



## Policy on Prevention and Response to Sexual and Gender-based Violence #6.2

<b>CATEGORY:</b> Human Resources/Diversity & Equity	<b>APPROVAL DATE:</b> March 7, 2022
<b>EFFECTIVE DATE:</b> March 1, 2022	<b>REVIEW DATE:</b> January 2023
<b>APPROVAL:</b> Board of Governors	
<b>SPONSOR:</b> Vice-Provost, Students & International	
<b>CONTACT:</b> Deanne Fisher, Vice-Provost, Students & International	
<b>PREVIOUS VERSIONS:</b> July 1, 2020	

### RELATED POLICIES

- [Respectful Work & Learning Environment Policy](#)
- [Response to Violent or Threatening Behaviour Policy](#)
- [Non-academic Misconduct Policy](#)

### 1. STATEMENT OF COMMITMENT

- 1.1 The University is committed to creating and maintaining an environment in which Sexual Violence is not tolerated and in which Members of the University Community can study and work free from incidents of Sexual Violence. The University works toward this goal through awareness and education initiatives, supports and services, and by providing Members of the University Community with information to help them respond to an incident of Sexual Violence.
- 1.2 The University recognizes that Sexual Violence is a fundamental affront to an individual's rights, dignity and integrity.
- 1.3 The University recognizes that Sexual Violence is overwhelmingly committed against individuals who identify as women, and, in particular, those who experience the intersection of multiple identities such as, but not limited to, Indigenous and racialized individuals, individuals whose gender and/or sexual identity or expression do not confirm to historical gender norms, people with disabilities and individuals from historically marginalized communities, including international, refugee and immigrant members of our community.
- 1.4 The University ensures that Members of the University Community who Disclose or make a Complaint about an incident of Sexual Violence are supported, treated with sensitivity and compassion and that the University will accommodate their needs appropriate to the situation, including taking survivor-directed action.

- 1.5 The University addresses acts of Sexual Violence fairly and promptly.
- 1.6 The University is committed to a survivor-centered approach to addressing issues of Sexual Violence.
- 1.7 The University acknowledges and works to combat broader societal attitudes about gender, sex and sexuality that normalize Sexual Violence and undermine women's equality
- 1.8 The University recognizes that Sexual Violence can occur between individuals regardless of sex, sexual orientation, gender, gender identity or expression, and relationship status.
- 1.9 The University recognizes the intersection of Sexual Violence with discrimination and harassment, including but not limited to the grounds set out in the [Ontario Human Rights Code](#).
- 1.10 The University will maintain annual statistics, without identifying information, on Disclosed incidents of Sexual Violence on and off campus in accordance with legislative requirements. The University will report these statistics annually to the Board of Governors. External reporting of such statistics will be done in accordance with legislative requirements
- 1.11 The University will provide or make available to Members of the University Community, including currently enrolled students, faculty, staff and security personnel, education and awareness training on this Policy.
- 1.12 The University recognizes that Sexual Violence can occur between individuals regardless of sex, sexual orientation, gender, gender identity or expression, and relationship status.
- 1.13 The University recognizes the intersection of Sexual Violence with discrimination and harassment, including but not limited to the grounds set out in the [Ontario Human Rights Code](#).
- 1.14 The University will maintain annual statistics, without identifying information, on Disclosed incidents of Sexual Violence on and off campus in accordance with legislative requirements. The University will report these statistics annually to the Board of Governors. External reporting of such statistics will be done in accordance with legislative requirements

- 1.15 The University will provide or make available to Members of the University Community, including currently enrolled students, faculty, staff and security personnel, education and awareness training on this Policy.

## **2. APPLICATION AND SCOPE**

- 2.1 The overarching purposes of this Policy are to reaffirm the University's commitment to a safe and healthy campus and to provide Members of the University Community with information to help them respond effectively to an incident of Sexual Violence.
- 2.2 The Disclosure and Complaint options described in this Policy are in addition to, and not in substitution for, other internal or external options or any other legal rights an individual may have. Nothing in this Policy is intended to discourage, prevent or preclude an individual from filing a report and/or complaint under any other University policy and/or initiating legal action (civil or criminal) or exercising any other legal rights.
- 2.3 In particular, complaints of Sexual Harassment, as defined by the University's *Respectful Work & Learning Environment Policy*, against any Member of the University Community may be made directly to the University's Office of Diversity, Equity & Sustainability Initiatives (ODESI) under the terms of the *Respectful Work & Learning Environment Policy*.
- 2.4 Complaints of Sexual Violence against employees of the University may also be made through ODESI under the terms of the *Respectful Work & Learning Environment Policy*

