

## Purpose

All members of the College community have a right to work and study in an environment that is free from any form of sexual violence. This policy sets out the way in which we address sexual violence. It ensures that those who experience sexual violence are believed, 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 violence accountable.

## Scope

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

## Definitions

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

**Age of consent for sexual activity:** The age at which a person can legally consent to sexual activity. In Canada, children under 12 can never legally consent to sexual acts. Sixteen is the legal age of consent for sexual acts. There are variations on the age of consent for adolescents who are close in age between the ages of 12 and 16. Twelve- and 13-year-olds can consent to have sex with other youth who are less than two 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 five years older. Youths 16 and 17 years old may legally consent to sexual acts with someone who is not in a position of trust or authority.

**Coercion:** In the context of sexual violence, coercion is an 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.

**Complainant:** The person(s) who brings forward a violation of this Policy. Note: The use of “complainant” is the accepted terminology as per the Ontario Human Rights Commission.

**Consent:** The voluntary and explicit agreement to engage in the sexual activity in question. It is the act of willingly agreeing to engage in specific sexual 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 they are asleep, unconscious, or otherwise unable to communicate.
- A person who has been threatened or coerced (i.e. is not agreeing voluntarily) into engaging in the sexual activity is not consenting to it.
- A person who is incapacitated due to the consumption of drugs or alcohol cannot give consent.
- A person may be unable to give consent if they have a mental disability preventing them from fully understanding 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 cannot give consent to a person in a position of trust, power, or authority.
- Consent cannot be given on behalf of another person.

**Disclosure:** a disclosure or to disclose refers to when someone informs or tells their lived sexual violence experience to a member of the College Community. A disclosure does not constitute a report/complaint.

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

**Minor:** As defined by Ontario's Age of Majority and Accountability Act: Every person attains the age of majority and ceases to be a minor on attaining the age of eighteen years. R.S.O. 1990, c. A.7, s. 1.

**Respondent:** refers to an individual against whom a complaint has been made under this Policy.

**Sexual assault:** A criminal offence under the [Criminal Code of Canada](#). Sexual assault is any type of unwanted physical contact with a sexual connotation 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.

**Sexual Misconduct:** physical sexual relations with an individual, touching of sexual nature or behaviour or remarks of a sexual nature where:

- the act constitutes an offence under the Criminal Code
- the act infringes the right of the individual under clause 7 (3)(a) of the Human Rights Code to be free from a sexual solicitation or advance.

**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.<sup>1</sup>

**Stalking:** A form of criminal harassment prohibited by the [Criminal Code of Canada](#). It involves behaviours that instill fear in the victim or threaten the victim/target's safety or mental health. Stalking can include following, communicating with or watching over one's dwelling or home, 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, digital messaging, email, social media); threatening or obscene gestures; surveillance; sending unsolicited gifts; "creeping" via social media/cyber-stalking; and uttering threats.

**Survivor:** Someone who has experienced sexual violence may choose to identify as a survivor. Others may prefer the term "victim". This document uses "survivor" because some who have experienced sexual assault believe they have overcome the violent experiences and do not wish to self-identify as victims. However, persons who have experienced sexual violence have the prerogative to self-identify as they wish.

## Operating Procedure

The College's commitment to those who have experienced and/or been affected by sexual violence is as follows:

- 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;

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<sup>1</sup> Sexual violence is used to describe sexual assault and/or sexual violence throughout this document.

- decide whether to report to campus security and/or local police; This does not circumvent the College's responsibility to inform those deemed appropriate, to work towards the safety of the College community;
- assist in safety planning, with reasonable and necessary actions taken to provide resources, emergency numbers and a plan in case or emergency provide counselling, supports and resources.

