

APPENDICES

Appendix A: Definitions

SEXUAL ASSAULT:

Sexual Assault is a form of Sexual Violence and is 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 that person 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 VIOLENCE:

A broad term that describes any violence, physical or psychological, carried out through sexual means or by targeting sexuality. This violence takes different forms including sexual abuse and sexual assault. Acts of sexual violence include: unwanted sexual comments or advances; coercion of another person's sexuality by physical or psychological intimidation; and/or the denial of another person's sexual decision-making rights. Anyone, regardless of age, gender or sexual orientation can fall victim to sexual violence. Sexual violence can profoundly impact physical and mental wellbeing of individuals and communities.

SEXUAL HARASSMENT:

Is prohibited by the Ontario Human Rights Code and may be based on gender (including transgendered persons) or may involve the use of overt sexual language or sexual innuendo which makes an individual feel uncomfortable. Sexual harassment includes, but is not limited to, the following:

- Any deliberate and unsolicited sexual comment, suggestion or physical contact that creates an uncomfortable learning/working environment for the recipient and is made by a person who knows or ought reasonably to know that such action is unwelcome;
- A sexual advance or solicitation made by a person where the person making the advance or solicitation knows or ought reasonably to know that it is unwelcome;
- A reprisal or threat of reprisal for the rejection of a sexual solicitation or advance where the reprisal is made or threatened by a person in a position to confer, grant or deny a benefit or advancement to the person;
- Unwelcome remarks, jokes, sexual innuendoes or taunting about a person's body, attire, sex, personal or social life;
- Practical jokes of a sexual nature which cause awkwardness or embarrassment;
- Displaying and/or distributing pornographic pictures or other offensive material of a sexual nature, either through printed copy or personal computer;
- Leering (suggestive staring) or other gestures;
- Unnecessary physical contact such as touching, patting or pinching;
- Expressions of gender bias which may include remarks that are discriminatory, degrading or derogatory and create a poisoned work environment;

Liaison College

Sexual Assault and Sexual Violence Procedure

- Requests for sexual favours; and/or
- Sexual assault.

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 drugged is unable to consent.
- A person is usually unable to give consent when under the influence of alcohol and/or drugs.
- A person may be unable to give consent if they have a mental disability preventing them from fully understanding the sexual acts.
- The fact that consent was given in the past to a sexual or dating relationship does not mean that consent is deemed to exist for all future sexual activity.
- A person can withdraw consent at any time during the course of a sexual encounter.
- A person is incapable of giving consent to a person in a position of trust, power or authority, such as, a faculty member initiating a relationship with a student who they teach, an administrator in a relationship with anyone who reports to that position.
- Consent cannot be given on behalf of another person.

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

NOTE:

For information purposes only, the Criminal Code uses the following definition of "consent":

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

Liaison College

Sexual Assault and Sexual Violence Procedure

- 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.

ACQUAINTANCE SEXUAL ASSAULT:

Sexual contact that is forced, manipulated, or coerced by a partner, friend or acquaintance.

AGE OF CONSENT FOR SEXUAL ACTIVITY:

The age at which a person can legally consent to sexual activity. In Canada, children under 12 can never legally consent to sexual acts. Sixteen is the legal age of consent for sexual acts. There are variations on the age of consent for adolescents who are close in age between the ages of 12 and 16. Twelve and 13 year-olds can consent to have sex with other youth who are less than 2 years older than themselves. Youth who are 14 and 15 years old may consent to sexual involvement that is mutual with a person who is less than 5 years older. Youths 16 and 17 years old may legally consent to sexual acts with someone who is not in a position of trust or authority.

COERCION:

In the context of sexual violence, coercion is unreasonable and persistent pressure for sexual activity. Coercion is the use of emotional manipulation, blackmail, threats to family or friends, or the promise of rewards or special treatment, to persuade someone to do something they do not wish to do, such as being sexual or performing particular sexual acts.

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.

RAPE:

This policy refers to the offence of sexual assault to align with the current offence contained in the Criminal Code. The word "rape" is no longer used in criminal statutes in Canada. The term was replaced many years ago to acknowledge that sexual violence is not about sex but is about acts of psychological and physical violence. The term "sexual assault" provides a much broader definition and criminalizes unwanted behaviour such as touching and kissing as well as unwanted oral sex and vaginal and anal intercourse. Although the term no longer has a legal meaning in Canada, the term rape is still commonly used.

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 or threaten the 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; cyber-stalking; and uttering threats.

SURVIVOR:

Some who have experienced sexual violence may choose to identify as a survivor. Individuals might be more familiar with the term "victim". We use the term survivor throughout this policy where relevant because some who have 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.