### 3. DEFINITIONS

- 3.1 **Complainant:** a person who has been affected by Sexual Violence and who chooses to make a Complaint under this Policy or the *Respectful Work & Learning Environment Policy*.
- 3.2 **Complaint:** the sharing of information by a Complainant with a designated University official regarding an incident(s) of Sexual Violence with the intention of proceeding under the Complaints process outlined in either this Policy (student respondent) or the *Respectful Work & Learning Environment Policy* (employee respondent).
- 3.3 **Consent:** the voluntary agreement of a person to engage in a sexual activity. Consent is direct, positive, active, ongoing and a conscious choice. Consent can be revoked at any time. Consenting to one kind of sexual activity does not mean that consent is given for another sexual activity. Consent cannot be obtained where a person is incapable of consenting, for example as the result of intoxication or incapacitation, cannot be obtained under threat or coercion; cannot be given on behalf of another person; and may be compromised where individuals are in a position of power, trust or authority over the person whose Consent is required.
- 3.4 **Disclosure:** the sharing of information by a person with a designated staff member within the Student Wellness Centre (SWC) regarding an incident of Sexual Violence for the purpose of receiving support, counselling or accommodation or to obtain information about how to make a Complaint.
- 3.5 **Member of the University Community:** includes Students, faculty, post-doctoral fellows, contractors and employees of the University. When used in reference to the University's duty to refer and training obligation with respect to this Policy, the term also includes members of the Board of Governors of the University.
- 3.7 **Respondent:** an individual against whom a Complaint of Sexual Violence is made.
- 3.8 **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, cyberharassment and sexual exploitation.

- 3.9 **Student:** means any person taking one or more courses at the University, either full-time or part-time, in any program of study, including special students. For clarity, a student is a person who is registered in a University course of study and/or engaged in any academic work that leads to the assigning of a mark, grade or statement of performance by the appropriate authority within the University and/or entitled to a valid student ID card who is between sessions.
- 3.10 **Sexual Violence Response Team (SVRT):** a team made up of the Director of Safety and Security Services, the Director, Student Wellness and Conflict Resolution and the Vice- Provost, Students for the purpose of assessing risk related to incident(s) of Sexual Violence.

#### 4. CONFIDENTIALITY AND PRIVACY

- 4.1 All Disclosures and Complaints of Sexual Violence will be treated in accordance with Ontario's *Freedom of Information and Protection of Privacy Act* (FIPPA).
- 4.2 Employees of the University who receive a Disclosure or Complaint of Sexual Violence or who are involved in addressing or investigating a Disclosure or Complaint will keep the information confidential to the extent possible in order to protect the rights of those involved in the allegations and prevent an unjustified invasion of their personal privacy and to preserve the integrity of the investigation.
- 4.3 The University will make reasonable efforts to maintain confidentiality when it becomes aware of an incident of Sexual Violence and will limit the sharing of information about individuals to those within the University who need to know for the purposes of, or those consistent with, addressing the incident, investigating the incident or taking corrective action.

## 5. LIMITS OF CONFIDENTIALITY & RISK MITIGATION

- 5.1 Confidentiality cannot be maintained where information needs to be shared in order to address a risk to the health and safety of a Member or Members of the University Community or where required by law. By way of example only, information may need to be shared with ODESI and/or members of the University administration in order to facilitate an investigation as required by University policies and procedures, the Ontario *Human Rights Code* and/or the *Occupational Health and Safety Act*.
- 5.2 University employees who are not health care providers and who receive a Disclosure will immediately notify the SVRT and answer the SVRT's inquiries about the Disclosure for the purpose of assessing risk. A notification to the SVRT alone does not initiate a formal process.
- 5.3 A person may choose **not** to file a Complaint under this Policy and may decline to participate in the Complaint process, including by declining to participate in the investigation into the Complaint. To the greatest extent possible, the University will respect the person's choice not to proceed with a Complaint under this Policy with the exception of Section 5.1. However, in cases where the SVRT has reason to believe that a Member of the University Community or broader community may be at risk of harm or if the SVRT determines that the University has a legal obligation to investigate and/or act, the SVRT may direct Safety and Security Services to initiate a Complaint.
- 5.4 In situations in which the evidence of an offense of Sexual Violence is in the public domain (e.g. social media), or in which multiple Disclosures about a Student have been made to Safety & Security Services, Safety & Security Services may initiate a Complaint.
- 5.5 If personal security while on campus is a concern, Safety and Security Services staff are available on a 24/7 basis and can provide guidance and support. If information about an incident of Sexual Violence is shared with Safety and Security Services by a person and an investigation is conducted by Safety and Security Services, the report prepared by Safety and Security Services will be provided to the SVRT.
- 5.6 When appropriate, the SVRT will conduct an assessment of risk to the University community in accordance with the *Response to Violence and Threatening Behaviour Policy*.
- 5.7 If the SVRT determines that the presence of a person at the University poses a risk to the safety or security of any Member of the University Community or other persons, the SVRT may recommend to the Vice-President, Academic & Provost, and the Vice-President, Finance & Administration emergency measures, including an immediate suspension of up to 10 days. The person will be notified of the decision to invoke emergency measures.

