

## SEXUAL VIOLENCE POLICY

### PURPOSE

- 1.1. Sexual Violence is a spectrum of nonconsensual sexual contact and behaviour which includes *Sexual Assault*, *Sexual Harassment*, *Stalking*, *sexual exploitation*, *indecent exposure*, and *voyeurism*, among others.
- 1.2. Brock University (the “University”) recognizes that Sexual Violence is a serious and complex issue that adversely affects Brock Community Members. The University unequivocally prohibits and will not condone, tolerate, or ignore any form of Sexual Violence that falls within the University’s Jurisdiction.
- 1.3. The University also recognizes that Sexual Violence can have serious and lasting effects on the physical, mental, and emotional welfare of Survivors. The University will provide access to supports, services, and reasonable academic and employment Accommodation for Brock Community Members who are affected by Sexual Violence.
- 1.4. Brock is committed to fostering a culture of inclusivity, accessibility, reconciliation, and decolonization. Brock recognizes that Sexual Violence can occur between individuals regardless of sex, sexual orientation, gender, gender identity or expression, or relationship status. Brock recognizes that individuals from historically marginalized communities may be disproportionately affected by Sexual Violence. Brock recognizes that Sexual Violence is overwhelmingly committed against women, and in particular women who experience the intersection of multiple identities, such as but not limited to Indigenous women, women with disabilities, and racialized women. Brock also recognizes that those whose gender identity or expression does not conform to historical gender norms are also at increased risk of Sexual Violence.
- 1.5. The purpose of this Policy is to:
  - (i) promote a safe and inclusive environment that is free of Sexual Violence;
  - (ii) provide Survivors with a procedure to report incidents of Sexual Violence to the University;
  - (iii) create a decision-making process that meets the requirements of procedural fairness and holds those who have committed Sexual Violence accountable; and
  - (iv) meet legal requirements under the Ministry of Training, Colleges and Universities Act, the Ontario Human Rights Code, the Occupational Health and Safety Act, relevant collective agreements, and other applicable laws and legislation.

## SCOPE

- 2.1. This Policy applies:
  - (i) to all Brock Community Members and Visitors;
  - (ii) to the University's Jurisdiction;
  - (iii) to all forms of Sexual Violence that have a sufficient nexus with University operations; and
  - (iv) at all times.
- 2.2. All Disclosures of Sexual Violence shall be dealt with in accordance with this Policy. All Complaints of Sexual Violence shall be handled in accordance with this Policy, unless the Complaint involves allegations of harassment or discrimination more appropriate to the Respectful Work and Learning Environment Policy ("RWLEP"), in which case the University will determine which policy is more appropriate for the Complaint or which aspects of the Complaint will proceed under which policy, taking into account the nature and interrelation of the allegations. In the event that any provision of this Policy is found to conflict with any other University policy, procedure, guideline, or practice, this Policy shall govern, save for the exception noted in section 2.3.
- 2.3. In the event that any provision of this Policy is found to be inconsistent with the provisions of a collective agreement, the collective agreement will prevail.

## POLICY STATEMENT

- 3.1. The University is committed to:
  - (i) protecting the safety of Brock Community Members and Visitors;
  - (ii) building an environment where Survivors feel safe to Disclose incidents of Sexual Violence and seek support;
  - (iii) protecting Survivors' right to dignity and respect;
  - (iv) responding appropriately to Disclosures of Sexual Violence;
  - (v) ensuring Procedures under this Policy meet the requirements of procedural fairness for all parties;
  - (vi) providing supports, services, and appropriate Accommodation for Brock Community Members who are affected by Sexual Violence; and
  - (vii) providing Training and education on Sexual Violence awareness, prevention, and response.

## DEFINITIONS

- 4.1. See Appendix 2

## RIGHTS, RESPONSIBILITIES, & OBLIGATIONS

- 5.1. Brock Community Members and Visitors have the right to:
- (i) a campus environment that does not condone, tolerate, or ignore Sexual Violence;
  - (ii) access supports, services, and appropriate Accommodation if they are affected by Sexual Violence; and
  - (iii) have an incident of Sexual Violence addressed in a manner that is appropriate in the circumstances.
- 5.2. Brock Community Members and Visitors have the responsibility to:
- (i) not commit Sexual Violence;
  - (ii) take action to address Sexual Violence on campus;
  - (iii) upon becoming aware of Sexual Violence, refer Survivors to support services and the Brock University Human Rights & Equity Office when appropriate; and
  - (iv) cooperate fully with the Procedures under this Policy, in accordance with contractual obligations and the relevant collective agreements, except where otherwise indicated in the Procedures.
- 5.3. The University has an obligation to:
- (i) foster an environment that is free of Sexual Violence;
  - (ii) engage with Brock Community Members to establish mechanisms to prevent and respond to Sexual Violence;
  - (iii) respond appropriately to Disclosures of Sexual Violence;
  - (iv) provide access to supports, services, and reasonable Accommodations to Brock Community Members who are affected by Sexual Violence;
  - (v) take reasonable steps to maintain confidentiality of personal information received in relation to the Procedures under this Policy;
  - (vi) take reasonable steps to protect Brock Community Members and Visitors where there is a serious risk to their safety; and
  - (vii) make Training available for Brock Community Members on Sexual Violence prevention and appropriate responses.
- 5.4. The University is committed to making Training available to Brock Community Members on Sexual Violence prevention and response.

- (i) Training will be evidence-based, accessible, frequent, and cover a range of topics specific to various roles and types of interactions under the Policy.
- (ii) Training will be Trauma-Informed and Survivor-centered.
- (iii) Training will include general prevention training for the broader University community, as well as training on receiving Disclosures and/or conducting investigations for those in roles that occupy these functions.
- (iv) Training will be reviewed and updated on a regular basis.

## **RETALIATION**

- 6.1. It is a breach of this Policy to retaliate or threaten to retaliate against individuals for pursuing rights or participating in the Procedures under this Policy.
- 6.2. The University will implement reasonable measures to protect Brock Community Members from Retaliation when necessary, including advising individuals in writing of their duty to refrain from committing an act of Retaliation, and sanctioning individuals for a breach of that duty. The University may also address the potential for Retaliation by providing Interim Measures appropriate to the circumstances.
- 6.3. Threats or acts of Retaliation will be sanctionable under this Policy.

## **BAD FAITH ALLEGATIONS**

- 7.1. It is a breach of this Policy to make a Bad Faith Allegation of Sexual Violence under this Policy. For the purposes of this Policy, bad faith allegations are allegations that a Complainant brings forward which they know to be untrue and which are brought forward for an ulterior or malicious motive. Bad faith allegations do not include unsubstantiated allegations which a Complainant genuinely believed but which an investigator found insufficient evidence to support a finding.

## **CONFIDENTIALITY**

- 8.1 All Brock Community Members who receive a Disclosure of Sexual Violence or who are involved in addressing or investigating it, will keep the information confidential, except as outlined below, and will limit sharing of personal information to those within the University, or to external counsel or advisors, who need to know the information for the purposes of administering this Policy or its Procedures, including for the purposes of

- providing Accommodations, adopting Interim Measures, leading investigation and decision-making processes, and taking corrective action resulting from those processes.
- 8.2 The University may disclose confidential information about a Sexual Violence matter where necessary in order to address a risk to the health and safety of Brock Community Members or where the University is obliged by law to disclose the information. For example, where:
- (i) an individual is at risk of imminent and serious harm to themselves or others;
  - (ii) Brock Community Members may be at risk of harm; and/or
  - (iii) reporting or investigation is required by law (for example, but not limited to, an incident involving a minor, or obligations related to occupational health and safety or to human rights legislation).
- 8.3 Confidentiality does not mean anonymity. The identity of Survivors, Complainants, Respondents, and witnesses will be treated confidentially but may be disclosed where necessary to investigate, take corrective action, challenge the outcome under a grievance procedure, or where otherwise required by law.
- 8.4 Participants in Procedures under this Policy shall maintain confidentiality and may not disclose any information obtained through these Procedures or relating to the allegations, except to their Support Person or Advisor, during an ongoing Procedure under this Policy. This does not restrict a participant from exercising their collective agreement right to academic freedom, provided that no personal information or information which identifies an individual in their personal capacity is disclosed by the participant.
- 8.5 Participants in Procedures under this Policy may consult with a mental health counsellor or other trusted person (e.g., a spouse or family member), on a confidential basis, regarding the allegations without breaching their confidentiality requirements.
- 8.6 The University shall not include any personal information in any reports which the University is required to provide to any governmental agency.

