



Sexual Violence Response Policy
Plain Language Version

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Disclaimer

This is a plain language version of Lakehead University's Sexual Violence Response Policy. Plain language describes communication whose wording, structure and design are clear so that readers can easily understand and use it. If any university member requires more detail, they are encouraged to look at the official Sexual Violence Response Policy.

Definitions

Alleged: Any statement made which has not yet been proven in a court of law. This does not mean that what is being said is true or false, it just means that it has not yet been legally proven.

Appropriate Manager/ Supervisor: This person is a University employee and is in charge of the Respondent (the Respondent's boss).

Bystander: Anyone who sees sexual violence; it also includes anyone who was told about sexual violence. This person is a third party and is not the person doing or receiving the sexual violence.

Campus: Includes any place or building on Lakehead University's property; it also includes any online webpages that are managed by the University.

Complainant: The person who files the complaint. This person is the survivor of the sexual violence. Sometimes this may be the University if the University is acting for the survivor.

Disclosure: When a person tells a University Community Member that they experienced or saw sexual violence.

Employee: Anybody who works at the University. e.g. All administrators, faculty, staff, research assistants, tutorial assistants and coaches.

Equity Seeking: A person who belongs to a group that faces barriers to full participation within society. The features of these groups are those listed or similar to those listed in the Ontario Human Rights Code under "grounds."

Interim Measures: Temporary rules or restrictions that are put in place to make sure that all University Community Members are safe.

Ministry: Means the Ministry of Advanced Education and Skills Development, the **Minister** is the head of the Ministry.

Report: The written statement that is given to the Office of Human Rights and Equity which explains the incident of sexual violence.

Respondent: The person who the complainant says committed the sexual violence. The person accused is the Respondent in a Complaint involving sexual violence.

Student: All undergraduate and graduate students who are taking classes at Lakehead University; it also includes any students who are signed up for on-line classes or who are registered in English Language studies.

Support Person: Any person who helps the survivor with either psychological or emotional support.

University Community Members: Includes all students, employees, union and non-union staff, faculty, administration, Senators, members of the Board of Governors, volunteers, and visitors to Lakehead University and anybody else who is on Campus.

Preamble

The University is dedicated to maintaining a healthy space to live, study, work and play for all its diverse community members. Lakehead is dedicated to creating a safe place where University Community Members can find supportive and healthy attitudes towards sexuality, sex, gender identity and gender expression. The University understands that any kind of sexual violence is wrong and threatens the whole University community, but it is especially dangerous for people that represent equity-seeking groups or people that represent a minority in terms of their backgrounds, religion, sexuality or ability to name a few. The University believes that all individuals should be treated with dignity and respect according to the *Ontario Human Rights Code*.

The University will make sure that every university member knows what sexual violence is, because there are a range of behaviours that can be considered sexual violence. The University also wants to make sure that every university member knows the responsibilities that they have to make sure the University is a safe place. The University will evaluate how well this policy is understood and how university members react when they discover sexual violence at the University. Lakehead University will not accept or allow any form of sexual violence.

The purpose of the Policy is to support survivors of sexual violence and to deal with any acts of sexual violence. The main goals of this policy are to:

- a) explain the University's principles around sexual violence and how the University will keep things confidential;
- b) explain the types of services that are available to survivors on Campus and in the community;
- c) explain the types of supports (academic and other accommodations) that are available for survivors of sexual violence;
- d) explain the complaint process for sexual violence, and how it will be reviewed and reported; and to
- e) explain how the University plans to educate and train university members about sexual violence.

Scope

This policy will apply to any University Community Member who is a survivor of sexual violence or has been accused of perpetrating sexual violence. When a University Community Member is involved it does not matter where the incident happened, it could be on or off Campus.

For filing a complaint of sexual violence with the Office of Human Rights and Equity, this policy only applies if the person who is accused of the sexual violence is a University Community Member.

Any University Community Member who has experienced sexual violence will be supported whether there is a complaint or not.

What is Sexual Violence?

Sexual violence covers a range of different things. It means any act that targets a person's sexuality, gender identity or gender expression. It could be physical or psychological, even if it was a threat or if the person tried to be sexually violent. Any sexual action done without the person's consent is considered sexual violence. Sexual violence includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation.

