

TYPE:	Administrative
TITLE:	Sexual Violence
NO.:	ADMIN-244
RESPONSIBILITY:	Chief Administrative Officer and Vice-President, Student Affairs
APPROVED BY:	Durham College Leadership Team
EFFECTIVE DATE:	August 2016
REVISED DATE(S):	
REVIEW DATE:	August 2019

1. Introduction

This policy and 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.

College members alleged to have been responsible for sexual violence may have their conduct reviewed under the College's policies and procedures and/or the criminal justice system.

2. Purpose

Durham College is committed to reducing sexual violence and creating safe spaces for survivors of sexual violence of all genders.

The purpose of the Sexual Violence policy and procedure is to communicate that all members of the Durham College community have a right to work and study in an environment that is free from any form of sexual violence. This policy and procedure also sets out the way we address sexual violence.

These documents ensure that the College has a process of investigation that:

- protects the rights of individuals;
- facilitates an environment in which those who are affected by sexual violence are believed and their rights respected; and
- holds individuals who are found to have committed an act of sexual violence, accountable.

3. Definitions

Refer to [Durham College's Standard Definitions](#).

4. Policy statements

- 4.1. This policy applies to all members of the College community including employees, governors, students, contractors and suppliers of services, individuals who are directly connect to any College initiatives, volunteers and visitors.
- 4.2. Sexual violence and sexual assault are unacceptable and will not be tolerated. Durham College is committed to challenging and preventing sexual violence and creating a safe space for anyone in our College community who has been affected by 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 violence.
- 4.3. Durham College commits to engaging in public education and prevention activities. All formal reports of incidents of sexual violence will be investigated to the best of the administration's ability and in a manner that ensures due process. No individual should feel uncomfortable about making a report in good faith about sexual violence experienced or witnessed.
- 4.4. We recognize that sexual violence can occur between individuals regardless of sexual orientation, gender, and gender identity or relationship status as articulated in the Ontario *Human Rights Code*. We also recognize that individuals who have experienced sexual violence may experience emotional, academic or other difficulties.
- 4.5. We are committed to:
 - a) assisting those who have been affected by sexual violence by providing detailed information and support, including provision of and/or referral to counselling and medical care, and appropriate academic and other accommodation;
 - b) ensuring that those who disclose that they have been sexually assaulted are believed, and that their safety and their right to dignity and respect is protected throughout the process of disclosure, investigation and institutional response;
 - c) treating individuals who disclose sexual violence with compassion recognizing that they are the final decision-makers about their own best interests;
 - d) addressing harmful attitudes and behaviours (eg. adhering to myths of sexual violence) that the person who has been affected by sexual violence is somehow to blame for what happened;

- e) ensuring that on-campus (internal) investigation procedures are available in the case of sexual violence, even when the individual chooses not to make a report to the police;
- f) engaging in appropriate procedures for investigation and adjudication of a complaint which are in accordance with College policies and standards, and that ensure fairness and due process;
- g) ensuring coordination and communication among the various departments who are most likely to be involved in the response to sexual violence on campus;
- h) engaging in public education and prevention activities;
- i) providing information to the College community about sexual violence on campus;
- j) providing appropriate education and training to the College community about responding to the disclosure of sexual violence;
- k) contributing to the creation of a campus atmosphere in which sexual violence is not tolerated; and,
- l) monitoring and updating our policies and protocols to ensure that they remain effective and in line with other existing policies and best practices.

4.6. Confidentiality

Confidentiality is particularly important to those who have disclosed or been affected by sexual violence. The confidentiality of all persons involved in a report of sexual violence must be strictly observed. The College shall respect the confidentiality of all persons, including the complainant, respondent, and witnesses by restricting routine access to information to individuals with a need for such access and by providing education and training to those who are regularly involved in the administration of reports and complaints.

However, confidentiality cannot be assured in the following circumstances:

- an individual is at imminent risk of self-harm;
- an individual is at imminent risk of harming another; and/or
- there are reasonable grounds to believe that others in the College or wider community may be at risk of harm;
- reporting is required by law (eg. in the case of a minor).

In such circumstances, information shall only be shared with necessary services to prevent harm, and the name of the survivor shall not be released to the public. Where the College becomes aware of an allegation of 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. In such cases, certain College administrators will be informed about the reported incident on a "need to know" and confidential basis, but not necessarily of the identities of the persons involved.