### **If you have experienced or have been affected by sexual violence**

1. Immediate Response.
  - a. Go to a safe place.
    - i. Call or go to a trusted individual or friend.
    - ii. Call Campus Security Services:
      - 705-566-8101, ext. 7911
      - available 24 hours a day, 7 days a week; or Call Emergency Services at 911.
    - iii. Seek medical Services if necessary: medical attention can include a complete medical evaluation can include evidence collection, a physical examination, and treatment. If possible, do not change your clothes, bathe, brush your teeth, wash your hands, or use the toilet until the evidence on your body and clothes has been collected. Please note you have the opportunity to choose whether to continue or stop the medical examination at any time during the process.
    - iv. Sudbury: Health Sciences North Emergency Department triage located at 41 Ramsey Lake Road.
    - v. Espanola: Espanola Regional Hospital and Health Centre located at 825 McKinnon Drive.
    - vi. Little Current: Manitoulin Health Centre located at 11 Meredith Street.
2. Seek out Counselling and other supports.

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- a. Violence Intervention and Prevention Program (VIPP):
  - i. 705-675-4743: VIPP is a 24/7
  - ii. Program that provides acute care, treatment and counselling to persons who have been victimized by sexual assault and domestic violence.
  - iii. The program also provides assessment and treatment for child physical abuse.
- b. Counselling Services: Glenn Crombie Centre:
  - i. [counselling@cambriancollege.ca](mailto:counselling@cambriancollege.ca).
- c. Voices for Women – Sudbury Sexual Assault Centre:
  - i. 705-671-5495
  - ii. 96 Larch Street, Suite 305 Sudbury, ON P3E 1C1
  - iii. <https://voicesforwomen.ca/>
  - iv. Hours of Operation – Monday to Friday, 9:00 a.m. to 5:00 p.m.
- d. Assaulted Women’s Helpline:
  - i. 1-866-863-0511
  - ii. <http://www.awhl.org>
  - iii. The helpline is available 24hrs/day, 7 days a week and services are available in 200 languages.
- e. Talk4healing:
  - i. 1-855-554-HEAL (4325)
  - ii. <http://www.talk4healing.com>
  - iii. Talk4healing is a free and culturally safe telephone line for Aboriginal women living in Northern Ontario.
- f. Sexual Assault Crisis Line for Men:
  - i. 24/7 at 1-866-887-0015
- g. Wabnode, Centre for Indigenous Services:
  - i. 705-566-8101, ext. 7700 or room 2133.

### 3. Filing a Report

- a. We strongly encourage you to disclose and report incidents of sexual violence; however, it is entirely up to you if you choose to do so. Anyone affected by sexual violence are not required to report an incident, or make a complaint about sexual violence, in order to obtain supports.
- b. If you would like to make a formal or informal report of sexual violence, contact.
  - i. Campus Security Services:
    - 705-566-8101, ext. 7298 or 7911 after 4:30 p.m. on weekdays or anytime on weekends
  - ii. Local Police Services:
    - Sudbury: call 705-675-9171
    - Little Current and Espanola: call 1-888-310-1122.
  - iii. Office of Equity, Diversity, and Inclusion:
    - 705-566-8101, ext. 6299
    - Email: [equity@cambriancollege.ca](mailto:equity@cambriancollege.ca)
  - iv. Supervisor, if you are an employee of the College, or you may make a formal college report as well as a formal police report.

### 4. Investigating the Complaint/Formal Investigation

- a. Consider reporting when a complaint/report is submitted When a report or complaint is made to the college, the Sexual Violence Policy and Procedure will be followed. Depending on the circumstances, non-criminal options may include, but are not limited to: “no contact” undertakings with the alleged assailant, on or off-campus safety planning, class scheduling and other academic accommodations, and/or workplace accommodations.

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- i. Campus Security Services may impose or facilitate interim measures to restrict access to some college facilities by the alleged perpetrator where the College determines there may be a safety risk.
  - ii. If either the victim/survivor or the alleged perpetrator is a student living in Residence, the College may take immediate steps to protect the survivor/victim and potential witnesses, the College community, or any of its members.
  - iii. If the survivor/complainant or alleged perpetrator/respondent is an employee of the College, the College may impose or facilitate interim measures such as, but not limited to, moving the respondent to a different department, or placing the respondent on an administrative leave of absence pending the investigation and resolution of the complaint.
- b. The use of college administrative processes does not preclude the use of other options outside the College such as criminal proceedings.

