

## Harassment, Violence and Sexual Violence Policy

Approved By:	David Cornell, President	
Date Approved	January 5, 2025	
Date Effective	January 5, 2025	
Reference	The Occupational Health & Safety Act. The Criminal Code of Canada. The Ontario Human Rights Code. The Workplace Safety and Insurance Act, 1997. The Compensation for  Victims Crime Act. The Regulated Health Professions Act.	
Developed By	Indu Dhir (Program Director)	
Reviewed By	Karen Cornell (Dean)	
Controlled Document	This is a controlled document and may not be altered. Policies will be reviewed and changed as required.	
Record of Policy Change		
Date	Approved By	Information Changed
December 12, 2017	David Cornell, President	Merged policies on Harassment and Violence with Sexual Violence.
May 16, 2018	Karen Cornell, Dean	Reviewed by consultant Mr. Glenn French, who added verbiage related to domestic violence and confidentiality.
July 24, 2019	David Cornell, President	32.0.6 (1) (2) OSHA: Additional content added to 1(c); 32.0.7 (1) (2) OHSA, NEW – Employer’s duties Re: Harassment (1.c)); 55.3 OHSA, NEW – investigation by a third-party person; Expanded definitions of workplace harassment, workplace sexual harassment, workplace violence; review month has changed from December to November.

November 27, 2020	David Cornell, President	Introduction – added “This policy applies to all workplace activities (conferences, work sponsored functions, work related activities) that occur both at and away from the workplace.” to first paragraph; addition of the definitions, “Domestic Violence”, “Fatal Injury” and “Critical Injury”; 5(d) viii wording changed to include terms “fatal or critical injury”; 6(a) added sentence “This includes threats of domestic violence which may occur in the workplace.”; added section 14 related to confidentiality.
January 17, 2022	Karen Cornell	<b>Investigating Reports of Harassment, Violence, and Sexual Violence</b> – added, “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 by the private career college’s staff or investigators, including irrelevant questions relating to the complainant’s sexual expression or past sexual history”  <b>Reprisal</b> – added “When a complainant, in good faith, reports an incident of, or makes a complaint about, sexual violence, s/he will not be subject to discipline or sanctions for violations of the private career college’s policies relating to drug or alcohol use at the time the alleged sexual violence occurred”
November 4th, 2022	Karen Cornell	Removal of # 9. Appeal (a) Should the Complainant or the Respondent not agree with the decision resulting from the investigation, he or she may appeal the decision to the Program Director within 5 business days by submitting a letter addressed to the Program Director advising of the person’s intent to appeal the decision.  As per guidance from Peninsula Canada  Renumber items 10-13

February 12, 2024	Karen Cornell	<p>Modification of Item 6b into two sections, 6b and 6c as detailed below:</p> <p><b>6. Reporting and Responding to Harassment, Violence, and Sexual Violence</b></p> <p>(b) Anyone in the CADH community who has been affected by harassment, violence, and sexual violence may report the incident as follows:</p> <ul style="list-style-type: none"><li>i. Students: use the Student Resolution Process (SRP) document located in the CADH Student Handbook</li><li>ii. Employees: follow the Complaints Procedure as outlined in the AntiDiscrimination and AntiHarassment Policy located in the CADH Employee Handbook</li><li>iii. Clients, volunteers, contractors, etc.: report, in writing, to the Campus Administrator</li></ul> <p>(c) Students who need information about support services should contact the Campus Administrator.</p>
December 9, 2025	Karen Cornell	<p>Private career colleges was replaced with Ontario career colleges and Private Career Colleges Act 2005 was replaced with Ontario Career Colleges Act 2005.</p>

The Canadian Academy of Dental Health and Community Sciences' Harassment, Violence and Sexual Violence policy provides guidance for the prevention and program management of harassment, violence, and/or sexual violence in the study and workplace environment for the protection of its students, faculty, volunteers, staff, clients, career college management (corporate directors, controlling shareholders, owners, partners, other persons who manage or direct the career college's affairs, and their agents), contractors and visitors. This policy applies to all workplace activities (conferences, work sponsored functions, work related activities) that occur both at and away from the workplace.

