

TYPE:	Administrative
TITLE:	Sexual Violence
NO.:	ADMIN-244
RESPONSIBILITY:	Chief Administrative Office and Vice-President, Student Affairs
APPROVED BY:	Durham College Leadership Team
EFFECTIVE DATE:	September 2019
REVISED DATE(S):	
REVIEW DATE:	September 2022

1. Introduction

This policy and procedure aligns with the sexual assault and sexual violence protocol developed by colleges across Ontario and has been adapted to coordinate effectively with Durham College policies and procedures.

College members alleged to have been responsible for sexual violence may have their conduct reviewed under the College's policies and procedures and/or the criminal justice system.

2. Purpose

The purpose of the Sexual Violence policy and procedure is to communicate that all members of the Durham College community have a right to work and study in an environment that is free from any form of sexual violence. This policy and procedure also sets out the way we address sexual violence and rape culture through survivor support, awareness, education, training and prevention programs, the appropriate handling of reports or complaints of sexual violence incidents, and fostering and promoting a culture of consent.

These documents ensure that the College has a process of investigation that:

- Protects the rights of individuals;
- Facilitates an environment in which individuals of all genders who are affected by sexual violence are believed and their rights respected; and
- Holds individuals who are found to have committed an act of sexual violence accountable through a process that ensures procedural fairness.

3. Definitions

Sexual Violence

Any sexual act or act targeting a person's sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person's consent, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation.

For a complete list of campus definitions, refer to [Durham College's Standard Definitions](#).

4. Policy statements and Commitments

Sexual violence is not acceptable and will not be tolerated. To ensure that our campus is a positive space for our community members to learn, work, and express themselves in an environment free from all forms of sexual violence we are committed to:

- a) Assisting those who have been affected by sexual violence by providing detailed information and support, including provision of and/or referral to counselling and medical care, and appropriate academic and other accommodations;
- b) Ensuring that those who disclose that they have been affected by sexual violence are believed, and that their safety and their right to dignity and respect is protected throughout the process of disclosure, investigation and institutional response;
- c) Treating individuals who disclose sexual violence with compassion recognizing that they are the final decision-makers about their own best interests;
- d) Addressing harmful attitudes and behaviours (eg. adhering to myths of sexual violence) that the person who has been affected by sexual violence is somehow to blame for what happened;
- e) Ensuring that on-campus (internal) investigation procedures are available in the case of sexual violence, even when the individual chooses not to make a report to the police;
- f) Engaging in appropriate procedures for investigation and adjudication of a complaint which are in accordance with the College policies and standards, and that ensure fairness and due process;
- g) Ensuring coordination and communication among the various departments who are most likely to be involved in the response to sexual violence on campus;
- h) Engaging in public education and prevention activities that include campaigns, training sessions, workshops, print and online resources, programs and events on a variety of topics related to sexual violence;
- i) Providing appropriate information, education and training to the College

community about topics such as rape culture, consent, sexual assault awareness, how to seek support, resources for survivors, and tools for responding to disclosures;

- j) Contributing to the creation of a campus atmosphere in which sexual violence is not tolerated; and
- k) Monitoring and updating our policies and procedures to ensure that they remain effective and in line with other existing policies and best practices.

4.1. Application and Scope

- 4.1.1. This policy and procedure applies to all members of the College community including students, employees, governors, contractors and suppliers of service, individuals who are directly connected to any College initiatives, volunteers and visitors.
- 4.1.2. The reporting process and procedures outlined in this policy apply to all incidents in which the Complainant is/was a student at the time of the alleged incident and the Respondent is/was a member of the Durham College community at the time of the alleged incident, irrespective of whether it is alleged to have taken place in person or online.
- 4.1.3. Those affected by sexual violence are not required to report an incident of sexual violence to receive the supports or accommodations outlined in this policy. Additionally, those affected by sexual violence have the right to pursue legal avenues regardless of whether or not they choose to proceed with a report under this policy.