### **ADVISORS & SUPPORT PERSONS**

- 9.1 Complainants and Respondents may have a Support Person or Advisor present at all meetings and investigations related to Procedures under this Policy.
- 9.2 Advisors may advise the Complainant or Respondent during all Procedures under this Policy.
- 9.3 Support Persons may provide support to the person they are assisting, but

shall not directly participate in the Procedures under this Policy unless an Accommodation has been requested and approved by HRE.

- 9.4 Advisors and Support Persons are held to the same confidentiality expectations as the party who invited them to attend, except for Union representatives acting as Advisors, who are held to different confidentiality expectations.

## **BURDEN OF PROOF**

- 10.1 Disclosures made pursuant to this policy will be considered to be true for the purpose of accessing supports and services, unless the Human Rights & Equity Office (“HRE”) has clear and compelling evidence that the Disclosure is not true.
- 10.2 In an investigation, decision-making process, and appeal pursuant to this policy, the decision-maker and appeal decision-maker shall base their finding on whether it is more likely than not (i.e., balance of probabilities) that the Respondent has breached this Policy.

## **IMMUNITY**

- 11 Students who, in good faith, report an incident of, or make a Complaint about, Sexual Violence will not be subject to discipline or sanctions for violations of the University’s policies related to drug or alcohol use at the time the alleged sexual violence occurred.

## **OTHER PROCEEDINGS**

- 12.1 Where a criminal, civil, or any other type of proceeding is initiated regarding an incident of Sexual Violence involving Brock Community Members, the University may decide to postpone or continue with a Procedure under this Policy as appropriate in the circumstances.
- 12.2 The University will cooperate with the police when there is an ongoing criminal investigation regarding Sexual Violence involving Brock Community Members.

## **VISITORS**

- 13.1 Visitors may be subject to investigation by Campus Safety Services if they engage in conduct that violates this Policy.
- 13.2 The University will take appropriate actions and apply appropriate remedies

to address complaints of Sexual Violence against a Visitor.

## INPUT & SURVEY

- 14.1 In consultation with key stakeholders, including the Brock University Students' Union and the Graduate Students' Association, the University will establish a process for the provision and consideration of input regarding this Policy and will follow this process every time the Policy is reviewed or amended. The review process should include feedback from a diverse selection of students, staff and faculty, including those from marginalized and equity-seeking groups. Brock's Health, Safety & Wellness team will also be included in the consultation process.
- 14.2 The University shall conduct or participate in a survey of students relating to the effectiveness of this Policy, the incidence of Sexual Violence at the University, and any other matter mentioned in the *Ministry of Training, Colleges and Universities Act* for which a survey is required.

## INTERPRETATION AND APPLICATION

- 15.1 If someone witnesses or learns of an incident of Sexual Violence, it should be reported to HRE.
- 15.2 The interpretation and application of this Policy is the joint responsibility of HRE, Student Affairs, and the Office of People & Culture, with the advice of University legal counsel.
- 15.3 An annual report will be prepared by HRE and made available to Brock Community Members and the Board of Trustees that will include:
  - (i) the number of times that information about supports, services, and Accommodation relating to Sexual Violence are requested and obtained by Brock Community Members;
  - (ii) initiatives and programs established by the University to promote awareness of the supports and services available to Brock Community Members;
  - (iii) the number of, and information about, incidents and complaints of Sexual Violence reported by Brock Community Members, in accordance with the confidentiality requirements in Section 8.6; and
  - (iv) the implementation and effectiveness of this Policy.
- 15.4 The University shall publish this Policy on its website and make a copy available to anyone who requests it.
- 15.5 The University will review this Policy at least every three years.

15.6 Appendix 3 of the Policy ('Resources') may be updated from time to time as required by HRE.

## **POLICY DETAILS**

### **Policy Owner**

President & Vice-Chancellor

### **Administrative Responsibility**

Office of the Provost & Vice-President, Academic; People & Culture; Legal Counsel; Human Rights & Equity

### **Policy Classification**

Compliance and Governance

### **Approval**

Approved by the Board on the recommendation of the Human Resources Committee

### **Effective Date**

January 2024

### **Next Review**

January 2027

### **Revision History**

December 2016; March 2018; July 2023

### **Related Documents**

#### **Legislation**

*Ministry of Training, Colleges and University Act*

*Occupational Health and Safety Act*

*Ontario Human Rights Code*

#### **University Policies and Documents**

Employment Accommodation Policy

Occupational Health and Safety Policy

Residence Community Standards

Respectful Work and Learning Environment Policy

Safe Disclosure Policy

Student Code of Conduct

Workplace Violence Prevention Policy

## APPENDIX 1: PROCEDURES

### 1. DISCLOSURE

#### 1.1. Disclosure Options

A Survivor may disclose Sexual Violence through a range of disclosure options including:

##### i. Brock Resources

- a. **Emergency:** [Campus Safety Services](#) or, for Residence students, to [Housing Services](#)
- b. **Non-Emergency:**
  - [Human Rights & Equity Office](#)
  - [Housing Services \(for Residence students\)](#)
  - [Anonymously through the University's Safe Disclosure program \(see section 1.2 below\)](#)

##### ii. Community Resources

- c. **Police:** [Niagara Regional Police](#) and [Halton Regional Police Service](#)
- d. **Medical:** [St. Catharines General Hospital](#) and [Joseph Brant Hospital](#)
- e. **Support:** [Niagara Region Sexual Assault Centre](#) and [Sexual Assault and Violence Intervention Services of Halton](#)

#### 1.2. Anonymous disclosures

- i. Individuals may anonymously disclose Sexual Violence to HRE in accordance with the University's [Safe Disclosure Policy](#). Individuals may choose not to provide their name or other personal information in the anonymous Disclosure.
- ii. HRE will make information on supports, services, Accommodations, Interim Measures, additional Disclosure options, and the Procedures under this Policy available to individuals who make anonymous Disclosures.
- iii. HRE will collect and maintain information provided in anonymous Disclosures.

#### 1.3. Third-party disclosures

Individuals who receive Disclosures of Sexual Violence from a Brock

Community Member may make a third-party Disclosure and consult with HRE staff on how to provide support and advice to the Survivor. HRE will give the third-party Discloser information on supports, services, Accommodations, Interim Measures, additional Disclosure options, and the Procedures under this Policy.

#### **1.4. Safety measures in response to Disclosures**

Where a Disclosure provides reasonable grounds to believe that there is a significant risk to the safety of the campus and/or the Survivor, HRE may recommend to the applicable Decision-Maker safety measures which it considers reasonable and necessary to address the safety risk. For disclosures of Sexual Violence within University Residences, Housing Services may institute safety measures immediately in accordance with the processes set out in the Residence Community Standards. Such safety measures are in no way to be construed as indicative of responsibility and shall only remain in place until an investigation is initiated and Interim Measures implemented or until evidence emerges that indicates the safety risks have been alleviated.

## **2. SUPPORTS AND ACCOMMODATIONS**

### **2.1. Right to access supports and Accommodations**

Individuals who have been affected by Sexual Violence will have access to supports, including Accommodations, following a Disclosure regardless of whether they choose to file a Complaint and/or participate in an investigation and regardless of when, where, and by whom the Sexual Violence occurred.

### **2.2. Providing supports and Accommodations**

After a Disclosure is received by HRE, HRE will assist Survivors with accessing supports, services, and Accommodations that are reasonable and necessary to allow them to participate fully in the services available at the University. HRE will recommend Accommodations that are reasonable and necessary and will coordinate with the appropriate administrators for implementation.

## **3. INFORMAL RESOLUTION**

### **3.1. Availability of informal resolution**

Where appropriate based on the nature and severity of the complaint, Alternative Resolution and/or transformative justice strategies will be made available when both the Complainant and the Respondent agree to participate.

