



# OBLIGATIONS OF COLLEGES & UNIVERSITIES

## Not Okay Project

This fact sheet is one in a series produced by Barbra Schlifer Commemorative Clinic for the Not Okay Project, in partnership with Women's College Hospital and Aboriginal Legal Services. Not Okay was funded by the Department of Justice.

### PROVINCIAL REGULATIONS

According to Ontario's Regulation on Sexual Violence at Colleges and Universities, all colleges and universities are required to appropriately accommodate their students who have been affected by sexual violence.

Since January 2017, it has been mandatory for every college and university in Ontario to have an accessible and approved sexual violence policy that meets the criteria outlined in the Regulation. The policies must include the rules and guidelines for reporting, investigating and disciplining sexual violence.

This also applies to private career colleges as per the Private Career Colleges Act.

Each college and university has the flexibility to decide how their policy will look and what it will include at the end of the day. This means that each school has its own obligations based on its approved policy and, as a result, there is a lack of consistency across the province.

### GENERAL INFORMATION

While each institution has its own sexual assault policy, there are some general facts that apply to all universities and colleges across Ontario:

- » You are not required to report an incident or to make a formal complaint in order to access your institution's support programs and services designed for survivors of sexual violence.
- » You have the right to choose whether or not to request an investigation by the college or university. If an investigation does occur, you have the right to choose whether or not to participate.
- » You are not required to choose between using your institution's internal complaint process and reporting the incident to the police. You have the right to do both if you choose to.
- » Your school's policy must include examples of measures that could be taken to protect you from retaliation and the threat of retaliation if you choose to report the sexual violence and/or participate in the investigation.
- » Your school's policy must include the measures that will be implemented to protect your personal information.
- » Your school's policy must include examples of temporary measures that can be implemented during the period of investigation or the decision-making process of a complaint/report.

### LEGAL ADVICE

If you live in the City of Toronto, the City of Ottawa, or the District of Thunder Bay, you may be eligible to receive up to four hours of free legal advice under the Independent Legal Advice (ILA) Pilot Program for survivors of sexual assault. For more information, you can call 1-855-226-3904 or visit [www.ontario.ca/legaladvice](http://www.ontario.ca/legaladvice).

If you were sexually harassed or assaulted while attending school, you may also be able to bring a human rights claim against the individual responsible and against the institution where it occurred. You can do this at the same time as the criminal process or as an alternative to a civil lawsuit. If you want to pursue a claim at the Human Rights Tribunal of Ontario, you can get free legal services from the Human Rights Legal Support Centre (HRLSC). You can reach the HRLSC at 1-866-625-5179 or visit their website [www.hrlsc.on.ca](http://www.hrlsc.on.ca).

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## FIND YOUR SCHOOL'S POLICIES AND SERVICES