4.2. Community Education

- 4.2.1. The College will provide on-going education and awareness initiatives dedicated to exploring sexual violence regardless of where the incident is alleged to have taken place. Topics will include understanding the parameters of consent, drug and alcohol use, pro-social bystander behaviour, sexual and cyber sexual harassment, rape culture, sexual assault awareness, how to seek support, resources for survivors, and advice and resources for first responders.
- 4.2.2. The College will maintain a dedicated webpage on sexual violence which will set out particulars of initiatives and programs related to sexual violence that promote awareness of the support and services available to campus community members.
- 4.2.3. The College will provide training to all community members on this Policy.

4.3. Confidentiality

- 4.3.1. Ensuring confidentiality is a key principle in creating an environment and culture where survivors feel safe to disclose and seek support and accommodation. As such, all members of the Durham College community who receive a disclosure of sexual violence or who are involved in addressing or responding to sexual violence, must keep the matter confidential, except in accordance with the terms of this policy, in order to protect the rights of those involved in the allegations, prevent an unjustified invasion of their personal privacy, and preserve the integrity of the investigation.
- 4.3.2. Durham College will make every effort to reasonably protect the confidentiality of those affected by sexual violence while balancing legal responsibilities to provide a campus environment that is safe for the entire campus community. All records are handled in accordance with its policies, the Freedom of Information and Protection Privacy Act, the Personal Health Information Protection Act, and the provisions of applicable employee collective agreements.
- 4.3.3. Circumstances in which the confidentiality cannot be assured may include:
 - The accommodations or supports required may limit the possibility of confidentiality;
 - An individual is at imminent risk of self-harm;
 - An individual is at imminent risk of harming another; and/or
 - There are reasonable grounds to believe that others in the College or wider community may be at risk of harm; and/or
 - Reporting is required by law (eg. in the case of a minor).

The above list is the exception to the foundational rule of confidentiality and is necessary to ensure the College can act in the interests of the safety of the community and to meet related legal obligations. Where confidentiality is not able to be maintained efforts will be made to limit the amount of information that is shared, the number of individuals with whom it is shared and, where possible, the anonymity of those affected will be protected.

4.4. Procedural Fairness

Except as otherwise stated in this procedure, 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. 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.

4.5. Academic and Other Accommodations

- 4.5.1. Students affected by sexual violence may seek academic and other accommodations under this policy with or without making a formal report. Accommodations may include, but are not limited to, extended time on assignments, changing classroom or work proximity of the survivor and alleged offender, or implementing scheduling of service access times for the survivor to ensure the alleged offender is not present.
- 4.5.2. Students seeking accommodation may contact the Sexual Violence Education and Support Coordinator in the Office of Student Diversity, Inclusion and Transitions, who will liaise with appropriate campus partners to identify and support the most appropriate accommodations for the survivor.
- 4.5.3. Employees who require accommodation as a result of sexual violence can make an appointment with the Associate Vice-President, Human Resources (AVP). The AVP will liaise and coordinate appropriate accommodations.

4.6. Right to Withdraw and Complaint

- 4.6.1. Once a report has been filed, a complainant has the right to withdraw a complaint at any stage of the process.
- 4.6.2. However, the College may continue to act on the issue identified in the complaint in order to comply with its obligation under this policy and/or its legal obligations as stated above in Section 7.

4.7. Protection from Reprisals, Retaliation or Threats

- 4.7.1. It is contrary to this policy for anyone to retaliate, engage in reprisals or threaten to retaliate against a complainant or other individual for:
 - Having pursued rights under this policy or any other legislative process;
 - Having participated or co-operated in an investigation under this policy or any other legislative process; or

- Having been associated with someone who has pursued rights under this policy or any other legislative process.

4.7.2. The College takes reasonable steps to protect persons from reprisals, retaliation and threats. This may entail, for example, advising individuals in writing of their duty to refrain from committing a reprisal and sanctioning individuals for a breach of this duty. The College may also address the potential for reprisals by providing an accommodation appropriate in the circumstances.

4.8. Accountability to Honesty

It is expected that College community members will treat each other with respect, and transact in a way that does not adversely affect the rights of others. Disclosure or complaints that are intentionally made to annoy, embarrass or harm the respondent are considered violations of the Student Code of Conduct and may result in sanctions being pursued through the Student Code of Conduct policy.

4.9. Inconclusive Evidence

If a person, in good faith, discloses or files a sexual violence complaint that is not supported by evidence gathered during an investigation, that complaint will be dismissed and no record of it will be placed in the complainant's or respondent's student record or HR file.

