

<b>Procedure #</b>	GA 702-E
<b>Related Policy Name &amp; #</b>	Sexual Violence Policy GA 702
<b>Approved by:</b>	<i>L.A. Diduck</i>
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<b>Policy Holder:</b>	Vice President, Human Resources and Organizational Effectiveness
<b>Admin. Contacts:</b>	Director, Centre for Human Rights, Equity, and Inclusion
<b>Review Date:</b>	2025

## **Sexual Violence Procedure for Employees**

### **Purpose:**

This Procedure is intended to assist employees of The Humber College Institute of Technology and Advanced Learning and the University of Guelph-Humber (hereafter referred to as “Humber” or the “College”) community in the prevention of sexual violence, in knowing how and where to report any incident of sexual violence, to highlight resources available to assist student employees and employees both on and off campus, and to encourage reporting of sexual violence. Sexual Violence takes different forms and can include: sexual abuse, sexual assault, rape, incest, childhood sexual abuse, rape during armed conflict, sexual harassment, stalking, indecent or sexualized exposure, degrading sexual imagery, voyeurism, cyber harassment, trafficking, and sexual exploitation. ([Sexual Violence Ontario](#))

The procedure outlines the step-by-step process involved in the resolution of all incidents of sexual violence for employees and the responsibility of Humber in the resolution process of complaints related to sexual violence.

All reported incidents of sexual violence will be investigated in a manner that ensures due process for all parties involved, i.e. complainant/s, respondent/s, and witness/es.

Investigations into reported incidents of sexual violence will proceed to Step 4 of the Human Rights Complaint Resolution Procedures outlined below.

**This document is available in alternate formats on request.**

**Definitions:**

Unless otherwise stated herein, the definitions contained in the Sexual Violence Policy apply to this Procedure.

**Procedures:****1. If You Have Experienced or Have Been Affected by Sexual Violence on Humber Property or at Humber Affiliated/Hosted Events on or off Campus**

As an employee, if you have experienced or have been affected by sexual violence on Humber's property or in relation to Humber activities, it is entirely up to you if you choose to report the incident(s); however, you are strongly encouraged to do so. If you need assistance, please follow the steps outlined below:

**Step 1- Immediate Response**

If you have experienced sexual violence or sexual assault on Humber's property:

- i. Go to a safe place, including your work site, the Department of Public Safety, or your home.
- ii. For immediate support by telephone:
  - a. Department of Public Safety: 416-675-6622 ext. 4000 (ext. 8500 for non-emergency)
  - b. Hope 24/7 for the Region of Peel: 1-800-810-0180; or
  - c. Toronto Rape Crisis Centre/Multicultural Women Against Rape: 416-597- 8808
- iii. Police: 911
- iv. Seek medical attention if necessary. Go to your local emergency room that has a domestic violence and sexual assault care centre such as: [Chantal's Place at Trillium Health Centre](#), [Women's College Hospital](#), or a local hospital in your region.
- v. Assaulted Women's Helpline: 416-863-0511
- vi. Telehealth Ontario: 1-866-797-0000
- vii. Seek out counselling and other supports (refer to section 13).

**Step 2 - Options for Follow-up**

It is often difficult to disclose and report incidents of sexual violence. It is entirely up to you if you choose to report the incident; however, we strongly encourage you to do so. Several resources on campus are available to explore next steps for employees based on their comfort level such as:

- Department of Public Safety-Humber College
- The Centre for Human Rights, Equity and Inclusion
- Your Manager/Supervisor
- Human Resources Business Partner or Human Resources Manager, Human Resources & Organizational Effectiveness
- Humber Faculty Union, Support Staff Union, and Part-Time Support Staff

- Union
- Occupational Health and Safety, Human Resources & Organizational Effectiveness

Anyone who has experienced sexual violence can expect to:

- be treated non-judgmentally, in a supportive manner, with empathetic and unconditional regard 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;
- have coordinated support that minimizes the retelling of the event to the extent possible;
- decide whether to report to the Department of Public Safety (security) and/or police;
- have an on-campus investigation with the College's full co-operation;
- have the investigation process explained;
- receive relevant information on the timing of Humber's investigation process;
- meet with their Human Resources representative and/or the Department of Public Safety to develop a safety/action plan to inform themselves of resources available at work/on campus, and to better equip oneself to manage situations where one is feeling at risk;
- have reasonable and necessary actions taken to prevent further unwanted contact with the alleged respondent(s); and
- have interpreters available for accessible services such as American Sign Language, and/or lingual interpretation services for those for whom English is a second language.