### **What to do if you have witnessed sexual violence**

1. If you witness sexual violence, please call or visit:
  - a. Campus Security Services:
    - i. 705-566-8101, ext. 7911, room 2036, or
  - b. Manager, Equity, Diversity, and Inclusion:
    - i. 705- 566-8101, ext. 7235, room 4089E, or
  - c. Wabnode, Centre for Indigenous Services:
    - i. 705-566-8101, ext. 7700 or room 2133.
2. If an employee of the College witnesses what they believe to be an incident of sexual violence against another member of the College community, the employee is required to report the incident to their supervisor or that person's supervisor.



### **What to do if someone discloses allegations of sexual violence**

1. A person may choose to confide in someone about an act of sexual violence, such as a student, instructor, teaching assistant, coach, or staff from residence, counselling, or security. A supportive response involves:
  - a. listening without judgement and accepting the disclosure as true;
  - b. communicating that sexual violence is never the responsibility of the survivor/victim;
  - c. helping the individual identify and/or access available on or off-campus services, including emergency medical care and counselling;
  - d. respecting the individual's to or to not report the incident;
  - e. recognizing that disclosing can be traumatic;
  - f. respecting the individual's choices as to what and how much they disclose about their experience; and
  - g. respecting confidentiality and anonymity.
2. If disclosure is made to an employee by a student seeking support or academic accommodation, the employee should refer the student to the Glenn Crombie Centre for Student Support, and work with the Glenn Crombie Centre staff to ensure that the student receives all necessary academic and other accommodations.
3. 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 incident to their supervisor or that person's supervisor.

### **Communicating with individuals who have experienced or been affected by sexual violence**

Sensitive and timely communication with individuals who have experienced or been affected by 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:

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1. Ensure that the Manager, Equity, Diversity and Inclusion is knowledgeable about sexual violence, and is responsible for advocacy on campus on behalf of the person affected by sexual violence;
2. Ensure designated staff members respond in a prompt, compassionate, and personalized fashion; and
3. Ensure that both the person who has experienced sexual violence, and the respondent, are provided with reasonable updates about the status of the College's investigation of the incident when such investigations are undertaken.

### **Roles and responsibilities of the College Community**

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

1. On-campus health supports to provide psychological and emotional support, assist with safety planning, provide and/or make referrals to other services including medical services.
2. Faculty, staff, and administrators to facilitate academic accommodations and other needs of those who have experienced or been affected by sexual violence, e.g., extensions on assignments, continuing studies from home, and dropping courses.
3. Residence staff to facilitate safe living arrangements to the best of their abilities.
4. Human Resources to assist with any incidents relating to employees.
5. Security to assist with investigations and gathering evidence, safety, and implement measures to reduce sexual violence on campus, and to collaborate with local police where appropriate.
6. All members of the College community who have witnessed sexual violence have the duty to cooperate with a college investigation.
7. Where the College becomes aware of incidents of sexual violence by or against a member of the College community, that occur on or off College property and 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

### **How will the college respond to a report of sexual violence?**

Where a complaint of sexual violence has been reported to the College, the College will exercise care to protect and respect the rights of both the complainant and the respondent. The College understands that individuals who have experienced or been affected by 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. 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. However, in certain circumstances, the College may choose 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.

A report of 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 in circumstances where the College is unable to initiate an internal investigation under this Policy.

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 or procedure, the entitlement set out below shall prevail.

