Assault** - The use of alcohol and/or drugs (prescription or non-prescription) by a perpetrator to control, overpower or subdue an individual for purposes of sexual assault.
- 2.9. **Formal Report** - A written statement describing an incident in detail and submitted to the Case Manager for an internal investigation and/or to the police for a criminal investigation.
- 2.10. **Informal Report** - A verbal or written statement that is reported to the Diversity Office. The report will not result in an investigation.

- 2.11. **Stalking** - A form of criminal harassment prohibited by the *Criminal Code of Canada*. It involves behaviours that occur on more than one occasion and which collectively instill fear in the individual or threaten the individual's/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.
- 2.12. **Survivor** - Some who have experienced sexual violence may choose to identify as a survivor. A survivor is anyone who has experienced sexual assault. Individuals might be more familiar with the term "victim". We use the term survivor throughout this policy and procedure 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.

3. Procedure

3.1. If you have experienced or been affected by Sexual Violence

3.1.1. Go to a Safe Place

- If you live in residence go to a trusted friend or your Resident Assistant;
- If you are a student who does not live in residence or are not a student, go to a trusted friend or relative if you feel physically or emotionally unsafe.

3.1.2. Get Medical Attention as Needed

- Go to your local hospital emergency service or the Campus Health Centre.

3.1.3. Seek Out Support and Counselling

3.1.4. Get Advice on Available Options on Reporting

If you choose to report, the campus procedure (item 3.2) below will be implemented.

3.2. Campus Procedure

If you have experienced or **been affected by sexual violence and require support and accommodations**, please call:

- 905.721.3100 – 8:30 a.m. to 4:30 p.m. Monday to Friday

For other immediate supports by telephone:

- **Good2Talk** T: 1.866.925.5454 or connect through 211
- **Distress Centre Helpline:** (24/7) 905.430.2522 or 1.800.452.0688

3.3. **Resources for Support**

It is often difficult to disclose and report incidents of sexual violence. 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, on and off campus are available to you:

Resources for support available to those who have experienced or been affected by Sexual Violence:

The Campus Health Centre

Campus Recreation and Wellness Centre - G1030

The Campus Health Centre provides medical support and counselling services available to Durham College students.

T: 905.721.3037

F: 905.721.3133

E: healthcare@durhamcollege.ca

<http://www.durhamcollege.ca/services/campus-services/health-and-medical>

Hours of Operation:

Monday to Friday 9 a.m. to 5 p.m.

Diversity & Inclusion Services

SSB 120-C

The Diversity Office supports and advocates for a safe and inclusive campus for all by promoting the values that create and sustain equity and inclusion. These include respect for others and freedom to engage in concerns for the common good. It promotes the Yes means Yes Campaign highlighting the significance of survivor- focused discussions in a manner that is empowering.

Contact information:

Office of Student Diversity, Inclusion and Transitions

Oshawa campus: SSB 120 -C

T: 905.721.2000 x 2856

Whitby campus: Rm 180-6

T: 905.721.2000 x 4268

E: studentdiversity@durhamcollege.ca

Hours of Operation:

Monday to Friday 8:30 a.m. to 4:30 p.m.

Office of Campus Safety

Room 1210 Simcoe building, Oshawa Campus

The Office of Campus Safety is committed to protecting the rights of everyone on campus while ensuring a professional, respectful and safe campus environment.

T: 905.721.2000 ext. 2400

E: security@dc-uoit.ca; www.durhamcollege.ca/campus-safety

Hours of operation:

Monday to Friday 8:30 a.m. to 4:30 p.m.

3.4. Rights of Those Who Have Experienced Sexual Violence

Anyone who has experienced sexual violence 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 Campus Safety and/or local police,
- have an on-campus investigation with the College's full cooperation,
- meet with the Office of Campus Safety to develop a plan of action in order to better equip oneself to deal with a situation that potentially puts your safety at risk (Safety Plan),
- have reasonable and necessary actions taken to prevent further unwanted contact with the alleged perpetrator(s).

3.5. How to File a Report (Formal or Informal)

3.5.1. Informal Report

If the alleged perpetrator is another member of the College community, you may file a report under this Policy. The Diversity Office can assist you with filing a report.

The Diversity Office can be contacted at: Student Services Building (SSB) room 120-C

T: 905.721.2000 ext. 2856

E: studentdiversity@durhamcollege.ca

(See section below on how the College will respond to a report)

3.5.2. Formal Report

Individuals who have experienced sexual violence may also wish to file a report for investigation with the Office of Campus Safety and/or to press charges under the *Criminal Code*. The Office of Campus

Safety can assist with contacting the local Police should the individual want to press charges.