5. Procedure

5.1. Disclosures

- 5.1.1. A disclosure of sexual violence is not an official report. A disclosure is the sharing of information by a Survivor with a member of the Campus Community concerning an incident of sexual violence. (For example, a student may choose to disclose an incident of sexual violence by which they have been affected with a fellow student, a faculty member or another member of the campus community). A disclosure may or may not be for the purpose of accessing supports, services and/or accommodations. A disclosure may relate to a respondent who is or is not a fellow community member.
- 5.1.2. Upon receiving a disclosure of sexual violence, all College members have a responsibility to ensure that an individual affected by sexual violence is informed of this Policy and is referred to the Office of Student Diversity, Inclusion and Transitions where supports, services and accommodations may be accessed.

5.1.3. A supportive response to a disclosure of sexual violence may include, but is not limited to:

- Listening without judgment and accepting the disclosure as true;
- Communicating that sexual violence is never the responsibility of the survivor;
- 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 or not to further report the incident either internally or externally;
- Recognizing that disclosing can be traumatic and an individual's ability to recall the events may be limited and/or lack clarity and consistency;
- 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.

Those receiving disclosures may contact svsupport@durhamcollege.ca or call 905.721.2000 ext.3100 to receive further information in order to support the individual who has made the disclosure.

5.2. Reporting

5.2.1. Reporting Options for Survivors

A complaint of sexual violence may be filed under this policy by any member of the college community. Complainants may choose to report such incidents either informally, formally or through the police.

Informal Reports: Informal reports can be made through the Office of Student Diversity, Inclusion and Transitions. These reports are kept in a confidential file for informational purposes only and reports will not result in an investigation.

Formal Reports: Formal reports can only be made through the Office of Campus Safety. These reports will result in an internal investigation.

Police Reports: Police reports can be filed through the police in order to pursue criminal charges under the Criminal Code of Canada. This is the only option for pursuing an adjudication process for sexual violence perpetrated by someone who is not part of the Durham College Community. Survivors may still seek support through the Office of Student Diversity, Inclusion and Transitions.

5.2.2. Reporting Disclosures of Sexual Violence made to a Community Member

A disclosure of sexual violence made to a campus community member must be reported using an incident report form located on ICE. Completed forms should be submitted to the Sexual Violence Education and Support Coordinator at svsupport@durhamcollege.ca. When an incident of sexual violence is disclosed to an individual, that individual must allow autonomy for the survivor to determine what information is reported. A survivor may consent to their name, their narrative, the location, and any other details relevant to the incident, as well as, any or none of the above information being included. Should the survivor request that no information be shared, the individual to whom they have disclosed is required to send an email to svsupport@durhamcollege.ca simply stating that a disclosure has been made to them. No additional information is required.

5.2.3. Reporting as a Witness to Sexual Violence

If you witness sexual violence or suspect that sexual violence has occurred, please call the Sexual Violence hotline at 905.721.2000 ext. 3100, email svsupport@durhamcollege.ca, or speak with a staff member in person at the Office of Student Diversity, Inclusion and Transitions located in CFCE131. You may also speak with Campus Security at ext. 2400.

Employees and contractors have a duty to immediately report all incidents and suspected incidents of sexual violence. Students are strongly encouraged to report incidents of sexual violence, but do not need to report incidents of sexual violence to obtain supports, services or accommodation from the College

5.3. Investigation of a Complaint

Investigation of a complaint will occur after a complainant chooses to file a formal report through the Office of Campus Safety. A person who has experienced sexual violence may choose not to request an investigation and has the right not to participate in any investigation that may occur. In certain circumstances, however, 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.

The College will inform the complainant and respondent of the results of its investigation in writing. The written decision summary will include a brief description of any corrective action that the College has taken or will take as a result of its investigation.

The College may decide to use an external investigator when appropriate in the circumstances.

At the complainant's request, a report of sexual violence shall be referred to the police, or to other community resources, where the persons involved are not members of the College community or otherwise where appropriate.

Where criminal and/or civil proceedings are commenced in respect of the allegations of sexual violence, the College may 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 and may adjourn the internal investigation with no specific date of resumption, pending the outcome of the criminal proceedings.