- 5.8 If, after further investigation, it is determined that the person continues to pose a risk to safety or security of any Member of the University Community or other persons, the SVRT, with the approval of the Vice-President, Academic & Provost and the Vice-President, Finance & Administration, can extend emergency measures to a maximum of 60 days in addition to the 10 -day interim suspension.
- 5.9 Where a person has been charged under the Criminal Code or there are substantial mitigating factors delaying the internal investigation the maximum number of days may be extended to take into account the scheduling of criminal proceedings, depending on the nature and severity of the offence with which the person is charged and the terms set out in the relevant information.

## **6. AVAILABLE SUPPORTS**

- 6.1 Supports, services and/or accommodations appropriate to the circumstances are available to any Member of the University Community who is affected by an incident of Sexual Violence. A Member of the University Community does not need to make a Complaint pursuant to this Policy in order to access available supports, services and/or accommodation.
- 6.2 The SWC will provide information about the availability of accommodations, supports and services to persons who Disclose an incident of Sexual Violence (see Appendix A for a list of on and off-campus Resources).
- 6.3 Examples of accommodations appropriate to a circumstance include extensions on assignments, provision of incomplete grades, deferrals for examinations, temporary exemption from attendance policies, and petitions for late withdrawal. The SWC can assist a Student with the process of seeking academic accommodations and arrange the necessary paperwork without disclosing the nature of the situation to members of the faculty.
- 6.4 Supports and services provided include counselling, access or referrals to medical and legal services, safety planning, and emergency bursaries.
- 6.5 The SWC can, on a confidential basis, consult or seek the assistance of other internal personnel or resources of the University to facilitate the safety and support of a person and to follow-up on those involved in a Disclosure of Sexual Violence and to ensure the University meets its obligations.

- 6.6 The SWC will provide information about the Complaints options available under this and related policies (e.g. *Respectful Work & Learning Policy*) and the possible outcomes and implications of each relevant external or internal process. The person has the right to choose whether to make a Disclosure or Complaint about the incident or not.

## 7. DISCLOSURE

- 7.1 A Disclosure is the sharing of information with the designated staff member within the SWC for the purpose of receiving support, counselling or accommodation or to obtain information about how to make a Complaint. A Disclosure may relate to a person who is or is not a Member of the University Community and to an incident(s) that happened on or off campus.
- 7.2 If information about an incident of Sexual Violence is shared by a person with a University employee, the employee has a duty to refer the person to this Policy and to the designated staff member within the SWC. The employee may also provide the SWC with the name and contact information of the person who shared the information for follow-up support and service if the employee has received the person's permission to do so.

## 8. COMPLAINTS

- 8.1 A person has the right to file a Complaint under this Policy about an incident of Sexual Violence. The Complaint process pursuant to this Policy is available where:
- The Complainant was a Member of the University Community at the time of the alleged incident;
  - The Respondent was a Student at the time of the alleged incident; and
  - The Respondent is a Student at the time the Complaint was filed.
- 8.2 A Complaint in which the Respondent is a member of the **staff or faculty** of the University will be filed with the Office of Diversity, Equity & Sustainability Initiatives (ODESI) and dealt with as per the provisions of the *Respectful Work & Learning Environment Policy*.
- 8.3 A Complaint in which the Respondent is a **Student** will be filed to the Vice-Provost, Students in accordance with the provisions of this Policy.



- 8.4 A Complaint against a Student who is also an employee of the University will be reported to the Vice-Provost, Students and will be subject to the provisions of this Policy and the terms of their applicable collective agreement or employment agreement.
- 8.5 If the Respondent's relationship with the University ends and they are no longer at or with the University, the Complaint process in this Policy may be suspended. However, the University retains the right to proceed with the process, even in situations where the Respondent's relationship to the University is temporarily or permanently severed. If the Respondent returns and once again becomes a Member of the University Community, the formal Complaint process may resume and/or sanctions resulting from the process may be instigated at that point. A Respondent's temporary leave of absence from the University or a temporary break in their relationship with the University does not prevent a resumption of the formal Complaint process when such leave has ended or when the relationship between the University and the Respondent resumes.
- 8.6 The Complainant and the Respondent have the right to be accompanied by a support person at any point during the Complaint process under this Policy. The support person is expected to adhere to the principles of "Confidentiality and Privacy" outlined in this Policy and may not respond to questions on behalf of the Complainant or Respondent.
- 8.7 No person shall be negatively treated for bringing forward a Complaint, providing information related to a Complaint, or assisting in the resolution of a Complaint. The University will take reasonable steps to protect Complainants from reprisal, including: advising individuals in writing of their duty to refrain from committing an act of reprisal and sanctioning individuals for a breach of that duty. The University may also address the potential for reprisals by providing an accommodation appropriate in the circumstances. Threats of or acts of reprisal will be treated as violations of this Policy or other related policies (eg. *Non-academic Misconduct Policy, Respectful Work & Learning Environment Policy*.)
- 8.8 **Deadlines and timelines:** The deadlines referred to in this Policy are meant to ensure that matters are dealt with in a timely fashion. There may be circumstances in which a timeline may be extended. In such cases, the Vice-Provost, Students can extend the timeline where the delay is incurred in good faith and the extension does not prejudice or harm those involved in the Complaint. Where no deadlines are mentioned in this Policy, the intention is always to use a reasonable time period and to act as expeditiously as possible in light of the nature and complexity of the circumstances of the Complaint and in light of other circumstances that may arise during the process that are beyond a party's reasonable control.