Gender identity, gender expression, consent, sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation are all terms that are defined in Appendix A.

Guidelines

This policy is based on the following guidelines:

- a) Using a survivor-centred approach, meaning anybody who comes forward and explains an incident of sexual violence will be believed and treated with respect and dignity. Someone who experienced sexual violence is the best judge of their interests and the University will do everything it can to be considerate of their wishes.
- b) The University understands that not everybody is going to identify as being a "victim" or a "survivor." The University will respect each person and use the term that the person who experienced sexual violence feels most comfortable with.
- c) The University will respect all equity-seeking groups.
- d) The University will help people who have experienced sexual violence, with counseling and medical care both on Campus and off Campus.
- e) Providing appropriate academic and other accommodation(s) for those who experienced sexual violence.

- f) The University will not share any of the information shared with us unless it absolutely has to by law.
- g) The University is able to investigate and go through the adjudication procedure according to this Policy.
- h) Making sure that the process is fair for everybody that is involved, and that everyone is treated respectfully at all times.
- i) Educating and training University Community Members so that they know how to respond to accounts of sexual violence and are able to identify situations of sexual violence and stop these incidents from happening.

Confidentiality

The University will do everything it can to keep all of the information that is disclosed private and secret. The names of the people involved will only be released if it is required by law.

The only time that the University would have to release the private information would be if:

- a) somebody is going to be harmed or may cause self-harm;
- b) the law forces the University to release the confidential information;
- c) the person who experienced sexual violence chooses to file a complaint some information may need to be shared; or
- d) the person requires an accommodation, support or service and a name is required confidentially.

Supports, Services and Accommodations (Academic and Otherwise) Available for those who Experience Sexual Violence

All of the on Campus and off Campus supports for both Thunder Bay and Orillia are listed in Appendix “B” to this Policy. Anyone who needs help accessing those supports can contact the Office of Human Rights and Equity.

Some of the supports that are available include, supports for mental and physical well-being, supports that will help people feel safe, supports that will help people continue their education or employment, and supports that will try to stop the complainant and respondent from contacting each other.

Someone who experiences sexual violence does not have to file a complaint to be able to receive services or accommodations, and there is no time limit for receiving these services or accommodations. The Office of Human Rights and Equity will be able to help set up these supports, services and accommodations and will answer any questions.

Disclosure

Disclosure is when somebody talks about an incident where there was sexual violence. It could be the person who experienced the sexual violence who is sharing the information, or it could also be a Bystander who is sharing what they saw. Any University Community Member that makes a Disclosure, or who is told about the information, is able to talk to the Office of Human Rights and Equity and get supports, services and accommodations, even if they decide not to file a complaint.

The Office of Human Rights and Equity encourages anyone who experienced sexual violence and needs help to contact the office. Disclosures can be made at any time, even if a long time has passed. The Office of Human Rights and Equity will explain the options available and can provide information about sexual violence or supports, while also explaining the different reporting processes. All of these discussions are confidential.

Typically, a complaint will only be made if the person making the Disclosure wants to file a complaint. However, the University can start a complaint if they believe that there is a safety risk or if they have to start a complaint for legal reasons.

What you should do if somebody discloses an incident to you

Always be respectful and supportive and encourage the person to visit the Office of Human Rights and Equity, because the office can provide help and explain possible supports, services and accommodations. If somebody tells you about sexual violence, please keep that information confidential, unless you believe that their safety or another's is at risk, or if you think the University has a legal duty to investigate the matter.

If you think the person who told you about the sexual violence is in danger, there are supports available in Appendix B, contact one of them and stay with the person until help arrives.

If you do contact one of the emergency supports listed in Appendix B, please report the situation to the Office of Human Rights and Equity.

If you are an employee and somebody has disclosed information to you, you should keep track of that information and report it to the Office of Human Rights and Equity without mentioning any names so that the information can be anonymously recorded.

Reporting

Whether the person who experienced sexual violence plans on filing a Complaint or not, they can always Report sexual violence to the Office of Human Rights and Equity.