The College adheres to the following in investigating and making decisions about formal complaints. If an entitlement set out below conflicts with something set out in another College policy, the entitlement set out below shall prevail.

5.3.1. Where the Respondent is a Student

Sexual violence is a violation of this policy and, where the incident occurred in residence, is also a violation of the Residence Community Standards. It is considered a serious offence and will be addressed in a manner that is consistent with other serious offences. Please see the Student Conduct policy ADMIN-248 and where applicable, the Residence Community Standards, the Professional Standards for Placement policy, the Acceptable Use of Information Technology policy, the Employee Code of Conduct, and the Harassment, Workplace Sexual Harassment and Discrimination policy for more details on the disciplinary process and penalties.

As set out in the Student Conduct policy, appeals of student violations may be pursued based on limited grounds and are heard by a sole adjudicator appointed by the Vice-President, Student Affairs.

5.3.2. Where the Respondent is an Employee

Sexual violence is a violation of Employee Code of Conduct policy, EMPL-317, Workplace Violence Prevention policy, EMPL-313.

Allegations against employees will be addressed in accordance with the procedures set out in EMPL-317, and in any applicable collective agreement, and/or other College policies. If the complaint is sustained following an investigation, the College will decide on the appropriate disciplinary actions consistent with any applicable collective agreement and/or policies regarding discipline.

There is no formal appeal process for employee violations, though College employees who are members of a union may file a grievance as permitted by the applicable collective agreement.

5.3.3. 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 action as appropriate to the nature of the relationship that the individual has with the College.

All contractual relationships entered into by the College will be governed by a standard contract compliance clause that states:

Suppliers and suppliers' subcontractors must comply with the College's Discrimination & Harassment policy, the Sexual Violence policy, and the Ontario Human Rights Code. If a Supplier or Supplier's subcontractors are found in violation of these Policies or the Ontario Human Rights Code it will result in cancellation of the purchase order or debarment of the contract.

There is no formal appeal process for supplier, volunteer, or visitor violations.

5.3.4. Interim Measures

Interim measures are imposed in an effort to protect the safety and well-being of the campus community, including the respondent, and can include a ban from campus property in full or in part, removal from on-campus activities and/or on campus residence, suspension, and any other necessary exclusions or restrictions prior to the completion of an investigation.

Interim measures are not punishment and do not represent a finding of misconduct. The College may impose interim measures immediately, without a hearing. Respondents may ask the College to review a decision to impose interim measures, but only to address the impact of the imposed measure and the preference for other alternatives.

5.3.5. Disposition

When a formal complaint is filed, the Office of Campus Safety will assess the complaint to determine if the complaint meets the criteria for:

- a) A resolution through the Office of Campus Safety; or
- b) A formal resolution by a sole adjudicator appointed by the Vice-president Student Affairs.

5.3.6. Informal Resolution Process

When a formal complaint is received by the Office of Campus Safety, the complaint will be assessed to determine if it has merit and/or if the complaint is of a minor nature and can be disposed of administratively by mutual consent of the parties involved and on a basis acceptable to the Director, Office of Campus Safety.

A complaint that is deemed to be of a minor nature where the offence does not jeopardize the health, safety, or security of members of the College community may be dealt with through resolution by the Office of Campus Safety and Security.

The respondent shall be provided with an Investigative Summary by the Office of Campus Safety within ten (10) business days of the complaint being made and/or their notification of the complaint.

The Director, Office of Campus Safety will meet with the respondent and Manager, Student Conduct and Campus Investigations to review the findings to determine an agreed-upon resolution, normally within ten (10) business days of receiving the complaint and/or Investigative Report from the Manager, Student Conduct and Campus Investigations.

The respondent is entitled to be accompanied by an advisor at the respondent's expense. The Director, Office of Campus Safety must be notified a minimum of one (1) business day in advance of the hearing if the student intends to attend with an advisor and be provided the name of the advisor. The Director, Office of Campus Safety may determine any of the following resolutions or any combination thereof:

- a) Restorative Justice (where both parties agree to participate in the process);
- b) No sanction;
- c) A verbal or written warning;
- d) A written apology;

- e) A written Notice of Infractions with restrictions
- f) Restitution;
- g) A conduct contract; and/or
- h) Probation.

