



TRINITY COLLEGE AGAINST SEXUAL ASSAULT AND HARASSMENT

Sexual Violence & Harassment Information Packet 2020/2021

Please be advised that the following information contains mention of sexual assault, harassment, and gender based violence. **If you are in crisis or need immediate support dial 911 or see page 8 of this document for a list of resources.**

This information packet has been compiled by Trinity Against Sexual Assault and Harassment (TASAH) in accordance with the Sexual Violence Prevention Centre and University of Toronto Policy on Sexual Violence and Sexual Harassment. It contains information regarding procedures, support contacts, and policies within the University of Toronto with respect to sexual violence.

The goal of this packet is to give students access to information that TASAH feels is essential to understanding how sexual violence is handled within the university and to make students aware of the many resources that are available to them. If a traumatic event occurs, it can be stressful and daunting to attempt navigating an unfamiliar system to help yourself or another person. This packet is meant to alleviate some of the stress of the process by compiling necessary information in one place.

We know that the information presented may still be overwhelming. There is a table of contents on page 1 to help you navigate the information, and TASAH representatives are available to those who reach out for assistance. Take your time and give yourself breaks if you need. We recommend going through this with someone you trust, such as a friend, family member, or TASAH executive.

Remember that you are not alone. Support is available to you however and whenever you choose to seek it.

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GENERAL TERMS AND INFORMATION

A) What is TASAHA?

Trinity Against Sexual Assault and Harassment, hereinafter referred to as TASAHA, is a student-operated club within Trinity College. Its goal is to help students manage their experience with sexual violence and/or harassment, to educate the community on available resources, and to ensure a safe, inclusive environment for all. We are focused on response, prevention, education, and advocacy. We aim to create safer spaces within the community by producing up-to-date information regarding processes for reporting/disclosing, seeking counselling, or accessing the university's support. TASAHA has been instrumental in creating the Trinity College Support for Students Affected by Sexual Violence Fund, which will be used to help Trinity survivors access counselling. TASAHA's executive team is available to connect students with appropriate resources. While the team has undergone basic response training it is important to note we are not trained professionals. We want what is best for you and thus will encourage you to seek professional support, and are happy to assist and stand by you however we can. The club's president is well versed on survivor-rights, University policies surrounding sexual violence, and counselling options for survivors. This year's president has openly discussed their own experience as a survivor.

B) What is Sexual Violence?

The definition of sexual violence used by the University of Toronto is consistent with provincial legislation. This means they differentiate between sexual violence and sexual harassment. Regardless of which assault you have experienced, your challenges are valid and you deserve support. Sexual violence is defined as "any sexual act or act targeting a person's sexuality, gender identity or gender expression."

Such acts would include but are not limited to:

- ❖ Sexual assault
- ❖ Stalking
- ❖ Indecent exposure
- ❖ Voyeurism
- ❖ Sexual exploitation

The scope of sexual violence is broad and includes a range of behaviours. It can be physical in nature, such as forced kissing or touching. It can also be non-physical, as with stalking or unsolicited sexual comments. It can occur in private, in public, or online, and it can occur between two or more people regardless of their gender, gender expression, gender identity, or sexuality. One defining feature of sexual violence is the absence of consent.

C) What is Sexual Harassment?

Sexual harassment is a form of sexual violence that is separated in the University of Toronto Policy in both title and definition for the purpose of clarity.

Examples of sexual harassment include:

- ❖ Unnecessary physical contact, including unwanted touching
- ❖ Targeted derogatory language and/or comments
- ❖ Gender-specific derogatory names
- ❖ Comments or conduct relating to a person's perceived non-conformity with a gender-role stereotype
- ❖ Inappropriate sexual jokes, including circulating written sexual jokes (e.g., by email)
- ❖ Sexual or gender-related comments or actions used to bully an individual
- ❖ Inappropriate and undesired propositions of physical intimacy
- ❖ Undesired questions or discussions about sexual activities

D) What is Consent?

Consent is a mutual agreement between two or more people to engage in not only physical contact or sexual activity, but all and any interactions on and offline between those involved. Consent is required for everything from posting a photo of someone online to engaging in sexual activities.

Consent is active. It is not passive. Only an enthusiastic "yes" means yes.

Consent is freely given. It is not coerced through repeated harassment, manipulation or abuse of power.

Consent is fully informed. A person cannot consent if they are unaware of the exact act that they are consenting to and the extent of the act. For example, if an individual consents to oral sex, this does not mean they have consented to penetrative sex.