CADH will ensure that, in consultation with the Joint Health and Safety Committee, it will develop and maintain a written program to implement the policy with respect to workplace harassment, workplace violence and sexual violence.



## 1. General

- (a) The Canadian Academy of Dental Health and Community Sciences (CADH) is committed to providing an environment free of harassment, violence, sexual violence and domestic violence where all individuals are treated with respect and dignity, can contribute fully and have equal opportunities. Individuals who report incidents of sexual violence or threats from a domestic dispute will be treated with dignity and respect.
- (b) CADH complies with the Ontario Human Rights Code (the Code), under which every person has the right to be free from any kind of behaviour that makes him/her feel threatened, intimidated or assaulted, whether it is physical, sexual, bullying or verbal in nature. CADH will not ignore, condone, or tolerate harassment, violence or sexual violence against any member of its community. If a claim of harassment, violence, or sexual violence is proven, disciplinary measures will be applied, up to and including termination from employment, studies and/or client care, as appropriate.
- (c) CADH is committed to a comprehensive strategy to address harassment, violence, and sexual violence including:
  - Providing training and education to ensure everyone is aware of their rights and responsibilities
  - Regularly monitoring organizational systems for barriers related to Code grounds
  - Preparing an effective and fair complaints procedure
    - i. Including measures and procedures for workers to report incidents of workplace harassment to the employer or supervisor
    - ii. Including measures and procedures for workers to report incidents of workplace harassment to a person other than the employer or supervisor, if the alleged harasser is the employer or supervisor
    - a. CADH will set out how information obtained about an incident or complaint of workplace harassment, including identifying information about any individuals involved, will not be disclosed unless the disclosure is necessary for the purposes of investigating or taking corrective action with respect to the incident or complaint, or is otherwise required by law
    - b. CADH will set out how a worker who has allegedly experienced workplace harassment and the alleged harasser, if s/he is a worker of the employer, will be informed of the results of the investigation and of any corrective action that has been taken or that will be taken as a result of the investigation •  
Promoting appropriate standards of conduct at all times.
- (d) CADH acknowledges that an inspector is allowed to order an employer to have an inspection of workplace harassment be conducted by a third-party person.
- (e) The person accused of engaging in harassment, violence, or sexual violence will be referred to as the "Respondent" and the person making the allegation as the "Complainant".

## 2. Policy Purpose and Objectives

The purpose of this policy is to establish procedures to reduce the risk of harassment, violence and sexual violence within the study and workplace environment and to foster a study and workplace that is safe and secure. Please note that there will be no negative consequences for reports made in good faith. To establish this policy, CADH has consulted the joint health and safety committee (JHSC) and the following legislation governing workplace harassment, violence and sexual violence in Ontario:



- The Occupational Health & Safety Act (<https://www.ontario.ca/laws/statute/90o01>)
- The Criminal Code of Canada (<https://laws-lois.justice.gc.ca/eng/acts/c-46/>)
- The Ontario Human Rights Code (<https://tinyurl.com/yck25en6>)
- The Workplace Safety and Insurance Act, 1997 (<https://www.ontario.ca/laws/statute/97w16>)
- The Compensation for Victims Crime Act (<https://www.ontario.ca/laws/statute/90c24>)
- The Regulated Health Professions Act (<https://www.ontario.ca/laws/statute/91r18>)

Copies of the above are available in the CADH Learning Resource Center.

The objectives of the Harassment and Violence Policy are to:

- Ensure all members of the CADH community are aware that harassment, violence and sexual violence are unacceptable practices, do not align with CADH standards of conduct and are in violation of the law
- Provide definitions of harassment, violence, sexual violence, domestic violence and other terms related to the policy
- Set out the types of behaviours, although not exhaustive, that may be considered offensive and are prohibited by this policy.