### **3.2. Participation in informal resolution**

In an informal resolution process, the parties may be accompanied by a Support Person or Advisor who may participate in the process as observer and/or representative. However, the parties to the process must also be present and participate. When a Support Person or Advisor is expected to attend and/or represent a party, that party must advise the Human Rights and Equity Office.

### **3.3. Implications of participating in informal resolution**

Survivors maintain the right to make a Complaint if they have participated in an Alternative Resolution or transformative justice practice. Any information collected as part of an Alternative Resolution or transformative justice practice is considered without prejudice and shall not be introduced as evidence in a Procedure under this Policy unless both parties agree otherwise.

## **4. COMPLAINT**

### **4.1. Submitting a Complaint**

Brock Community Members may make a Complaint of Sexual Violence in writing to the Investigations Office at any time, using a Complaint Form made available by the Investigations Office. Using the Complaint Form, the Complainant shall set out the specific nature of the allegation(s), including the date(s) and details of any incident(s) complained of, the name(s) of the witnesses, and the alleged breach(es) of the Policy. Once an individual submits a Complaint, they are referred to as a Complainant for the purposes of these Procedures.

### **4.2. Interim Measures and Supports**

After a Complaint is received, the Investigations Office will notify HRE. HRE will consult with Student Affairs, the Office of People & Culture, and the Provost's Office as appropriate and may recommend to the appropriate decision-makers Interim Measures that are reasonable and necessary to allow the Complainant and/or Respondent to participate fully in the services available at the University, prevent retaliation, protect parties and witnesses, other Brock Community Members, or protect the integrity of the investigation and decision-making process. The Decision-Maker will decide what, if any, Interim Measures are reasonable and necessary and will be responsible for implementation of these Measures.

Interim Measures may be implemented and/or modified at any time and may remain in effect until all Procedures under this Policy have been completed.

Interim Measures implemented during an investigation process are temporary and not intended to be discipline within the meaning of any

relevant collective agreement or University policy.

HRE will also provide both the Complainant and the Respondent with access to supports, services, and Accommodations as appropriate during the investigation process.

#### 4.3. Consultation with Housing Services for students in Residence

If the Complainant and Respondent are living in Residence, HRE and the Decision-Maker will consult with Housing Services during implementation of Accommodations, Interim Measures, and the decision-making process.

#### 4.4. Complaint assessment

After receiving a Complaint, the Investigations Office will conduct an assessment of the Complaint to determine whether to proceed with an investigation. In making this determination, the Investigations Office will consider if:

- a. The University has Jurisdiction;
- b. The allegations fall within the scope of the Policy;
- c. The allegations, if true, would constitute Sexual Violence, in the absence of a reply from the Respondent; and
- d. When the Sexual Violence is alleged to have occurred.

The University recognizes that an individual who has experienced Sexual Violence may require time and reflection before making the decision as to whether or not they wish to file a Complaint. Notwithstanding those considerations, individuals who have experienced Sexual Violence are encouraged to make a Disclosure and/or Complaint as soon as they are able to do so, recognizing that the passage of time may affect the University's ability to address the issues raised by a Disclosure or a Complaint.

#### 4.5. Consultation

Prior to making a decision regarding a Complaint, the Investigations Office will consult with Human Rights and Equity and may consult with other relevant units, such as Student Affairs, People & Culture, Provost's Office, and Campus Safety Services.

#### 4.6. Decision not to proceed with investigation

If the Investigations Office decides not to proceed with an investigation, the Complainant shall be informed in writing within ten (10) working days of submitting the Complaint and providing any information or additional clarifications requested by the Investigations Office.

#### 4.7. Decision to proceed with investigation

If the Investigations Office decides to proceed with an investigation, both the Complainant and the Respondent shall be notified within ten (10) working days of the submission of the Complaint and receipt of any information or additional clarification requested by the Investigations Office, and the Investigations Office will commence the investigation procedures set out in section 6 below.

#### 4.8. Determination of Respondent status

If the Respondent is concurrently both a student and an employee, the Investigations Office will decide in consultation with HRE, People and Culture, and the Provost's Office whether to commence an investigation with the Respondent as a student, employee, or both.

### 5. UNIVERSITY-INITIATED INVESTIGATION

#### 5.1. Criteria for University-initiated Investigation

The University will respect a Survivor's decision on how to proceed and will attempt to follow their wishes whenever possible. However, in consultation with University Legal Counsel and Campus Safety Services, the Investigations Office may commence or continue a University-initiated investigation into allegations of Sexual Violence without the participation of the Survivor or when no Complaint has been made, if the University reasonably believes that:

- (i) there is a serious risk to the safety of Brock Community Members, which is determined by considering:
  - a. the alleged offender's position or responsibilities at the University;
  - b. Whether the University has reasonable grounds to believe the alleged offender may have committed multiple acts of Sexual Violence;
  - c. Whether there is a pattern of similar behaviour; or
  - d. Any other considerations that the University deems relevant.
- (ii) there is a legal obligation to investigate.

#### 5.2. Considerations in commencing a University-initiated Investigation

The University may initiate an investigation on the basis of an anonymous Disclosure, third-party Disclosure, informal Disclosure or Complaint. In such cases, the University will consider the wishes of the Survivor as well as its legal obligations to Brock Community Members. The University may proceed with an investigation even if the Complainant or Respondent refuses to participate.

### 5.3. Authority to commence University-initiated Investigation

The decision to commence a University-initiated investigation will be made jointly by the Investigations Office and the AVP, People & Culture for situations involving staff; the Investigations Office and the Provost for situations involving faculty members; or the Investigations Office and the AVP, Students for situations involving students. In each case, Campus Safety Services and legal counsel will be consulted.

## 6. INVESTIGATION PROCEDURES

### 6.1. Notice of Investigation

The Investigations Office shall notify the Complainant and Respondent of the investigation and provide them with information on the process, confidentiality, and supports available to them. In that notice, Respondents will be provided with particulars about the allegations(s) being investigated, including allegations in the Complaint Form, the identity of the Complainant (when known), and the provisions of the Policy alleged to have been breached. After interviewing the Complainant, the Investigator will provide the Respondent with any further particulars about the allegations necessary to enable them to respond fully.

### 6.2. Appointment of investigator

The Investigations Office will appoint an impartial investigator with knowledge, training and experience to investigate formal complaints under the Policy, such as with feminist, anti-racist and anti-oppressive approaches to human rights investigations. The investigator may be an internal investigator or an external investigator.

### 6.3. Selection of investigator

In determining whether to appoint an external investigator, the Investigations Office will consider the nature and severity of the allegations, the number of parties involved, the availability of an external investigator and length of time required to engage them in an investigation, and the appropriateness of engaging an internal investigator. At the time of appointment of the investigator, the Office of Investigations will confirm to the extent reasonably possible the investigator's ability to meet the timelines and other relevant aspects of the Policy.

### 6.4. Notification to Complainant and Respondent

The Complainant and Respondent will be notified in writing of the identity of the investigator appointed.

### 6.5. Challenge to appointment of investigator

A Complainant or Respondent may challenge the appointment of an

investigator on the grounds that the proposed investigator has a potential conflict of interest or that there is a reasonable apprehension of bias on their part. A Complainant or Respondent raising a challenge will submit it in writing to the Investigations Office no later than five (5) working days after notice of the appointment of an investigator has been given to the Complainant and Respondent. The Investigations Office will make a decision with regards to the alleged conflict of interest or bias within five (5) working days of having received the challenge. That decision will be final under the Policy.

#### **6.6. Allegations of investigator bias arising during the investigation**

An allegation of bias that arises during the course of an investigation into a Complaint shall be made in writing as soon as possible following the event(s) giving rise to the allegation and shall be presented to the Investigations Office. The Investigations Office may determine that an investigation may continue notwithstanding that an allegation of bias has been made.

#### **6.7. Investigation interviews**

The investigator will gather testimonial evidence through interviews with the parties and any witnesses relevant to the investigation, as well as any relevant documentary evidence. The Complainant and the Respondent will be afforded the opportunity to respond to any adverse information and any challenges to their credibility by the other party or by witnesses. Complainants who disclose their experience of sexual violence through reporting an incident of, making a complaint about, or accessing supports and services for sexual violence, will not be asked irrelevant questions during the investigation process, including irrelevant questions relating to the student's sexual expression or past sexual history.