Consent is ongoing. Giving consent to one sexual act does not mean that consent is given for another sexual act. This applies even if your partner has given consent in the past or is in a relationship with you.

Consent is retractable. It can be taken back at any time during the activity.

Consent is unimpaired. Consent cannot be given by a person who is incapacitated by alcohol or drugs. Consent cannot be given if the person is unconscious. Consent comes with agency.

Consent cannot be given on behalf of someone else. Consent can be given only by the person you are engaging with.

Consent can be fun and sexy, check in with your partner during any physical activities and ensure they are actively enjoying it.

Consent is required by law.

E) The Difference Between Disclosure and Reporting

According to the policy set out by the university of Toronto, the following definitions apply when contacting others about sexual violence.

Disclosure: The sharing of information by an individual with a member of the University community regarding an incident of sexual violence experienced by that individual

Reporting: The sharing of information by an individual with a designated member of the University community regarding an incident of sexual violence experienced by that individual, *with the intention of initiating one of the processes set out in the Policy, which could result in disciplinary action being taken against the member of the University community alleged to have committed sexual violence*

Complainant: A member of the University community who has disclosed or reported an incident of sexual violence experienced by an individual

Respondent: Someone against whom an allegation of sexual violence has been made

REPORTING OPTIONS

As previously described, there is a difference between disclosure and reporting. Disclosure is the sharing of information by an individual with a member of the University community regarding an incident of sexual violence experienced by that individual. Reporting is the sharing of information by an individual with a designated member of the University community regarding an incident of sexual violence experienced by that individual, with the intention of initiating one of the processes set out by the The University of Toronto Policy on Sexual Violence and Sexual Harassment. This could result in disciplinary action being taken against the member of the University community alleged to have committed sexual violence.

A) How to Report

Students are encouraged to seek immediate help and a safe space following any sexual violence they experience. Reporting is a complex decision which should be put in the hands of the person affected by sexual violence. Students who choose to report any sexual violence they experience will be supported. If a student decides they would like to make a report, they can do so by contacting the Sexual Violence Prevention and Support Centre (“the Centre”), Campus Police, or municipal police. If a student has questions about reporting or wants to understand the reporting process better, they are encouraged to connect with the Centre directly for more information. At the Centre, students are able to disclose their experience and discuss potential reporting options without initiating a report.

It is important to note that:

- ❖ A report made to municipal police is separate from a report made to the University
- ❖ Reporting to Campus Police or municipal police may trigger a police investigation and result in criminal proceedings
- ❖ If Campus Police receive a report, they will also inform the Centre that a report of sexual violence has been made

Once you are ready, get advice for available options of reporting. The University has a variety of resources available to help you navigate the criminal procedure, as outlined below. You do not have to decide immediately if you would like to file a criminal or non-criminal report; know that there are several resources that can help you through the process if you choose to pursue action.

For more information regarding making a report of sexual violence under the University of Toronto Policy, refer to the Student’s Companion to the Policy on Sexual Violence and Sexual Harassment or see page 14 for further resources.

For information on Sexual Assault Evidence Kits refer to yourchoice.to, a resource put together by the Government of Ontario and Metro Toronto Police to provide people affected by sexual violence with factual information regarding options for reporting and accessing services.

B) Third-Party Reporting

University of Toronto community members are able to provide third-party reports if they witness or are affected by instances of sexual violence. Third-party reporters are encouraged to connect with the Centre or Campus Police to outline their issues or concerns. Third-party reporting can be immensely helpful to potential, ongoing, or future investigations, however, the rights of the individuals directly involved in the situation takes precedence over any third-party intentions. Individuals directly affected by sexual violence should not be pressured into pursuing action and should be treated with dignity and respect.

SURVIVOR AND RESPONDENT RIGHTS

A) Survivor Rights

Sexual assault can have serious negative impacts on an individual's physical and mental health. TASAHA recognizes the possible traumatic effects of sexual assault and supports the efforts of individuals to seek support and recover.