### 3. Definitions

#### **Workplace Harassment**

As outlined in the Code, is defined as "engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome". As outlined in the OHSA, means:

- (a) Engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome, or,
- (b) Workplace sexual harassment

#### **Workplace Violence (as outlined in OHSA)**

Violence occurs when physical force is used against one or more other individual(s) and means:

- (a) The exercise of physical force by a person against a worker, in a workplace that causes or could cause physical injury to the worker
- (b) An attempt to exercise physical force against a worker, in a workplace that causes or could cause physical injury to the worker
- (c) A statement or behaviour that is reasonable for a worker to interpret as a threat to exercise physical force against a worker, in the workplace, that could cause physical injury to the worker.

**Workplace Sexual Violence**

Sexual violence refers to 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.

**Domestic Violence**

Domestic Violence may include physical violence, sexual, emotional and psychological intimidation, verbal abuse, and/or stalking. Domestic violence may occur between current or former intimate partners, living together or separately, married or unmarried, in short-term or long-term relationships. Threats or acts of domestic violence that target a worker in the workplace are considered a form of workplace violence.

**CADH Community**

The CADH community refers to students, faculty, volunteers, staff, clients, career college management (corporate directors, controlling shareholders, owners, partners, other persons who manage or direct the career college's affairs, and their agents), contractors and visitors.

**Fatal Injury**

Injury that causes death.

**Critical Injury**

Critically injured means an injury of a serious nature that,

- (a) places life in jeopardy,
- (b) produces unconsciousness,
- (c) results in substantial loss of blood,
- (d) involves the fracture of a leg or arm but not a finger or toe,
- (e) involves the amputation of a leg, arm, hand or foot but not a finger or toe,
- (f) consists of burns to a major portion of the body, or
- (g) causes the loss of sight in an eye. R.R.O. 1990, Reg. 834, s. 1.

**4. Education and Training on Harassment, Violence and Sexual Violence**

- (a) CADH shall include a copy of the Harassment, Violence and Sexual Violence Policy in every contract made between it and its students.
- (b) CADH shall provide a copy of the Harassment, Violence and Sexual Violence Policy to career college management (corporate directors, controlling shareholders, owners, partners, other persons who manage or direct the career college's affairs, and their agents), faculty, staff, other employees and contractors, and train them about the policy and its processes of reporting, investigating, and responding to complaints involving members of the CADH community.
- (c) Any company participating in offering student internships on their premises must provide an undertaking in writing that it is in compliance with all applicable legislation, including the Ontario Human Rights Code and the Occupational Health and Safety Act and will provide students access to those policies should they encounter issues relating to harassment, violence, or sexual violence during the internship.
- (d) The Harassment, Violence, and Sexual Violence Policy shall be published on its website and/or posted in a conspicuous location on each of its campuses.



## 5. Roles and responsibilities

- (a) All individuals present at CADH are expected to uphold and comply with these policies and procedures by:
  - i. Understanding these policies and procedures through review of the policies and/or participation in training
  - ii. Refraining from engaging in any form of harassment, violence or sexual violence and cooperate fully in any investigation of a harassment, violence or sexual violence complaint
  - iii. Following established organizational procedures and guidelines that protect individuals from any type of harassment or violence.
- (b) Any member of the CADH community that has been a victim of, or has knowledge of, harassment, violence, sexual violence or threats of domestic violence which may occur in the workplace is responsible to immediately report it.
- (c) CADH management is responsible to:
  - i. Provide a copy of this document and training to members of the CADH community
  - ii. Post a copy of this document in the study and workplace
  - iii. Ensure all staff are trained on these policies when they are hired and then annually
  - iv. Ensure compliance by all who have a relationship with the organization (contractors, volunteers, etc.)
  - v. Ensure all reports of harassment, violence, or sexual violence are taken seriously, dealt with promptly, appropriately and objectively
  - vi. Ensure confidentiality of the victim is maintained, as reasonably as possible
  - vii. Report incidents of workplace harassment, violence, sexual violence to the appropriate authorities:
    - Joint Health & Safety Committee (JHSC): within 4 days of an incident of workplace harassment or violence when an individual is disabled from performing their own work or receives medical attention as a result of an incident
    - Ministry of Labour (MOL) inspector, police (as required), and the JHSC: within 48 hours of occurrence, notify these parties, in writing explaining circumstances as prescribed by the Occupational Health and Safety Act and regulations
  - viii. Conduct annual risk assessments within the facility and establish control measures in consultation with the JHSC
  - ix. Ensure Directors and Supervisors consider assessing potential high-risk areas when developing/constructing new or existing areas within the facility.

