



Recording Arts Canada
Digital Arts College

Recording Arts Canada Sexual Violence Policy and Response Protocol

Last revised: Dec3 2024

Applicability: This policy and protocol apply to all faculty, staff, and students.

Issued by: RAC Administrative Directors

Objective

The Policy to Prevent and Combat Sexual Violence at Recording Arts Canada is intended to foster a safe and healthy environment where creativity and educational pursuits can flourish, free of sexual violence and sexual harassment. Everyone has the right to respect and the protection of their physical and psychological well-being.

Recipients

This policy affects all faculty, the student body, and auxiliary or contracted personnel.

Diffusion

This policy will be communicated to all staff at the beginning of each semester and when a new staff member is hired. It will be provided to all students in writing as part of their registration package, verbally at orientation day, and again at the beginning of each semester. The policy will be posted on our online student portal.

Responsible for Ensuring Implementation

RAC administrative staff, appointed officers, and the RAC community as a whole are responsible for ensuring the policy is adhered to.

Contents

1.0 Preamble	3
2.0 Purpose	3
3.0 Scope:	4
4.0 Definitions	5
5.0 Roles, Responsibilities, and Duties	6
6.0 PREVENTION AND AWARENESS-RAISING MEASURES	7
7.0 Security Measures and Infrastructure Adjustments	8
8.0 Code of Conduct Governing Intimate Relationships	9
9.0 Rules Governing Off-Campus Activities	9
10.0 Measures Imposed on Third Parties in the Context of its Contractual Relations	9
11.0 Complaints, Reports, and Information Concerning Any Situation of Sexual Violence	10
12.0 Penalties	14
13.0 Appeal Process	14
14. Resources	15

1.0 PREAMBLE

RAC Digital Arts College is committed to providing students with an educational environment free from sexual violence and treating students who report incidents of sexual violence with dignity and respect. RAC Digital Arts College has adopted this Sexual Violence Policy, which defines sexual violence and outlines its training, reporting, investigative, and disciplinary responses to complaints of sexual violence made by any person at RAC, that have occurred on its campus or at one of its events and involve any RAC community member.

RAC will endeavour to create an environment that:

- Models positive attitudes;
- Espouses respectful behaviour;
- Values diversity;
- Has zero tolerance for sexual harassment or violence.

RAC will endeavour to create an environment where:

- Survivors will be believed, respected, and heard, and will be offered the appropriate support;
- Perpetrators of sexual violence will be held accountable and face appropriate disciplinary action.

This policy complements and is to be adhered to in tandem with RAC's other policies and regulations as stated in the Student Policy Book and the IPESA.

2.0 PURPOSE

RAC Digital Arts College is committed to providing its students with an educational environment that is free from sexual violence and that treats those who report incidents of sexual violence with dignity and respect.

To that end, we must:

- Define and understand what constitutes sexual violence and sexual harassment;
- Establish the roles and responsibilities of everyone in the RAC community;
- Strengthen actions to prevent and combat sexual violence or tolerance of actions that promote an environment in which sexual violence is allowed;
- Create a healthy and safe environment that fosters creative and educational pursuits;
- Define and implement prevention and safety measures;
- Establish a procedure for receiving and handling complaints and reports.

3.0 SCOPE:

3.1 This policy is intended for all those who are working or studying at RAC. It applies to the relationships with each other and with any other person in connection with their studies or employment.

3.1.1 Any company participating in offering student internships on their premises must provide an undertaking in writing that it is in compliance with all applicable legislation, including the Human Rights Code and the Occupational Health and Safety Act, and will provide students access to those policies should they encounter issues relating to sexual violence in the workplace.

3.1.2 Career college management, instructors, staff, other employees, and contractors of RAC Digital Arts College will report incidents of or complaints of sexual violence to the Appointed Officer upon becoming aware of them.

3.2 This policy does not in any way prevent the persons involved from using other legal remedies. Examples include the criminal complaint, grievance procedures, labor standards complaints, and civil court proceedings.