### **Step 3 - Filing a Report**

#### **Formal Report**

If you would like to make a formal report of having experienced sexual violence, call:

- i. The Department of Public Safety at 416-675-6622 ext. 4000 (ext. 8500 non-emergency)
- ii. Centre for Human Rights, Equity and Inclusion at 416-675-6622 ext. 4425

If you will be meeting with a representative from the Centre for Human Rights, Equity & Inclusion, you may wish to bring a support person with you; this may be a friend, family member, or colleague. A support person may not be a witness or a party to the complaint.

#### **Formal Police Report**

Employees who have experienced sexual violence may also wish to pursue

charges under the *Criminal Code of Canada*. If you wish to pursue charges, the Department of Public Safety can assist you with contacting the local police. You may make a formal college report as well as a formal police report.

#### Where the Respondent is a Student

Sexual violence is a breach of Humber's Code of Student Community Standards, the Human Rights Policy, and the Sexual Violence Policy.

The Department of Public Safety (Security), the Centre for Human Rights, Equity & Inclusion (CHREI), and the Office of Student Community Standards receive and investigate complaints of sexual violence, including sexual harassment.

#### Where the Respondent is an Employee

Sexual violence is a breach of Humber's Sexual Violence Policy, Workplace Violence Prevention Policy & Procedure, and the Human Rights Policy & Human Rights Complaint Resolution Procedures.

Allegations against employees, including students who are employees, will be addressed in accordance with the Employee Procedures as per the Sexual Violence Policy, Human Rights Complaint Resolution Procedures, any applicable collective agreement, and/or in any other College policies. If the complaint is substantiated following an investigation by the Centre for Human Rights, Equity and Inclusion, the College will decide on the appropriate disciplinary actions consistent with any applicable collective agreement and/or policies regarding discipline.

#### Where the Respondent is Not a Student or an Employee

The Sexual Violence Policy and Human Rights Complaint Resolution Procedures applies to non-Humber community members such as contractors, suppliers, volunteers, or visitors who attend on campus or are involved in college-related activities. All non-Humber community members will be subject to complaints if they engage in prohibited conduct. Non-Humber community members will follow the complaint resolution procedure outlined in the Sexual Violence Employee Procedure. Where a complaint against the respondent is substantiated, the College will take appropriate action.

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

#### **Step 4 - Investigating the Complaint/Formal Investigation**

If and when the complainant decides to proceed to Step 4, a staff member from the Centre for Human Rights, Equity and Inclusion (the Centre) shall meet with the complainant and upon a disclosure and report of sexual violence the staff shall:

- discuss the matter with the Director, Human Rights (DHR) and the DHR will assign an Advisor from the Centre to conduct an investigation;
- refer the matter to the Department of Public Safety to investigate;
- where appropriate, external/independent investigative resources may be engaged to conduct the investigation on behalf of the College; and
- inform the Human Resources representative of the employee(s).

The Human Resources Representative will enable the employee to:

- secure supports and accommodation, if relevant;
- take measures to prevent ongoing contact between the complainant and the respondent, especially if the respondent is an employee.

The process for managing the investigative findings provided by the Department of Public Safety will be determined by the applicable policy and procedure. Steps outlining the investigation process conducted by the Centre including the final decision, corrective action, and the appeal process are available in the Human Rights Complaint Resolution Procedures.

## **2. College Response 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. Except as otherwise stated, the College provides those whose rights, privileges, or interests may be affected by a decision with notice of the decision to be made, disclosure of facts relevant to the decision, and an opportunity to be heard and respond. The College may decide how it meets these obligations in different circumstances and will do so with a view to providing a fair process, making a sound decision and preserving the dignity of survivors. The College has the right to withhold disclosure early on its process to obtain a person's independent recollection of events.