### UNIVERSITIES

Algoma University	<a href="http://www.algomau.ca/student-life/campus-safety/sexual-misconduct">www.algomau.ca/student-life/campus-safety/sexual-misconduct</a>
Brock University	<a href="http://www.brocku.ca/human-rights/sexual-violence">www.brocku.ca/human-rights/sexual-violence</a>
Carleton University	<a href="http://www.carleton.ca/studentsupport/svpolicy">www.carleton.ca/studentsupport/svpolicy</a>
Lakehead University	<a href="http://www.lakeheadu.ca/faculty-and-staff/departments/services/human-rights-and-equity/sexual-violence-supports">www.lakeheadu.ca/faculty-and-staff/departments/services/human-rights-and-equity/sexual-violence-supports</a>
Laurentian University	<a href="http://www.laurentian.ca/prevention-and-response-violence">www.laurentian.ca/prevention-and-response-violence</a>
McMaster University	<a href="http://www.svrp.mcmaster.ca">www.svrp.mcmaster.ca</a>
Nipissing University	<a href="http://www.nipissingu.ca/departments/student-development-and-services/nuperspective">www.nipissingu.ca/departments/student-development-and-services/nuperspective</a>
OCAD University	<a href="http://www.ocadu.ca/students/sexual-violence-support">www.ocadu.ca/students/sexual-violence-support</a>
Queen's University	<a href="http://www.queensu.ca/sexualviolencesupport">www.queensu.ca/sexualviolencesupport</a>
Royal Military College of Canada	<a href="http://www.rmc-cmr.ca/en/chief-staff/health-and-wellness">www.rmc-cmr.ca/en/chief-staff/health-and-wellness</a>
Ryerson University	<a href="http://www.ryerson.ca/sexual-violence">www.ryerson.ca/sexual-violence</a>
Trent University	<a href="http://www.trentu.ca/sexualviolence">www.trentu.ca/sexualviolence</a>
University of Guelph	<a href="http://www.uoguelph.ca/sexualviolence">www.uoguelph.ca/sexualviolence</a> <a href="http://www.humber.ca/student-life/sexual-assault">www.humber.ca/student-life/sexual-assault</a>
University of Ontario Institute of Technology	<a href="http://www.studentlife.uoit.ca/sexualviolence">www.studentlife.uoit.ca/sexualviolence</a>
University of Ottawa	<a href="http://www.uottawa.ca/sexual-violence-support-and-prevention">www.uottawa.ca/sexual-violence-support-and-prevention</a>
University of Toronto	<a href="http://www.utoronto.ca/hwc/sexual-violence-response">www.utoronto.ca/hwc/sexual-violence-response</a> <a href="http://www.communitysafety.utoronto.ca/assistance">www.communitysafety.utoronto.ca/assistance</a>
University of Waterloo	<a href="http://www.uwaterloo.ca/equity/resources/sexual-violence">www.uwaterloo.ca/equity/resources/sexual-violence</a>
University of Windsor	<a href="http://www.uwindsor.ca/sexual-assault">www.uwindsor.ca/sexual-assault</a>
Western University	<a href="http://www.uwo.ca/sexualviolence">www.uwo.ca/sexualviolence</a>
Wilfrid Laurier University	<a href="http://www.students.wlu.ca/wellness-and-recreation/gendered-violence-prevention-and-support/receive-support">www.students.wlu.ca/wellness-and-recreation/gendered-violence-prevention-and-support/receive-support</a>
York University	<a href="http://www.thecentre.yorku.ca">www.thecentre.yorku.ca</a>

### COLLEGES

Algonquin College	<a href="http://www.algonquincollege.com/policies/policy/sa16-sexual-assaultsexual-violence">www.algonquincollege.com/policies/policy/sa16-sexual-assaultsexual-violence</a>
Collège Boréal	<a href="http://www.collegeboreal.ca/services-aux-etudiants/politique-harcelement-sexuel">www.collegeboreal.ca/services-aux-etudiants/politique-harcelement-sexuel</a>
Cambrian College	<a href="http://www.cambriancollege.ca/about/official-documents-and-policies/sexual-assault-and-sexual-violence">www.cambriancollege.ca/about/official-documents-and-policies/sexual-assault-and-sexual-violence</a>