3.2.1 RAC Digital Arts College recognizes the right of the Complainant not to report an incident of or make a complaint about sexual violence or not request an investigation and not to participate in any investigation that may occur.

3.2.2 Notwithstanding, in certain circumstances, RAC Digital Arts College may be required by law or its internal policies to initiate an internal investigation and/or inform the police without the complainant's consent if it believes the safety of members of its campus or the broader community is at risk.

3.2.3 In all cases, RAC Digital Arts College will appropriately accommodate the needs of its students who are affected by sexual violence. Students seeking accommodation should contact the appointed officers or any RAC staff. In this regard, RAC Digital Arts College will assist students who have experienced sexual violence in obtaining counselling and medical care and provide them with information about sexual violence supports and services available in the community as set out in Appendix 1 attached hereto. Students are not required to file a formal complaint to access supports and services.

3.3 This policy extends to the RAC campus, on-location classes, and concerts. The Sexual Violence Policy shall be published on our website.

3.3.1 RAC Digital Arts College shall include a copy of the Sexual Violence Policy in every contract made between it and its students and provide a copy of the Sexual Violence Policy to career college management (corporate directors, controlling shareholders, owners, partners, other persons who manage or direct the career college's affairs, and their agents), instructors, staff, other employees, and contractors and train them about the policy and its

processes of reporting, investigating, and responding to complaints of sexual violence involving its students.

3.3.2 Students who have been affected by sexual violence or who need information about support services should contact the Appointed Officer. To the extent it is possible, RAC Digital Arts College will attempt to keep all personal information of persons involved in the investigation confidential except in those circumstances where it believes an individual is at imminent risk of self-harm or of harming another, or there are reasonable grounds to believe that others on its campus or the broader community are at risk. This will be done by:

- (i) ensuring that all complaints/reports and information gathered as a result of the complaint/report will be only available to those who need to know for purposes of investigation, implementing safety measures, and other circumstances that arise from any given case;
- (ii) ensuring that the documentation is kept in a separate file from that of the Complainant/student or the Respondent.

3.4 Policy Statement:

RAC will not tolerate sexual violence in any form. Education and awareness of what constitutes sexual violence, how to recognize it, and report it are the best path to the prevention of sexual violence. Sexual violence can affect all members of society; however, we recognize that there may be some who are more vulnerable based on, for example, gender, sexual orientation, gender identity and expression, race, religion, Indigenous identity, ethnicity, disability, or class. This policy focuses on preventing sexual violence, supporting victims of sexual violence when an offence has occurred, and doing so in a timely manner.

4.0 DEFINITIONS

4.1 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. This term includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, and sexual exploitation.

4.2 Sexual Assault

Sexual assault is any type of unwanted sexual act done by one person to another that violates the sexual integrity of the victim. 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, carried out in circumstances in which the person has not freely agreed, consented to, or is incapable of consenting to.

4.3 Sexual Harassment

Sexual harassment is unwelcome sexual attention directed at an individual by offensive, inappropriate, intimidating, hostile, and unwelcome remarks. Sexual harassment often occurs in environments in which sexist or homophobic jokes and materials have been allowed.

4.4 Consent

The Criminal Code of Canada defines consent as it relates to sexual assault as the voluntary agreement to engage in sexual activity. An individual must actively and willingly give consent to sexual activity. Simply stated, sexual activity without consent is sexual assault.

4.4.1 Consent:

- Is never assumed or implied;
- Is not silence or the absence of “no”;
- Cannot be given if the victim is impaired by alcohol or drugs, or is unconscious;
- Can never be obtained through threats or coercion;
- Can be revoked at any time;
- Cannot be obtained if the perpetrator abuses a position of trust, power, or authority.

4.4.2 Consenting to one kind or instance of sexual activity does not mean that consent is given to any other sexual activity or instance. No one consents to being sexually assaulted.

4.4.3 Consent video: <https://www.youtube.com/watch?v=5davRVQBOLk>

4.5 Victim Blaming

Victim blaming occurs when the victim of a crime or an accident is held responsible — in whole or in part — for the crimes that have been committed against them.