If the person who experienced sexual violence wants to file a police report, the Office of Human Rights and Equity can help with that process.

Sometimes people prefer the informal process. Before trying an informal process, the Office of Human Rights and Equity will consider how serious the actions were and if there are any safety risks. For example, the person who experienced sexual violence might want to resolve the incident using mediation. If the sexual violence is a minor or minimal act and both people agree, then an informal approach may be used.

Usually, an investigation will only be started if the person who experienced the sexual violence wants to start an investigation. The University may start a complaint if they believe that there is a safety risk or if the University is legally forced to investigate. These cases do not happen very often.

Interim Measures

The University may decide to put temporary rules, or interim measures, in place to protect the safety and security of University Community Members. The University might decide to do this even if a Report or Complaint is not made.

The University will try to use Interim Measures that will make University Community Members feel safe. They will choose those measures that cause the least disruption for everyone. The Office of Human Rights and Equity will decide if any Interim Measures should be put in place.

Students will have their Interim Measures decided by the Office of Human Rights and Equity.

Employees will have their Interim Measures decided by their supervisor.

If the person is a visitor (not a student and not an employee), then the Vice President of Administration and Finance will decide what Interim Measures should be put in place.

If anybody needs to change the Interim Measures, they can talk to the Office of Human Rights and Equity to see if small changes can be made.

If, for safety reasons, the University decides to put in these temporary rules, these are some of the Interim Measures that they can enforce:

- A no contact requirement, meaning the person who experienced the sexual violence never has to talk to or see the Respondent.
- A person might be asked to sign in at security when they arrive at the University and to sign out when they leave.
- A person might not be able to use the Library or athletic buildings.
- A person might not be able to do certain extra-curricular activities.
- A person might not be allowed to go to class.
- A person might not be allowed to go anywhere on Campus.
- If the person lives on Campus, they might have to be in their room by a certain time.
- If the person lives in residence, they might be moved to a different building or in some cases required to find alternative housing.

If Interim Measures are put into place, they will stay in effect until:

- a) the Office of Human Rights and Equity, the Assessment Committee, the appropriate Manager/Supervisor, or the Vice-President Administration and Finance says it's okay to stop following the Interim Measure;
- b) the Office of Human Rights and Equity decides that there is no reason for an investigation;
- c) the Office of Human Rights and Equity decides that the Adjudication Panel does not need to meet;
- d) the person who experienced the sexual violence decides they want to cancel their complaint; or until
- e) the Adjudication Panel decides that the Interim Measure(s) should end.

Complaint Process

How to start a complaint

All complaints need to be in writing, and given to the Office of Human Rights and Equity. Complaints can be mailed to:

Office of Human Rights and Equity
955 Oliver Road
Thunder Bay, ON, P7B 5E1

Someone who experienced sexual violence can also stop by the office on the fifth floor of the Library or they can e-mail their complaint to humanrights@lakeheadu.ca (complaint forms can be found at the Office of Human Rights and Equity homepage).

In order to file a complaint with the Office of Human Rights and Equity, the Respondent would need to be a University Community Member.

A complaint needs to have all of the following:

- a) The name of the Respondent.
- b) It needs to explain what happened and include details from the sexual violence incident.
- c) It should also list any witnesses who might have seen something.

Once the Office of Human Rights and Equity gets the complaint, they will contact the person who experienced the sexual violence. The Office of Human Rights and Equity may also ask some additional questions so they can understand what happened.

It is important that the complaint process is not misused. If someone misuses the complaint process, they may be breaking other policies.

Persons who have experienced sexual violence can choose to not make a complaint. Sometimes the University might start a complaint, but only if the University thinks that somebody might get hurt or if they legally have to investigate.

Once a complaint has started, the Office of Human Rights and Equity will send the Respondent and the Complainant a letter telling them that the Assessment Committee is going to look at the Complaint. The letter will also remind them that they need to keep this information confidential.

Sexual Violence Assessment Committee

The Sexual Violence Assessment Committee will be made up of:

- a) the Director of the Office of Human Rights and Equity (Chair); and
- b) two University Employees, who will be picked by the Chair.

