

# Sexual Assault & Sexual Violence

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## Policy

Lambton College has a [Sexual Assault and Sexual Violence Policy and Protocol \(4000-3-9\)](#) available under the policies section on the Lambton College website.

Below are quick links to various sections of the policy.

- [Reporting and Responding to Sexual Violence](#)
- [Complaint Process and Investigations](#)
- [Right to Withdraw Complaint](#)
- [Protection from Reprisals, Retaliation or Threats](#)
- [Unsubstantiated or Vexatious Complaints](#)
- [Confidentiality](#)
- [Policy Applicability](#)
- [Definitions and Relevant Terms](#)
- [Myths and Misconceptions about Sexual Assault](#)
- [Sexual Assault Centres \(Ontario\)](#)

Please be aware that the protocol section is tailored to each campus, and the main policy exclusively outlines the procedure for Lambton College in Sarnia students. The protocol for Lambton College in Mississauga students is detailed below.

## Protocol - Lambton College in Mississauga Students

### If you have Experienced or Witnessed Sexual Violence

If you have experienced or witnessed sexual violence, you are encouraged to report it to the Student Engagement & Well-Being Department located on the main floor of 121 Brunel Road. The department will assist you by providing the necessary support and resources.

During regular business hours, contact:

#### **Student Engagement & Well-Being Department**

- Visit the Reception- Building A (121 Brunel Road)
- 905-890-7833 x 221 or x222
- Email: [studentservices@queenscollege.ca](mailto:studentservices@queenscollege.ca)

#### **Personal Counselling**

Arrange a confidential meeting with our Registered Psychotherapists. Personal counseling is provided at no additional charge for all international students.

- Email: [psychotherapist@queenscollege.ca](mailto:psychotherapist@queenscollege.ca)
- Book one-on-one appointments through the [Booking App](#)

For assistance outside standard business hours, kindly contact ISSP, the International Student Support Program. This service is accessible 24/7 and accommodates inquiries in 200 languages from any location worldwide. You can access mental health support, including crisis support from certified counsellors, through phone and Apple/IOS applications at [www.keepmesafe.org](http://www.keepmesafe.org) or 1-844-451-8700.

Disclosing and reporting incidents of sexual violence can be challenging. The decision to report is entirely yours, but we strongly encourage you to do so. Individuals can report sexual violence incidents safely and anonymously online by completing the Sexual Violence Report Form.

Numerous additional resources are also available, including:

- CMHA Mental Health helpline (866) 531-2600
- Good2Talk helpline (866) 925-5454
- keep.meSAFE (844) 451-9700
- Care Centre at the Women's College Hospital (416) 323-6040
- Assaulted Women's Helpline at 1-866-863-0511. This is a 24-hour crisis line.
- Peel Region's Hope Place (24-hour sexual assault crisis line) at 1-800-810-0180

Additional resources are available on the [Lambton in Mississauga Health & Wellness page](#).

Anyone who has experienced sexual violence has the right to:

- be treated with dignity and respect,
- be heard and supported,
- be informed about on- and off-campus services and resources,
- decide whether to access available services and to choose those services they feel will be most beneficial,
- decide whether to report to campus security and/or local police,
- have an on-campus investigation with the institution's full cooperation,
- assistance in developing and implementing a safety plan and have reasonable and necessary actions taken to prevent further unwanted contact with the alleged perpetrator(s).

If a college employee observes or becomes aware of sexual violence against another member of the college community, the employee must report the alleged incident to the Student Engagement & Well-Being Department, visit the reception, or contact 905-890-7833.

Please note that these resources do not replace an emergency, and if an incident happens outside of business hours and requires an immediate response please contact:

- Peel Regional Police  
(905) 453-3311

### If you would like to file a Formal Complaint

The Student Engagement & Well-Being Department can assist you with filing a complaint. If the alleged perpetrator is a college community member, you may file a complaint under this Policy.

Individuals who have experienced sexual violence may also wish to press charges under the Criminal Code. The Student Engagement & Well-Being Department can also assist you with contacting the local Police.

### What if someone Discloses Allegations of Sexual Violence

A person may choose to confide in another person about an act of sexual violence, such as a student, instructor, employee, teaching assistant or health counsellor. An individual who has experienced sexual violence may also disclose to staff or faculty members when seeking support and/or academic accommodation.

A supportive response involves:

- listening without judgment and accepting the disclosure as true;
- communicating that sexual violence is never the responsibility of the assaulted individual;
- helping the individual identify and/or access available on- or off-campus services, including emergency medical care and counselling;
- respecting the individual's right to choose the services they feel are most appropriate and to decide whether to report to the police and/or Student Engagement & Well-Being Department;
- recognizing that disclosing can be traumatic and an individual's ability to recall the events may be limited;
- respecting the individual's choices as to what and how much they disclose about their experience; and
- making every effort to respect confidentiality and anonymity.

If a student discloses the need for support or academic accommodation due to an incident, faculty or staff members should guide the student to the Student Engagement & Well-Being Department at Lambton College in Mississauga. They should then facilitate the connection between the student, the Student Advisor, and/or counsellors.