5.0 ROLES, RESPONSIBILITIES, AND DUTIES

5.1 Director and Administrative Staff

- Disseminate the policy;
- Ensure the application of the policy;
- Support staff members who are intervening;
- Offer compulsory training sessions.

5.2 Appointed Officers

- Ensure the implementation of the policy;
- Ensure timely distribution of the policy according to the predetermined schedule;
- Oversee accountability activities;
- Support staff members responsible for interventions;

- Understand the distinctions between a report, administrative complaint, and formal complaint, including the specific steps and procedures related to each;
- Ensure complaints are handled diligently and within the designated time frame;
- Conduct meetings with all parties involved, including victims, witnesses, or perpetrators of sexual violence, to inform them of their options and offer necessary support;
- Inform the Campus Manager of all reports or complaints;
- Instructors and professors are responsible for facilitating appropriate academic considerations, such as extensions on assignments or supporting a request to continue studies from home;
- Advisors in the registrar's office are available to help facilitate academic accommodations, such as dropping courses, and address other academic needs of survivors.

5.3 Institution Personnel, Including Outsourced Personnel

- Are aware of the policy and its intentions;
- Ensure the policy's implementation;
- Report any incidents or complaints to the Appointed Officers or the Campus Manager.

5.4 Student Representative

- Is aware of their rights and responsibilities regarding sexual violence;
- Understands the policy;
- Promptly brings all reports to the attention of the Appointed Officers or Campus Manager.

5.5 Student Community

- Is aware of their rights and responsibilities regarding sexual violence;
- Uphold a safe environment for everyone.

6.0 PREVENTION AND AWARENESS-RAISING MEASURES

Through this policy, RAC is committed to providing prevention, awareness, and accountability activities aimed at countering sexual violence.

The proposed activities will be offered to all members of the college community when they first become a part of the community, on orientation day, and at the beginning of each session.

6.1 For the Student Body

Topics will include:

- Prevention and sensitization;
- What consent means;
- What Rape Culture is;
- Types of Violence;
- How to intervene as a witness;
- Being accountable when participating in integration activities;
- Myths and misconceptions surrounding sexual assault;

- Legal information and the different levels of reporting;
- Help Resources that are available;

6.2 For RAC Personnel

Topics will include:

- The policy adopted by the institution to prevent and fight sexual violence;
- The concept of rape culture;
- The myths and stereotypes associated with sexual violence;
- The issues surrounding the concept of consent;
- Understanding sexual violence and recognizing its signs;
- Information bulletins presented by a specialized resource during annual general meetings of the institution's student associations, on the institution's website, or on other suitable occasions;
- Showing documentaries or videos dealing with sexual violence;
- Sending emails that contain information bulletins to all members of the institution;
- Distributing checklists referring to the best practices when acting as a confidant or witnessing a potential situation of sexual violence.
- Recognizing situations and contexts in which a person may be at greater risk of experiencing sexual violence (integration and welcoming activities, work context, activities permitting alcohol consumption, first weeks of classes, etc.);
- The most effective reactions as a witness to a potential situation of sexual violence;
- The code of conduct and the framework for an intimate relationship between a staff member and a member of the student community;
- Helpful attitudes such as those suggested by the Regroupement québécois des centres d'aide et de lutte contre les agressions à caractère sexuel [Quebec coalition of sexual assault centres];
- An annual campaign for raising awareness among members of the community about all forms of sexual and sexist violence;
- The resources that are offered by on-campus or off-campus services (specialized organizations, police forces, etc.).

Myths and Reality: <http://www.rqcalacs.qc.ca/myths-realities.php>

7.0 SECURITY MEASURES AND INFRASTRUCTURE ADJUSTMENTS

To ensure a safe environment, RAC:

- Regularly checks the operation of indoor and outdoor lighting systems;
- Ensures that lighting is sufficient;
- Ensures the daily locking of the doors according to the times of the day and their needs;
- Performs physical monitoring of the premises on a regular basis;
- Implements an open-door policy to submit a complaint.