The Sexual Violence Assessment Committee will look to see if:

- a) the Respondent is a University Community member;
- b) the conduct is something that the Policy considers sexual violence;
- c) this is an issue which a different University Policy covers; and if
- d) any Interim Measures need to be put in place.

If the Assessment Committee looks at the complaint and thinks that this is something that should be investigated, then the Assessment Committee will find an investigator.

Investigation

The investigator will be somebody who can investigate the incident fairly, objectively and in a reasonably short amount of time.

Once an investigator has been found, the Respondent and the Complainant will be told. They may be interviewed by the investigator. During this time, all information about the investigation should be kept Confidential.

Anybody who is being interviewed by the investigator can have a Support Person with them during the interview.

Anybody who is being interviewed can also bring a lawyer into the room when they are being interviewed by the investigator.

If the person being interviewed is an Employee and is represented by a trade union, then someone from the union can be in the room during the interview.

If the person being interviewed is an Employee, the Office of Human Rights and Equity will contact the person's supervisor in writing. In this letter the supervisor will be told to keep all of the information about the incident confidential.

Both the Complainant and Respondent will have a copy of all the written responses that were given to the investigator. When they receive their copy they will be told that it must be kept confidential.

Anybody who needs supports, services or accommodations during the investigation can contact the Office of Human Rights and Equity.

If the Complainant or the Respondent does not want to participate in the investigation they do not have to.

Both the Complainant and the Respondent can contact the Office of Human Rights and Equity at any time if they want to know what is happening with the investigation.

Once the Investigator has all the information the Investigator will write an Investigation Report.

Investigation Report

After the investigation is finished, the Investigator will give the Office of Human Rights and Equity an Investigation Report. The Office of Human Rights and Equity will give the Respondent and if appropriate the Complainant a copy of the Investigation Report. Sometimes because of the confidentiality rights of the respondent, the complainant will not be able to see all of the Investigation Report. After the Respondent and Complainant have received the Investigation Report, they can write a follow up letter to the Office of Human Rights and Equity and all of these documents will be given to the Assessment Committee.

The Assessment Committee will look at all of these documents and decide if this is something that needs to be looked at by the Sexual Violence Adjudication Panel. If the Assessment Committee thinks that there is a chance that the Adjudication Panel could see this as sexual violence, then the case will move ahead to the next step.

Once the Assessment Committee has made a decision, they will explain their decision in writing, with very brief reasons, which will be sent to the Office of Human Rights and Equity.

[How does the Sexual Violence Adjudication Panel work?](#)

If the Assessment Committee decides this is something that should be looked at by an Adjudication Panel, then the Director of Human Rights and Equity will create a three person panel.

There are up to 15 people, which the University has approved, that can sit on one of these panels. To be a panel member the person needs to be a tenured member of Lakehead's faculty, a senior administrator at Lakehead or be someone from the community who knows a lot about sexual violence.

At least one of the Panel members will be an employee at Lakehead.

The complainant and the respondent will be told who is on the panel and they can ask to change the panel if there are any conflicts of interest.

If the Panel needs any legal advice, the University will ensure a lawyer is available.

The Panel members will decide who they want to be their Chairperson, which is the person that makes sure that the process is conducted fairly and smoothly and stays in contact with the Office of Human Rights and Equity.

The Office of Human Rights and Equity will create a folder called an “Evidence Dossier,” and give it to the Panel. In this Evidence Dossier will be all of the documents that the Assessment Committee had viewed after the investigation, as well as any of the written responses by the Complainant and/or Respondent.

Shortly after the Panel has received the Evidence Dossier the Panel and the Office of Human Rights and Equity will start setting up meetings between the Panel and the Complainant and Respondent.

If the Complainant or Respondent does not wish to attend one of these meetings, the Panel can continue without them. If a complainant wishes to answer the panels questions without a face to face meeting this can be arranged.

Just like in the interviews, both the Complainant and Respondent can bring a support person and/or a lawyer with them when they go to Panel meetings.

If the person is an Employee who is represented by a trade union, then a union representative can also attend the Panel meetings.

Panel meetings will be private, and they will take place either in person or using video technology.