1. Where the Respondent is a Student

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- a. Any form of Sexual violence is a violation of the Sexual Violence Policy and Procedure. It is considered a serious offence and will be addressed in a manner which is consistent with other serious offences. Please see the Code of Conduct and related procedures for more details on each disciplinary and appeal process. The Office of Safety and Security is responsible for intake and investigation, and the responsible manager/dean/director/vice president will make decisions with the support of the Manager of Safety and Security.
2. Where the Respondent is an Employee
    - a. Sexual violence is a violation of the College's Code of Conduct. Allegations against employees will be addressed in accordance with the procedures set out in the Sexual Violence 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. The office of Human Resources is responsible for intake and investigation, and the responsible manager/dean/director/vice president will be responsible for decision making with the support of the Director of Human Resources. There is no formal appeal process for employee violations, though college employees who are members of the union may file a grievance under the collective agreement.
3. Where the respondent is not a student or employee
    - a. Contractors, suppliers, volunteers or visitors who attend on campus will be subject to complaints if they engage in prohibited conduct as noted in the SV policy. Where a complaint against the respondent is substantiated, the College will take appropriate action. When the respondent is not a student or employee, the Manager of Safety and Security is responsible for intake and investigation, and the responsible manager/dean/director/vice president will make decisions with the support of the Manager of Safety and Security. There is not appeal process for supplier, volunteer, or visitor violations.

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

#### 4. Multiple Proceedings

- a. 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.

#### 5. Support and Representation

- a. 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.

#### 6. Interim Measures

- a. The rights and privileges of a respondent may be restricted by the College before it makes a final determination about the alleged misconduct. For example, a respondent may be moved from a complainant's residence, restricted from entering certain or all parts of campus and restricted from attending class.
- b. Such "interim measures" will be imposed only as necessary to meet the needs and safety of complainants and persons who report incidents of sexual

violence The College will also take steps to minimize the impact of interim measures on respondents.

- c. 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.

## 7. Outcomes

- a. The College will determine, based on its investigation, on a balance of probabilities, 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 disciplinary action. 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 contract and other sanctions. The College may also impose non-punitive measure such as but not limited to restorative justice, sensitivity training, coaching, or reintegration plan.

## 8. Written decisions

- 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 the investigation.

## References

- **Violence Intervention and Prevention Program (VIPP) – Health Sciences North**  
705-675-4743  
41 Ramsey Lake Road, Sudbury ON

VIPP is a 24/7 program that provides acute care, treatment and counselling to persons who have been victimized by sexual assault and domestic violence. The program also provides assessment and treatment for child physical abuse.

Services include injury assessment and treatment, medical treatment for sexually transmitted infections and pregnancy prevention, photo documentation of injuries, evidence collection (sexual assault kit), counselling and referrals to support services. VIPP also has a role in community advocacy, education, and research to end violence.

- **YWCA Genevra House**

705-673-4754

<http://ywcasudbury.ca/programs/genevra-house-shelter>

Support Services for women experiencing abuse by their intimate partners.

The team at YWCA Genevra House offers a full range of support programs for the residents of Genevra House and for women in the community. Their programs are available to all women wanting to build a life free from abuse, whether they are staying at Genevra House or living elsewhere. They also provide support to older women experiencing abuse by their live-in caregiver.

All of their programs are based on the belief in a woman's right to make the choices that are best for her.

- **Centre Victoria pour Femmes**

705-670-2517

Fem'aide 1 877 336-2433

<http://www.centrevictoria.ca>

Un service de soutien et de counseling en français pour les femmes touchées par toutes les formes de violence.

- **Shkagamik-Kwe Health Centre**

705-675-1596

<http://www.skhc.ca/>

Shkagamik-Kwe Health Centre (SKHC) is an Aboriginal Health Access Centre (AHAC) dedicated to providing equal access to quality health care to First Nation, Métis and Inuit individuals and their families who live in the City of Greater Sudbury, or who reside on Henvey Inlet First Nation, Magnetawan First Nation or Wahnapiatae First Nation.

They are a culturally based holistic health centre dedicated to balanced and healthy lifestyles. Programs and services support traditional Aboriginal values encompassing the connectedness of emotional, spiritual, physical, and mental well-being.

- **Sudbury Women's Centre**

705-673-1916

324 Elm Street, Sudbury ON

<https://sudburywc.ca/>

The Sudbury Women's Centre is a charitable organization dedicated to serving the needs of women in the Greater Sudbury seeking service in a broad range of areas.

- **Cambrian College – Women's Resource Centre**

705-566-8101 ext. 7426

<https://cambriancollege.ca/campus-life/cambrian-womens-resource-centre/>



The Women's Resource Centre is located within Cambrian College. It provides information and resources to women including staff, faculty and students. We encourage all women to take action in addressing issues that concern them.