The College understands that individuals who have experienced 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. However, in certain circumstances, the College may be required to initiate an internal investigation and/or inform the police of the need for a criminal investigation, even without the person's consent, if the College believes that the safety of other members of the College community is at risk. The confidentiality and anonymity of the person(s) affected will be prioritized in these circumstances.

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; in circumstances where the College is

unable to initiate an internal investigation or if the College believes that the safety of other members of the College community is at risk.

**Humber College is committed to:**

- assisting those who have been affected by sexual violence with choices, including information, resources, and supports, such as referrals to counselling and medical care, information about resolution pathways including legal options, and appropriate academic, employment, and other accommodations;
- assisting employees who are eligible for domestic or sexual violence leave under the Employment Standards Act (ESA). For further information, you are welcome to contact your Human Resource Business Partner for confidential access to ESA leave options.
- ensuring those who disclose that they have been affected by sexual violence are treated with compassion, dignity, and respect and are supported throughout the process of disclosure, investigation, and institutional response;
- addressing harmful attitudes and behaviours that blame the person who has experienced and/or is affected by sexual violence;
- ensuring that College investigation procedures are available and are conducted by trained staff;
- engaging in appropriate procedures for investigation and adjudication of a Complaint that are in accordance with College policies, standards, and applicable collective agreements to ensure fairness and due process;
- ensuring coordination and confidential communication among the various departments who are most likely to be involved in the response to sexual violence on campus;
- engaging in education and prevention activities in the College community coordinated by the Committee on Preventing and Responding to Sexual Violence;
- providing information to the College community about Humber's sexual violence policies and procedures;
- reporting to the Ministry of Colleges and Universities on the effectiveness of current programs and services to combat sexual violence on campus;
- monitoring and updating our policies and protocols to ensure that they remain effective and in line with other existing policies.

**3. 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:

- The Centre for Human Rights, Equity & Inclusion may have a facilitative resource function;
- Human Resources to assist with any incidents relating to employees, especially related to accommodation and provisioning of resources; and
- The Department of Public Safety to assist with investigations and gathering

evidence, to implement measures to reduce sexual violence on campus and collaborate with local police where appropriate.

When a disclosure and/or a report of sexual violence is made by an employee, regardless of whether it is investigated or not, the employee may require accommodation. Accommodations will be provided in compliance with Humber's Accommodation Policy and the Ontario Human Rights Code.

#### **4. What To Do If You Have Witnessed Sexual Violence**

If you witness sexual violence, please call the Department of Public Safety at 416.675.6622 extension 8500 and they will assist you by providing resources and necessary supports. If you wish to speak to someone directly, please go to the Department of Public Safety at:

- North Campus – NX101
- Lakeshore Campus – M203

Several other resources are available to you, including:

- Centre for Human Rights, Equity & Inclusion – 416.675.6622 ext. 4425
- Health and Safety Manager – 416.675.6622 ext. 5673

If a member of faculty or staff of the College becomes aware of an allegation of sexual violence against another member of the College community, the faculty or staff is required to notify the alleged incident to one of the following:

- Department of Public Safety-Humber College
- Police Services
- Centre for Human Rights, Equity & Inclusion
- Supervisor/Manager
- Human Resources Business Partner or Human Resources Client Services Manager, Human Resources & Organizational Effectiveness
- Occupational Health & Safety, Human Resources & Organizational Effectiveness
- Dean and/or Director of a Faculty or Department
- Humber Faculty Union, Support Staff Union, and Part-Time Support Staff Union

Faculty and staff will operate within the limitations outlined in Section 5: "Confidentiality" of the Sexual Violence Policy.

#### **5. What To Do If Someone Discloses Allegations of Sexual Violence**

- I. Responses to disclosures of sexual violence must be non-judgmental, supportive, empathetic, and met with unconditional regard and respect.
- II. Employees who have experienced sexual violence are encouraged to come forward to report as soon as they are able to do so, and to the avenue that they feel most comfortable to report.