If the Complainant and the Respondent do not agree on the facts, then they can ask the Panel to call witnesses. The Complainant and Respondent can request that the Panel ask certain questions of certain witnesses, so that the facts can be determined.

After the Panel has looked at all of the information and finished all of their meetings, they will decide whether the evidence shows that it is more likely than not that the alleged sexual violence occurred. Meaning, they will decide if the evidence shows that there is a greater chance that the sexual violence happened than didn't happen.

The Panel's Decision

If the panel decides that the evidence shows that the sexual violence happened, then they will decide on consequences if the person is a student.

If the person is an employee or someone other than a University Community Member, then it will not be the Panel that decides the consequences, instead it would be the appropriate supervisor or the Vice-President of Administration and Finance, depending on the circumstances.

Consequences

Depending on the decision, there could be consequences. The University wants to promote a safe environment, so some of the possible consequences that could happen include:

- i. Mandatory attendance at educational sessions on the impact of sexual violence.
- ii. Mandatory attendance at coaching sessions to improve communication and/or conflict resolution skills.
- iii. May not be able to use some of the Universities Campuses and/or services.
- iv. Students might be suspended, or could even be expelled from the University.
- v. Employees could be terminated.

The Panel is not able to award damages, meaning the complainant would not be able to receive money as a consequence, through this process.

General Information

Filing a complaint using this policy does not stop someone from filing a complaint with the criminal justice system, the Ontario Human Rights Tribunal or any other civil process. Generally, it will be up to the Complainant to decide if they want to file a complaint at all.

If the Complainant changes their mind at any point, they can write to the Office of Human Rights and Equity to say that they want to stop looking into it.

Complaints that do not deal with sexual violence may be dealt with using the University's Harassment and Discrimination Policy, Workplace Violence Policy, the Code of Student Behaviour and Disciplinary Procedures, or other University Policies.

A support person is always available to both the Complainant and/or the respondent, and they can be with them at any time.

All of the documents and information will be kept confidentially by the Office of Human Rights and Equity.

All complaints will be dealt with as quickly as possible; however sometimes this process might take a little bit longer than what the Policy states. Sometimes extra time is needed in order to make sure that the process is fair and just.

There are many collective agreements, and the terms in those agreements will overrule parts of this policy.

Collecting Information

The Office of Human Rights and Equity will collect certain information, such as:

- a) how many supports, services and accommodations have been requested by all Students;
- b) information about programs that are promoting awareness of supports and services for Students;
- c) tracking how many Sexual Violence Complaints involve Students; and
- d) how effective this policy works.

The University will report some of this information to the Ministry and the Board of Governors, but will not disclose any personal information as laid out in section 38 of the *Freedom of Information and Protection of Privacy Act*.

Training

The University provides training opportunities and workshops to all University Community Members. The University also has a website which is up to date, and on that site there is information on how to report a Complaint, information on receiving disclosures as well as educational resources and contact information for support.

Policy Review

This policy will be reviewed one year after it was created. It will also be looked at every three years to make sure that it is being used effectively and that all of the supports and services are being kept up to date.

Contact information will also be updated so that people who need support will always know how to contact the proper support/office/official/department.

Appendix A: Sexual Violence Terms and Definitions

Consent: Freely and voluntarily agreeing to participate in the sexual activity. The person who begins the sexual activity must make sure the other person agrees at all stages. Consent is an agreement that must be expressed voluntarily through words or actions that are easy to understand by both people. Some things to know about consent:

- At any time one of the people can stop consenting.
- If the person does not express consent, then there is no consent. Consent is not something that can be assumed.
- If the person is forced, compelled, threatened, intimidated or gives consent when they were being tricked, then that is not consent.
- If someone is under the influence, using drugs or alcohol or is unconscious then they cannot consent
- Just because somebody does not say “no” or “stop,” or decides not to say anything, that does not mean there is consent.
- It does not matter if the two people were already in a relationship or had engaged in sexual activity before that does not mean there is consent.
- Only the person who is participating in the sexual activity can give consent.
- If someone has a condition that makes it difficult to understand consent, it is extremely important that both people explain what consent is before the sexual activity.