#### **6.8. Support Persons and Advisors**

Any Complainant or Respondent may be accompanied by a Support Person or Advisor who may participate in the process as observer and/or representative. When a Complainant or Respondent wishes to have a Support Person or Advisor attend an interview, that party must advise the Investigator.

#### **6.9. Witnesses**

The Complainant and Respondent shall have an opportunity to propose witnesses. The investigator will determine which witnesses will be interviewed. Disclosure of personal information to witnesses shall be limited to what is reasonably necessary to conduct a fair investigation.

#### 6.10. Investigation timeline

The investigation, including the preparation and delivery of the investigator's report, shall normally be completed within eight (8) months from the date the Respondent is notified. If an investigation is expected to take longer than eight (8) months, then the Office of Investigations shall develop an investigation plan with the investigator to create a reasonable timeline for completion, which shall be provided to the parties.

#### 6.11. Postponement, suspension, or cancellation of investigations

The Investigations Office may decide to postpone, suspend or cancel any investigation if its continuance would duplicate or prejudice another proceeding or bring the administration of the Policy and these procedures into disrepute. In coming to a decision, the Investigations Office will consider such factors as:

- (i) The University's responsibility to provide an environment free from Sexual Violence;
- (ii) The recognition that grievances may be filed simultaneously with complaints in order to comply with negotiated timelines;
- (iii) Other legal procedures that may be initiated to protect statutory rights; and
- (iv) The wishes of the parties.

Time that elapses during the suspension of an investigation will not be included when calculating this time limitation.

#### 6.12. Investigation report

At the completion of the investigation, the investigator will prepare an investigation report, and deliver it to the Investigations Office in the event of an external investigator, that sets out the allegations giving rise to the formal complaint; grounds in the Policy that have allegedly been violated; any statements, responses, and documentation from the Complainant, Respondent and witnesses; findings of fact; any other information, documentation or evidence that the investigator deems relevant, and a determination as to whether the Policy has been breached.

#### 6.13. Review of external investigator reports

The Investigations Office will review investigation reports provided by external investigators to ensure the report complies with all relevant laws, University policies, and applicable collective agreement provisions. After this review, the investigation report shall be shared with the Complainant and the Respondent, with the names of any third parties redacted.

## 7. DECISION-MAKING PROCEDURES

### 7.1. Submission of investigation report to Decision-Maker

The Investigations Office shall provide the investigation report to the appropriate decision-maker:

<b>If the Respondent is:</b>	<b>The decision-maker will be:</b>
A student	The Associate Director, Student Affairs
An employee	The employee's supervisor, in consultation with People & Culture
A faculty member or professional librarian	The Dean or University Librarian, in consultation with the Provost and People & Culture
A student who is concurrently an employee (staff member, faculty member, or professional librarian)	Associate Director, Student Affairs, the employee's manager, or both, in consultation with People & Culture
President	Chair of the Board of Trustees
Member of the Board of Trustees	Chair or Vice-Chair of the Board of Trustees

In any situation where a decision-maker has or perceives a conflict of interest with respect to the investigation, they may name a designate to serve as decision-maker.

### 7.2. Review of investigation report and parties' submissions

The decision-maker will review the investigation report and will provide the Complainant and Respondent with an opportunity to submit written

comments on the investigation report, the impact of the harm to them, and any measures requested by the Complainant that would address their needs. Prior to making their decision, the decision-maker will consult with Human Rights and Equity.

Where the investigation report makes a finding that the Policy has been breached, the Decision-Maker will also provide the Respondent an opportunity to meet with the decision-maker to respond to the contents of the report. Respondents may be accompanied by Support Persons or Advisors at any such meeting. The decision-making process will comply with any other necessary elements of procedural fairness.

### **7.3. Decision**

After having considered all of the above information, the decision-maker will decide whether:

- a. The Policy has been breached and disciplinary sanctions will be imposed against the Respondent, and if so, what those sanctions will be;
- b. The Policy has not been breached and the matter will be closed; or
- c. The Policy has not been breached, but non-disciplinary measures will be implemented to address concerns raised by the investigation report. Non-disciplinary measures include Sexual Violence awareness education and an offer to engage in voluntary mediation with the Survivor's consent.

### **7.4. Training for Decision-Makers**

Training will be made available to decision-makers. This training will include feminist training in Trauma-Informed and violence-informed frameworks, as well as training in unconscious bias, cultural competency, anti-racism, and anti-oppression.

## **8. DISCIPLINE AND OTHER MEASURES**

### **8.1. Determination and implementation of discipline**

Where the decision-maker finds a breach of this Policy, they will determine the level of discipline that is appropriate in the circumstances, in accordance with all applicable University policies and collective agreements. The decision-maker will be responsible for ensuring the discipline and other measures are implemented.

Employees who are found to have violated this policy will be subject to disciplinary action that may include a verbal warning, written warning, written reprimand, suspension from work (with or without pay), or

dismissal. The University may also impose other corrective actions or restrictions that are appropriate in the circumstances. Disciplinary sanctions for students may range from community service, up to and including expulsion.

## **8.2. Indigenous Respondents**

If the Respondent is an Indigenous person, the decision-maker may consider the unique circumstances and experiences of Indigenous peoples when issuing discipline and other measures, including the systemic or background factors relating to the Respondent and their Indigenous community that may be relevant to the policy violation, their community's perspective on the situation, and community-based options for healing and ways to repair and address the harm done. In such cases, they make seek appropriate counsel from the Indigenous community without breaching confidentiality requirements.

## **8.3. Non-disciplinary measures**

Where the decision-maker finds no breach of this Policy but decides to implement non-disciplinary measures, the decision-maker will determine what measures are appropriate in the circumstances. The decision-maker will be responsible for ensuring the measures are implemented.

## **8.4. Notification to responsible units**

After the decision-maker has notified the Respondent of the disciplinary sanctions or non-disciplinary measures they have elected to impose, the decision-maker will report to HRE, as well as to People & Culture, the Provost's Office and/or Student Affairs where appropriate, with information on any measures that have or will be imposed as a result of the decision-making process.

## **8.5. Notification to Complainants**

The Complainant will be informed of the results of the investigation and any corrective action that has been taken or that will be taken as a result of the investigation, as required by law or as necessary to support the Complainant's safety or reasonable participation in University programs or activities.

# **9. REVIEWS, CHALLENGES, & APPEALS**

## **9.1. Review of Investigations Office decision not to proceed with investigation**

### **a. Grounds for review**

Complainants may submit a request to review the decision by the Investigations Office not to proceed with an investigation on the following grounds:

- (i) relevant evidence emerged that was not available when the Complaint was submitted;
  - (ii) there was a reasonable apprehension of bias on the part of the Office of Investigations;
  - (iii) there was a fundamental procedural error;
- and the outcome of the decision was substantially affected thereby.

b. Request for review

The request for review must be submitted to the Provost, the AVP, People & Culture, or the Associate Director, Students Affairs (depending on the identity of the Complainant) within ten (10) business days after the investigation screening decision is communicated. The request for review must be in writing and include the reasons for the request, the reasons why the review should be granted, and the outcome sought.

c. Review decision

The reviewer as identified in 9.1 b. above shall review the request and decide whether the Complainant has demonstrated one of the required grounds for appeal. If the reviewer is satisfied that one of the grounds exists, the reviewer will instruct the Office of Investigations to initiate an investigation. The reviewer shall notify the Complainant of their decision within fifteen (15) business days of receipt of the request for a review or as soon as reasonably practicable.

## 9.2. Challenge to decision-maker

a. Grounds for recusal

The Complainant or Respondent may request that the decision-maker be recused on the grounds that they have a bias or conflict of interest.

b. Request for recusal of decision-maker

The request for recusal must be submitted in writing to the decision-maker responsible for the decision within five (5) business days of receipt of the report.

If the decision-maker agrees to recuse themselves, they shall appoint a designate to serve as decision-maker.