8.0 CODE OF CONDUCT GOVERNING INTIMATE RELATIONSHIPS

Intimate relationships between staff members and students are not allowed.

9.0 RULES GOVERNING OFF-CAMPUS ACTIVITIES

During any activity organized by the institution, RAC requires:

- Prevention and awareness measures put in place;
- Clear indications of responsible or zero tolerance for drinking or drug use to be disseminated;
- The organizers ensure the presence of people informed about this policy;
- On-campus rules are to be respected, as well as the sanctions applicable in case of breaches of these rules.

During off-campus classes or activities organized by RAC, the organizers must ensure that the required preventive measures are put in place.

10.0 MEASURES IMPOSED ON THIRD PARTIES IN THE CONTEXT OF ITS CONTRACTUAL RELATIONS

Contractual employees who work at the college will have to follow the same training as the staff members of the institution.

Recording Arts Canada shall include a copy of the Sexual Violence Policy in every contract made between it and its students and provide a copy of the Sexual Violence Policy to career college management (corporate directors, controlling shareholders, owners, partners, other persons who manage or direct the career college's affairs, and their agents), instructors, staff, other employees and contractors and train them about the policy and its processes of reporting, investigating and responding to complaints of sexual violence involving its students. *Any company participating in offering student internships on their premises must provide an undertaking in writing that it is in compliance with all applicable legislation, including the Ontario Human Rights Code and the Occupational Health and Safety Act and will provide students access to those policies should they encounter issues relating to sexual violence in the workplace.

Career college management, instructors, staff, other employees and contractors of Recording Arts Canada will report incidents of or complaints of sexual violence to the Appointed Officer upon becoming aware of them.

11.0 COMPLAINTS, REPORTS, AND INFORMATION CONCERNING ANY SITUATION OF SEXUAL VIOLENCE

11.1 There are many reasons that victims hesitate to make a complaint, including:

- The many myths and prejudices associated with the issue;
- Fear of retaliation by the assailant;
- The feeling of being the only one in this situation;
- Confused feelings toward the assailant;
- Fear of the judicial process;
- Fear of disturbing the lives of family and friends;
- The feeling that they are responsible for the event.

11.2 Who can file a complaint:

- Anyone wishing to report information regarding an alleged breach of this policy;
- Anyone wishing to report, disclose or complain regarding an act of sexual violence to a member of the college community;
- Or to provide information regarding any situation of violence of a sexual nature.

11.3 Receiving a complaint

In all cases of a report or a complaint, each applicant must be welcomed and listened to by the person who receives it. Resource persons ensure that psychosocial support, accommodations, and referrals to specialized resources are made available to those who express the need, within the legislated time frame.

If students, in good faith, report an incident of, or make a complaint about, sexual violence, they will not be subject to discipline or sanctions for violations of the career college's policies relating to drug or alcohol use at the time the alleged sexual violence occurred.

Students who disclose their experience of sexual violence through reporting an incident of, making a complaint about, or accessing supports and services for sexual violence, will not be asked irrelevant questions during the investigation process by the career college's staff or investigators, including irrelevant questions relating to the student's sexual expression or past sexual history.

In consultation with the directorates and the person concerned, the resource person assesses the situation and determines the measures to be put in place. These measures can take many forms, including:

- Accommodation measures;
- Remedial measures (for example, mediation between the applicant and the person);
- Intervention in the environment;
- Referencing, accompaniment, and transmission of information to the applicant;
- Filing a complaint;
- Coaching (advice to the applicant so that they can solve it themselves).

RAC is committed to responding as quickly as possible to a complaint or report. The deadlines prescribed by law are as follows:

- Accommodation measures: 7 days maximum;
- Service offer: 7 days maximum;
- Actions to be taken: 7 days maximum;
- Complaint handling: 90 days maximum.