All survivors of sexual assault can expect to:

- ❖ Be treated with compassion, dignity, and respect
- ❖ Be provided with timely safety planning assistance
- ❖ Be informed about on and off-campus support services and resources available to them
- ❖ Be provided with non-judgmental and empathetic support
- ❖ Be provided academic and work accommodations as appropriate
- ❖ Determine whether and to whom they wish to report an incident of sexual assault
- ❖ Determine whether to pursue criminal or noncriminal reporting options, if any
- ❖ Be the final decision-makers about their own best interests

B) Respondent Rights

As per the The University of Toronto Policy on Sexual Violence and Sexual Harassment, it is recognized that respondents have the right to:

- ❖ Choose whether or not to be involved in their own investigation
- ❖ Be treated with compassion, dignity, and respect
- ❖ Be provided with non-judgmental and empathetic support

CONFIDENTIALITY

Appropriate procedures for responding to a complaint must be followed to ensure due process and to avoid breaching the privacy of anyone who reports or is involved in an alleged sexual assault. All students are entitled to have their voices heard in a confidential manner. You have the right to ask what can and cannot remain confidential before sharing.

Confidentiality **cannot** be assured if:

- ❖ An individual is judged to be at risk of self-harm
- ❖ An individual is judged to be at risk of harming another person
- ❖ There is reason to believe that other members of the University community may be at risk
- ❖ Reporting is required by law (e.g. in the case of a minor)
- ❖ Breaking confidentiality still means a person's information is kept private - the information is not shared with the general public

RESOURCES, SERVICES, AND SUPPORTS

A) Emergency Resources

If you are currently in crisis and need immediate support, please call 911.

It is advised to seek medical help within 72 hours, if you are able to and feel comfortable. Further, despite how tempting it is, please try to not shower or change your clothing, because this would destroy evidence your attacker may have left behind.

Sexual Assault Evidence Kits (or “rape kits”) can only be administered in Canada if you are making a police report. However, please note that you are in no way obligated to report if you do not feel comfortable doing so. Additionally, if you decide to report, it is not required for a Sexual Assault Evidence Kit to be administered.

If you have experienced sexual violence and would like to access immediate help and support, below is a list of resources and supports available to you.

On-Campus Resources and Supports:

- ❖ On-call Don: At Trinity College there is always support available to students. To access the On-call Don call 416-978-2522, go to the Welcome Desk or call “0” from a Trinity College residence room phone.
- ❖ Campus Police: Call 416-978-2222. Campus Police are available 24/7 365 days a year
- ❖ Sexual Violence Prevention and Support Center: 416-978-2266, svpscenter@utoronto.ca
Gerstein Science Information Center, Suite B139
- ❖ Health and Wellness: 416-978-8030, www.studentlife.utoronto.ca/hwc
214 College St, 2nd Floor
UofT Health and Wellness provides mental health services, including psychotherapy. Students can access their primary care and mental health services by booking an appointment in person or over the phone.

Off-Campus Resources:

- ❖ Emergency Medical Services: Call 911
- ❖ Area hospital: The following hospitals are open 24/7 365 days a year.
 - Toronto General Hospital: 416-340-3131, 200 Elizabeth St
 - Mount Sinai Hospital: 416-586-4800, 600 University Ave
 - Toronto Western Hospital: 416-603-5801, 399 Bathurst St

B) Services for Survivors

Trinity College Services/Staff:

- ❖ Dean of Students' Office: 416-978-3612 or deanofstudents@trinity.utoronto.ca
Trinity College, 6 Hoskin Avenue
Members of the Dean of Students Office are knowledgeable about campus and community resources. They are usually available in-office during weekday work hours, excluding a daily lunch break from 1-2 p.m.
- ❖ Ramata Tarawally, Associate Director of Community Wellness: 416-946-4044 or rtarawally@trinity.utoronto.ca
Trinity College, 6 Hoskin Avenue
Ramata supports Trinity College students with their health and wellness needs, including working one-on-one with students. Students are able to book appointments with Ramata in person, via email, or by phone.
- ❖ Registrar's Office: 416-978-2522 or registrar@trinity.utoronto.ca
Trinity College, 6 Hoskin Avenue
The Trinity College Registrar's Office provides all Trinity students with academic, financial, and personal advising. The advisors in our office will listen, offer answers, options, clarification, and advice, and can also refer students to other more specialized services offered by Trinity and the University of Toronto.
- ❖ Community Advisors: db.trinity.utoronto.ca/communityadvisors/
The Trinity College Community Advisors (CAs) are undergraduate students who live in residence and work to build, promote, and maintain safe, supportive, and inclusive residence communities at the College. Through formal and informal events and activities, the CAs help to promote your personal and academic growth and support your transition to university and residence life.
- ❖ Trinity Chapel Chaplain: 416-978-3288 or chaplain@trinity.utoronto.ca
Trinity Room 20, Trinity College, 6 Hoskin Avenue
Chaplains represent a broad range of traditions, and provide care and support to all students regardless of religious affiliation. Andrea welcomes you to get in touch whether for spiritual guidance, social justice discussion, or simply a compassionate listening ear.
- ❖ Academic Dons: 416-978-2522,
www.trinity.utoronto.ca/student-services/support/academic-dons-tutors.html
Student Dons are educated about UofT resources and can be a safe first point of contact after an assault. During and after the investigations process, Dons can serve as a check-in point for students to ensure safety and well-being.
- ❖ TASA: tctasah@gmail.com or micah.kalisch@mail.utoronto.ca
Members of TASA are students and not professionals. TASA members are always available to provide support and to help connect students with resources and support.