If the decision-maker does not agree to recuse themselves, the request for recusal will be provided to the decision-maker's supervisor who may deny the request or substitute a designate for the decision-maker within ten (10) business days of receiving the request, if they determine that the decision-maker has a bias or conflict of interest.

### 9.3. Appeal - Student Complainants/Respondents

#### a. Grounds for appeal

If the Complainant or the Respondent is a student, they may appeal the decision-maker's decision on the following grounds:

- (i) relevant evidence emerged that was not available before the decision-making process was completed; or
  - (ii) there was a reasonable apprehension of bias on the part of the decision-maker; or
  - (iii) there was a fundamental procedural error;
- and  
the outcome of the decision was substantially affected thereby.

#### b. Submitting a request for appeal

A request for an appeal shall be made to the Associate Vice-President, Students within ten (10) business days of receipt of the decision. The appeal must be in writing and must include the grounds for the appeal, the reasons why the appeal should be granted, and the outcome sought.

The Associate Vice-President, Students shall notify the Complainant and Respondent of their decision within fifteen (15) business days of receipt of the request for an appeal or as soon as reasonably practicable.

#### c. Appeal hearing - Student Complainants/Respondents

If the request for an appeal is granted, a hearing will occur before the Associate Vice-President, Students or an external adjudicator. The hearing will comply with any procedural fairness obligations applicable in the circumstances. The Complainant will not be required to appear in any such hearing in the presence of the Respondent. No disciplinary sanctions will be implemented against a Respondent who is a student until the period for appeal has been exhausted, a request for appeal has been denied, or an appeal has been heard and a decision has been rendered.

### 9.4. Appeals - Unionized employees

Unionized staff and faculty who wish to appeal a decision or procedure under this Policy must do so through the grievance procedures in the relevant collective agreement.

### 9.5. Appeals - Non-unionized employees

#### a. Grounds for appeal

Non-unionized staff may appeal the decision-maker's decision on the same grounds listed in 11.6 above.

#### b. Appeal requests

After receiving the investigation report and the decision of the decision-maker with respect to the Complaint, a non-union employee Complainant or Respondent may, within 30 days of receiving the decision-maker's decision, raise their concern with the Associate Vice-President, People and Culture (AVP, P&C), or their designate, who will review the employee's concerns and provide a response. The response will be timely and will include an outline of the concerns, any steps taken to investigate the concerns, if applicable, and the University's decision regarding the concerns.

c. Appeal outcomes

If the AVP, P&C or their designate finds that the concerns are substantiated, they may refer the matter back to the decision-maker with guidance, rescind, modify or substitute any penalty, sanction, or outcome that could have been given by the decision maker, or direct that a new investigation be initiated.

## APPENDIX 2: DEFINITIONS

**Accommodations:** measures that are appropriate, reasonable, and necessary to allow the Survivor or Complainant and/or Respondent to participate fully and equally in the services available at the University. Examples of appropriate accommodations include academic and workplace accommodations; academic and workplace support; counselling; training; financial support; adjusting class schedules, living, transportation, or working situation of the Survivor or Complainant; and any other accommodation that HRE deems appropriate. There is a broad range of accommodations available. Survivors and Complainants are encouraged to meet with HRE staff to discuss specific accommodations they may require.

**Advisor:** any individual who provides a Survivor, Complainant, or Respondent with guidance and advice. If a party is a unionized employee, they may have a union representative act in this capacity. A potential witness may not be an Advisor.

**Alternative Resolution Practice:** premised on (1) holding the offender accountable in a meaningful way; (2) repairing the harm caused by the offence; (3) achieving a sense of healing for the survivor and the community; and (4) reintegrating the offender back into the community. Alternative Resolution Practices will be facilitated by qualified persons and may include mediation, Indigenous dispute resolution practices, sentencing circle, community group conference, a settlement agreement, separating the parties, referring parties to counseling, or conducting targeted educational, training programs, and any other measure HRE deems reasonable.

**Brock Community Members:** all persons who have a direct relationship with or to the University at the time a Disclosure or Complaint is made under this Policy. Brock Community Members are faculty members, employees, students, volunteers, and members of the Board of Trustees.

**Complaint:** a written statement submitted to HRE by a Complainant who is a Brock Community Member that alleges they have experienced an incident of Sexual Violence within the University's Jurisdiction or that has a sufficient nexus with University operations.

**Complainant:** an individual who has filed a formal Complaint under this Policy.

**Consent:** an active, affirmative, conscious, direct, unimpaired, and voluntary agreement to engage and continue to engage in sexual activity.

It is the responsibility of each person to ensure they have the affirmative Consent of the other to engage in sexual activity. Lack of protest or resistance does not alone constitute Consent.

All of the elements of Consent must be present, even if alcohol or drugs have been

consumed. It is not acceptable for a person who is said to have engaged in sexual violence to use their own consumption of alcohol or drugs as an excuse for their mistaken belief that there was consent.

Consenting to one kind of sexual activity does not mean that Consent is given for another kind of sexual activity.

A person may withdraw Consent at any time during the sexual activity and Consent only applies to a specific instance of sexual activity.

The existence of a relationship or past sexual activity does not alone constitute Consent. Subsequent consensual sexual activity, communication, or other conduct of a sexual nature does not suffice as evidence of Consent to prior sexual activity.

There is **No Consent** when:

- (a) the Survivor expresses, by words, conduct, or any other means a lack of agreement to engage in the activity or to continue to engage in the activity;
- (b) the agreement to sexual activity is obtained through pressure, coercion, fraud, the exercise of authority, force, or threats of force (for the purposes of this subsection, coercion means the act of using subtle pressure, drugs, alcohol, or force to have sexual contact with someone against their will, and may include ongoing attempts to have sexual contact of some kind with another person who has already expressed that they do not want to have sexual contact);
- (c) the Respondent implicitly or explicitly induces the Survivor to engage in the activity by using a position of trust or authority;
- (d) the Survivor is incapable of consenting to the activity because they are asleep, unconscious, or unable to understand the fact, nature, or extent of the sexual activity due to disability, mental or physical incapacity, the influence of drugs or alcohol, or any other form of impairment; or
- (e) the agreement to sexual activity is expressed, by words, conduct, or any other means, by a person other than the Survivor.

**Disclosure:** when a person reveals information to a designated staff member that they or another party has experienced an incident of Sexual Violence.

**Including:** means including, but not limited to.

**Interim Measures:** measures carried out by the University pending results of an investigation that are not intended to be disciplinary and are reasonable and necessary

to: support the safety of any party to procedures under this policy; prevent retaliation; or protect the parties, other Brock Community Members, or the integrity of the Procedures. Examples of interim measures include limiting access to campus and University-sanctioned events; paid leave of absence; prohibiting contact between the Complainant and Respondent; and adjusting class schedules, living, transportation, or working situations of the Complainant or Respondent. Interim measures may be implemented and/or modified at any time during and after the process.

**Jurisdiction:** University jurisdiction for administering this Policy includes:

- (a) on Brock University Premises; or
- (b) off campus, where the conduct:
  - (i) Occurs as part of a University event, program, or activity;
  - (ii) Occurs when a Brock student, course participant, staff, faculty or volunteer is acting as a representative of Brock University at a non-University event, program, or activity; or
  - (iii) Where the conduct has a sufficient nexus with University operations which may include online conduct.

Collectively, the above refers to the University's jurisdiction for the purpose of administering this Policy and related Procedures.

**Procedure:** a Disclosure, informal resolution and restorative or transformative justice process, Complaint, investigation, decision making process, review, or appeal process provided for under this Policy.

**Respondent:** a Brock Community Member named as an alleged offender in a Sexual Violence Complaint.

**Retaliation:** any materially adverse action, inaction, or threat of same against a Brock Community Member for making a Complaint of a breach of this Policy or for participating in an investigation under this Policy.

**Sexual Misconduct:** means in relation to a Brock University student:

- (a) physical sexual relations with the student, touching of a sexual nature of the student, or behaviour or remarks of a sexual nature toward the student by an employee of the institution where:
  - (i) the act constitutes an offence under the *Criminal Code* (Canada); or
  - (ii) the act constitutes a sexual solicitation or advance made by a person in a position to confer, grant or deny a benefit or advancement to the person where the person making the solicitation or advance knows or ought reasonably to know that it is unwelcome, or
  - (iii) there was No Consent to the physical sexual relations between the employee and the student as defined in Appendix 2 of this Policy.
- (b) an act of reprisal or threat of reprisal for the rejection of a sexual solicitation or advance where the reprisal is made or threatened by a person in a position to

confer, grant or deny a benefit or advancement to the person.