- **Assaulted Women's Helpline**

1-866-863-0511

<http://www.awhl.org>

The helpline is available 24hrs/day, 7 days a week and services are available in 200 languages.

- **Talk4healing**

1-855-554-HEAL (4325)

<http://www.talk4healing.com>

Talk4healing is a free and culturally safe telephone line for Aboriginal women living in Northern Ontario.

- **Youthline – LGBTQ**

1-800-268-9688

<http://www.youthline.ca/index.php>

The Lesbian Gay Bi Trans Youth Line is a toll-free service provided by youth for youth. They offer support, information and referrals specific to your concerns. They are here because they want to be there for you – to be part of your community. They may not have lived your experiences exactly, but they can probably relate. They too, are lesbian, gay, bisexual, transgender, transsexual, two-spirit or queer.

- **Voices for Women – Sudbury Sexual Assault Centre**

Contact Information

96 Larch Street, Suite 305 Sudbury, ON P3E 1C1

Telephone: 705-671-5495

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<https://voicesforwomen.ca/>

Hours of Operation - Monday to Friday, 9:00 a.m. to 5:00 p.m.

Voices for Women is a free community-based program that provides services to women 16 years of age and older experiencing trauma from historical sexual violence. If you are a woman who has experienced violence in the past and is looking for services, you may contact VOICES directly to set up an intake. VOICE is a women safe space.

- **Male Survivors of Sexual Abuse Program Sexual Assault Crisis Line for Men**

1-866-887-0015 – or 705-524-9629 - 24-hour, multilingual, toll-free phone line for immediate crisis and referral.

Male survivors of sexual abuse have access to a number of specialized services to help them deal with the impact of abuse, including individual and group counselling; peer support; telephone and online counselling; referrals to other appropriate community support services to meet other long-term needs that clients may have.

<http://counsellingccs.com/programs/male-survivors-program.html>

- **Ministry of the Attorney General Victim Support Line**

If you would like to talk with an information and referral counsellor, please call the Victim Support Line at 1- 888-579-2888, or 416-314-2447 in the Greater Toronto Area.

[http://www.attorneygeneral.jus.gov.on.ca/english/ovss/male\\_support\\_services/](http://www.attorneygeneral.jus.gov.on.ca/english/ovss/male_support_services/)  
<http://www.attorneygeneral.jus.gov.on.ca/english/ovss/programs.php#sexualAssault>

- **Ontario Coalition of Rape Crisis Centres**

Sexual Assault Centres in Ontario offer confidential and free counselling to survivors of recent and historical sexual assault. You can contact a centre to ask about individual or group counselling for survivors of sexual violence.

You can also reach a counsellor by phone at any time by calling a sexual assault centre crisis support line. These confidential, 24-hour phone-lines offer someone immediate to talk to, crisis counselling, support, and information for support allies (i.e., parents, partners or friends of survivors), safety planning, information on victim police reporting and medical options, and strategies for coping with flashbacks, memories and feelings.

<http://www.sexualassaultsupport.ca/>

- **Sudbury and Area Victim Services (SAVS)**

<http://www.sudburyandareavictimservices.ca/>

[info@savs.ca](mailto:info@savs.ca) / 705-522-6970

Sudbury and Area Victim Services (SAVS) is a non-profit organization that provides immediate crisis assistance, intervention and prevention services which are responsive to the needs of individuals, families, and communities affected by crime, tragic circumstances, and disaster.

- **Dispelling the Myths and Misconceptions about Sexual Assault**

Myth	Fact
It wasn't rape, so it wasn't sexual violence.	Sexual assault and sexual violence encompasses a broad range of 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.