## **9. PROCEDURES FOR INITIATING AND ADJUDICATING COMPLAINTS OF SEXUAL VIOLENCE IN WHICH THE RESPONDENT IS A UNIVERSITY STUDENT**

### **9.1 INITIATING A COMPLAINT**

- 9.1.1 A Complaint may be initiated by a Complainant or by the SVRT or Safety and Security Services as set out in Section 5 above. The Complaint must set out in writing their own name, the name of the Respondent, the nature and the details of the alleged incident of Sexual Violence, including detailed facts, specific dates and names of potential witnesses.
- 9.1.2 If, during the course of the Complaint process, the Complainant reveals having committed an offense contrary to a non-academic University policy (e.g. by using drugs or alcohol) at the time of the incident of Sexual Violence, this information will not result in any disciplinary proceedings by the University against the Complainant.
- 9.1.2 The Vice-Provost, Students will acknowledge receipt of the Complaint, review it and, if necessary, seek clarification from the Complainant on the information it contains.
- 9.1.3 The Vice-Provost, Students, in consultation with the Director, Diversity, Equity & Sustainability Initiatives, will assess the Complaint and determine whether the conduct forming the basis of the Complaint, if assumed to be true, is within the definition of Sexual Violence as set out in this Policy.
- 9.1.4 If the Vice-Provost, Students determines that the conduct complained of does not fall within the definition of Sexual Violence as set out in this Policy, the Vice-Provost, Students will convey this assessment in writing to the Complainant and inform the Complainant of their right to seek remedy through other University policies if applicable.
- 9.1.5 **Interim Measures:** The Vice-Provost, Students will consider the implementation of interim measures to protect Complainants while the Complaint process is underway. Examples of interim measures include separation of the parties, no contact orders, class and/or schedule changes, limits on accessing particular and/or all facilities. If interim measures are to be implemented, the Vice-Provost, Students will work with Safety and Security Services regarding implementation.

## 9.2 INVESTIGATION

- 9.2.1 If the Vice-Provost, Students determines that the conduct complained of falls within the definition of Sexual Violence as set out in this Policy, an investigation will be initiated within 10 business days of the receipt of the Complaint.
- 9.2.2 The University will conduct an investigation that is appropriate in the circumstances. An investigation will include the appointment of an impartial investigator by the Vice-Provost, Students. The investigator must have competence in conducting investigations related to allegations of Sexual Violence.
- 9.2.3 An investigation will also include the collection of relevant information and procedural fairness to all parties.
- 9.2.4 The Vice-Provost, Students or investigator will inform the Respondent that a Complaint has been filed under this Policy and will provide to the Respondent the name of the Complainant, the details of the Complaint and a copy of this Policy.
- 9.2.5 The Respondent will be asked to respond in writing to the Complaint within 10 business days. If the Respondent does not provide a written response within the time requested, or does not request and receive an extension, the investigation will proceed in the absence of a response.
- 9.2.6 Upon receipt of the written response to the Complaint the investigator will ordinarily interview the Complainant, the Respondent and all relevant witnesses and keep a written record of each interview. The investigator will also gather additional relevant documents. The investigator will advise all persons involved in the investigation that they are expected to keep all information provided or obtained during the investigation confidential.
- 9.2.7 Upon completion of the investigation, the investigator will send the Vice-Provost, Students a written confidential report containing the investigator's findings of fact.
- 9.2.8 Upon receipt and review of the investigation report, the Vice-Provost, Students will speak to the Complainant and Respondent separately. The discussion will ordinarily address the results of the investigation, whether or not the Vice-Provost, Students should refer the matter for hearing and the possibility of informal resolution.

- 9.2.9 The University can informally resolve a Complaint, with or without the agreement of the Complainant, at any stage in the Complaint process in circumstances in which it considers such a resolution appropriate.
- 9.2.10 Students who share their experience of sexual violence through disclosing, accessing support, and/or reporting to The University, will not be asked irrelevant questions from institution's staff or investigators, such as those relating to past sexual history or sexual expression.