(d) CADH Director, Supervisor, Workplace Coordinator or CADH Designate is responsible to:

- i. Enforce these policies and procedures monitor study and workplace compliance
- ii. Periodically conduct a “walk-through” of the work area(s) to identify the potential for the occurrence of a violent incident. Should a new hazard be identified, it should be communicated, and controls implemented.
- iii. Work with the JHSC to develop and modify written study and workplace violence prevention guidelines or procedures.
- iv. Ensure that appropriate instruction, training and/or information is provided to CADH community members who may be exposed to the risk of workplace violence.
- v. Ensure all reports of harassment, violence or sexual violence are taken seriously, are immediately investigated and reported to the Workplace Coordinator and victims are treated with respect and dignity and provided with the appropriate medical and emotional support.
- vi. Ensure confidentiality of the victim is maintained, as reasonably as possible
- vii. If injury has been sustained, a Workplace Harassment, Violence, and Sexual Violence Report must be completed.
- viii. Report fatal or critical injury incidents of workplace harassment, violence, sexual violence to the appropriate authorities:
  - Joint Health & Safety Committee (JHSC): within 4 days of an incident of workplace harassment or violence when an individual is disabled from performing their own work **or** receives medical attention as a result of an incident
  - Ministry of Labour (MOL) inspector, police (as required), and the JHSC: within 48 hours of occurrence, notify these parties, in writing explaining circumstances as prescribed by the Occupational Health and Safety Act and regulations
- ix. Track and analyze incidents for trending and prevention initiatives.

(e) Joint Health & Safety Committee (JHSC) is responsible to:

- i. Make recommendations for developing, establishing and providing training in harassment, violence and sexual violence prevention measures and procedures
- ii. Review the workplace harassment, violence, and sexual violence prevention program annually
- iii. Immediately review reports of critical injury or death. The worker-designate is responsible for investigating all critical violence-related injuries.



## 6. Reporting and Responding to Harassment, Violence, and Sexual Violence

- (a) Career college management, faculty, staff, other employees and contractors of CADH will report incidents of or complaints of harassment, violence or sexual violence to the Campus Administrator or other CADH designate [hereafter referred to as "CADH Designate"] upon becoming aware of them. This includes threats of domestic violence which may occur in the workplace.
- (b) Anyone in the CADH community who has been affected by harassment, violence, and sexual violence may report the incident as follows:
  - i. Students: use the Student Resolution Process (SRP) document located in the CADH Student Handbook
  - ii. Employees: follow the Complaints Procedure as outlined in the AntiDiscrimination and Anti-Harassment Policy located in the CADH Employee Handbook
  - iii. Clients, volunteers, contractors, etc.: report, in writing, to the Campus Administrator
- (c) Students who need information about support services should contact the Campus Administrator.
- (d) Subject to Section 7 below, to the extent it is possible, CADH will attempt to keep all personal information of persons involved in the investigation confidential except in those circumstances where it believes an individual is at imminent risk of self-harm, or of harming another, or there are reasonable grounds to believe that others on its campus or the broader community are at risk. This will be done by:
  - i. Ensuring that all complaints/reports and information gathered as a result of the complaint/reports will be only available to those who need to know for purposes of investigation, implementing safety measures and other circumstances that arise from any given case; and
  - ii. Ensuring that the documentation is kept in a separate file from that of the Complainant/student or the Respondent.
- (e) CADH recognizes the right of the Complainant not to report an incident of or make a complaint about sexual violence or not request an investigation and not to participate in any investigation that may occur.
- (f) Notwithstanding (d), in certain circumstances, CADH may be required by law or its internal policies to initiate an internal investigation and/or inform police without the Complainant's consent if it believes the safety of members of its campus or the broader community is at risk.
- (g) In all cases, including (d) above, CADH will appropriately accommodate the needs of its students who are affected by harassment, violence and sexual violence. Students seeking accommodation should contact the CADH Designate.