The Office of Campus Safety will prepare a written record of the resolution to be sent to the student. A copy of the resolution will be kept on file in the Office of Campus Safety.

At any time, the student, the Director, Office of Campus Safety or the Manager, Student Conduct and Campus Investigations may refer for formal resolution.

Informal resolution proposed by the Office of Campus Safety and entered into freely by the respondent student shall be final with no option to appeal.

5.3.7. Formal Resolution Process

Where the complaint is determined to have merit and cannot be resolved under the criteria of the Informal Resolution Process, the complaint shall be referred to a sole adjudicator appointed by the Vice-President, Student Affairs. The appointed adjudicator will have appropriate training and experience in trauma-informed approaches to investigations and decision making involving sexual violence, and must not have any known or perceived conflict of interest.

The respondent shall be provided with an Investigative Summary within fifteen (15) business days of the complaint being made and/or their notification of the complaint. Where there are extenuating circumstances, as determined by the Office of Campus Safety, an investigation may require additional time. The respondent will be notified in writing of any delay.

The respondent upon receipt of the Investigative Summary shall make themselves available to meet with a sole adjudicator appointed by the Vice-President, Student Affairs within (7) business days of receiving the Investigative Summary to address the complaint.

The respondent is entitled to be accompanied by an advisor at the student's expense. The sole adjudicator appointed by the Vice-President, Student Affairs must be notified a minimum of one (1) business day in advance of the hearing if the respondent intends to bring an advisor and must provide the name of the advisor.

The sole adjudicator appointed by the Vice-President, Student Affairs will review the investigative report and hear from the respondent. Where necessary, they may also request to meet with the complainant and other interested parties in the absence of the respondent.

Upon completion of the review, the sole adjudicator appointed by the Vice-President, Student Affairs may impose any of the following sanctions or combinations of sanctions:

- a) Loss of privileges;
- b) Restitution;
- c) Community service;
- d) Suspension from one or more College facilities/services;
- e) Permanent restrictions from one or more College facilities/services;
- f) Suspension from class(s);
- g) Suspension from the College;
- h) Timetable adjustments;
- i) Expulsion from the College; and/or
- j) Other sanctions, which are consistent with College policy.

A copy of the decision will be kept on file in the Office of Student Affairs. A copy may be sent in confidence to other administrative units on a need to know basis where those units are involved in assisting the respondent to execute the sanctions or where the respondent consents to release the information to assist in a counselling or health related matter.

5.4. Appeals

5.4.1. Making an Appeal

A complainant or respondent may appeal a decision of the sole adjudicator appointed by the Vice-President, Student Affairs within (7) business days of the written decision being provided. To commence an appeal, the student must complete an appeal application through the office of Risk Management and Insurance and provide a letter of explanation outlining the grounds for the appeal. Grounds for an appeal must include one or more of the following criteria:

- New evidence relevant to the decision is available, that through no fault of the student, was not presented at the time of investigation;
- Evidence of irregularity in the investigation of the incident or its disposition, which has denied the student a fair outcome; and/or
- The sanction is unduly harsh or arbitrary or not consistent with precedent.

An appeal package will be provided to the student with the original decision communication.

Completed Appeal Application Packages must include:

- A completed Student Conduct Non-Academic Appeal Form;
- A letter of explanation clearly stating the reason(s) for the appeal and the outcome the student is seeking; and
- All other relevant documentation.

5.4.2. Appeal Process

Once the appeal application package is complete the Manager of Risk Management and Insurance will review the appeal application package, determine if the grounds for an appeal have been presented, and if appropriate forward it, as soon as possible, to the office of the Vice-President, Student Affairs.

The Vice-President of Student Affairs will review the information presented in the formal hearing, the decision, and all new information. Upon review of all information the Vice-President of Student Affairs will make and communicate, in writing, the decision to the complainant or respondent along with reasons within (5) business days. Decisions made through the appeal process are final and binding on all parties, with no further appeals allowed.

The written decision shall be provided to the sole adjudicator appointed by the Vice-President, Student Affairs, Director of Campus Safety, and/or the school Dean/Director, and/or the Office of Strategic Enrolment Services (Registrar), as required.