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

3.6. What to Do if You Witnessed Sexual Violence

If you witness sexual violence or suspect that sexual violence has occurred, please call the Diversity and Inclusion Office at: 905.721.2000 ext. 2856 and you will be provided with resources and support. If you want to speak to someone directly, please go to: The Diversity and Inclusion Office, Student Services Building (SSB) room 120-C.

Employees and contractors have a duty to immediately report all incidents and suspected incidents of sexual violence. Students are strongly encouraged to report incidents of sexual violence, but do not need to report incidents of sexual violence to obtain supports, services or accommodation from the College.

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

Campus Health Centre

T: 905.721.3037

F: 905.721.3133

E: healthcare@durhamcollege.ca;

<http://www.durhamcollege.ca/services/campuservices/health-and-medical>

Hours of operation:

Monday to Friday 9 a.m. to 5 p.m.

Office of Campus Safety

T: 905.721.2000 x2400

E: security@dc-uoit.ca; <http://www.durhamcollege.ca/campus-safety>

Hours of operation:

Monday to Friday 8:30 a.m. to 4:30 p.m.

Office of Student Affairs

T: 905.721.2000 x2502

Hours of operation:

Monday to Friday 8:30 a.m. to 4:30 p.m.

If an employee of the College becomes aware of an allegation of sexual violence against another member of the College community, the employee is required to report the alleged incident to the **Diversity Office** within the limitations outlined in the section of the Policy on Confidentiality, which states that: "we will treat individuals who disclose sexual violence with compassion

recognizing that they are the final decision makers about their own best interests.”

Reports will maintain the anonymity of the survivor unless the survivor gives signed authorization for their identity to be communicated in the report.

3.7. What to Do if Someone Communicates Allegations of Sexual Violence

A person may choose to confide in someone such as a student, instructor, teaching assistant, coach, or staff from housing, health, counselling or security about an act of sexual violence. An individual who has experienced sexual violence may also disclose to other employees when seeking support and/or academic accommodation.

A supportive response may include, but not be limited to:

- listening without judgment and accepting the disclosure as true,
- communicating that 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 or not to report to the police or to the Office of Campus Safety at T: 905.721.2000 ext. 2400,
- 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.

Information about communicating with a survivor can be found at
<https://rainn.org/getinformation/sexual-assault-recovery/respond-to-a-survivor>.

3.8. Accommodations

If disclosure is made to an employee by a student seeking support or academic accommodation, the employee should refer the student to the Diversity Office and work with the Coordinator to ensure that the student receives all necessary academic and other accommodations. The Diversity Office will liaise with appropriate campus partners to identify and support the most appropriate accommodations for the survivor. Accommodations may include, but are not limited to, extended time on assignments, changing classroom or work proximity of the survivor and alleged offender, or implementing scheduling of service access times for the survivor to ensure the offender is not present.

Employees who require accommodation as a result of sexual violence can make an appointment with the Diversity Office. The Coordinator will liaise with Human Resources to facilitate the appropriate accommodation.

3.9. How the College Will Respond to a Report of Sexual Violence

As stated in the section on “How to File a Report” above, a report of sexual violence may take the following forms:

- a) An Informal report for institutional records. Information reports will only include the survivor’s name if the survivor gives consent for inclusion.
- b) A Formal Report or non-criminal complaint to be investigated by the Sexual Assault Case Manager.
- c) A criminal complaint filed with local police. The Office of Campus Safety will assist the survivor in contacting local authorities to initiate the complaint.

Where a complaint of sexual violence has been reported to the College, the College shall protect and respect the rights of both the complainant and the respondent. The College understands that survivors of sexual violence may wish to control whether or not, and how, the police and/or the College will deal with their experience. In most circumstances, the person will retain this control.

A person who has experienced sexual violence 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 is at risk. The confidentiality and anonymity of the person(s) affected will be prioritized in these circumstances.

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.

At the complainant’s request, a report of sexual violence shall be referred to the police, or to other community resources, where the persons involved are not members of the College community or otherwise where appropriate.

The College may also decide to use an external investigator when appropriate in the circumstances.

The College adheres to the following in investigating 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 shall prevail.

3.9.1. Where the Respondent is a Student

Sexual violence is a violation of the Student Conduct policy, ACAD-115, and, where the incident occurred in residence, is also a violation of the Residence Community Standards. It is considered a serious offence and will be addressed in a manner that is consistent with other serious offences. Please see the Student Conduct procedure ACAD-115.1 and where applicable, The Residence Community Standards for more details on-the disciplinary process and penalties.

As set out in the Student Conduct policy, appeals of student violations may be pursued based on limited grounds and are heard by the Student Conduct committee.

3.9.2. Where the Respondent is an Employee

Sexual violence is a violation of Employee Code of Conduct, EMPL-317, Workplace Violence Prevention, EMPL-313 policies. Allegations against employees will be addressed in accordance with the procedures set out in EMPL-317 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.