In this regard, CADH will assist members of the CADH community who have experienced harassment, violence, or sexual violence in obtaining counselling and medical care, and provide them with information about harassment, violence, and sexual violence supports and services available in the community as set out in **Appendix 1** attached hereto. Individuals are not required to file a formal complaint in order to access supports and services.

## **7. Investigating Reports of Harassment, Violence, and Sexual Violence**

- (a) Under this Harassment, Violence, and Sexual Violence Policy, any member of CADH community may file a report of an incident or a complaint to CADH Designate in writing. The other officials, offices or departments that will be involved in the investigation may include Program Director and Dean.
- (b) Upon receipt of a report of an incident or a complaint of alleged sexual violence being made, CADH Designate will respond promptly and:
  - i. determine whether an investigation should proceed and if the Complainant wishes to participate in an investigation;
  - ii. determine who should conduct the investigation having regard to the seriousness of the allegation and the parties involved;
  - iii. determine whether the incident should be referred immediately to the police; in such cases or where civil proceedings are commenced in respect of allegations of sexual violence, CADH may conduct its own independent investigation and make its own determination in accordance with its own policies and procedures; and
  - iv. determine what interim measures ought to be put in place pending the investigation process such as removal of the Respondent or seeking alternate methods of providing necessary course studies.
- (c) Once an investigation is initiated, the following will occur:
  - i. the Complainant and the Respondent will be advised that they may ask another person to be present throughout the investigation;
  - ii. interviewing the Complainant to ensure a complete understanding of the allegation and gathering additional information that may not have been included in the written complaint such as the date and time of the incident, the persons involved, the names of any person who witnessed the incident and a complete description of what occurred;
  - iii. 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 by the Ontario career college's staff or investigators, including irrelevant questions relating to the complainant's sexual expression or past sexual history;
  - iv. informing and interviewing the Respondent of the complaint, providing details of the allegations and giving the Respondent an opportunity to respond to those allegations and to provide any witnesses the Respondent feels are essential to the investigation;
  - v. interviewing any person involved or who has, or may have, knowledge of the incident and any identified witnesses;
  - vi. providing reasonable updates to the Complainant and the Respondent about the status of the investigation; and



- vii. following the investigation, the CADH designate will:
- review all of the evidence collected during the investigation;
  - determine whether harassment, violence, or sexual violence occurred; and if so,
  - determine what disciplinary action, if any, should be taken as set out in Section 8 below.

## **8. Disciplinary Measures**

- (a) If it is determined by CADH that the Respondent did engage in sexual violence, immediate disciplinary or corrective action will be taken. This may include:
- i. disciplinary action up to and including termination of employment of instructors or staff; or
  - ii. expulsion of a student; and /or
  - iii. the placement of certain restrictions on the Respondent's ability to access certain premises or facilities; and/or
  - iv. any other actions that may be appropriate in the circumstances.

## **9. Making False Statements**

- (a) It is a violation of this Harassment, Violence and Sexual Violence Policy for anyone to knowingly make a false complaint of sexual violence or to provide false information about a complaint.
- (b) Individuals who violate this Harassment, Violence and Sexual Violence Policy are subject to disciplinary and / or corrective action up to and including termination of employment of instructors or staff or expulsion of a student.