<b>Myth</b>	<b>Fact</b>
Sexual assault can't happen to me or anyone I know.	Sexual assault can and does happen to anyone. People of all socioeconomic and ethnic backgrounds are victims of sexual assault, but the vast majority of sexual assaults happen to women and girls. Young women, Aboriginal women and women with disabilities are at greater risk of experiencing sexual assault.
Sexual assault is most often committed by strangers.	Someone known to the victim, including acquaintances, dating partners, and common-law or married partners, commit approximately 75 per cent of sexual assaults.
Sexual assault is most likely to happen outside in dark, dangerous places.	The majority of sexual assaults happen in private spaces like a residence or private home.
If an individual doesn't report to the police, it wasn't sexual assault.	Just because a victim doesn't report the assault doesn't mean it didn't happen. Fewer than one in ten victims report the crime to the police.
It's not a big deal to have sex with someone while they are drunk, stoned or passed out.	If a person is unconscious or incapable of consenting due to the use of alcohol or drugs, they cannot legally give consent. Without consent, it is sexual assault.
If the person chose to drink or use drugs, then it isn't considered sexual assault.	This is a prominent misconception about sexual assault. No one can consent while drunk or incapacitated.
If the victim didn't scream or fight back, it probably wasn't sexual assault.  If the victim does not fight back, the sexual assault is their fault.	A person being sexually assaulted may not fight back for many reasons, it is never the survivor's fault.

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<b>Myth</b>	<b>Fact</b>
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 person isn't crying or visibly upset, it probably wasn't a serious sexual assault.	Every person responds to the trauma of sexual assault differently. They may cry or may be calm. They may be silent or very angry. Their behaviour is not an indicator of their experience. It is important not to judge people by how they respond 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	Individuals with disabilities are at a high risk of experiencing sexual violence or assault. Those who live with activity limitations are over two

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Myth	Fact
assaulted.	times more likely to be victims of sexual assault than those who are able-bodied.
A spouse or significant other cannot sexually assault their partner.	Sexual assault can occur in a married or other intimate partner relationship. The truth is, sexual assault occurs ANY TIME there is not consent for sexual activity of any kind. Being in a relationship does not exclude the possibility of, or justify, sexual assault. A person has the right to say “no” at ANY point.
People who are sexually assaulted “ask for it” by their provocative behaviour or dress.	This statement couldn’t be more hurtful or wrong. Nobody deserves to be sexually assaulted. Someone has deliberately chosen to be violent toward someone else to not get consent. Nobody asks to be assaulted. Ever. No mode of dress, no amount of alcohol or drugs ingested, no matter what the relationship is between the survivor and the perpetrator, or what the survivor’s occupation is, sexual assault is always wrong.
Sexual assault only happens to women	Not true. The majority of sexual assaults are committed against women by men, but people of all genders, from all backgrounds have been/can be assaulted.
Sexual abuse of males is rare.	According to Statistics Canada, six per cent of males 15 or older reported that they had experienced sexual victimization. Sexual assault/abuse occurs in every economic, ethnic, age and social group.
If you got aroused or got an erection or ejaculated,	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

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<b>Myth</b>	<b>Fact</b>
you must have enjoyed it.	wanted it or consented in any way. If you experienced some physical pleasure, this does not take away the fact that sexual abuse happened or the effects or feelings of abuse.

- For English services, please refer to the table below.

<b>Region in Ontario</b>	<b>Sexual Assault Centre</b>	<b>24-hr Crisis Line</b>	<b>Office Phone</b>
<b>Algoma (Sault Ste. Marie)</b>	<a href="#">Women In Crisis Algoma</a>	1-877-759-1230	705-759-1230
<b>Belleville-Quinte</b>	<a href="#">Sexual Assault Centre for Quinte &amp; District</a>	1-877-544-6424	613-967-6300
<b>Brant</b>	<a href="#">Sexual Assault Centre of Brant</a>	519-751-3471	519-751-1164
<b>Bruce County</b>	<a href="#">Women's House Serving Bruce and Grey: Sexual Assault Services</a>	1-866-578-5566	519-372-1113
<b>Chatham-Kent</b>	<a href="#">Chatham-Kent Sexual Assault Crisis Centre</a>	519-354-8688	519-354-8908
<b>Cornwall</b>	<a href="#">Sexual Assault Support Services for Women, Cornwall</a>	English: 1-866-863-0511 French: 1-877-336-2433	613-932-1755
<b>East Algoma (Elliot Lake)</b>	<a href="#">Counselling Centre of East Algoma</a>	1-800-721-0077	705-848-2585
<b>Guelph-Wellington</b>	<a href="#">Guelph-Wellington Women in Crisis</a>	519-836-5710 1-800-265-7233	519-836-1110
<b>Halton (Oakville)</b>	<a href="#">Sexual Assault &amp; Violence Intervention Services of Halton</a>	905-875-1555 Text: 905-691-4873	905-825-3622
<b>Hamilton</b>	<a href="#">Sexual Assault Centre Hamilton &amp; Area (SACHA)</a>	905-525-4162	905-525-4573