There is no formal appeal process for employee violations, though college employees who are members of a union may file a grievance as permitted by the applicable collective agreement.

3.9.3. 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. Where a complaint against the respondent is substantiated, the College will take action as appropriate to the nature of the relationship that the individual has with the College.

All contractual relationships entered into by the College will be governed by a standard contract compliance clause that states:

Suppliers and suppliers' subcontractors must comply with the College's Discrimination & Harassment Policy and Sexual Violence Policy and the Ontario Human Rights Code. If a Supplier or Supplier's subcontractors are found in violation of these Policies or

the Ontario Human Rights Code it will result in cancellation of the purchase order or debarment of the contract.

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

3.9.4. Multiple Proceedings

Where criminal and/or civil proceedings are commenced in respect of the allegations of 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 and may suspend the internal investigation pending the outcome of the criminal proceedings.

3.10. Communicating with Individuals who have Experienced Sexual Violence

Sensitive and timely communication with survivors of 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 violence. To facilitate communication the College will:

- a) Ensure that designated employees in the Diversity Office 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 experienced sexual violence;
- b) Ensure designated employees respond in a prompt, compassionate, and personalized fashion; and
- c) Ensure that the survivor is provided with reasonable updates about the status of the College's investigation of the incident when such investigations are undertaken.

3.11. 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.

3.12. 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.

3.13. Interim Measures

The College may restrict the rights and privileges of a respondent 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 or otherwise under the College's Student Conduct 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, 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.

3.14. Outcomes

The College will determine, based on its investigation, what happened and whether it constitutes sexual violence 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. The College may also impose non-punitive measures such as:

- Restitution
- Community service
- Restorative Justice meeting
- Timetable adjustments
- Suspension from one or more College facilities/services

4. Roles and responsibilities

It is the responsibility of the vice-presidents, Student Affairs and Administration to ensure this policy is fully implemented.

4.1. Specific Responsibilities of Campus Employees

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

- a) The Campus Health Centre provides psychological and emotional support, assists with safety planning and makes referrals to other services, including medical services;
- b) The Access and Support Centre (ASC) provides psychological and emotional support to students registered with the ASC.
- c) Faculty, staff and administrators to facilitate academic accommodations and other needs of those who have been affected by or who have experienced sexual violence; ex. Extensions on assignments, continuing studies from home, and dropping courses;
- d) Residence staff to facilitate safe living arrangements to the best of our abilities where applicable;
- e) Student operated sexual violence services to provide professional and peer supports;
- f) Human Resources to assist with any incidents relating to employees;
- g) Office of Campus Safety to assist with investigations and gathering evidence, to implement measures to reduce sexual violence on campus, and to collaborate with local police where appropriate;
- h) Diversity & Inclusion services will receive complaints and reports of sexual violence and will provide advocacy and information and referral services to survivors, witnesses and campus members;
- i) The Student Conduct committee will notify students in writing of any interim measures.

4.2. Other Resources and Supports Available to You

This policy is posted online at www.durhamcollege.ca/sexualviolencepolicy. The [webpage](#) includes information in addition to the resources listed below.

4.2.1. Local On-Campus resources available to those who have been affected by or experienced sexual violence:

Campus Health Centre:

The Campus Health Centre provides medical support and counselling services available to Durham College students.

Contact information:

Campus Recreation and Wellness Centre – Room G1030

T: 905.721.3037

F: 905.721.3133

E:healthcare@durhamcollege.ca

Hours of Operation:

Monday to Friday 9 a.m. to 5 p.m.

Diversity Office:

The Diversity Office is committed to upholding human rights and equity and is dedicated to creating a safe and inclusive space where everyone is supported.

Contact information:

Diversity Office – SSB 120C (Oshawa Campus);

Rm 180-6 (Whitby Campus)

T: 905.721.2000 x2856

E: studentdiversity@durhamcollege.ca

Hours of Operation:

Monday to Friday 8:30 a.m. to 4:30 p.m.

Access and Support Centre

The Access and Support Centre works with students and employees to ensure a fully accessible academic environment to all students.

Contact information:

Access and Support Centre – SW 116, Gordon Willey building,
Oshawa

Campus; Student Success Centre, Room 180, Whitby Campus

T: 905.721.3123

F: 905.721.3224

TTY: 905.721.3187 E: asc@durhamcollege.ca

Find us on Facebook

Hours of operation:

Monday to Friday 8 a.m. to 4:30 p.m.

Office of Campus Safety

The Office of Campus Safety is committed to protecting the rights of everyone on campus while ensuring a professional, respectful and safe campus environment.

Contact information:

Office of Campus Safety
Room 1210 Simcoe building, Oshawa Campus
T: 905.721.2000 ext.2400
E: security@dc-uoit.ca

Hours of operation:

Monday to Friday 8:30 a.m. to 4:30 p.m.