**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. The definitions of Sexual Assault and Sexual Harassment are as follows:

- **Sexual Assault:** direct or indirect application of force of a sexual nature, without the subjective consent of the Survivor, and in circumstances where the respondent knowingly engaged in the non-consensual contact, or did so recklessly or being willfully ignorant to the Survivor's wishes. Sexual Assault can range from unwanted sexual touching to forced sexual intercourse; and Sexual Assault can involve situations where sexual activity is obtained by someone abusing a position of trust or authority.
- **Sexual Harassment:**
  - (a) engaging in a course of vexatious comment or conduct against another because of sex, sexual orientation, gender identity, or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome;
  - (b) making a sexual solicitation or advance where the person making the solicitation or advance is in a position of power and the person knows or ought reasonably to know that the solicitation or advance is unwelcome; or
  - (c) engaging in comment or conduct that creates a hostile or poisoned environment to persons of a specific sex, sexual orientation, gender identity, or gender expression.

**Support Person:** any person who provides someone participating in the Procedures under this Policy with emotional support. A potential witness may not be a Support Person.

**Survivor:** a Brock Community Member who claims to have experienced Sexual Violence and has been coping with the aftermath of Sexual Violence. All individuals who identify as Survivors may access supports. However, not all Survivors will choose to file a Complaint. A Survivor who chooses to file a Complaint is referred to as a Complainant for the purposes of this Policy. Survivors may self-identify as victims, Survivors, or use other terms to relate to their experience. Individuals who have experienced Sexual Violence have the right to choose how they want to be referred to, and HRE will respect this choice. People who have experienced Sexual Violence are in a constant state of surviving the experience. The idea of survival carries within its definition the ongoing fight to live or survive a traumatizing experience, a process that includes dealing with a multitude of feelings and health consequences. The use of the term 'Survivor' in this Policy does

not suggest that the outcome of any investigation or decision-making process has already been determined and will not prejudice the outcome of an investigation. For this reason, throughout the investigation and adjudication processes under this Policy, the Survivor will be referred to as the Complainant and the individual alleged to have engaged in Sexual Violence will be referred to as the Respondent.

**Training:** educational training on the University's process for responding to and addressing incidents and complaints of sexual violence, including the procedure to be followed by persons who wish to report an incident of Sexual Violence and all other elements of this Policy.

**Trauma-Informed:** a process that is informed by the understanding of how trauma affects Survivors' response to services, resolution process, and investigations. Trauma-Informed processes should be carried out with the goal of avoiding Survivor re-traumatization, increasing the safety of all, and increasing the effectiveness of interactions with Survivors.

**Visitor:** any person that is not a Brock Community Member that (1) is on University premises; (2) provides content on a University-controlled website; or, (3) attends a University-sanctioned event. For greater certainty, contractors who provide services to the University on University premises or online shall be considered Visitors.

**Note:** Where the title of a specific University personnel title is used, that personnel may appoint a designate, who may be a member of the Brock community or an external person, as required.

## APPENDIX 3: RESOURCES

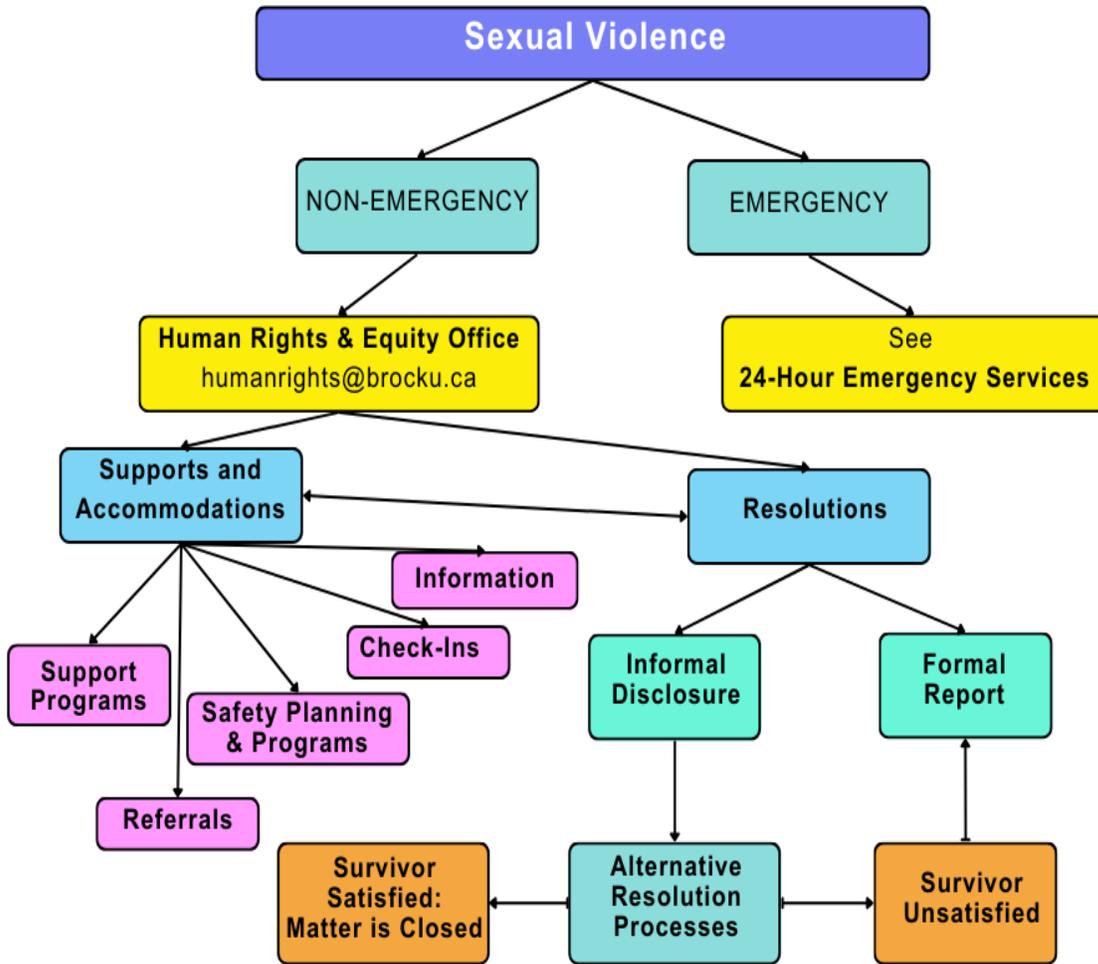
<b>ON-CAMPUS RESOURCES</b> <b>905-688-5550</b>	
<b><u>Human Rights &amp; Equity Office</u></b> Assists with reporting of incidents of sexual violence, helps survivors access accommodations & supports, training & education, & facilitates investigations into breaches of the Sexual Violence Policy. X 4859 humanrights@brocku.ca <a href="http://brocku.ca/human-rights">brocku.ca/human-rights</a>	
<b><u>Campus Safety Services</u></b> Reporting of incidents of sexual violence, safety planning, crisis intervention 24-Hr Emergency: X 3200 Main campus: X 4300 Marilyn Walker School: X 6300 Hamilton Campus: X 3623 security@brocku.ca <a href="http://brocku.ca/campus-safety">brocku.ca/campus-safety</a>	<b><u>Housing Services</u></b> Non-judgmental peer & professional support for residence students X 3370 <a href="mailto:reslife@brocku.ca">reslife@brocku.ca</a> Crisis: X 3706 (North Service Desk) Crisis: X 4311 (South Service Desk) Crisis: X 3220 (East Service Desk) <a href="http://brocku.ca/housing">brocku.ca/housing</a>
<b><u>Student Wellness &amp; Accessibility Centre &amp; Personal Counselling Services</u></b> Free personal counselling on-campus Crisis: X 3240 Appointments: X 4750 or visit ST 400 <a href="http://brocku.ca/personal-counselling">brocku.ca/personal-counselling</a> <a href="http://brockmentalhealth.ca/">brockmentalhealth.ca/</a>	<b><u>Student at Risk: Campus Assessment, Response &amp; Education (CARE)</u></b> Threat assessments for students who may be a threat to themselves or others X 4041 <a href="https://brocku.ca/student-life-success/student-affairs/care/">https://brocku.ca/student-life-success/student-affairs/care/</a>
<b><u>Student Health Services</u></b> Physical, mental, & sexual health services X 3243 <a href="http://brocku.ca/health-services">brocku.ca/health-services</a>	<b><u>Brock University Students' Union</u></b> Wellness resources, food program, legal clinic, financial support, ride home program X 3568 <a href="https://www.brockbusu.ca/services/">https://www.brockbusu.ca/services/</a>