11.3.1 Survivors Rights: [http://www.citizenship.gov.on.ca/owd/english/ending-violence/campus_guide.shtml#toc4av](http://www.citizenship.gov.on.ca/owd/english/ending-violence/campus_guide.shtml#toc4av)

- Be believed;
- Be treated with sensitivity and compassion;
- Be treated with dignity and respect;
- Be informed about available resources;
- Decide whether or not to access available services and to choose those services they feel will be most beneficial;
- Decide whether to report to local police;
- An on-campus investigation with the institution's full cooperation;
- A safety plan or accommodations for their continued education;
- Have reasonable and necessary actions taken to prevent further unwanted contact with the alleged perpetrator(s).

11.4 When can a complaint be filed?

There is no timeframe in which a victim must file a report.

11.5 Reporting or information regarding any sexual violence

Students who have been affected by sexual violence or who need information about support services should contact the Appointed Officer.

This can be done at any time, to any resource person either verbally, in writing, in person, or by phone.

To the extent it is possible, RAC Digital Arts College will attempt to keep all personal information of persons involved in the investigation confidential except in those circumstances where it believes an individual is at imminent risk of self-harm or of harming another, or there are reasonable grounds to believe that others on its campus or the broader community are at risk.

This will be done by:

(i) ensuring that all complaints/reports and information gathered as a result of the complaint/reports will be only available to those who need to know for purposes of investigation, implementing safety measures and other circumstances that arise from any given case;

(ii) ensuring that the documentation is kept in a separate file from that of the Complainant/student or the Respondent.

RAC Digital Arts College recognizes the right of the Complainant not to report an incident of or make a complaint about sexual violence or not request an investigation and not to participate in any investigation that may occur.

Notwithstanding the above, in certain circumstances, RAC Digital Arts College may be required by law or its internal policies to initiate an internal investigation and/or inform the police without the consent of the complainant if it believes the safety of members of its campus or the broader community is at risk.

In all cases, including the above, RAC Digital Arts College will appropriately accommodate the needs of its students who are affected by sexual violence. Students seeking accommodation should contact the Director, Registrar, or appointed officer.

In this regard, RAC Digital Arts College will assist students who have experienced sexual violence in obtaining counseling and medical care and provide them with information about sexual violence supports and services available in the community as set out in Appendix 1 attached hereto. Students are not required to file a formal complaint in order to access supports and services.

11.6 Receiving a complaint

Helping a sexual assault victim is not easy. The person listening must be cautious of reactions, both her own and those of the victim, before delivering an opinion or initiating action.

The following are some suggestions to consider when receiving a report:

- Listen attentively;
- Believe the person;
- Do not judge;
- Do not ask biased questions;
- Let the person say it in their own words;
- Be attentive to the person's emotions and respect their pace;
- Avoid strong reactions and control your emotions;
- Put the blame on the assailant;
- Check if the person is in any danger or if they have suicidal ideas;
- Make sure that the person has a support network (family, friends);
- Check the available resources in the region and make them aware of them if needed;
- If needed, go and get help.

11.7 Formulate an administrative complaint

Any person, at any time, may file a written complaint if they believe they have been the victim of sexual violence or if they have witnessed it.

A complaint that details a situation of sexual violence is forwarded to the attention of the Director, according to one or other of these methods:

- Secure form for complaints of sexual violence;
- In-person to an appointed officer;
- By post addressed to the Director:
 - Paper form available from resource persons, given to the Director.

The applicant is invited to contact a resource person or the specialized resource (CAVAC) for advice and support in the development of their complaint.

The applicant may withdraw their complaint at any time. In such a case, if the Director considers that the situation poses a risk for the collegial community, they may decide to treat the situation as an alert, under the conditions set by the policy and in particular the respect of the rules on confidentiality. In order for the college to fulfill its obligation to provide a healthy and safe environment for study, work or service, free of sexual violence, the director may request that an investigation be instituted. The applicant is informed of the decision taken. When they have personally experienced the situation, they are also informed of their right to refuse to participate in the investigation if applicable.