Campus-Wide Services:

- ❖ UofT Sexual Violence Prevention and Support Center: 416-978-2266 or svpscenter@utoronto.ca
Gerstein Science Information Center, Suite B139
- ❖ UofT Health and Wellness: 416-978-8030 or www.studentlife.utoronto.ca/hwc
214 College St, 2nd Floor
UofT Health and Wellness provides mental health services, including psychotherapy. Students can access their services by booking an appointment in person or over the phone
- ❖ UofT Community Safety Office: 416-978-1485 or www.communitysafety.utoronto.ca/
21 Sussex Ave, 2nd floor
Provides information, support, links to appropriate services, crisis response, assistance in safety plans, self-defence workshops, and an interim room/family room for students seeking temporary housing after fleeing abusive situations.
- ❖ U of T Sexual Education Centre: 416-978-8732, 21 Sussex Ave, Unit 612
Provides resources for LGBTQ students, abortion information, and HIV/AIDs education. Open Mon-Fri 10am-7pm.

Services in Toronto & GTA: Due to COVID many services are online or by appointment only.

- ❖ Planned Parenthood Toronto: 416-961-0113, 36B Prince Arthur Avenue
- ❖ Assaulted Women's Helpline: 416-863-0511 (TTY 866-863-7868)
200 Languages, 24/7 crisis counselling, emotional support, information, and referrals. Anonymous and confidential.
- ❖ Toronto Rape Crisis Center/Multicultural Women Against Rape: 417-597-8808
- ❖ Barbara Schlifer Women's Clinic: 416-323-9149, 489 College Street Suite 503
Offers legal representation and professional counselling to abuse survivors.
- ❖ Immigrant Women's Health Centre: 416-323-9986, 489 College St Suite 200
STI screening available in various languages.
- ❖ *Parkdale Community Health Centre: 416-703-8480, 168 Bathurst St
Group/individual counselling and anonymous HIV testing.
- ❖ *Bramalea Community Health Centre: 905-451-6959, 40 Finchgate Blvd
Counselling services for survivors in Brampton
- ❖ *Tropicana Community Services: 416-439-9009, 1385 Huntingwood Dr
Culturally appropriate services, safety planning, ongoing counselling and support, and accompaniment for survivors in Scarborough
- ❖ *Reh'ma Community Services: info@rehma-cs.org
Specifically geared to the Muslim and South Asian Community. Offers social services for women and workshops on the prevention of violence against women.

- ❖ Abrigo Centre: 416-534-3434, 1645 Dufferin St
Culturally appropriate counselling and resources for survivors in the Portuguese community.
- ❖ Trans Lifeline's Hotline: CA 877-330-6366 & U.S 877-565-8860
Peer support service run by trans people, for trans and questioning callers. Our operators are located all over the U.S. and Canada, and are all trans-identified.
- ❖ Centre for Spanish Speaking Peoples: 416-533-8545, 2141 Jane St 2nd Floor
Women's program for Spanish-speaking women, individual/group counselling for survivors (in-person or over the phone), support groups and workshops, legal information, support finding transitional housing and applying for social services, isolation support, and support to leave an abusive home.
- ❖ Centre de francophone: 416-922-2672, 555 Richmond St West Suite 303
Anonymous HIV testing, free diagnostic and specialist services for non-status individuals, counselling and crisis intervention, and interpretation services.
- ❖ Islamic Social Services and Resources Association: 416-767-1531, 2375 St Clair Ave W
Counselling and women's support group; Islamic counselling.
- ❖ Jamaican Canadian Association: 416-746-5772, 995 Arrow Rd
Support for the Black community, counselling for women who are survivors of sexual violence and incest, safety planning, and legal services.
- ❖ Japanese Social Services: 416-385-9200, 6 Garamond Ct
Culturally sensitive counselling services and women's self-help group
- ❖ *Kababayan Multicultural Centre: 416-532-3888, 1313 Queen St W
Services offered for Filipino women such as culturally sensitive counselling and support groups.
- ❖ Oasis Centre des femmes: 877-336-2243
Individual counselling, support/accompaniment and transitional services for French speaking survivors of sexual violence and incest.
- ❖ Rainbow/Korean Information & Social Services: 416-617-1231, 1133 Leslie St Suite 207
Counselling services for survivors of Korean descent.
- ❖ Rexdale Women's Centre: 416-745-0062, 21 Panorama Ct
Counselling and crisis services for survivors (available in several languages); medical and legal referral and accompaniment
- ❖ VWAT Family Services: 647-723-2165, 1756 St Clair Ave W
Individual and group counselling for East Asian women