6. Roles and responsibilities

- 6.1. The Office of Student Affairs is responsible for ensuring that this policy and procedure is kept up-to-date with legislation, provincial standards and law related to sexual violence.
- 6.2. It is the responsibility of the Vice-President, Student Affairs and the Chief Administrative Officer to ensure this policy and procedure is fully implemented.
- 6.3. Specific Responsibilities of Campus Employees

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

- a) The Campus Health Centre provides psychological and emotional support, assists with safety planning and makes referrals for medical services;
- b) The Access and Support Centre (ASC) provides psychological and emotional support to students registered with ASC.
- c) Faculty, staff, and administrators facilitate academic accommodations and other needs of those who have been affected by, or who have experienced, sexual violence; E.g. Extensions on assignments, continuing studies from home, and dropping courses;
- d) Residence staff to facilitate safe living arrangements to the best of our abilities where applicable;
- e) Human Resources to assist with any incidents relating to employees;
- f) Office of Campus Safety to assist with safety planning, investigations and gathering evidence, notifying students of any interim measures, implementing measures to reduce sexual violence on campus, and collaborating with local police where appropriate;
- g) The Sexual Violence Education and Support Coordinator will receive complaints and reports of sexual violence and will provide advocacy and information, coordinate academic and other accommodations, and provide referral services to survivors, witnesses and campus members;
- h) The Director, Student Diversity, Inclusion and Transitions will serve as a Human Rights Advisor for all students on campus; and
- i) A sole adjudicator appointed by the Vice-President, Student Affairs will serve as the single trauma informed adjudicator in all formal cases of sexual violence.

7. Accessibility for Ontarians with Disabilities Act considerations

Accessibility for Ontarians with Disabilities Act (AODA) standards have been considered in the development of this policy and procedure and it adheres to the principles outlined in the College's commitment to accessibility as demonstrated by the Accessibility Plan (ADMIN-203).

8. Support

On-Campus resources available to those who have been affected by or experienced sexual violence:

RESOURCE	DESCRIPTION	CONTACT INFORMATION
Campus Health Centre	The Campus Health Centre provides medical support, counselling and mental health services available to Durham College students.	Campus Recreation and Wellness Centre, Room G1030 T:905.721.3037 F: 905.721.3133 Monday to Thursday: 8 a.m. to 7 p.m. Friday: 8 to 4:30 p.m.
Human Rights Advising for Students	Respondents seeking support may access the Human Rights Advisor for information and referral services.	Director, Student Diversity, Inclusion and Transitions CFCE, Room 131 T: 905.721.2000 ext. 2856 E: Diversity@durhamcollege.ca Monday to Thursday: 8 a.m. to 7 p.m. Friday: 8 to 4:30 p.m.
Sexual Violence Education and Support Coordinator	The Sexual Violence Education and Support Coordinator provides support, information and referral services, academic and other accommodations	T.B.A. (Oshawa Campus); Room 180 (Whitby Campus, by appointment only) T: 905.721.2000 ext. 3100 E: svsupport@durhamcollege.ca Monday to Thursday: 8 a.m. to 7

	for survivors, and informal report taking.	p.m. Friday: 8 to 4:30 p.m.
Office of Campus Safety	Campus members can seek support from the Office of Campus Safety for information and referral services, safety planning, and to file formal reports.	South Wing, Simcoe Village Residence 1910 Simcoe St. N., 1 st Floor, Room 1099 T: 905.721.2000 ext. 2400 E: Security@dc-uoit.ca Monday to Friday: 8:30 a.m. to 4:30 p.m.
Access and Support Centre (ASC)	Students with exceptionalities may access counselling services through the Access and Support Centre.	Oshawa campus: Gordon Willey building, Room SW116 T: 905.721.3123 E: asc@durhamcollege.ca Whitby campus: Room 180 T: 905.721.2000 ext. 4141 E: asc@durhamcollege.ca Monday to Thursday: 8 a.m. to 7 p.m. Friday: 8 to 4:30 p.m.
Durham College Students Inc. – Outreach Services	Outreach Services provides student support, information and referral services, and the Campus Food Centre. Services are available to all Durham College students.	Student Centre, 2 nd Floor T: 905 721-2000 ext. 7615 Monday to Friday: 9 a.m. to 5 p.m.