## **10. Reprisal**

- (a) It is a violation of this Harassment, Violence and Sexual Violence Policy to retaliate or threaten to retaliate against a complainant who has brought forward a complaint of sexual violence, provided information related to a complaint, or otherwise been involved in the complaint investigation process.
- (b) Individuals who violate the Harassment, Violence and Sexual Violence Policy are subject to disciplinary and /or corrective action, up to and including termination of employment of instructors or staff or expulsion of a student.
- (c) When a complainant, in good faith, reports an incident of, or makes a complaint about, sexual violence, s/he will not be subject to discipline or sanctions for violations of the Ontario career college's policies relating to drug or alcohol use at the time the alleged sexual violence occurred;

## 11. Review

- (a) CADH shall ensure that student input is considered in the development of its Harassment, Violence and Sexual Violence Policy and every time it is reviewed or amended.
- (b) CADH shall review its Harassment, Violence and Sexual Violence Policy before one year after it is first implemented (in December 2017) and in November of each subsequent year. Amendments will be made where and when appropriate.

## 12. Collection of Student Data

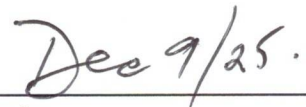
- (a) CADH shall collect and be prepared to provide upon request by the Superintendent of Ontario Career Colleges such data and information as required according to Subsections 32.3 (8), (9) and (10) of Schedule 5 of the Ontario Career Colleges Act, 2005 as amended.

## 13. Confidentiality

- (a) CADH will do everything it can to protect the privacy of the individuals involved and to ensure that complainants and respondents are treated fairly and respectfully. CADH will protect this privacy so long as doing so remains consistent with the enforcement of this policy and adherence to the law. All documentation and records related to the incident will be kept confidential and separate from the educational files. CADH shall not disclose details of the incident in writing, verbally or electronically without the permission of the President of CADH or their delegate.



David Cornell - CADH President



Date



## **Appendix 1**

The following represents a list of Provincial Rape Crisis Centres that could be provided as resources:

### **Canadian Association of Sexual Assault Centres**

#### **Provincial - Ontario**

##### **English**

Assaulted Women's Helpline

Toll Free: 1-866-863-0511

#SAFE (#7233) on Bell, Rogers, Fido or Telus mobile

TTY: 416-364-8762 [www.awhl.org](http://www.awhl.org)

##### **Français**

Fem'aide

Telephone Toll-Free: 1-877-336-2433

ATS: 1 866 860-7082

[www.femaide.ca](http://www.femaide.ca)

### **Sexual Assault/Domestic Violence Treatment Centres**

35 hospital-based centres that provide 24/7 emergency care to women. To locate the Sexual Assault/Domestic Violence Treatment Centre nearest you, follow this link.

#### **Local**

Alliston, Barrie, Collingwood, Midland and Orillia

Huronian Transition Homes operates La Maison Rosewood Shelter (Midland) & Athena's Sexual Assault Counselling and Advocacy Centre

24-Hour Crisis Line:

Barrie: 705-737-2008 or 1-800-987-0799

Midland: 705-526-4211 or 1-800-461-175

Office: 705-526-3221

[www.huroniatrtransitionhomes.ca](http://www.huroniatrtransitionhomes.ca)

#### Belleville

Sexual Assault Centre for Quinte and District

Toll-Free: 1-877-544-6424 Office:

613-967-6300 [www.sacqd.com](http://www.sacqd.com)

#### Bracebridge

Muskoka/Parry Sound Sexual Assault Services

Parry Sound District Office

Office: (705) 774-9083 or 1-877-851-6662 [www.daphnewymn.com](http://www.daphnewymn.com)

Muskoka District Office

Office: (705) 646-2122 or 1-877-406-1268  
[www.daphnewymn.com](http://www.daphnewymn.com)

Brantford

Sexual Assault Centre of Brantford  
Crisis: 519-751-3471  
Office: 519-751-1164

[sexualassaultcentre@sacbrant.ca](mailto:sexualassaultcentre@sacbrant.ca)

<http://sacbrant.ca/>

Brockville

Assault Response & Care Centre Office:  
(613) 345-3881 or 1-800-567-7415  
[arcc@bgh-on.ca](mailto:arcc@bgh-on.ca) [www.arc-c.ca](http://www.arc-c.ca)