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## COLLEGES

Canadore College	<a href="http://www.canadorecollege.ca/experience/safe/the-c-word">www.canadorecollege.ca/experience/safe/the-c-word</a>
Centennial College	<a href="http://www.centennialcollege.ca/studenthub/sexual-assault-and-sexual-violence-resources">www.centennialcollege.ca/studenthub/sexual-assault-and-sexual-violence-resources</a>
Collège La Cité	<a href="http://www.collegelacite.ca/directives/humaines/rh-10">www.collegelacite.ca/directives/humaines/rh-10</a> <a href="http://www.collegelacite.ca/services/securete_femmes">www.collegelacite.ca/services/securete_femmes</a>
Conestoga College	<a href="http://www.conestogac.on.ca/policies/presidentoffice">www.conestogac.on.ca/policies/presidentoffice</a>
Confederation College	<a href="http://www.confederationcollege.ca/sexual-assault-sexual-violence">www.confederationcollege.ca/sexual-assault-sexual-violence</a>
Durham College	<a href="http://www.durhamcollege.ca/student-life/health-and-wellness/living-well/sexual-violence-awareness">www.durhamcollege.ca/student-life/health-and-wellness/living-well/sexual-violence-awareness</a>
Fanshawe College	<a href="http://www.fanshawec.ca/student-life/student-services/sexual-violence-support-and-education">www.fanshawec.ca/student-life/student-services/sexual-violence-support-and-education</a>
Fleming College	<a href="http://www.department.flemingcollege.ca/sexual-assault">www.department.flemingcollege.ca/sexual-assault</a>
George Brown College	<a href="http://www.georgebrown.ca/sexual-violence-support">www.georgebrown.ca/sexual-violence-support</a>
Georgian College	<a href="http://www.georgiancollege.ca/about-georgian/campus-safety-and-security/tab/sexual-violence">www.georgiancollege.ca/about-georgian/campus-safety-and-security/tab/sexual-violence</a>
Humber College	<a href="http://www.humber.ca/student-life/sexual-assault">www.humber.ca/student-life/sexual-assault</a>
Lambton College	<a href="http://www.mylambton.ca/Sexual_Assault_and_Sexual_Violence_Protocol">www.mylambton.ca/Sexual_Assault_and_Sexual_Violence_Protocol</a>
Loyalist College	<a href="http://www.loyalistcollege.com/our-campus/sexual-violence-awareness">www.loyalistcollege.com/our-campus/sexual-violence-awareness</a>
Michener Institute	<a href="http://www.michener.ca/discover-michener/policies/sexual-assault-and-sexual-violence-policy">www.michener.ca/discover-michener/policies/sexual-assault-and-sexual-violence-policy</a>
Mohawk College	<a href="http://www.mohawkcollege.ca/student-life-at-mohawk/end-sexual-assault-and-sexual-violence-at-mohawk">www.mohawkcollege.ca/student-life-at-mohawk/end-sexual-assault-and-sexual-violence-at-mohawk</a>
Niagara College	<a href="http://www.niagaracollege.ca/consentiskey">www.niagaracollege.ca/consentiskey</a>
Northern College	<a href="http://www.northernnc.on.ca/docs/pdfs/NCSexualAssaultViolencePolicy.pdf">www.northernnc.on.ca/docs/pdfs/NCSexualAssaultViolencePolicy.pdf</a>
Ridgetown (University of Guelph)	<a href="http://www.uoguelph.ca/sexualviolence">www.uoguelph.ca/sexualviolence</a>
Sault College	<a href="http://www.saultcollege.ca/CampusSafety/assault">www.saultcollege.ca/CampusSafety/assault</a>
Seneca College	<a href="http://www.senecacollege.ca/policies/sexual-assault-and-sexual-violence">www.senecacollege.ca/policies/sexual-assault-and-sexual-violence</a>
Sheridan College	<a href="http://www.sheridancollege.ca/about/respectful-and-safe-communities/sexual-assault">www.sheridancollege.ca/about/respectful-and-safe-communities/sexual-assault</a>
St. Clair College	<a href="http://www.stclaircollege.ca/svp">www.stclaircollege.ca/svp</a>
St. Lawrence College	<a href="http://www.stlawrencecollege.ca/about/college-reports-and-policies/sexual-assault-policy">www.stlawrencecollege.ca/about/college-reports-and-policies/sexual-assault-policy</a>

For more information on sexual violence and human rights, you can visit: [www.hrlsc.on.ca/en/frequently-asked-questions/sexual-harassment-and-violence](http://www.hrlsc.on.ca/en/frequently-asked-questions/sexual-harassment-and-violence).