### **9.3 HEARING**

- 9.3.1 If the Vice-Provost, Students determines that a matter will be referred to a hearing the Office of the Vice-Provost, Students will appoint an adjudicator to hear the matter. The adjudicator will be a member of the Senate Student Appeals Committee.
- 9.3.2 The adjudicator must have knowledge of proper practices and principles of procedural fairness in complaint processes and must be free of any conflict of interest in respect of the case to be heard. The adjudicator may seek the assistance of legal counsel in administering this Policy and conducting the hearing.
- 9.3.3 The adjudicator will have received training provided in the sensitive issues surrounding Sexual Violence, in procedures leading to fair resolution and in consequences or measures that may be appropriate to an incident of Sexual Violence and which act as deterrents to further occurrence of Sexual Violence.
- 9.3.4 The Vice-Provost, Students will send a copy of the Complaint, the Response, written the record of all interviews and the final investigation report to the adjudicator.
- 9.3.5 Within 15 business days after the date the Vice-Provost, Students appoints the adjudicator, the adjudicator will send a written notice of the hearing to the Complainant and the Respondent. The notice will indicate the time, place and purpose of the hearing, the name of the adjudicator, as well as include a statement that if the Complainant or the Respondent does not attend or participate in the meeting, the Review Committee may proceed in their absence.

- 9.3.6 At least 15 business days before the hearing the adjudicator will provide the Respondent with copies of the Complaint, written Response, all evidence gathered in the course of the investigation and the investigation Report. The Respondent agrees to any conditions for the secure handling and disposal of the materials that the Adjudicator deems to be appropriate.
- 9.3.7 The hearing will be conducted in person and in camera. The Complainant and Respondent may have a support person attend the hearing. This person may be a union representative or legal counsel.
- 9.3.8 The Complainant and the Respondent will be afforded the opportunity to make oral representations to the adjudicator at the hearing, including representations on the investigation report and on any potential consequences or measures.
- 9.3.9 The Complainant and the Respondent are expected to speak for themselves. The adjudicator may ask questions of the Complainant and the Respondent and may invite witnesses as the adjudicator deems necessary.
- 9.3.10 Upon reviewing and considering the evidence gathered during the investigation and the representations made by the Complainant and the Respondent or other person at the hearing, the adjudicator will decide whether the investigation was fair and conducted as per this Policy and whether the Respondent committed an act of Sexual Violence within the meaning of this Policy. The adjudicator will also determine what sanctions, if any, are appropriate.
- 9.3.11 The decision of the adjudicator and the reasons in support of it must be in writing and be delivered to the Complainant and to the Respondent within 10 business days of the hearing.
- 9.3.12 The following list provides examples of sanctions that may be imposed on a Respondent and is not meant to be exhaustive nor necessarily represent a progression of consequences or measures:
- Attendance at educational sessions on the impact of Sexual Violence
  - Restricted or prohibited access to University campuses and/or services;
  - Suspension from the University for a specified period of time; and/or
  - Expulsion from the University.

9.3.13 From time-to-time, the University may develop, either within the University or in partnership with community organizations, alternatives to sanctions which may include restorative justice options, diversion and rehabilitation programs. With the expressed consent of both parties to an offence, the Review Committee may consider such alternatives as an alternative to sanctions or in addition to sanctions under this Policy.

#### **9.4 APPEAL**

9.4.1 An appeal can be made only by either the Complainant or the Respondent.

9.4.2 The appeal must be made in writing to the Vice-President, Academic & Provost and within 10 business days after the date of the final decision that is the subject of the appeal.

9.4.3 The appeal must include the reasons for the appeal, the reasons why the appeal should be granted, the arguments in support of the appeal and the outcome sought.

9.4.4 The person seeking to appeal must demonstrate that: there has been a fundamental procedural error in the making of the final decision and that such error has caused or will cause actual prejudice to the person seeking the appeal; or there are new facts relevant to the final decision that were not available and could not have been provided to the Review Committee.

9.4.5 Within 5 business days of receiving the Notice of Appeal, the Vice-President, Academic & Provost shall notify both parties of the substance of the Appeal. The party who did not submit the Appeal shall be given the opportunity to respond, in writing, to the substance of the Appeal.

9.4.6 Within 15 business days of receiving the response to the appeal, the Vice-President, Academic & Provost will render a decision as follows:

- Uphold the decision and sanctions of the adjudicator;
- Uphold the decision of the adjudicator but render different sanctions; or
- Grant the Appeal, which shall overturn the decision and sanctions of the adjudicator.

- 9.4.7 An overturned decision shall result in the Vice-President, Academic & Provost determining new sanctions, if any, to be imposed.
- 9.4.8 The findings of the Vice-President, Academic & Provost shall be final and not subject to review by, or appeal to, any other decision-maker or decision-making body.