If an employee of the college becomes aware of an allegation of sexual violence involving another member of the college community, the instructor or staff member should promptly report the alleged incident to Management.

## Communicating with individuals who have experienced Sexual Violence

Sensitive and timely communication with individuals who have experienced sexual violence and their family members (when an individual consents to this communication) is a central part of the college's first response to sexual violence. To facilitate communication, the college will:

- Ensure that designated employees who are knowledgeable about sexual violence, are responsible for advocacy on campus on behalf of employees, students or any other member of the college community who have experienced sexual violence;
- Ensure designated employees respond in a prompt, compassionate, and personalized fashion; and
- Ensure that the person who has experienced sexual violence and the respondent is provided with reasonable updates about the status of the college investigation of the incident when such an investigation is undertaken.

## Roles and Responsibilities of the College Community

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

- on-campus health services to provide psychological and emotional support, assist with safety planning and make referrals to other services, including medical services;
- facilitation of academic accommodations and other academic needs of those who have experienced sexual violence, e.g., extensions on assignments, continuing studies from home, and dropping courses;
- management to assist with any incidents relating to employees; and
- facilitation of investigations and gathering evidence, implementing measures to reduce sexual violence on campus and collaborating with local police where appropriate.

## How will the College Respond to a Report of Sexual Violence

When a complaint of sexual violence has been reported to the college, the college will exercise care to protect and respect the rights of both the complainant and the respondent. The college understands that individuals who have experienced 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 a high priority in these circumstances.

### Where the Respondent is a Student

Sexual violence is a violation of 2000-5-1 Student Rights and Responsibilities and Discipline Policy. It is considered a serious offence and will be addressed in a manner that is consistent with other serious offences. See [2000-5-1 Students Rights, Responsibilities and Discipline Policy](#) for more details on each disciplinary process.

### Where the Respondent is an Employee

As outlined in Bill 26, Strengthening Post-Secondary Institutions and Students Act, sexual misconduct concerning a student of an institution includes:

- a. Physical sexual relations with the student, touching of a sexual nature of the student or behaviour or remarks of a sexual nature towards the student by an employee of the institution where;
  - i. The act constitutes an offence under the Criminal Code (Canada)
  - ii. The act infringes the right of the student under the Human Rights Code to be free from sexual solicitation or advance, or
  - iii. The Act constitutes sexual misconduct as defined in the Queens's College of Business, Technology and Public Safety employee policy or contravenes the policy or any other policy, rule or other requirement of the college respecting sexual relations between employees and students, or
- b. Any conduct by an employee of the college that infringes the right of the student under the Human Rights Code to be free from reprisal or threat of reprisal for the rejection of a sexual solicitation advance.

Sexual violence and/or misconduct is considered a violation of the Queen's College of Business, Technology and Public Safety employee policy. The college will determine appropriate disciplinary actions if a complaint is substantiated following an investigation.

### Where the Respondent is not a student or Employee

Contractors, suppliers, volunteers, or visitors who attend on campus will be subject to complaints if they engage in prohibited conduct. Where a complaint against the respondent is substantiated, the college will take appropriate action.

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

### Multiple Proceedings

Where criminal and/or civil proceedings are commenced in response to allegations of sexual violence, the college shall conduct its own independent investigation into such allegations and will make its own determination in accordance with its policies and procedures. Where there is an ongoing criminal investigation, the college will cooperate with the local police.

## Related Policies, Procedures & Protocol

- [Student Rights & Responsibilities & Discipline \(2000-5-1\) policy](#)

## References

Minister of Colleges and Universities. (2022). *Bill 26, Strengthening Post-secondary Institutions and Students Act*.

## Appendices

### Appendix A: Community Resources

Organization	Description	Contact Information
Good2Talk	Provides 24/7 confidential support services for postsecondary students in Ontario through telephone or text messaging.	<ul style="list-style-type: none"> <li>• Call 1-866-925-5454</li> <li>• Text GOOD2TALKON to 686868</li> <li>• <a href="#">Good2Talk Website</a></li> </ul>
Kids Help Phone	An e-mental health service that is available 24/7 from anywhere in Canada through telephone or text messaging. They also offer a wide range of articles that can keep you up to date on challenges and issues you may be facing at this current time.	
Mental Health Helpline	Anonymous and confidential helpline available 24/7.	<ul style="list-style-type: none"> <li>• Call 1-866-531-2600</li> </ul>
Peel Multicultural Council (PMC) – Crisis Support Counselling	Newcomers to Canada may need to speak to a counsellor when they can no longer cope with a situation. Impacted newcomers/immigrants can experience difficulties to focus on their life situations thus hindering their settlement and integration process into Canada.	<ul style="list-style-type: none"> <li>• <a href="#">PMC Website</a></li> </ul>
Centre for Addictions & Mental Health	Provides information in other languages such as French, Somali, Italian, Spanish, Chinese, Portuguese, Tamil, etc. They help provide multi-language information on mental illness to people for whom English is not a first language and professionals who work with clients from culturally and linguistically diverse backgrounds.	<ul style="list-style-type: none"> <li>• <a href="#">CMHA Website (Information in Other Languages page)</a></li> </ul>
BounceBack®	BounceBack® is a free skill-building program managed by the Canadian Mental Health Association (CMHA).	<ul style="list-style-type: none"> <li>• <a href="#">BounceBack Website</a></li> </ul>
Telehealth	Speak with a registered health care professional.	<ul style="list-style-type: none"> <li>• Call 1-866-797-0000</li> </ul>
CMHA – Suicide Prevention Service	Service available to anyone experiencing mental health problems, crisis, or thoughts of suicide.	<ul style="list-style-type: none"> <li>• Call 1-833-456-4566</li> <li>• Text 45645 (4 p.m. – Midnight EST)</li> <li>• <a href="#">CMHA Website</a></li> </ul>