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Region in Ontario	Sexual Assault Centre	24-hr Crisis Line	Office Phone
<b>Kawartha (Peterborough &amp; Area)</b>	<a href="#">Kawartha Sexual Assault Centre</a>	1-866-298-7778 705-741-0260	705-748-5901
<b>Kenora</b>	<a href="#">Kenora Sexual Assault Centre</a>	807-468-7233 1-800-565-6161	807-468-7958
<b>Kingston</b>	<a href="#">Sexual Assault Centre Kingston</a>	613-544-6424 1-877-544-6424	613-545-0762
<b>London-Middlesex</b>	<a href="#">Sexual Assault Centre London</a>	519-642-3000 1-800-265-1576	519-642-3003
<b>Muskoka</b>	<a href="#">Athena's Sexual Assault Counselling &amp; Advocacy Centre</a>	705-737-2008 1-800-987-0799	705-737-2884
<b>Niagara</b>	<a href="#">Niagara Region Sexual Assault Centre</a>	905-682-4584	905-682-7258
<b>Nipissing</b>	<a href="#">Amelia Rising Sexual Assault Centre of Nipissing</a>	705-476-3355	705-840-2403
<b>Oshawa-Durham</b>	<a href="#">Oshawa-Durham Rape Crisis Centre</a>	905-668-9200	905-444-9672 Ext 21
<b>Ottawa SASC</b>	<a href="#">Sexual Assault Support Centre of Ottawa</a>	613-234-2266	613-725-2160
<b>Ottawa RCC</b>	<a href="#">Ottawa Rape Crisis Centre</a>	613-562-2333	613-562-2334
<b>Peel</b>	<a href="#">Hope 24/7: Sexual Assault Centre of Peel</a>	1-800-810-0180	905-792-0821
<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 Sexual Assault Centre</a> <a href="#">Assaulted Women's Hotline /Fem'aide</a>	1-866-863-0511 – Eng 1-877-336-2433 – Fr	705-671-5495



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Region in Ontario	Sexual Assault Centre	24-hr Crisis Line	Office Phone
Thunder Bay	<a href="#">Thunder Bay Sexual Abuse &amp; Sexual Assault Counselling &amp; Crisis Centre</a>	807-344-4502	807-345-0894
Timmins	<a href="#">Timmins and Area Women in Crisis</a>	1-877-268-8380	705-268-8381
Toronto	<a href="#">Multicultural Women Against Rape/Toronto Rape Crisis Centre</a>	(416) 597-8808	416-597-1171
Waterloo	<a href="#">Sexual Assault Support Centre of Waterloo Region</a>	519-741-8633	519-571-0121
Windsor-Essex	<a href="#">Sexual Assault Crisis Centre of Essex County</a>	519-253-9667	519-253-3100
York	<a href="#">Women's Support Network of York Region</a>	1-800-263-6734 905-895-7313	905-895-3646

- For French services, please refer to the table below.