For those located in the United States:

- ❖ RAINN U.S: 800-656-HOPE (4673), www.rainn.org/

When you call you'll be routed to a local RAINN affiliate organization based on the first six digits of your phone number. Cell phone callers have the option to enter the ZIP code of their current location to more accurately locate the nearest sexual assault service provider.

*note many Community Health Centre only take people within their catchment area

List of resources was last updated on 08/28/2020

TRINITY COLLEGE SUPPORT FOR STUDENTS AFFECTED BY SEXUAL VIOLENCE FUND

While some of the resources mentioned above are free services, we want to ensure that all services are accessible to survivors. Thus, Trinity College in partnership with TASAHA recently created a \$30,000 fund to help Trinity College students who have been affected by sexual violence access counselling. This section provides an outline of how students can access this funding.

A) Process for Accessing Funds

1. The student will connect with a Student Services staff member in the Office of the Dean of Students or the Office of the Registrar, Academic Don, Community Advisor, Student Head, TASAHA Executive or member of U of T's Sexual Violence Prevention and Support Centre, and indicate they would like to access this fund.
2. The student will be connected with a staff member in the Student Services Centre who will be the student's contact for counselling reimbursement, and assist in connecting the student with appropriate counselling resources.
3. The student will initiate counselling with a professional of their choosing. After each session the student will be required to bring a receipt of payment to their staff contact to initiate reimbursement through the fund. Students that are unable to pay for counselling up-front are encouraged to make a request to their staff contact as alternative methods of reimbursement can be organized on a case-by-case basis.
4. Reimbursement cheques will be provided to the student in approximately 1-2 weeks after the submission of their receipt. The maximum reimbursement cost is \$225/hr for a maximum of 10 sessions. The cost and the number of sessions can be discussed with the student's staff contact, depending on need.

B) Eligibility Requirements

To access funding, the student must be:

- ❖ A registered Trinity College student.
- ❖ Unable to access insurance coverage and/or not have insurance coverage.

If the student is currently not registered at Trinity College or cancels their registration while undergoing counselling, a request for an exception to the registration requirement can be made to their staff contact.

For more information on the fund please reach out to TASAHA or the Student Centre Service Staff.

ADDITIONAL IMPORTANT DOCUMENTS

In order to familiarize themselves with the policy at the University of Toronto students should consult the following documents:

- ❖ The University of Toronto Policy on Sexual Violence and Sexual Harassment
 - <https://governingcouncil.utoronto.ca/secretariat/policies/sexual-violence-and-sexual-harassment-policy-december-12-2019>
- ❖ Student's Companion to the Policy on Sexual Violence and Sexual Harassment
 - <https://www.viceprovoststudents.utoronto.ca/wp-content/uploads/Student-SV-Policy-Companion-Guide-Jan2019.pdf>

More information and important documents:

- ❖ Ontario Human Rights Commission
 - <http://www.ohrc.on.ca/en/sexual-harassment-employment-fact-sheet>
- ❖ Dandelion Initiative Resources for Survivors Package
 - https://static1.squarespace.com/static/5e567de43861060d9d6bbc88/t/5ed80b2ca891137a30429cc9/1591216942095/Final-Resources-For-Survivors-Package_Survivors_May2020.pdf

For more information regarding the University's services and supports for mental health, personal safety, and sexual violence & sexual harassment, please visit the U of T Safety & Support website at safety.utoronto.ca.

TASAH can be contacted at our email: tctasah@gmail.com