Organization	Description	Contact Information
Sunoh – A healing Platform for Student Wellness	Empowering international students by providing them a healing platform regarding mental health – preventing sex trafficking, suicides, substance use, depression, etc.	<ul style="list-style-type: none"> <li>• Call +1-437-991-4858</li> <li>• 50 Sunny Meadow Blvd., Unit 207, Brampton, ON</li> <li>• <a href="#">Sunoh Charity website</a></li> </ul>
The Assaulted Women's Helpline	Provides 24/7 crisis counselling, emotional support, information, and referrals for women in up to 154 languages.	<ul style="list-style-type: none"> <li>• 416-863-0511 (GTA)</li> <li>• 416-364-8762 (GTA TTY)</li> <li>• 1-866-863-0511</li> <li>• 1-866-863-0511 (Toll-Free TTY) Test #SAFE (#7233) on your Bell, Rogers, Fido, or Telus phone</li> <li>• <a href="#">Assaulted Women's Helpline Website</a></li> </ul>
Trillium Health Partners Sexual Assault & Domestic Violence Services	Accessed through the Mississauga Hospital Emergency department, 24/7	<ul style="list-style-type: none"> <li>• 1-866-863-0511</li> <li>• Trillium Health Partners Website</li> </ul>

## Appendix B: Emergency Services

Organization	Contact Information
Trillium Health Partners – Mississauga Hospital Site Emergency Department	<ul style="list-style-type: none"> <li>• 905-848-7191</li> </ul>
Chantel's Place	<ul style="list-style-type: none"> <li>• 905-848-7580 x 2548</li> </ul>
Sexual Assault Counselling Services	<ul style="list-style-type: none"> <li>• 905-848-7689</li> </ul>
Peel Regional Police – Special Victims Unit	<ul style="list-style-type: none"> <li>• 905-453-3311 x 3460</li> </ul>
Caledon Ontario Provincial Police (OPP)	<ul style="list-style-type: none"> <li>• 1-888-310-1122</li> </ul>
Toronto Police Services	<ul style="list-style-type: none"> <li>• 416-808-2222</li> </ul>
Crisis Lines Hope 24/7	<ul style="list-style-type: none"> <li>• 1-800-810-0180</li> </ul>
Victim Services of Peel	<ul style="list-style-type: none"> <li>• 905-568-1068</li> </ul>
Mental Health Services for Children & Youth under 25 (centralized intake)	<ul style="list-style-type: none"> <li>• 905-451-4655</li> </ul>
Trillium Health Partners – Mississauga Hospital Site Emergency Department	<ul style="list-style-type: none"> <li>• 905-848-7191</li> </ul>

### Appendix C: Emergency Shelters

Organization	Contact Information
Interim Place North Mississauga	• 905-676-8515
Interim Place South Mississauga	• 905-403-0864
Salvation Army Family Life Resource Centre	• 905-451-4115
Our Place Peel (ages 16-21)	• 905-238-1383
Family Transition Place (Orangeville)	• 519-941-4357
Toronto Emergency Shelter Central Intake Line	• 416-397-5637

### Appendix D: Community Counselling Services

Organization	Contact Information
African Community Services	• 905-460-9514
Catholic Cross-Cultural Services (Mississauga)	• 905-272-1703
Catholic Cross-Cultural Services (Brampton)	• 905-457-7740
Catholic Family Services (Mississauga)	• 905-897-1644
Catholic Family Services (Brampton)	• 905-450-1608
Family Services of Peel	• 905-453-5775
India Rainbow Community Services of Peel	• 905-275-2369
Muslim Community Services (Mississauga)	• 905-828-2001
Muslim Community Services (Brampton)	• 905-790-1910
Oasis Centre des femmes (francophone)	• 905-454-3332
Rexdale Women's Centre	• 416-745-0062

Organization	Contact Information
Salvation Army Family Life Resource Centre	<ul style="list-style-type: none"><li>• 905-451-4115</li></ul>
Interim Place – Transitional Support & Housing	<ul style="list-style-type: none"><li>• 905-676-0257</li></ul>
Mental Health Services for Children & Youth under 25 (centralized intake)	<ul style="list-style-type: none"><li>• 905-451-4655</li></ul>