- III. Persons in a position of authority, including persons having responsible charge over the activities of others, shall take immediate action to respond to or to prevent sexual violence from occurring. Employees who witness or receive disclosures of sexual violence are required to notify one of the following:
  - Department of Public Safety-Humber College
  - Police Services
  - Centre for Human Rights, Equity & Inclusion
  - Supervisor/Manager
  - Human Resources Business Partner or Human Resources Client Services Manager, Human Resources & Organizational Effectiveness
  - Occupational Health & Safety, Human Resources & Organizational Effectiveness
  - Deans & Directors of the Faculties and Departments
- IV. The College takes the failure to report and/or to take action seriously when it affects the safety of people.
- V. Where the College becomes aware of incidents of sexual violence by a member of the College community or against a member of the College community, which occur on or off College property and that pose a risk to the safety of members of the College community, the College shall take all reasonable steps to ensure the safety of the College community.
- VI. 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 the Sexual Violence Policy or this Procedure.

## **6. Right to Withdraw a Complaint**

A complainant has the right to withdraw a complaint at any stage of the process. The College understands that individuals who have experienced 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. However, in certain circumstances, if the College believes that the safety of other members of the College community is at risk, the College may be required to initiate an internal investigation and/or inform the police of the need for a criminal investigation, even when the survivor has exercised their right to withdraw a complaint. The confidentiality and anonymity of the person(s) affected will be prioritized in these circumstances.

## **7. Protection for Reprisals, Retaliation, or Threats**

It is contrary to this Procedure, and to the Sexual Violence Policy, for anyone to retaliate, engage in reprisals, or threaten to retaliate against a complainant, respondent, or other individuals for:

- having pursued rights under the Sexual Violence Policy, the *Ontario Human Rights Code*, the *Occupational Health and Safety Act*, and/or under the *Criminal Code of Canada*;
- having participated or co-operated in an investigation under the Sexual Violence Policy, the *Ontario Human Rights Code*, or the *Occupational Health and Safety Act*; and/or
- having been associated with someone who has pursued rights under the Sexual Violence Policy; the *Ontario Human Rights Code*; the *Occupational Health and Safety Act*, and/or the *Criminal Code of Canada*.

Anyone engaged in such conduct may be subject to sanctions and/or discipline.

## **8. Vexatious Complaints**

Following an investigation, disclosures or complaints that are found to be frivolous, vexatious, or made in bad faith, may result in sanctions and/or discipline against the complainant.

## **9. Multiple Proceedings**

Where criminal and/or civil proceedings are commenced in respect of the allegations of sexual violence, the College shall conduct its own independent and concurrent investigation into such allegations and will make its own determination in accordance with its policies and procedures. The College is not bound by the outcome of any external proceedings.

Where there is an ongoing criminal investigation, the College will cooperate with the police.

## **10. Timeliness**

Timelines set out in this procedure are subject to extension by the College official who is the prime decision maker in the step in which the extension is requested. However, extensions will be granted only in circumstances where the request for the extension is made in good faith and for extenuating circumstances, and where there would be no prejudice to the other party or the College.

## **11. Confidentiality**

Confidentiality is important, particularly to those who have disclosed sexual violence. The confidentiality of all persons involved in a report of sexual violence must be strictly observed, and the College will do its best to respect the confidentiality of all persons, including the complainant, respondent(s), and witnesses.

However, confidentiality cannot be assured in the following circumstances:

- an individual is at imminent risk of self-harm;

- an individual is at imminent risk of harming another;
- a minor is involved; and/or
- there are reasonable grounds to believe that others in the College or wider community may be at risk of harm.

In such circumstances, information will only be shared with necessary service areas/departments to prevent harm, and the name of the survivor would not be released to the public.