Gender Expression: This is how a person presents their gender publicly. Things like behaviour and how they dress, their hair, make-up, body language and voice can all be included in Gender Expression. Another way of expressing someone’s gender is using the name that they choose for themselves and the pronoun that they put before their name.

Gender Identity: Is each person’s internal and individual experience of gender. It is how the person feels about being a woman, a man, both, neither or anywhere along the gender spectrum. A person may not identify the same way they did when they were born. Gender Identity is not the same as sexual orientation.

Gendered Violence: Any action or attitude that establishes, exploits and promotes gender inequalities that results in physical, sexual, emotional, economic or mental harm. This violence can take place anywhere that there is communication. Some examples of Gendered Violence could be sexism, gender discrimination, gender harassment, biphobia, transphobia, homophobia, heterosexism, intimate partner violence and forms of sexual violence.

Incapacitation: When somebody is not able to give consent because they do not understand what is going on during the sexual interaction.

Indecent Exposure: This is a criminal offence, where one person shows their genital parts to another person in a public place in order to insult or offend them.

Sexual Assault: Any unwanted sexual act done by one person or a group to another person. Some examples of sexual assault could be, unwanted or uninvited sexual touching, using physical force, using threats, intimidating somebody or forcing them to gain control of the other person, rape.

Sexual Cyber-harassment/ Cyber-Stalking: Repeatedly posting things online that are threatening, that are of a sexual nature, and which are done to bully, harass or intimidate other people. This type of harassment can take place anywhere online, including social networking sites, message boards, chat rooms, through text messages or e-mail.

Sexual Exploitation: This is a criminal offence where somebody in a position of trust touches somebody who is under the age of 18 for a sexual purpose, or has the young person touch them in a sexual way.

Sexual Harassment: Any sexual comment or remark that would be said to somebody, when the person should know that they will not appreciate that comment. Some examples of Sexual Harassment include:

- Unwelcome sexual advances
- Unwanted attention
- Threatening somebody or giving them rewards in exchange for sexual favours
- Asking for sexual favours
- Saying something or doing something that is sexual in nature
- Indecent Exposure
- Voyeurism
- Unwelcome comments, or saying something mean about someone's sexuality, appearance, gender or gender expression
- Trying to make somebody give sexual favours
- Inappropriate touching
- Making sexual comments that are not appreciated
- Displaying pictures, calendars, signs or posters of naked or almost naked people
- Posting pictures of somebody without their consent, making aggressive comments or saying offensive things on social media, like e-mail, Facebook or Twitter.

Stalking: This is a criminal offence which happens when somebody repeatedly scares somebody or threatens a person's safety or mental health. Other forms of stalking could include threatening to harm somebody's friends or family. Some examples of stalking include:

- Repeatedly following the person, which could be in person, or it could be by using surveillance or, "creeping" them on social media
- Repeatedly communicating with the person, either by sending them texts, e-mails, social media messages, making phone calls or communicating with them face-to-face.
- Watching the place where the person lives, works or happens to be
- Doing things that could be threatening, like making threats, or giving gifts that are romantic, bizarre, sinister or sexualized.

Survivor: Any University Community Member who has been affected or negatively impacted by sexual violence.

Voyeurism: This is a criminal offence which happens when somebody secretly watches somebody either in person or using some kind of visual recording device in a place where that person would expect to have privacy and may be naked or exposed. Some examples would be, watching somebody in change rooms, bathrooms or bedrooms.

Appendix B: Support Services/Resources On-Campus and in Thunder Bay and Orillia

On-Campus Supports:

Name	Service	Email	Phone
LUSU: Gender Issues Centre	Peer-to-peer support	gic@lusu.ca	807.343.8879
LUSU: Pride Central	Peer-to-peer support	pridecentral@lusu.ca	807-343-8813
LUSU: General	Peer-to-peer support	general@lusu.ca	(807) 343-8259
LUSU: Orillia	Peer-to-peer support		(705) 330-4008 ext. 2180
Multicultural Centre	Peer-to-Peer support	mcc@lusu.ca	807-343-7959
Aboriginal Awareness Centre	Peer-to-Peer support	aac@lusu.ca	(807) 343-8259
Ombudsperson	Advocacy	ombuds@lakeheadu.ca	
Human Rights and Equity	Disclosures, Reporting, Accommodations	humanrights@lakeheadu.ca	(807) 346-7765
Student Health and Counselling – Thunder Bay	Counselling, Medical Services	health@lakeheadu.ca	(807) 343-8361
Lakehead Security	Reporting, Emergency		(807) 343 -8569
Orillia Wellness Centre	Counselling, Referrals	orluwell@lakeheadu.ca	(705) 330-4008 ext 2115
Orillia Security Services	Reporting, Emergency		(705) 330-4008 ext 3-911
Orillia Safe Walk	Emergency, Support		(705) 330-4008 ext 2009

Off-Campus Supports***Thunder Bay***

Assaulted Women's Helpline	1-866-863-0511 (toll-free) 1-866-863-7868 (TTY) #7233 Bell Mobility	www.awhl.org
Thunder Bay Crisis Response	1-807-346-8282 1-888-269-3100	
Thunder Bay Police Service	1-807-684-1333	
Sexual Assault/Domestic Violence Treatment Centre – Thunder Bay Regional Health Sciences Centre	1-807-684-6751	
Beendigen Inc.- Healing Our Own Counselling Unit	1-807-344-9579 Crisis Line: 1-807-346-4357 (807-346-HELP) Toll Free 1-888-200-9997	info@beendigen.com
Ishaawin Counselling Centre	1-807-622-5790	ishaawin@risingabove.ca

Northwestern Ontario Women's Centre	1-807-345-7802	nwcentre@tbaytel.net
Ontario Native Women's Association	1-800-667-0816	justicecoordinator@onwa.ca
Talk4Healing- Helpline	1-855-554-4325	
Sexual Abuse Centre	1-807- 345-0894	info@tbsasa.org

Orillia:

Sexual Assault Treatment Centre	1-705-327-9155 1-877-377-7438	
North Simcoe Victim Crisis Services	1-705-325-5578	
Orillia Native Women's Group	1-705-329-7755	
Orillia Soldier's Memorial Hospital Sexual and Domestic Violence Centre	1-877-377-7438	
Art Therapy Works	1-705-721-7185	
Athena's Sexual Assault Counselling and Advocacy Centre	1-800-461-1750	

Appendix C. Relevant Policies, Protocols and Legislation

I. University-Related Policies, Procedures and Protocols

- Code of Student Behaviour and Disciplinary Procedures
- Harassment and Discrimination Policy and Procedures
- Employee Code of Conduct
- Violence in the Workplace

II. Relevant Legislations and Provincial Mandates

Criminal Code of Canada (<http://laws-lois.justice.gc.ca/PDF/C-46.pdf>):
Voyeurism (section 162)

- Indecent act/exposure (section 173)
- Criminal harassment (section 264) – includes stalking, and cyber harassment
- Sexual assault (section 271-273)
- Meaning of consent (section 273.1)
- Sexual offences, consent no defense (section 150.1)
- Sexual exploitation of person with disability (section 153.1)

Ontario Human Rights Code, Part I (<http://www.ohrc.on.ca/en/ontario-human-rights-code>), which prohibits discrimination in the provision of educational services, in housing and in employment on the basis of sex, sexual orientation, gender identity and gender expression. The *Human Rights Code* also prohibits harassment in employment on the basis of sex, sexual orientation, gender identity and gender expression. The behaviour prohibited by the *Human Rights Code* includes sexual misconduct.

The Ontario Occupational Health and Safety Act (OHSa), Part III.0., (<https://www.ontario.ca/laws/statute/90o01>) prohibits violence and harassment in the workplace. This prohibition includes sexual harassment and sexual violence.

The Provincial Report, It's Never Okay: An Action Plan to Stop Sexual Violence and Harassment (<http://docs.files.ontario.ca/documents/4593/actionplan-itsneverokay.pdf>)

Ontario's Bill 132, Sexual Violence and Harassment Action Plan Act, (2016)
(http://www.ontla.on.ca/web/bills/bills_detail.do?locale=en&BillID=3535)