Outreach Services – Student Association

Outreach Services offers students advocacy, peer support, information, resources, and referrals. The Sexual Health Resource Centre is one of 4 unique centres within Outreach Services.

Contact information:

Room 1048, Simcoe Building, Oshawa campus
T: 905.721.2000 x2315
E: [saoutreachservices@dc-uoit.ca](mailto:southreachservices@dc-uoit.ca)
24 hour telephone support: 905.666.0483 or
1.800.742.1890

Hours of operation:

Monday to Friday 9 a.m. to 5 p.m.

Aspiria

Durham College offers a Student Assistance Program (SAP) to help offer confidential off-site telephone counselling assistance (24/7) for any personal or school related issues.

Contact information:

T: 1.877.234.5327

Good2Talk

Good2Talk is a free, confidential and anonymous helpline providing professional counselling and information and referrals for mental health, addictions and well-being to post-secondary students in Ontario.

Contact information:

T: 1.866.925.5454 or connect through 211

Hours of operation:

24/7/365

4.2.2. Local Off-Campus resources available to those who have been affected by or experienced sexual violence:

Durham Region Domestic Violence/Sexual Assault Care Centre – Lakeridge Health

Provides counselling, safety planning, advocacy and referrals to males and females of any age who have recently been sexually assaulted; and any woman injured via a partner assault.

Contact information:

A: 218 Centre St. North, Oshawa, ON L1G 4C5
T: 905.721.6128 x 2787
E: sadvcc@on.aibn.com
F: 905.721.6129

Hours of operation:

Emergency Service – 24/7 – 905.576.8711 x3286
Office – Monday to Friday 9 a.m. to 5 p.m.

Durham Rape Crisis Centre

Works with and provides support services to recent as well as historical or childhood survivors of sexual assault, sexual harassment, and childhood sexual abuse.

Contact information:

A: P.O. Box 567, Whitby, ON L1N 5V3
T: 905.444.9672
F: 905.444.9277
E: info@drcc.ca

Hours of operation:

24 Hour Crisis and Support Line: 905.668.9200

Distress Centre Durham

Provides a 24-hour helpline service, community contact call-out program, suicide/homicide survivor support groups, adolescent suicide awareness, and community support groups.

Contact information:

A: 306 Brock St. N. Whitby, ON L1N 4H7
T: 905.430.3511

Hours of operation:

Monday to Friday 9:30 a.m. to 4 p.m.
Distress Centre Helpline: (24/7) 905.430.2522 or 1.800.452.0688

Durham Regional Police Services

Contact information:

T: 905.579.1520 x 1846 (Victims Services) or 1.888.579.1520 x 1846
F: 905.721.4293

E: victimservices@drps.ca

Hours of Operation:

Monday to Friday 8 a.m. to 5 p.m.

Trillium Regional Sexual Assault & Domestic Violence Services

Clients are taken to a safe, private, secure unit called Chantel's Place. One to one care is provided which may include assessment, treatment, injury documentation, safety planning, emotional support and resources.

Contact information:

A: Mississauga Hospital Emergency Department, 100 Queensway Way, Mississauga
T: 905. 848.7580 x2548

Hours of operation:

24/7

Ministry Line for Male Survivors of Sexual Abuse

Survivors also have access to a 24-hour, multilingual, toll-free phone line for immediate crisis and referral services at **1-866-887-0015**.

Shepell.fgi

Employee assistance, immediate and confidential help 24/7 365.
1-800-387-4765

5. Accessibility for Ontarians with Disabilities Act (AODA) Considerations

AODA standards have been considered in the development of this policy and it adheres to the principles outlined in the AODA standards and the college's commitment to accessibility as demonstrated by the Accessibility Plan (ADMIN-203).

6. Related policies, procedures and directives

Durham College Acceptable Use of Information Technology policy and procedure (ADMIN-206 and 206.1)

Durham College Access to Student Records and Protection of Privacy policy (ADMIN- 243)

Durham College Alcohol policy (ADMIN-204)

Durham College Emergency Preparedness policy (ADMIN-211)

Durham College Employee Code of Conduct policy (EMPL-317)

Durham College Faculty Rights and Responsibilities policy (EMPL-319)

Durham College Harassment and Discrimination policy (ADMIN-202)

Durham College Responding to Sexual Violence policy (ADMIN-244)

Durham College Student Conduct policy and procedure (ACAD-115 and 115.1)

Durham College Students at Risk policy and procedure (ACAD-114 and 114.1)

Durham College Workplace Violence Prevention policy and procedure (EMPL-313 313.1)

Ontario Colleges of Applied Arts and Technology – [Academic Employees Collective Agreement](#)

Ontario Colleges of Applied Arts and Technology – [Support Staff Employees Collective Agreement](#)