The nature of complaint investigation precludes anonymity, hence confidentiality has limitations in the investigation processes. However, due diligence shall be exercised to protect the rights of the complainant, respondent(s), and witnesses. Where the College becomes aware of an allegation of sexual violence by a member of the College community against another member of the College community, the College may also be obliged to take steps to ensure that the matter is dealt with in order to comply with the College's legal obligation and/or its policies to investigate such allegations. In such cases, specific College administrators will be informed about the reported incident on a "need to know" and confidential basis, but not necessarily of the identities of the persons involved. All information collected as a result of a report made under the policy and procedure will be managed in accordance with the *Freedom of Information and Protection of Privacy Act (FIPPA)* and the *Personal Health Information Protection Act (PHIPA)* as applicable.

## 12. Record Keeping

The Centre for Human Rights, Equity & Inclusion maintains all records of an investigation pursuant to Humber's Human Rights Complaint Resolution Procedure section 1.8.

## 13. Resources and Other Supports

### **Available On Campus**

#### ***Centre for Human Rights, Equity & Inclusion***

416-675-6622, ext. 4425; Available for all campuses, by appointment

<http://hrs.humber.ca/human-rights-equity-diversity.html>

#### ***Department of Public Safety (Security)***

416-675-6622, ext. 4000 (For emergencies); 416-675-8500 (For general enquiries); available 24 hours a day at North, Lakeshore, and Carrier Drive Campuses

[www.humber.ca/publicsafety/](http://www.humber.ca/publicsafety/)

#### ***Indigenous Education & Engagement***

416-675-6622 ext. 5424 (North); 416-675-3111 ext. 3299 (Lakeshore); by appointment

<http://www.humber.ca/aboriginal/>

### **Available Off-Campus**

#### **Assaulted Women's Helpline**

1-866-863-0511; available 24 hours a day, in 200 languages [www.awhl.org/](http://www.awhl.org/)

The Assaulted Women's Helpline serves as a free, anonymous and confidential 24-hour telephone and TTY crisis telephone line to all women in the province of Ontario who have experienced any form of abuse. They provide crisis counselling, safety planning, emotional support, information and referrals accessible 7 days a week, 365 days a year.

#### **Chantel's Place**

Trillium Health Centre 100 Queensway West, Mississauga  
905-848-7580 ext. 2548; for counselling contact 905-848-7689; available 24 hours a day, via Trillium's Emergency Department

<https://www.thp.ca/patientservices/womens/Chantels-Place>

Chantel's place is a partner in an Ontario network of sexual assault and domestic violence treatment centres. All services are free, and individuals can obtain a physical examination, an assessment and treatment of injuries, medication to prevent or limit the risk of contracting a sexually transmitted infection or HIV. Staff may also take forensic evidence such as photographs, in the event of abuse; the hospital may be able to provide some immediate and long-term counselling. A medical record is confidential.

#### **David Kelley Counselling Programs**

<https://familyservicetoronto.org/our-services/programs-and-services/david-kelley-services/>

The David Kelley Program offers two types of counselling services for Lesbian, Gay, Bisexual, Trans, and Queer folks (LGBTQ+). Options for counselling include the HIV/Aids Community Counselling Program and the Lesbian, Gay, Bisexual, Trans, Queer (LGBTQ+) Counselling Program. The David Kelley program also provides [Partner Assault Response](#) (PAR) services for court- and probation-mandated individuals charged with assault to a same-sex partner.

#### **First Nations and Inuit Mental Health and Wellness**

1-888-242-3310 or online chat at [Hope for Wellness](#); open 24 hours, 7 days a week;

Provides immediate mental health counselling and crisis intervention to all Indigenous peoples across Canada.

#### **Hope24/7**

1-800-810-0180

Crisis Line is Available:

- Monday and Friday 9:00 am – 5:00 pm

- Tuesday and Wednesday 9:00 am – 8:00 pm
- Thursday 9:00 am – 6:00 pm

10 Gillingham Drive

Suite 6305, Brampton [www.hope247.ca](http://www.hope247.ca)

Hope 24/7 is a charity organization offering psychotherapy services for folks 12 years old and over who have been impacted by relationship and sexual violence.

### ***Native Women's Resource Centre of Toronto***

416-963-9963

NWRCT is community based and offers culturally relevant services such as legal and health services.