## **10. REVIEW OF THIS POLICY**

- 10.1 The Vice-Provost, Students is responsible for the review and implementation of this Policy. This Policy will be reviewed at least once every three years.
- 10.2 Revisions to the Policy will be considered in consultation with the OCAD Student Union, as well as with the Office of Diversity, Equity & Sustainability Initiatives, Safety & Security Services, the Health & Wellness Centre and other stakeholders.
- 10.3 Amendments made to this Policy, other than those described in 9.3.1 of this Policy, require the approval of the Board of Governors.
- 10.3.1 Updates to the following information contained in this Policy do not require approval of the Senate or the Board of Governors:
- the supports and services referred to in Appendix A this Policy;
  - the identity of officials, offices, and departments at the University that provide information about supports, services and accommodation or that receive reports or formal complaints.
- 10.4 A copy of this Policy as approved and amended is posted on the University's website. A print copy of this Policy is available on request at the Health and Wellness Centre.

## **APPENDIX A: SUPPORTS & SERVICES PROVIDED TO STUDENTS WHO HAVE EXPERIENCED SEXUAL VIOLENCE**

### **EMERGENCY MEDICAL SUPPORT**

Hospitals near the OCAD U campus are:

- Sexual Assault & Domestic Violence Care Centre at the Women's College Hospital: 76 Grenville St., Toronto, ON: 416-323-6040
- Mount Sinai Hospital: 600 University Ave, Toronto, ON: 416-596-4200
- Toronto General Hospital: 200 Elizabeth St, Toronto, ON: 416-340-3111
- St. Michaels Hospital: 30 Bond St. Toronto, ON: 416-360-4000

Students who need help getting to these services from campus are encouraged to contact non-emergency OCAD U Security at: 416-977-6000 Ext 366.

### **ON CAMPUS EMERGENCIES**

If on-campus, call OCAD U Security at 416-977-6000 x511 or pick-up a Red Phone or dial 9-1-1.

### **ON CAMPUS SUPPORT**

#### **STUDENT WELLNESS CENTRE**

416-977-6000 ext. 260, [swc@ocadu.ca](mailto:swc@ocadu.ca),

6th Floor, 230 Richmond St. W. Mon-Fri: 9:00am-4:30pm.

Email or call for a virtual day-of appointment or to make a scheduled appointment time  
In-Person Doctor's Appointment During COVID-19: Limited, in-person appointments are available at the approval of the physician. You will need to schedule a virtual consultation first and be assessed by the doctor to see if an in-person appointment is necessary.

The Student Wellness Centre provides specialized services for all students who may be affected by sexual violence and is the University's primary point of contact for disclosures of sexual violence. Students can access any of the following services:

#### **Medical Services**

Dr. H is available on campus to provide inclusive, safe, non-judgmental support for students who may be affected by sexual violence. Some services include:

- Booked or walk in medical and/or physical examinations
- Trans inclusive care for survivors
- Coordinating support, accommodation, and resources for students in distress
- Providing resources and referrals to students and supporters
- Sexual and reproductive health services including STI testing, Pap tests, birth control prescriptions, counselling and Plan B emergency contraceptive

#### **Counselling Services**

Counselling at the OCADU Student Wellness Centre is a free, short-term, client-centered, non-judgmental service. Licensed/registered, professionally trained counsellors provide virtual walk-in and one-to-one counselling to students experiencing a crisis or seeking ongoing therapy. Some services include:

- Immediate, confidential support provided by trained professionals
- Individual and/or group counselling appointments
- Referrals to community organizations



Sexual Violence Response and Support Services ([svp@ocadu.ca](mailto:svp@ocadu.ca))

This program provides response, prevention and intervention services to support survivors of sexual violence, and to enhance the conditions and likelihood of personal and academic success. This includes ensuring appropriate coordination of individual support for students both on and off campus. Services include:

- Provide information and assistance with navigating processes within OCAD U for filing a report or a complaint in relation to sexual violence
- Supporting student survivors of sexual violence
- Coordinating support, accommodation, and resources for students in distress
- Coordinating the development and delivery of sexual violence support
- Providing resources and referrals to students and supporters.

### **SAFETY & SECURITY SERVICES**

In non-emergency circumstances, contact OCAD U Security at: 416-977-6000 Ext 366  
Office location: 2<sup>nd</sup> Floor, 51 McCaul

Campus security can provide assistance getting to a hospital, safety measures and planning support, and initiation of Reporting processes.

Walk Safe Program

- A personal security escort can also be arranged through OCAD U security 10 minutes prior to departure to walk an individual to or from the subway station/streetcar stops, parking facilities, between buildings on campus, inside buildings when changing locations, as well as the Health & Wellness Centre or nearby supports.