Durham College Students' Inc. Legal Aid Clinic	The DCSI Legal Aid Clinic provides free legal advice for students, by appointment only.	Student Centre, 2 nd Floor Appointments can be booked online via: http://dcstudentsinc.ca/legal-aid-clinic/ .
First Peoples Indigenous Centre	The First Peoples Indigenous Centre offers a culturally supportive environment where all First Nations, Inuit, Metis, status and non-status students can get support and assistance through traditional teachings.	CFCE 141 (Oshawa Campus); Rm 180 (Whitby Campus, by appointment only) T: 905.721.2000 ext. 2573 or 2529 E: svsupport@durhamcollege.ca Monday to Thursday: 8 a.m. to 7 p.m. Friday: 8 to 4:30 p.m.

Online and Community Resources Available to all Campus Community Members

Aspiria	Durham College offers a Student Assistance Program (SAP) to help offer confidential off-site telephone counselling assistance (24/7) for any personal or school related issues.	T: 1.877.234.5327 Daily: 24 hours
Good2Talk	Good2Talk is a free, confidential and anonymous helpline providing professional counselling and information and referrals for mental health,	T: 1.866.925.5454 or connect through 2-1-1 Daily: 24 hours

	addictions and well-being to post-secondary students in Ontario.	
Durham Region Domestic Violence/Sexual Assault Care Centre – Lakeridge Health	The Sexual Assault Care Centre offers 24 hour service provided through the Emergency Department; emergency medical and nursing care; forensic evidence collection and documentation; testing and treatment of sexually transmitted infections, pregnancy and HIV; crisis counselling and follow-up; safety planning; and referral services.	1 Hospital Court, Oshawa, Ontario T: 905.905.576-8711 ext. 3286 F: 905-743-6908 Monday to Friday: 9 a.m. to 5 p.m. Emergency Contact information: T: 905.576.8711 ext. 3286 Daily: 24 hours
Durham Rape Crisis Centre	The Durham Rape Crisis Centre provides support services to recent as well as historical or childhood survivors of sexual assault, sexual harassment, and childhood sexual abuse.	P.O. Box 54039 8 King Street East, Oshawa, Ontario T: 905.444.9672 F: 905.444.9277 E: info@drcc.ca 24 hour Crisis and Support Line: 905.668.9200
Distress Centre Durham	Provides a 24-hour helpline service, suicide/homicide survivor support groups, adolescent suicide	306 Brock St. N. Whitby, ON T: 905.430.3511 Hours of operation: Monday to Friday: 9:30 a.m. to 5 p.m.

	awareness, community support groups, and Prideline Durham which supports members of the LGBTQ2+ community.	Distress Centre Helpline: 905.430.2522 or 1.800.452.0688 Daily: 24 hours Prideline Durham: 1.855.87.PRIDE (77433) Daily: 6 to 10 p.m.
Durham Regional Police Services	Community members in immediate danger should call 911 for police assistance. Those who are not immediately in danger may contact the non-emergency line to report incidents of sexual violence, seek support, and file a formal police report.	Emergency: T: 911 Non-emergency: T: 1.888.579.1520
DRPS Victim Services	Victim Services provides victims of any crime or tragedy with free and confidential supportive services aimed at early intervention. We provide police-referred, immediate (on-site or over the phone) and/or follow-up crisis intervention.	605 Rossland Road East, Whitby, Ontario T: 905.579.1520 ext. 3400 or 1.888.579.1520 ext. 3400 F: 905.579.5343 E: victimservices@drps.ca Hours of operation: Daily: 24 hours with police referral
Trillium Regional Sexual	Serving clients who have been sexually assaulted or have been victims of	Mississauga Hospital Emergency Department, 100 Queensway Way,

Assault & Domestic Violence Services	domestic violence within Peel Region. Services include media support, follow-up medical services, counselling services, and community referrals.	Mississauga Assaulted Women's Helpline T: 1.866.863.0511 Daily: 24 hours Peel Region's Hope Place T: 1.800.810.0180 Daily: 24 hours
Support Services Network for Male Survivors in Ontario	Survivors also have access to a 24-hour, multilingual, toll-free phone line for immediate crisis and referral services.	T: 1-866-887-0015 Daily: 24 hours

Employee Support

In addition to the supports listed above, employees may seek support through Durham College's EAP provide Shepell by creating an account at www.workhealthlife.com.