### ***Police Services – Emergency, Call 911***

Toronto: 416-808-2222

York: 1-866-876-5423

Peel: 905-453-3311

Halton: 905-825-4777

### ***Support Services for Male Survivors of Sexual Abuse***

1-866-887-0015; available 24 hours a day, 7 days a week;

Immediate crisis and referral services in Ontario for male survivors of sexual abuse. Referrals to counselling, peer support, and other community agencies.

### ***Talk4Healing***

1-855-554-HEAL (4325) or 2-1-1; available 24 hours a day, 7 days a week;

Free and culturally safe telephone helpline for Indigenous women living in Ontario; Provides services in English, Ojibway, Oji-Cree, and Cree.

### ***The 519 Community Centre (Toronto)***

416-392-6874

519 Church Street

[Info@The519.org](mailto:Info@The519.org); [www.the519.org/](http://www.the519.org/)

The 519 has been committed to the health, happiness and full participation of the LGBTQ2S communities. The agency utilizes a model of service, space and leadership to promote inclusion and respect.

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

416-813-6275

<https://www.womenscollegehospital.ca/care-programs/sexual-assault-domestic-violence-care-centre/>

The Sexual Assault/Domestic Violence Care Centre (SA/DVCC) available 24 hours a day, seven days a week, is a comprehensive service that assists women, men, non-binary, and trans people who are survivors of sexual assault and domestic/intimate partner violence.

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

416-597-8808; available 24 hours a day. <http://trccmwar.ca/>

A confidential community support group that can provide referrals, information and resources. They can also offer a support group or one-on-one counseling. A crisis line can provide immediate support and information anonymously.

Additional resources for Peel Region (Brampton, Mississauga, and Caledon, including Orangeville) can be found at: <http://www.peelregion.ca/health/sexual-assault/help.htm>

Within Ontario, the Women's Assault Helpline ([www.awhl.org/](http://www.awhl.org/)) can assist in finding local resources.

To find a local sexual assault centre in Ontario, visit <http://www.sexualassaultsupport.ca/>. Free, confidential counseling is available.

**References:**

[Humber's Human Rights Policy](#)

[Humber's Human Rights Complaint Resolution Procedure](#)

[Ontario Human Rights Code](#)

[Freedom of Information and Protection of Privacy Act](#)

[It's Never Okay: An Action Plan to Stop Sexual Violence and Harassment – March 2015](#)

**Appendices:**

Appendix A: Sexual Assault Centres (Ontario)

**Appendix A**
**Sexual Assault Centres (Ontario)**

<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>	Women In Crisis Algoma	1-877-759-1230	705-759-1230
<b>Belleville-Quinte</b>	Sexual Assault Centre for Quinte & District	1-877-544-6424	613-967-6300
<b>Brant</b>	Sexual Assault Centre of Brant	519-751-3471	519-751-1164
<b>Bruce County</b>	Women's House Serving Bruce and Grey Sexual Assault Services	1-866-578-5566	519-372-1113 ext. 225
<b>Chatham-Kent</b>	Chatham-Kent Sexual Assault Crisis Centre	519-354-8688	519-354-8908
<b>Cornwall</b>	Sexual Assault Support Services for Women, Cornwall	English: 1-877-544-6424 French: 1-877-446-2433	613-932-1755 ext. 24
<b>East Algoma (Elliot Lake)</b>	Counselling Centre of East Algoma	1-800-721-0077	705-848-2585
<b>Guelph-Wellington</b>	Guelph-Wellington Women in Crisis	519-836-5710 1-800-265-7233	519-836-1110
<b>Halton (Oakville)</b>	Sexual Assault & Violence Intervention Services of Halton	905-875-1555 Text: 905-691-4873	906-825-3622
<b>Hamilton</b>	Sexual Assault Centre Hamilton & Area (SACHA)	905-525-4162	905-525-4573
<b>Kawartha (Peterborough &amp; Area)</b>	Kawartha Sexual Assault Centre	1-866-298-7778	705-748-5901
<b>Kenora</b>	Kenora Sexual Assault Centre	1-800-565-6161	807-468-7958
<b>Kingston</b>	Sexual Assault Centre Kingston	613-544-6424 1-877-544-6424	613-545-0762
<b>Waterloo</b>	Sexual Assault Support Centre of Waterloo Region	519-741-8633	519-571-0121