11.8 Processing an administrative complaint

Career College

The college and its community as a whole must act when sexual violence is brought to their attention within the statutory time limit. It is the mobilization of the entire community that will be decisive and have the greatest impact in the fight against sexual violence.

RAC is committed to creating and disseminating the intervention protocol of this policy and applying it when a situation of sexual violence is reported to it. It also undertakes to inform each group of people in the community of each component of their roles and responsibilities when they witness a situation of sexual violence or when such a situation is reported to them.

Upon receipt of a report of an incident or a complaint of alleged sexual violence being made, the Campus Manager will respond promptly and:

- (i) determine whether an investigation should proceed and if the complainant wishes to participate in an investigation;
- (ii) determine who should conduct the investigation considering the seriousness of the allegation and the parties involved;
- (iii) determine whether or not the incident should be referred immediately to the police;

In such cases or where civil proceedings are commenced in respect of allegations of sexual violence, Recording Arts Canada may conduct its own independent investigation and make its own determination in accordance with its own policies and procedures; and

(iv) determine what interim measures ought to be put in place pending the investigation process such as removal of the Respondent or seeking alternate methods of providing necessary course studies.

Once an investigation is initiated, the following will occur:

- (i) the Complainant and the Respondent will be advised that they may ask another person to be present throughout the investigation;
- (ii) interviewing the Complainant to ensure a complete understanding of the allegation and gathering additional information that may not have been included in the written complaint such as the

12.0 PENALTIES

Each policy applicable for policy breaches will be taken into account in accordance with their nature, seriousness, and repetitive pattern.

If it is determined by RAC Digital Arts College that the Respondent did engage in sexual violence, immediate disciplinary or corrective action will be taken. This may include:

- (i) disciplinary action up to and including termination of employment for instructors or staff;
- (ii) expulsion of a student; and/or
- (iii) the placement of certain restrictions on the Respondent's ability to access certain premises or facilities; and/or
- (iv) any other actions that may be appropriate in the circumstances.

13.0 APPEAL PROCESS

Request for Review

If the complainant or the respondent is not satisfied with the investigation's outcome, they can request a review by submitting a written appeal to the Director at Recording Arts Canada within seven days. The appeal should be conveyed through a letter indicating the intention to appeal and addressed to the designated individual. It can be emailed directly to lisa.keca@recordingarts.com or to HR@recordingarts.com. An in person appeal may also be requested to any staff on site at either campus.

14. RESOURCES

CANADA-WIDE: (A-Z) [Crime/Victims Services Centre:](#)

<https://onsecoute.com/>

Legal, emotional, financial, and social support services. Phone: 1- 866 532-2822

Crisis Text Line: text 'CONNECT' to 686-868:

By texting CONNECT to 686868, you can chat confidentially with a trained, volunteer crisis responder for support with any issue. Their texting service is available 24/7/365.

First Nations and Inuit Hope for Wellness Helpline:

Hope for Wellness Helpline is available 24/7 to all Indigenous people across Canada. Phone: **1-855-242-3310**

Planned Parenthood:

Services within Canada for Sexual/Mental/and Physical Health support/referrals.

Talk4Healing

Get 24/7, culturally sensitive crisis counselling, advice and support for Indigenous Women and their families living in urban, rural and remote communities, both on and off reserve. Support is available in English, Ojibway, Oji-Cree and Cree.

ONTARIO: (A-Z)

The following represents a list of Provincial Sexual Assault Crisis Centres in ON .