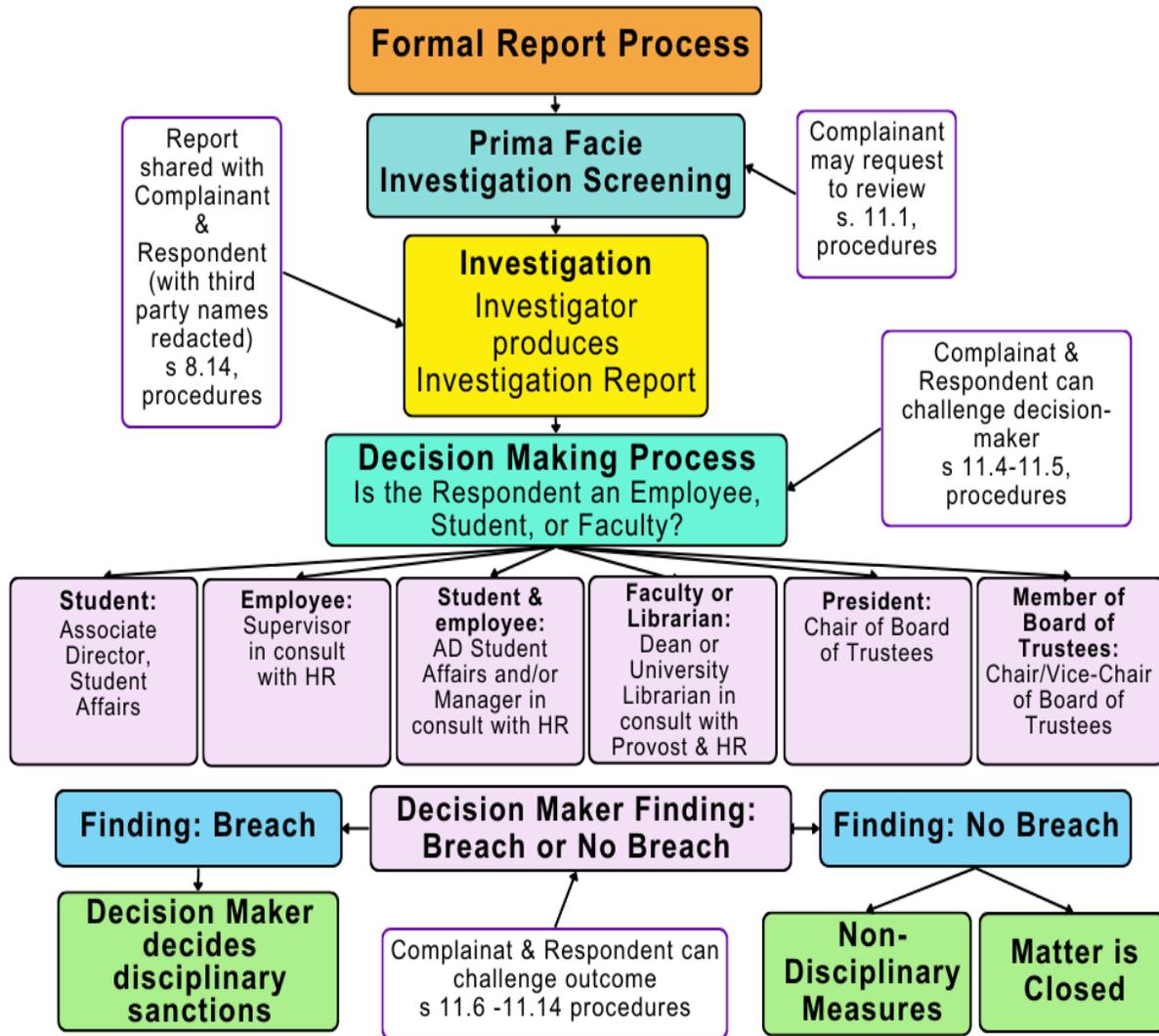
<p><b><u>Gender &amp; Sexual Violence Peer Support Drop-in</u></b></p> <p>HRE's Peer 2 Peer support team is available to provide information, support, resources &amp; referrals</p> <p>P2P Drop-In space is in Thistle (TH) 128A</p> <p>Services are in-person &amp; online</p> <p><a href="https://brocku.ca/human-rights/p2p-drop-in/">https://brocku.ca/human-rights/p2p-drop-in/</a></p>	<p><b><u>Student Justice Centre</u></b></p> <p>Safe space on-campus, non-judgmental peer-to-peer support for victims of injustice, advocacy services</p> <p>X 6325</p> <p>sjc@brocku.ca</p> <p><a href="https://brocku.ca/human-rights/student-justice-centre/">https://brocku.ca/human-rights/student-justice-centre/</a></p>
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<b>OFF-CAMPUS RESOURCES</b>	
<p style="text-align: center;"><b>Sexual Assault &amp; Domestic Violence Treatment Program (Niagara)</b></p> <p>Sexual assault &amp; domestic violence services, sexual assault evidence kit, medical attention, STI &amp; pregnancy testing &amp; prevention, free counselling</p> <p style="text-align: center;">St. Catharines General Hospital 905-378-4647 X 45300</p> <p style="text-align: center;"><a href="http://www.niagarahealth.on.ca/SA-DV-treatment-program">http://www.niagarahealth.on.ca/SA-DV-treatment-program</a></p>	<p style="text-align: center;"><b>Nina's Place: The Regional Sexual Assault &amp; Domestic Violence Treatment Centre for Halton</b></p> <p>Comprehensive, trauma-specific care &amp; treatment. Acute, non-acute, &amp; follow-up care available</p> <p style="text-align: center;">Burlington Phone 905-632-3737 X 5708</p> <p style="text-align: center;"><a href="http://www.josephbranthospital.ca/NinasPlace-SA-DV-care">http://www.josephbranthospital.ca/NinasPlace-SA-DV-care</a></p>
<p style="text-align: center;"><b>Niagara Region Sexual Assault Centre</b></p> <p>Free counselling by therapists specializing in trauma, accompaniment &amp; advocacy, legal advice, &amp; resources</p> <p style="text-align: center;">24-hr Crisis &amp; Support Line: 905-682-4584</p> <p style="text-align: center;"><a href="http://www.sexualassaultniagara.com">www.sexualassaultniagara.com</a></p>	<p style="text-align: center;"><b>Sexual Assault and Violence Intervention Services (SAVIS of Halton)</b></p> <p>Crisis support, companion services (police, court, hospital), advocacy, and individual counselling</p> <p style="text-align: center;">24-Hr Crisis Support Line: 905-875-1555 savis@savisofhalton.org</p> <p style="text-align: center;"><a href="https://www.savisofhalton.org/">https://www.savisofhalton.org/</a></p>
<p style="text-align: center;"><b>Ontario Network of Sexual Assault/Domestic Violence Treatment Centres</b></p> <p>Directory of 37 treatment centres in Ontario who provide trauma-specific care &amp; treatment to survivors of sexual &amp; domestic violence</p> <p style="text-align: center;">24/7 Navigation Line: 1-855-628-7238</p> <p style="text-align: center;"><a href="http://www.sadvttreatmentcentres.ca/find-a-centre/">www.sadvttreatmentcentres.ca/find-a-centre/</a></p>	<p style="text-align: center;"><b>Ontario Coalition of Rape Crisis Centres</b></p> <p>Directory of 30+ sexual assault centres in Ontario. Centres offer counselling, information &amp; support services to survivors of sexual violence</p> <p style="text-align: center;"><a href="https://sexualassaultsupport.ca/get-help/">https://sexualassaultsupport.ca/get-help/</a></p>
<p style="text-align: center;"><b>Niagara Regional Police</b></p> <p>Reporting of sexual violence, VICLAS report (anonymous report for crime tracking), Sexual Assault Unit.</p> <p style="text-align: center;">24-hr Emergency: 911 Non-emergencies: 905-688-4111</p> <p>In-person: 68 Church Street, St. Catharines</p> <p style="text-align: center;"><a href="http://niagarapolice.ca/en/index.asp">niagarapolice.ca/en/index.asp</a></p>	<p style="text-align: center;"><b>Niagara Regional Native Centre</b></p> <p>Offers support for Indigenous people experiencing violence.</p> <p style="text-align: center;">382 Airport Road Niagara-on-the-Lake, ON L0S 1J0 Phone: 905-688-6484</p> <p style="text-align: center;"><a href="https://nrnc.ca/">https://nrnc.ca/</a></p>