<b>London-Middlesex</b>	<a href="#">ANOVA (Merge between London's Women's Community House and 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="#">Durham Rape Crisis Centre</a>	905-668-9200	905-444-9672 ext. 21
<b>Ottawa</b>	<a href="#">Sexual Assault Support Centre of Ottawa</a>	613-234-2266	613-725-2160
	<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	1-800-663-3060
<b>Sarnia-Lambton</b>	<a href="#">Sexual Assault Survivors' Centre</a>	519-337-3320	519-337-3154
<b>Sudbury</b>	<a href="#">Voices for Women Sudbury</a>	705-675-4760 1-877-841-1101	705-671-5495
<b>Thunder Bay</b>	<a href="#">Thunder Bay Sexual Abuse &amp; Sexual Assault Counselling &amp; Crisis Centre</a>	807-344-4502	807-345-0894
<b>Timmins</b>	<a href="#">Timmins and Area Women in Crisis</a>	1-877-268-8380	705-268-8381
<b>Toronto</b>	<a href="#">Multicultural Women Against Rape/Toronto Rape Crisis Centre</a>	416-597-8808	416-597-1171
<b>Windsor-Essex</b>	<a href="#">Sexual Assault Crisis Centre of Essex County</a>	519-253-9667	519-253-3100
<b>York</b>	<a href="#">Women's Support Network of York Region</a>	English: 1-800-263-6734  French: 1-877-336-2433	905-895-3646

**Pour le support francophone aux femmes survivores d'agression sexuelle: CALACS (Francophone Sexual Assault Centres) in Ontario**

[Centre Passerelle pour femmes](#): CALACS du Nord de l'Ontario

C.P. 849 Timmins (Ontario) P4N 7G7

1-888-360-5657

[Centre francophone d'aide et de lutte contre les agressions à caractère sexuel d'Ottawa](#)

40, rue Cobourg

Ottawa (Ontario) K1N 8Z6 613-789-8096

calacs@calacs.ca

[Centre Novas : Centre francophone d'aide et de lutte contre les agressions à caractère sexuel de Prescott-Russell](#)

C.P. 410

Casselman (ON) K0A 1M0 613 764-5700

1 866 772-9922 poste 221

administration@centrenovas.ca

[Carrefour des femmes du Sud-Ouest de l'Ontario: CALACS de la région du Sud-Ouest](#)

285 King Street, suite #200, London (ON) N6A 4Y8 519 858-0954

1 888 858-0954

info@carreofourfemmes.on.ca

[Centre Victoria pour femmes](#)

C.P. 308

Sudbury (ON) P3E 4P2 705 670-2517

info@centrevictoria.ca

[Centr'Elles, centre des Femmes Francophones du Nord-Ouest de l'Ontario](#)

P.O. Box 26058

Thunder Bay (Ontario) P7B 0B2

807 684-1955

admin@centrelles.com

[Oasis Centre des femmes](#)

465 Yonge Street Wood Street PO Box 73022 Wood Street PO Toronto ON M4Y 2W5  
Toronto

416 591-6565

[Colibri - Centre des femmes francophones du comté de Simcoe](#)

80, rue Bradford, bureau 340 Barrie (ON) L4N 6S7

Barrie

705 797-2060

1 877 797-2060

[Centre de santé communautaire Hamilton/Niagara - Espace entre Elles](#)

1320 rue Barton Est Hamilton (Ontario) L8H 2W1

905 528-0163 or

1 866 437-7606

cschn@cschn.ca

Pour le support francophone aux femmes survivores d'agression sexuelle, se il vous plaît visitez  
(for French-language support to women survivors of sexual assault, please also visit): [Action  
ontarienne contre la violence faite aux femmes](#)