4.7. Reporting and Responding to Sexual Violence

Members of the College community are strongly encouraged to immediately report incidents of sexual violence where they witness or have knowledge of, or where they have reason to believe that sexual violence has occurred or may occur within the limitations outlined in the section on confidentiality. Reports will maintain the anonymity of the survivor unless the survivor gives signed authorization for their identity to be communicated in the report.

Persons in a position of authority, including persons directing the activities of others, shall take immediate action to respond to or to prevent sexual violence from occurring.

Where the College becomes aware of incidents of sexual violence by a member of the College community or against a member of the College community, which occur on or off College property and that pose a risk to the safety of members of the College community, the College shall take all reasonable steps to ensure the safety of the College community.

4.8. Complaint Process and Investigations

A complaint of sexual assault or any other kind of 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 details of the allegations and provided with an opportunity to answer to the allegations made against them.

4.9. 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 as stated above in confidentiality.

4.10. Protection from Reprisals, Retaliation or Threats

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

- having pursued rights under this policy or any other legislative process;
- having participated or co-operated in an investigation under this policy or any other legislative process; or
- having been associated with someone who has pursued rights under this policy or any other legislative process.

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

4.11. Inconclusive Evidence

If a person, in good faith, discloses or files a sexual violence complaint that is not supported by evidence gathered during an investigation, that complaint will be dismissed and no record of it will be placed in the complainant's or respondent's student record or HR file.

4.12. False Allegations

Disclosure or complaints that are made to purposely annoy, embarrass or harm the respondent are considered frivolous, vexatious, or bad faith complaints and may result in sanctions against the complainant and/or discipline.

5. Procedure

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

5.1.1. 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.

5.1.2. Get Medical Attention as Needed

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

5.1.3. Seek Out Support and Counselling

5.1.4. Get Advice on Available Options on Reporting

If you choose to report, the campus procedure (item 5.2) below will be implemented.

5.2. 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

5.3. 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 8:30 a.m. to 4:30 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

<https://durhamcollege.ca/student-life/student-services/diversity>

Hours of Operation:

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

Office of Campus Safety
South Wing Simcoe Village Residence
1910 Simcoe Street North, First floor, Room 1099

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 or ex. 2943

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.

5.4. 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).

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

5.5.1. 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)

5.5.2. 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.

5.6. 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;

<https://durhamcollege.ca/student-life/health-and-wellness>

Hours of operation:

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

5.7. 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>.

5.8. 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.

5.9. 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.

5.9.1. Where the Respondent is a Student

Sexual violence is a violation of the Student Conduct policy and procedure, ADMIN-248, 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 policy and procedure ADMIN-248 and where applicable, The Residence Community Standards for more details on the disciplinary process and penalties.

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

5.9.2. Where the Respondent is an Employee

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

5.9.3. 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.

5.9.4. 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.

5.10. 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.

5.11. 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.

5.12. 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.

5.13. 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 and procedure. 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.

5.14. 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

6. Roles and responsibilities

- 6.1. The Office of Student Affairs is responsible for ensuring that this policy and procedure is kept up-to-date with legislation, provincial standards and law related to sexual violence.
- 6.2. It is the responsibility of the Vice-Presidents, Student Affairs the Chief Administrative Officer to ensure this policy and procedure is fully implemented.
- 6.3. 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.

6.4. Other Resources and Supports Available to You

This policy is posted online at www.durhamcollege.ca/sexualviolencepolicy. This webpage includes information in addition to the resources listed below.

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 8:30 a.m. to 4:30 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

South Wing Simcoe Village Residence 1910 Simcoe Street North, First floor, Room 1099

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](#)

2000 Simcoe St. N.

Student Service Building ,Room # 214 (above old E. P. Taylors)

T: 905 721-2000 ext. 7615

Monday to Friday 9 am to 5pm.

[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

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

7. Accessibility for Ontarians with Disabilities Act considerations

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

8. Non-compliance implications

- 8.1. Community Well-being: Non-compliance with this policy could lead to undue physical or emotional harm and/or reduced work or academic performance for survivors and/or other community members.
- 8.2. Financial: Non-compliance could place the campus at risk of litigation.
- 8.3. Reputation: Non-compliance could have a negative impact on College reputation and affect recruitment and enrollment.

9. Communications plan

- A message will be posted on ICE alerting employees when new or revised policies and procedures are added to ICE.
- A message will be posted on MyCampus alerting students when new or revised policies and procedures are added.
- Links will be provided on the webpage to on campus and off campus resources.

10. Related forms, legislation or external resources

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