### **OFFICE OF DIVERSITY, EQUITY & SUSTAINABILITY INITIATIVES**

Members of the OCAD U community facing harassment or discrimination can contact ODES to confidentially ask a question, raise a concern or seek assistance on how to address an issue. Amanda Hotrum, Director; 416.977.6000 Ext.4860

## **OFF CAMPUS COUNSELLING, MEDICAL AND LEGAL SERVICES**

### **519 Anti-Violence Program**

416-392-6877, 519 Church St. · Toronto, ON

Service for LGBTQ+identifying people experiencing relationship abuse, or violence based onsexual identity or orientation. <http://www.the519.org>

### **Barbra Schlifer Commemorative Clinic**

416-323-9149, 489 College Street · Suite 503 · Toronto, ON

Offers legal representation, information, counseling, multilingual interpretation for women whohave experienced violence. Mon.-Fri., 9am-5pm.

<http://www.schliferclinic.com>

### **The Hassle Free Clinic**

416-922-0566, 66 Gerrard Street East · 2nd Floor · Toronto, ON

A Women/Trans & Man/Trans Clinic for Sexual assault/Domestic violence crisis support Offers: Doctor visits; HIV & STI testing and treatment; Birth Control Prescriptions; gynaecological- concerns; expert led discussions; One-on-one nursing consultations; counselling support for sexual assault/violence, pregnancy, abortion, sexuality/trans issues, and HIV Positive women and trans women. <http://www.hasslefreeclinic.org>

### **Immigrant Women's Health Centre**

416-323-9986, 489 College Street · Suite 200 · Toronto, ON

A community-based non-profit agency serving immigrant women, refugee women, and women ofcolour. Provides comprehensive clinical and counselling services; free of charge, no OHIP required. <http://www.immigranthealth.info>

### **Planned Parenthood**

(416) 961-0113, 36 Prince Arthur Ave · Toronto, ON

Offers: Birth control options and prescriptions at reduced rates; Emergency Contraception; Anonymous HIV & STI Treatment and Testing; Help finding food, housing, employment or legalaid; Mental Health Services; Pregnancy Options; Pregnancy Testing; Services offered with or without health card.

<http://www.ppt.on.ca/>

### **Sexual Assault/Domestic Violence Care Centre at Women's College Hospital**

416.323.6040, 76 Grenville St., Toronto, ON

Serves all genders; provides for emergency care, follow-up and counselling for survivors of recent(less than 6 months recent) assault.

### **Sherbourne Health Centre**

416-324-4180, 333 Sherbourne St. · Toronto, ON

Serving LGBTQ people, Homeless and under-housed individuals, Newcomers to Canada, andprovides healthcare and counselling services.

<http://sherbourne.on.ca/counselling-services/>

### **Toronto Rape Crisis Centre / Multicultural Women Against Rape**

416-597-1171 (main line), 416-597-8808

(counseling line) 25 Esplanade, Toronto, ON

Offers legal support, referrals, a 24-hour crisis line, support groups and in-person counselling for survivors of sexual assault. Mon-Fri, 9:30am-5:00pm.

<http://trccmwar.ca/>

### **Two-Spirited People of the First Nations**

416-944-9300, 14 College St · 4th floor · Toronto, ON

Counseling, information, and support for LGBTQ individuals of the First Nations community.

### **Maggie's Toronto**

[Info@maggiesto.org](mailto:Info@maggiesto.org)

Offers free legal support, referrals, support groups, counselling, street outreach programming, community education, and political advocacy for sex workers.

[maggiesto.org](http://maggiesto.org)

### **Native Youth Sexual Health Network**

[info@nativeyouthsexualhealth.com](mailto:info@nativeyouthsexualhealth.com),

NYSHN works with Indigenous peoples across Canada and the United States to advocate for and build strong, comprehensive, and culturally safe sexuality and reproductive health, rights, and justice initiatives in their own communities.

<https://www.nativeyouthsexualhealth.com/>

### **Women's Health in Women's Hands**

416-593-7655, 2 Carlton Street · Suite 500 · Toronto ON

A Community Health Centre for racialized women living in Toronto and surrounding municipalities. They specialize in the health and wellness needs of racialized women and prioritizes those from African, Caribbean, Latin American and South Asian communities. <https://www.whiwh.com/>

### **Strides Toronto**

416-438-3697, 416-321-5464

Multi-service agency that offers mental health support, community programming, legal support, and counselling services for youth and adults.

<https://stridestoronto.ca/programs/>

### **Access Alliance**

416-324-8677, 340 College St., Ste. 500, Toronto

Multi-service agency that offers a range of free programming and support for immigrants and refugees living in Toronto. Supports include primary care, settlement, community programs, food support and 2SLGBTQ+ programs.

<https://accessalliance.ca/>

### **Across Boundaries**

416-787-3007, 51 Clarkson Avenue, Toronto, ON

Across Boundaries provides equitable, inclusive and holistic mental health and addiction services for racialized people across the Greater Toronto Area.