<p style="text-align: center;"><b>Halton Women's Place</b></p> <p>Provides safe shelter &amp; community outreach services to women and children experiencing domestic violence and abuse</p> <p style="text-align: center;">Phone: 905-332-1593</p> <p>24-Hour Crisis/Infor/Support Line: 905-332-7892</p> <p style="text-align: center;"><a href="https://haltonwomensplace.com/">https://haltonwomensplace.com/</a></p>	<p style="text-align: center;"><b>Gillian's Place</b></p> <p>Shelter for self-identified women experiencing abuse; outreach counselling, legal advice &amp; transitional housing for women, children &amp; LGBTQQIA2S+ individuals</p> <p style="text-align: center;">Phone: 905-684-4000</p> <p>24/7 Support Line: 905.684.8331</p> <p style="text-align: center;"><a href="https://gilliansplace.com/">https://gilliansplace.com/</a></p>
<p style="text-align: center;"><b>Niagara Region Sexual Health Centres</b></p> <p>Birth control, pregnancy services, STI testing &amp; treatment, outreach nursing. Various locations in Niagara area</p> <p style="text-align: center;"><a href="http://niagararegion.ca/sexualhealth">niagararegion.ca/sexualhealth</a></p>	<p style="text-align: center;"><b>Halton Sexual Health Clinics</b></p> <p>Birth control, pregnancy services, STI testing &amp; treatment. Various locations in Halton area</p> <p style="text-align: center;"><a href="http://www.halton.ca/Sexual-Health-Clinics">www.halton.ca/Sexual-Health-Clinics</a></p>
<p style="text-align: center;"><b>Distress Centre Niagara</b></p> <p style="text-align: center;">24-hr crisis lines for Niagara</p> <p>St. Catharines/Niagara Falls/Area: 905-688-3711 Port Colborne/Wainfleet/Area: 905-734-1212 Fort Erie/Area: 905-382-0689 Grimsby/West Lincoln/Area: 905-563-6674</p> <p style="text-align: center;"><a href="http://distresscentreniagara.com/">distresscentreniagara.com/</a></p>	<p style="text-align: center;"><b>Crisis Outreach &amp; Support Team</b></p> <p style="text-align: center;">Mental health support &amp; mobile response team</p> <p style="text-align: center;">Niagara 24-hr: 1-866-550-5205 (Press 1)</p> <p style="text-align: center;"><a href="http://coastniagara.ca/">coastniagara.ca/</a></p> <p style="text-align: center;">Halton 24-hr: 1-877-825-9011</p>
<p style="text-align: center;"><b>LGBT Youthline</b></p> <p>Confidential, non-judgmental, &amp; informed peer support for Ontario LGBTTQQ2SI youth</p> <p style="text-align: center;">Available: Sunday to Friday @ 4:00PM-9:30PM</p> <p style="text-align: center;">Hotline: 1-800-268-9688</p> <p style="text-align: center;">Text: 647-694-4275</p> <p style="text-align: center;">Email: AskUs@YouthLine.ca</p> <p style="text-align: center;"><a href="http://youthline.ca/">youthline.ca/</a></p>	<p style="text-align: center;"><b>Good 2 Talk</b></p> <p>Free, confidential helpline providing professional counselling, information, &amp; referrals for mental health, addictions, &amp; well-being to post-secondary students in Ontario</p> <p style="text-align: center;">24-Hr Phone: 1-866-925-5454</p> <p style="text-align: center;"><a href="http://good2talk.ca/">good2talk.ca/</a></p>

<p style="text-align: center;"><b>Hope for Wellness Helpline</b></p> <p>Offers phone &amp; chat support by experienced &amp; culturally competent counsellors to all Indigenous peoples. Available in some Indigenous languages</p> <p style="text-align: center;">24-hr Phone: 1-855-242-3310  <a href="https://www.hopeforwellness.ca/">https://www.hopeforwellness.ca/</a></p>	<p style="text-align: center;"><b>Talk4Healing</b></p> <p>Confidential phone, text, &amp; chat support for Indigenous women by Indigenous women. Available in 14 Indigenous languages</p> <p style="text-align: center;">24-hr Phone: 1-855-554-HEAL  <a href="http://www.beendingen.com/programs/talk4healing/">www.beendingen.com/programs/talk4healing/</a></p>
<p style="text-align: center;"><b>Canadian Mental Health Association Niagara Branch</b></p> <p>Short-term/walk-in counselling, urgent support services, Safe Beds, residential services</p> <p style="text-align: center;">General Inquiries: 905-641-5222  info@cmhNiagara.ca  <a href="http://cmhaniagara.ca/">cmhaniagara.ca/</a></p>	<p style="text-align: center;"><b>Canadian Mental Health Association Halton Branch</b></p> <p>Free call-in counselling, skills training, referrals, advocacy</p> <p style="text-align: center;">General Inquiries: 905-693-4270  info@cmhahrb.ca  <a href="https://halton.cmha.ca/">https://halton.cmha.ca/</a></p>
<p style="text-align: center;"><b>Victim Services Niagara</b></p> <p>24-hr crisis intervention for victims of crime &amp; trauma, emotional support, referrals for additional community resources.</p> <p style="text-align: center;">24-hr Crisis Line: 905-682-2626  <a href="http://victimservicesniagara.on.ca">victimservicesniagara.on.ca</a></p>	<p style="text-align: center;"><b>Ganohkwásra Family Assault Support Services</b></p> <p>Emergency housing, counselling, court support, and community education for members of the Six Nations of the Grand River</p> <p style="text-align: center;">1781 Chiefswood Rd  Ohsweken, ON, N0A 1M0  24-hr support: 519-445-4324  <a href="https://ganohkwasra.com/contact/">https://ganohkwasra.com/contact/</a></p>
<p style="text-align: center;"><b>Design for a New Tomorrow</b></p> <p>Supporting individuals who have experienced abuse in intimate adult relationships. Individual &amp; group counselling. Available in: St. Catharines, West Lincoln, Niagara Falls, Well&amp;, Fort Erie, &amp; Port Colborne</p> <p style="text-align: center;">905-684-1223  dfnt@BellNet.ca  <a href="http://dfnt.ca/">dfnt.ca/</a></p>	<p style="text-align: center;"><b>Fort Erie Native Friendship Centre</b></p> <p>Cultural resource coordinator, mental health and wellness services.</p> <p style="text-align: center;">796 Buffalo Road, Fort Erie, Ontario  Call: 905-871-8931  Connecting@fenfc.org  <a href="https://www.fenfc.org/">https://www.fenfc.org/</a></p>





## 24-Hour Emergency Services

Off-Campus Niagara	Off-Campus Burlington	On Campus
Niagara Regional Police 911 905.688.4111	Halton Regional Police 911	Campus Safety  905.688.5550 x3200
St. Catharines General Hospital 905.378.4647 X45300	Joseph Brant Hospital Burlington 905-632-3737	Residence 905.688.555 0x3706
Niagara Region Sexual Assault Centre 905.682.4584	Sexual Assault Intervention Services Halton 905 825 3622	