Also, for additional French language support to women victims of sexual assault, please visit (Pour des services de soutiens francophones pour femmes victimes d'agression sexuelle, s' il vous plaît visitez):

- <http://aocvf.ca/services-aux-femmes>
- Fem'aide 1 877 336-2433

Région de l'Ontario	Service d'aide aux survivants d'agressions sexuelles	Ligne de crise 24h	Numéros de téléphone
Barrie	Colibri - Centre des femmes francophones du comté de Simcoe <a href="http://www.centrecolibri.ca">www.centrecolibri.ca</a>	1 877 797-2050 <a href="mailto:admin@centrecolibri.ca">admin@centrecolibri.ca</a> <a href="http://bri.ca">bri.ca</a>	705 797-2060
Casselman	Centre Novas : Centre francophone d'aide	1 866 772-9922 poste 221	613 764-5700

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	<p>et de lutte contre les agressions à caractère sexuel de Prescott-</p> <p>Russell <a href="http://www.centrenovas.ca">www.centrenovas.ca</a></p>	<p><a href="mailto:administration@entrenovas.ca">administration@ entrenovas.ca</a></p>	
<b>Hamilton</b>	<p>Centre de santé communautaire Hamilton/Niagara - Espace entre Elles <a href="http://www.centredesante.communautaire.com">www.centredesante communautaire.com</a></p>	<p>1 866 437-7606 <a href="mailto:cschn@cschn.ca">cschn@cschn.ca</a></p>	905 528-0163
<b>London</b>	<p>Carrefour des femmes du Sud-Ouest de l'Ontario: CALACS de la région du Sud-Ouest <a href="http://www.carrefourfemmes.on.ca">www.carrefourfemmes.on.c a</a></p>	<p>1 888 858-0954 <a href="mailto:bienvenue@carrefourfemmes.on.ca">bienvenue@carref ourfemmes.on.ca</a></p>	519 858-0954
<b>Ottawa</b>	<p>Centre francophone d'aide et de lutte contre les agressions à caractère sexuel d'Ottawa</p>	<p><a href="mailto:calacs@calacs.ca">calacs@calacs.ca</a></p>	613 789-8096
<b>Sudbury</b>	<p>Centre Victoria pour femmes <a href="http://www.centrevictoria.ca">www.centrevictoria.ca</a></p> <p>Centre de Counselling de Sudbury</p>		705 670-2517 info@centrevictoria.ca CCS: 705-524-9629
<b>Thunder Bay</b>	<p>Centr'Elles, centre des Femmes Francophones du Nord-Ouest de l'Ontario <a href="http://www.centrelles.com">www.centrelles.com</a></p>	<p>1 888 415-4156 <a href="mailto:admin@centrelles.com">admin@centrelles. com</a></p>	807 684-1955
<b>Timmins</b>	<p>Centre Passerelle pour femmes: CALACS du Nord de</p>		705 360-5657

	l'Ontario <a href="http://www.centrepasserelle.ca">www.centrepasserelle.ca</a>		
<b>Toronto</b>	Oasis Centre des femmes <a href="http://www.oasisfemmes.org">www.oasisfemmes.org</a>		416 591-6565

## Acknowledgements

A number of resources contributed to the development of this document, including the sexual assault policies and procedures from several colleges and universities in Ontario, notably, Durham College, University of Guelph, Humber College, and Lakehead University, as well as the Metrac discussion paper on sexual assault policies on campuses. The Ontario Women’s Directorate resource, “Developing a Response to Sexual Violence: A Resource Guide for Ontario’s Colleges and Universities” served as a reference and the “Dispelling Myths and Misconceptions About Sexual Assault” chart is based on it. In addition, the Ontario Coalition of Rape Crisis Centres provided a list of sexual assault centres in Ontario and their hotline numbers.

The following are available campus and community resources:

On Campus Emergency Service:

- Campus Security Services
- 705-566-8101, ext. 7911 (24h/7d)

On Campus Advising:

- Manager, Equity, Human Rights and Accessibility
- 705-566-8101, ext. 7235 (M-F, 8:30a-4:30p)

On Campus Counselling

- 705-566-8101, ext.7311 (M-F, 8:30a-4:30p)
- counselling@cambriancollege.ca

Cambrian Student Council (CSC)

- 705-566-8101, ext. 7729 (M-W-F 8:30a-4:30p, T-T 12p-8p)

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Protocol 2022**Residence**

- 705-566-8101, ext. 7583

**Wabnode, Centre for Indigenous Services**

- 705-566-8101, ext. 7833

**Cambrian College – Women’s Resource Centre**

- 705-566-8101 ext. 7426.