<https://www.acrossboundaries.ca/>

### **ASAAP – Alliance for South Asian AIDS Prevention**

416 599 2727 Ext: 221, 120 Carlton St, Suite 212, Toronto, ON

Provides culturally responsive holistic health promotion and support services for people from SAMEIC (South Asian, Middle Eastern, Indo-Caribbean) and other related communities who are LGBTQ+ and/or living with, at risk of, or affected by HIV and related health conditions. <https://www.asaap.ca/>

### **Black Women in Motion**

[info@blackwomeninmotion.org](mailto:info@blackwomeninmotion.org)

A Toronto-based, survivor-led, grassroots organization that empowers and supports the advancement of Black Women, Girls, Nonbinary and Gender-non-conforming survivors of gender-based violence. Some supports include resources, healing spaces, educational and economic opportunities for survivors. <https://blackwomeninmotion.org/>

### **Native Women’s Resource Centre of Toronto (NWRCT)**

416 963-9963, 191 Gerrard St. E, Toronto, ON

Provides a safe and welcoming environment for all Indigenous women and their children in the Greater Toronto Area. Offers wrap around blanket services to address and support basic needs, housing, families, advocacy, employment, education, healing from trauma. <https://nwrct.ca/>

## **HOUSING**

### **City of Toronto Housing & Homelessness Services**

The preferred way to access emergency shelter is to call 311 or Central Intake 416-338-4766 or Toll Free 1-877-338-3398. Visit <http://www.211ontario.ca/topic/abuseassault> for an online directory of shelter services for survivors of Sexual Violence in the Greater Toronto Area

### **[ShelterSafe.ca](http://www.sheltersafe.ca)**

[ShelterSafe.ca](http://www.sheltersafe.ca) is an online resource to help women and their children seeking safety from violence and abuse. The clickable map will serve as a fast resource to connect women with the nearest shelter that can offer safety, hope and [support. Sheltersafe.ca](http://www.sheltersafe.ca) allows you to quickly identify a shelter in a specific geographic area along with its 24- hour emergency phone number. <http://www.sheltersafe.ca>

### **YMCA Sprott House**

(647) 438-8383, 21 Walmer Road · Toronto, ON

YMCA Sprott House - Walmer Road Centre provides affordable and supported residential living

for up to 25 young people between the ages of 16 to 24 who identify as LGBTQ2S. <https://ymcagta.org/youth-programs/youth-housing>

**LOFT (TAY)**

416-538-0808, 721 Bloor St W · Suite 103/302 · Toronto, ON

LOFT's supportive housing programs provide a safe, welcoming and structured environment for youth struggling with addiction and mental health challenges. The programs offer one-on-one support to residents and are staffed 24/7. Clients learn the life skills necessary to recover and live independently.

**HELPLINES AND MENTAL HEALTH SERVICES****Assaulted Women's Help Line**

416-863-0511 toll-free in Ontario at 1-866-863-0511 or 416-323-6040 if assaulted in last 72

hours. Call-in only. Emergency help line for women that have been assaulted. Anonymous, accessible 24 hours a day. <http://www.awhl.org>

**Good2Talk**

1-866-925-5454

24/7 Free, professional, anonymous counselling for post-secondary students in Ontario

**Lesbian/Gay/Bi Youth Line**

416-962-9688 / 1-800-268-9688

Provides support and information, as well as hate crime reporting, for members of the queer community. Call in or online chat. <http://www.youthline.ca/>

**LGBT Referral Line**

416-925-9872, Call-in only.

Many LGBTQ resources available through this umbrella hotline, including LGBT Muslim resources (ext. 2209) and Gay Latino resources (ext. 2850).

**[MentalHealthHelpline.ca](http://MentalHealthHelpline.ca)**

1-866-531-2600

The Mental Health Helpline provides information about mental health services in Ontario.

**Talk4Healing: A Helpline for Aboriginal Women**

Toll-free: 1-855-554-HEAL

Supports all aboriginal women and their families who are living in urban, rural and remote communities, both on and off reserve, throughout Northern Ontario. [www.talk4healing.com](http://www.talk4healing.com)

**Naseeha**

866-NASEEHA (627-3342)

Naseeha Mental Health provides workshops to youth across North America, web therapy sessions, and offers phone and texting mental health support 7 days a week.

<https://naseeha.org/>

**Black Youth Helpline**

Toll Free 1-833-294-8650 / 416-285-9944

Supports Black youth through referrals, assessments, and general support through the helpline. Hours of service are 9am-10pm. <https://blackyouth.ca/>

**Breakaway Community Centre**

416-537-9346 21 Strickland Ave, Toronto, ON

A multi-functional substance use support and treatment agency that provides a range of community-based and outreach programs. <https://breakawaycs.ca/>

**Trans Lifeline**

877 330-6366

Trans Lifeline is a grassroots hotline and non-profit organization offering direct emotional and financial support to trans people in crisis – for the trans community, by the trans community. [translifeline.org](https://translifeline.org)