Amelia Rising Sexual Violence Support Centre Crisis Line: (705) 476-3355 Office Line: (705) 840-2403 Region: North Bay/Nipissing

Anova

Crisis Line: (800) 265-1576
Office Line: (519) 642-3003
Region: London-Middlesex

Athena's Sexual Assault Counselling & Advocacy Centre Crisis Line: (800) 987-0799 Office Line: (705) 737-2884

Region: Barrie, Simcoe

Chatham-Kent Sexual Assault Crisis Centre

Crisis Line: (519) 354-8688

Office Line: (519) 354-8908

Region: Chatham-Kent

Durham Rape Crisis Centre

Crisis Line: (905) 668-9200

Office Line: (905) 444-9672

Region: Durham

Family Transition Place

Crisis Line: (800) 265-9178

Office Line: (519) 942-4122

Region: Dufferin County, Peel

Guelph-Wellington Women in Crisis

Crisis Line: (800) 265-7233

Office Line: (519) 836-1110

Region: Guelph-Wellington

Hope 24/7

Crisis Line: (800) 810-0180

Office Line: (905) 792-0821

Region: Peel

Kawartha Sexual Assault Centre

Crisis Line: (705) 741-0260

Office Line: (705) 748-5901

Region: Kawartha (Peterborough & Area)

Kenora Sexual Assault Centre

Crisis Line: (800) 565-6161

Office Line: (807) 468-7958

Region: Kenora

Muskoka Parry Sound Sexual Assault Services Crisis Line: (800) 461-2929

Office Line: (705) 774-9083

Region: Muskoka

Sioux Lookout Sexual Assault & Counselling Centre Crisis Line: (800) 987-0799

Office Line: (705) 737-2884

Region: Sioux Lookout

Niagara Region Sexual Assault Centre

Crisis Line: (905) 682-4584

Office Line: (905) 682-7258

Region: Niagara (Niagara Falls-St. Catharines)

Ottawa Rape Crisis Centre

Crisis Line: (613) 562-2333

Office Line: (613) 562-2334

Region: Ottawa

Sexual Abuse Centre Thunder Bay

Crisis Line: (807) 344-4502

Office Line: (807) 345-0894

Region: Thunder Bay

Sexual Assault and Violence Intervention Services of Halton

Crisis Line: (905) 875-1555

Office Line: (905) 825-3622

Region: Halton (Oakville)

Sexual Assault Centre for Quinte & District

Crisis Line: (877) 544-6424

Office Line: (613) 967-6300

Region: Belleville-Quinte

Sexual Assault Centre Hamilton & Area

Crisis Line: (905) 525-4162

Office Line: (905) 525-4573

Region: Hamilton

Sexual Assault Centre Kingston

Crisis Line: (877) 544-6424

Office Line: (613) 545-0762

Region: Kingston

Sexual Assault Centre of Brant

Crisis Line: (519) 751-3471

Office Line: (519) 751-1164

Region: Brant

Sexual Assault Crisis Centre of Essex County

Crisis Line: (519) 253-9667

Office Line: (519) 253-3100

Region: Windsor-Essex

The Sexual Assault Support Centre of Ottawa

Crisis Line: (613) 234-2266

Office Line: (613) 725-2160

Region: Ottawa

Sexual Assault Support Centre of Waterloo Region

Crisis Line: (519) 741-8633

Office Line: (519) 571-0121

Region: Waterloo

Sexual Assault Support Services Stormont, Dundas, Glengarry & Akwesasne

Crisis Line: (613) 932-1603

Office Line: (613) 932-1755

Region: Cornwall

Sexual Assault Survivors' Centre Sarnia-Lambton

Crisis Line: (519) 337-3320

Office Line: (519) 337-3154

Region: Sarnia-Lambton

Timmins and Area Women in Crisis

Crisis Line: (877) 268-8380

Office Line: (705) 268-8381

Region: Timmins

Toronto Rape Crisis Centre

Crisis Line: (416) 597-8808 Office Line: (416) 597-1171 Region: Toronto
Voices for Women

Crisis Line: (705) 671-5495
Office Line: (705) 523-7100
Region: Sudbury

Women in Crisis Algoma INC.