Appendix B: Sexual Assault Centres (Ontario)

REGION IN ONTARIO	SEXUAL ASSAULT CENTRE	24-HR CRISIS LINE	OFFICE PHONE
Algoma (Sault Ste. Marie)	Women In Crisis Algoma	1-877-759-1230	705-759-1230
Belleville-Quinte	Sexual Assault Centre for Quinte & District	1-877-544-6424	613-967-6300
Brant	Sexual Assault Centre of Brant	519-751-3471	519-751-1164
Bruce County	Women's House Serving Bruce and Gret: Sexual Assault Services	1-866-578-5566	519-372-1113
Chatham-Kent	<u>Chatham-Kent Sexual Assault Crisis Centre</u>	519-354-8688	519-354-8908
Cornwall	Sexual Assault SuQQOrt Services for Women, Cornwall	English: 613-932-1603 French: 613-932-1705	613-932-1755
East Algoma (Elliot Lake)	Counselling Centre of East Algoma	1-800-721-0077	705-848-2585
Guelph-Wellington	GuelQh-Wellington Women in Crisis	519-836-5710 / 1-800-265-7233	519-836-1110
Halton (Oakville)	<u>Sexual Assault & Violence Intervention Services of Halton</u>	905-875-1555	906-825-3622
Hamilton	Sexual Assault Centre Hamilton & Area (SACHA)	905-525-4162	905-525-4573
Kawartha (Peterborough & Area)	Kawartha Sexual Assault Centre	705-741-0260	705-748-5901
Kenora	Kenora Sexual Assault Centre	807-468-7233 / 1-800-565-6161	807-468-7958
Kingston	Sexual Assault Centre Kingston	613-544-6424 / 1-877-544-6424	613-545-0762
Waterloo	Sexual Assault SUQQOrt Centre of Waterloo Region	519-741-8633	519-571-0121
London-Middlesex	Sexual Assault Centre London	519-438-2272 / 1-877-529-2272	519-439-0844
Muskoka	Athena's Sexual Assault Counselling & Advocact Centre	705-737-2008 / 1-800-987-0799	705-737-2884

Liaison College Sexual Assault and Sexual Violence Procedure

Niagara	Niagara Region Sexual Assault Centre	905-682-4584	905-682-7258
Nipissing	Amelia Rising Sexual Assault Centre of Ni2issing	705-476-3355	705-840-2403
Oshawa-Durham	Oshawa-Durham Ra12e Crisis Centre	905-668-9200	905-444-9672
Ottawa SASC	Sexual Assault Su1212ort Centre of Ottawa	613-234-2266	613-725-2160
Ottawa RCC	Ottawa Ra12e Crisis Centre	613-562-2333	613-562-2334
Peel	Ho12e 24L7: Sexual Assault Centre of Peel	1-800-810-0180	905-792-0821
Renfrew	Women's Sexual Assault Centre of Renfrew County	1-800-663-3060	613-735 - 5551
Sarnia-Lambton	Sexual Assault Survivors' Centre Sarnia-Lambton	519-337-3320	519-337-3154
Sudbury	Voices for Women		705-523-7100 ext. 2647
Thunder Bay	Thunder Bay Sexual Abuse & Sexual Assault Counselling & Crisis Centre	807-344-4502	807-345-0894
Timmins	Timmins and Area Women in Crisis	1-877-268-8380	705-268-8381
Toronto	Multicultural Women Against Ra12ei'.Toronto Ra12e Crisis Centre	(416) 597-8808	416-597-1171
Windsor-Essex	Sexual Assault Crisis Centre of Essex County	519-253-9667	519-253-3100
York	Women's Sui;mort Network of York Region	1-800-263-6734 / 905-895-7313	905-895-3646

Pour le support francophone aux femmes victimes d'agression sexuelle:
 CALACS (Francophone Sexual Assault Centres) in Ontario
 Centre Passerelle pour femmes: CALACS du Nord de l'Ontario
www.centrepasserelle.ca
 C.P. 849 Timmins (Ontario) P4N 7G7
 705 360-5657

Centre francophone d'aide et de lutte contre les agressions à caractère
 sexuel d'Ottawa
www.calacs.ca
 40, rue Cobourg
 Ottawa (Ontario) K1N 8Z6
 613 789-8096
calacs@calacs.ca (link sends e-mail)

Centre Novas : Centre francophone d'aide et de lutte contre les

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

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agressions à caractère sexuel de Prescott-Russell
www.centrenovas.ca
C.P. 410
Casselman (ON) K0A 1M0
613 764-5700
1 866 772-9922 poste 221
administration@centrenovas.ca (link sends e-mail)

Centre Victoria pour femmes
www.centrevictoria.ca
C.P. 308
Sudbury (ON) P3E 4P2
705 670-2517
info@centrevictoria.ca (link sends e-mail)

Oasis Centre des femmes
www.oasisfemmes.org
465 Yonge Street PO Box 73022 Wood Street PO Toronto ON M4Y 2W5
Toronto
416 591-6565
services@oasisfemmes.org (link sends e-mail)

Centre de santé communautaire Hamilton/Niagara - Espace entre Elles
www.centredesantecommunautaire.com
1320 rue Barton Est
Hamilton (Ontario) L8H 2W1
905 528-0163
1866 437-7606
cschn.@_cschn.ca

Please Note: All Policies & Procedures Are Reviewed Every 3 Years.

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1 888 858-0954
bienvenue@carrefourfemmes.on.ca (link sends e-mail)

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www.centrelles.com
P.O. Box 26058
Thunder Bay (Ontario) P7B 0B2
807 684-1955
1 888 415-4156
admin@centrelles.com (link sends e-mail)

Calibri - Centre des femmes francophones du comté de Simcoe
www.centrecolibri.ca
80, rue Bradford, bureau 340
Barrie (ON) L4N 6S7
Barrie
705 797-2060
1 877 797-2050
admin@centrecolibri.ca (link sends e-mail)