Chatham

Chatham-Kent Sexual Assault Crisis Centre  
24-Hour Crisis Line: 519-354-8688  
Office/TTY: 519-354-8908 <http://cksacc.org/>

Cornwall

Sexual Assault Support Services for Women  
Office: 613-932-1755  
<http://sassforwomen.ca/>

Iethinisten:ha Women's Shelter

Akwesasne Family Violence Program  
24-Hour Crisis: 1-800-480-4208 Phone:  
613-937-4322  
[www.akwesasne.ca/iethinistenha-women's-shelter](http://www.akwesasne.ca/iethinistenha-women's-shelter)

Durham Region

Durham Rape Crisis Centre  
Crisis: 905-668-9200 Office:  
905-444.9672 [info@drcc.ca](mailto:info@drcc.ca)  
[www.drcc.ca](http://www.drcc.ca)

Eganville

Women's Sexual Assault Centre of Renfrew County



24-Hour Crisis: 1-800-663-3060 Office:  
613-735-5551  
[www.wsac.ca](http://www.wsac.ca)

### Guelph

Guelph-Wellington Women in Crisis  
Crisis: 519-836-5710  
1-800-265-7233 Office:  
519-823-5806  
[www.gwwomenincrisis.org](http://www.gwwomenincrisis.org)

### Hamilton

Sexual Assault Centre (Hamilton and Area)  
Crisis: (905) 525-4162  
Office (905) 525-4573 TTY:  
905-525-4592  
[www.sacha.ca](http://www.sacha.ca)

### Kenora

Kenora Sexual Assault Centre  
Crisis: (807) 468-7233 or 1-800-565-6161 Office:  
(807) 468-7958  
[www.kenorasexualassaultcentre.com](http://www.kenorasexualassaultcentre.com)

### Kingston

Sexual Assault Centre Kingston  
Crisis: 613-544-6424 or 1-877-544-6424  
Office: 613-545-0762 [sack@sackingston.com](mailto:sack@sackingston.com)  
[www.sackingston.com](http://www.sackingston.com)

### Kitchener-Waterloo

Sexual Assault Support Centre of Waterloo Region  
Crisis: 519.741.8633 Office:  
519.571.0121  
[info@sascwr.org](mailto:info@sascwr.org)  
[www.kwsasc.org](http://www.kwsasc.org)

### London

Sexual Assault Centre London  
Crisis: 519-438-2272  
Office 519-439-0844 TTY:  
519-439-0690  
[sacl@sacl.ca](mailto:sacl@sacl.ca)  
[www.sacl.ca](http://www.sacl.ca)  
London Abused Women's Centre

Office: 519-432-2204 E-  
Mail: [info@lawc.on.ca](mailto:info@lawc.on.ca)  
<http://lawc.on.ca>

#### Peel Region

Hope 24/7 (formerly the Sexual Assault/Rape Crisis Centre of Peel)  
Crisis: 1-800-810-0180 Office:  
(905) 792-0821  
<http://hope247.ca>

#### Newmarket

Women's Support Network of York Region  
Crisis: 1-800-263-6734 or 905-895-6734  
Office: (905) 895-3646 [www.womenssupportnetwork.ca](http://www.womenssupportnetwork.ca)

#### North Bay

Amelia Rising Women's Sexual Assault Centre of Nipissing/centre d'agressions sexuelles de  
Nipissing  
Crisis: 705-476-3355  
Office: 705-840-2403 TTY:  
(705) 840-5877  
[info@ameliarising.ca](mailto:info@ameliarising.ca)  
[www.ameliarising.ca](http://www.ameliarising.ca)

#### Oakville

Sexual Assault & Violence Intervention Services of Halton  
Crisis: 905-875-1555 or 1-877-268-8416  
Office: 905-825-3622 [www.savisofhalton.org](http://www.savisofhalton.org)