Crisis Line: (877) 759-1230
Office Line: (705) 759-1230
Region: Algoma (Sault Ste. Marie)

Women's Sexual Assault Centre of Renfrew County Crisis Line: (800) 663-3060

Office Line: (613) 735-5551
Region: Renfrew

Women's House Serving Bruce and Grey: Sexual Assault Services Crisis Line:

(866) 578-5566
Office Line: (519) 372-1113
Region: Bruce County

Women's Support Network of York Region

Crisis Line: (800) 263-6734
Office Line: (905) 895-3646

Ontario government: Resources include helplines, shelters, to get help if you are experiencing violence. Male survivors of sexual abuse can call Toll-free: 1-866-887-0015 to access 24/7, multilingual support for

immediate crisis and referral services.

QUEBEC: (A-Z)

The following represents a list of Provincial Sexual Assault Crisis Centres in QC that could be provided as resources:

GMF Clinique Médic Elle, in partnership with the Montréal Sexual Assault Centre:

1980 Sherbrooke St. West, Suite 500, Bilingual services Mon-Fri: 8am-5pm

Montréal General Hospital, in partnership with the Montréal Sexual Assault Centre:

1650 Cedar Avenue Emergency room: Pine Avenue entrance (corner of Côte-des-Neiges) **Mon-Fri:** 5pm-8am, 24/7 weekends and holidays.

Provincial helpline for victims of sexual assault: Phone: 1-888-933-9007 (toll-free number) or 514 933-9007 (Greater Montreal). 24/7 helpline.

Crime Victims Assistance Centres (CAVAC): Phone: 1 866 532-2822. Crime Victims Assistance Centres (CAVAC) are found in every region of Québec. There are more than 185 gateways giving you access to their professional caseworkers.

Fem'aide

Get 24/7 anonymous crisis counselling and referral services for Francophone and French speaking women. Toll-free: 1-877-336-2433 (1-877-FEMAIDE)

Info Aide violence Sexuelle

CANADA-WIDE: (A-Z) Crime/Victims Services Centre:

Legal, emotional, financial, and social support services. Phone: 1- 866 532-2822

Crisis Text Line: text 'CONNECT' to 686-868:

By texting CONNECT to 686868, you can chat confidentially with a trained, volunteer crisis responder for support with any issue. Their texting service is available 24/7/365.

First Nations and Inuit Hope for Wellness Helpline:

Hope for Wellness Helpline is available 24/7 to all Indigenous people across Canada. Phone: **1-855-242-3310**

Planned Parenthood:

Services within Canada for Sexual/Mental/and Physical Health support/referrals.

Talk4Healing

Get 24/7, culturally sensitive crisis counselling, advice and support for Indigenous Women and their families living in urban, rural and remote communities, both on and off reserve. Support is available in English, Ojibway, Oji-Cree and Cree.

Region: Algoma (Sault Ste. Marie)

Women's Sexual Assault Centre of Renfrew County Crisis Line: (800) 663-3060

Office Line: (613) 735-5551

Region: Renfrew

Women's House Serving Bruce and Grey: Sexual Assault Services Crisis Line: (866) 578-5566

Office Line: (519) 372-1113

Region: Bruce County

Women's Support Network of York Region

Crisis Line: (800) 263-6734
Office Line: (905) 895-3646

Ontario government: Resources include helplines, shelters, to get help if you are experiencing violence. Male survivors of sexual abuse can call Toll-free: 1-866-887-0015 to access 24/7, multilingual support for

immediate crisis and referral services.

QUEBEC: (A-Z)

The following represents a list of Provincial Sexual Assault Crisis Centres in QC that could be provided as resources:

GMF Clinique Médic Elle, in partnership with the Montréal Sexual Assault Centre:
1980 Sherbrooke St. West, Suite 500, Bilingual services Mon-Fri: 8am-5pm

Montréal General Hospital, in partnership with the Montréal Sexual Assault Centre:

1650 Cedar Avenue Emergency room: Pine Avenue entrance (corner of Côte-des-Neiges) **Mon-Fri:** 5pm-8am, 24/7 weekends and holidays.

Provincial helpline for victims of sexual assault: Phone: 1-888-933-9007 (toll-free number) or 514 933-9007 (Greater Montreal). 24/7 helpline.

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