

TRINITY COLLEGE AGAINST SEXUAL ASSAULT AND HARASSMENT (TASAH)  
PRESENTS

*Sexual Violence & Harassment Information Packet 2019/2020*

This information packet has been compiled by Trinity Against Sexual Assault and Harassment (TASAH) and contains basic information regarding procedures, support contacts, as well as policies within the University of Toronto in respect to sexual violence. The aim of this packet is to give students access to information we feel is essential to understanding how sexual violence is handled within the university, but also to make students aware of the many resources that are available to them. When a traumatic event occurs it can be stressful and daunting to find how you can help yourself, or someone who has been effected by sexual violence, and this packet is meant to alleviate some of the stressful aspects of the process by compiling necessary information in one place.

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## GENERAL TERMS AND INFORMATION

### *A) What is TASAH?*

TASAH or Trinity Against Sexual Assault and Harassment is a student operated club. It exists in order to help students in regards to their experience with sexual violence and or harassment. We are focused on response, prevention and advocacy. We aim to create safer spaces within the Trinity community using education campaigns and producing up to date information regarding processes in order to do so. TASAH's executive is available as an up to date resource and body students can come to for advice or confidential conversation. The club's presidents are well versed on survivor-rights, University policies surrounding sexual violence, and counselling options for survivors. TASAH 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 in a timely manner.

### *B) Important Documents*

In order to become more familiar with the policy at the University of Toronto students should consult The University of Toronto *Policy's on Sexual Violence and Sexual Harassment* and the *Student's Companion to the Policy on Sexual Violence and Sexual Harassment*.

### *C) What is Sexual Violence?*

The definition of sexual violence used by the University of Toronto is consistent with provincial legislation.

Sexual violence is defined as “any sexual act or act targeting a person’s sexuality, gender identity or gender expression.” The act could be either physical or

psychological in nature. It could be committed, threatened, or attempted without a person's consent.

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, for example. It can also be non-physical, as with stalking or verbal 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.

#### *D) What is Sexual Harassment?*

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

- unnecessary physical contact, including unwanted touching
- derogatory language and/or comments toward persons
- gender-specific derogatory names
- comments or conduct relating to a person's perceived non-conformity with a gender-role stereotype
- sexual jokes, including circulating written sexual jokes (e.g., by e-mail)
- sexual or gender-related comment or conduct used to bully a person
- Unwanted propositions of physical intimacy
- questions or discussions about sexual activities

### *E) What is Consent?*

Consent is a mutual agreement between people to engage in physical contact or sexual activity. Consent is active. It is not passive. Only “yes” means yes. Consent is freely given. It is not coerced through harassment, manipulation or abuse of power. Consent is ongoing. Giving consent to one sexual act does not mean that consent is given for another sexual act. Even if your partner has given consent in the past or is in a relationship with you. Sometimes making out is just making out. Consent is unimpaired. Consent cannot be given by a person who is incapacitated by alcohol/ drugs. Consent cannot be given if they are unconscious or are not able to consent for any other reason. 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.

This means that the behaviour has not been discussed or agreed to by all parties, and that there is at least one person in the situation who has not said yes or agreed to the sexual interaction.

### *F) The Difference Between Disclosure and Reporting*

According to the policy set out by the university of Toronto the following definitions apply when concerning 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

## RESOURCES, SERVICES, AND SUPPORTS

### *A) Emergency Resources*

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

#### On-Campus Resources and Supports:

1. 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” for a Trinity College residence room phone.
2. Campus Police: Call 416-978-2222. Campus Police are available 24/7 365 days a year

#### Off-Campus Resources:

3. Emergency Medical Services: Call 9-1-1
4. Area hospital: The following hospitals are open 24/7 365 days a year.
  1. Toronto General Hospital - 200 Elizabeth St.; 416-340-3131
  2. Mount Sinai Hospital - 600 University Ave.; 416-586-4800
  3. Toronto Western Hospital - 399 Bathurst St.; 416-603-5801

## *B) Non-Emergency Resources*

If you have been affected by sexual violence and would like to access non-emergency help and support, here is a list of resources and supports available to you.

Within Trinity College:

### *Staff*

1. Student Services Centre Staff
  - a. 6 Hoskin Ave., [deanofstudents@trinity.utoronto.ca](mailto:deanofstudents@trinity.utoronto.ca) or [registrar@trinity.utoronto.ca](mailto:registrar@trinity.utoronto.ca)
2. Embedded Counsellor
3. Community Advisors
  - a. <https://db.trinity.utoronto.ca/communityadvisors/>
4. Academic Dons
  - a. <https://www.trinity.utoronto.ca/PEOPLE/DonBios/>
5. Associate Director, Community Wellness - Ramata Tarawally
  - a. 416- 946-4044 or [rtarawally@trinity.utoronto.ca](mailto:rtarawally@trinity.utoronto.ca)

### *Students*

6. Student Heads
  - a. Heads of College (on campus)
  - b. Heads of Arts (on campus)
  - c. Heads of Non Residence (off campus)
7. TASAHA: Members of TASAHA are students and not professionals. TASAHA members are always available to provide support and to help connect students with resources and supports.