#### Orangeville

Family Transition Place  
Crisis: 1-800-265-9178 Office:  
519-942-4122  
[www.familytransitionplace.ca](http://www.familytransitionplace.ca)

#### Ottawa

Sexual Assault Support Centre  
Crisis: 613-234-2266  
Phone: 613-725-2160 TTY:  
613-725-1657  
[info@sascottawa.com](mailto:info@sascottawa.com)  
<http://sascottawa.com>

#### Ottawa Rape Crisis Centre



Crisis: 613-562-2333 Office:  
613-562-2334  
<http://orcc.net>

Peterborough & Kawarthas

Kawartha Sexual Assault Centre  
Crisis: (705) 741- 0260 or 1-866-298-7778 Office/TTY:  
(705) 741-0260  
[www.kawarthasexualassaultcentre.com](http://www.kawarthasexualassaultcentre.com)

YWCA Peterborough Haliburton  
Crisis: 1-800-461-7656  
Office: 705.743.3526 x 130  
[www.ywcapeterborough.org](http://www.ywcapeterborough.org)

Sault Ste Marie

Women in Crisis (Algoma) Inc. Crisis:  
705-759-1230 or 1-877-759-1230  
[www.womenincrisis.ca](http://www.womenincrisis.ca)

Sarnia-Lambton

Sexual Assault Survivors Centre Sarnia-Lambton  
Crisis: 519 337-3320 or 1-888-231-0536  
Office: (519) 337-3154  
[www.sexualassaultsarnia.on.ca](http://www.sexualassaultsarnia.on.ca)

Simcoe

Haldimand & Norfolk Women's Service  
Crisis: 1-800-265-8076  
TTY: 1-800-815-6419 Office:  
519-426-8048  
[hnws@hnws.on.ca](mailto:hnws@hnws.on.ca)  
[www.hnws.on.ca](http://www.hnws.on.ca)

St. Catherines

Niagara Region Sexual Assault Centre  
Crisis: (905) 682-4584 Office:  
(905) 682-7258  
[carsa@sexualassaultniagara.org](mailto:carsa@sexualassaultniagara.org)  
<http://sexualassaultniagara.org/>

Thunder Bay

Thunder Bay Sexual Assault and Sexual Abuse Crisis and Counselling Centre  
Office: (807) 345-0894 or 1-866-311-5927  
[tbcounselling@tbsasa.org](mailto:tbcounselling@tbsasa.org) [www.tbsasa.org](http://www.tbsasa.org)

## Timmins

Timmins and Area Women in Crisis  
Crisis: 1-877-268-8380 (sexual assault)  
Crisis: 1-855-827-7233 (shelter)  
Office: (705) 268-8381  
[info@tawc.ca](mailto:info@tawc.ca) <http://www.tawc.ca/>

## Toronto

Oasis Centre des Femmes  
Telephone : 416-591-6565 Courriel :  
[services@oasisfemmes.org](mailto:services@oasisfemmes.org)  
<http://oasisfemmes.org/>

Toronto Rape Crisis Centre: Multicultural Women Against Rape

Crisis: 416-597-8808 Office:  
416-597-1171  
[info@trccmwar.ca](mailto:info@trccmwar.ca)  
[crisis@trccmwar.ca](mailto:crisis@trccmwar.ca)  
[www.trccmwar.ca](http://www.trccmwar.ca)

## Windsor

Sexual Assault Crisis Centre of Essex County

Crisis: 519-253-9667 [www.saccwindsor.net](http://www.saccwindsor.net)

## Woodstock

Domestic Abuse Services Oxford  
Crisis: 519 539-4811 or 1-800-265-1938  
[info@daso.ca](mailto:info@daso.ca) [www.daso.ca](http://www.daso.ca)

## Canada

BullyingCanada.ca  
Email General Information: [Info@BullyingCanada.ca](mailto:Info@BullyingCanada.ca)  
Email Support Services: [Support@BullyingCanada.ca](mailto:Support@BullyingCanada.ca)  
Phone Toll-Free: 1-877-352-4497