UofT Resources and Supports:

1. Sexual Violence Prevention and Support Center: Refer to Section 1.d.  
416-978-2266, [svpscenter@utoronto.ca](mailto:svpscenter@utoronto.ca)  
Gerstein Science Information Center, Suite B139

2. Health and Wellness: 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. 416-978-8030; 214 College St, Room 111, <http://www.studentlife.utoronto.ca/hwc>

### *C) Trinity College Support for Students Affected by Sexual Violence Fund*

Trinity College in partnership with the student group Trinity College Against Sexual Violence and Harassment (TASAH) recently created a \$30,000 fund to help Trinity College students who have been affected by sexual violence access counselling. This document provides an outline of how students can access this funding as well as available services and supports at Trinity College and the University of Toronto.

#### Fund details

Students who have been affected by sexual violence are able to access funding to obtain counselling services from a mental health professional of their choosing. This fund is meant to increase the availability and access to funding for students within the Trinity Community.

#### Process for accessing funds

1. A 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, TASAH 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. The staff member will be the student's contact for counselling reimbursement, and can also 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.

### 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.

### Average reimbursement

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.

### Available Resources

There are a variety of different professionals, student-staff and students that are available to provide students with assistance, support and help with obtaining a counsellor. These resources are included within this document.

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](http://safety.utoronto.ca).

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

## REPORTING OPTIONS

As outlined earlier, 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. While, *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's on Sexual Violence and Sexual Harassment* which 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 or witness. 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 or witness will be supported.

If a student decides they would like to make a report, they can do so by contacting either the Sexual Violence Prevention and Support 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, student 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 may 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's policy, refer to the *Student's Companion to the Policy on Sexual Violence and Sexual Harassment*. Pages 6 through 9 describe the process for making a report, the assessment process whereby the report is assessed to fall within or outside of the Policy, as well as the investigation process and the decision-making process which could occur if the report is deemed to be within the policy.

For information on Sexual Assault Evidence Kits refer to [yourchoice.to](http://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 and supports.

### *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 take precedence over any third-party intentions. Individuals directly involved

in the situation are solely able to report an incidence or sexual violence when and if they feel comfortable doing so. 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. TASAH 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; and
- Be the final decision-makers about their own best interests.

### ***B) Respondent Rights***

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

- Have the option not to participate in the investigation
- Be treated with compassion, dignity, and respect;
- Be provided with non-judgmental and empathetic support;
- Be involved in their own investigation.

## 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.

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;
- There is reason to believe that other members of the Trinity Community may be at risk of harm; and/or
- 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 info only goes up not out.

## SERVICES FOR SURVIVORS

### *A) Trinity College Services*

#### *Staff*

##### Dean of Students' Office

416-978-3612 - [deanofstudents@trinity.utoronto.ca](mailto:deanofstudents@trinity.utoronto.ca)

Trinity College, 6 Hoskin Avenue

Members of the Dean of Student's 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.

##### Associate Director, Community Wellness: Ramata Tarawally

416- 946-4044 - [rtarawally@trinity.utoronto.ca](mailto:rtarawally@trinity.utoronto.ca)

Trinity College, 6 Hoskin Avenue

Within her role, 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 She also has daily drop-in hours where students can show up with their questions, concerns or queries which can be found on the Trinity College webpage.

##### Registrar's Office

416-978-2522 - [registrar@trinity.utoronto.ca](mailto: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

<https://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 programs, 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; chaplain@trinity.utoronto.ca

Trinity Room 20

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

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.

<http://www.trinity.utoronto.ca/student-services/support/academic-dons-tutors.html>

### *Students*

#### Trinity College Against Sexual Assault and Harrassment

President: Arwyn Workman-Youmas, [arwyn.workman.youmans@mail.utoronto.ca](mailto:arwyn.workman.youmans@mail.utoronto.ca)

TASAH is focused on response, prevention, and advocacy. The club's presidents are well versed on survivor-rights, University policies surrounding sexual assault, and counselling options for survivors. The executive team hopes to provide support to anyone who seeks it, and aims to create a safer space within the Trinity community through educational campaigns surrounding sexual and domestic violence.

### Student Heads

Christine Sutcliffe, Female Head of College: [c.sutcliffe@mail.utoronto.ca](mailto:c.sutcliffe@mail.utoronto.ca)

Nicholas Ferreira, Male Head of College: [nicholas.ferreira@mail.utoronto.ca](mailto:nicholas.ferreira@mail.utoronto.ca)

Kiya Amos-Flom, Female Head of Arts: [k.amosflom@mail.utoronto.ca](mailto:k.amosflom@mail.utoronto.ca)

Ryan Martin, Male Head of Arts: [ryan.marten@mail.utoronto.ca](mailto:ryan.marten@mail.utoronto.ca)

Sophia DiNicolo, Female Head of Non-Resident Affairs:

[sophia.dinicolo@mail.utoronto.ca](mailto:sophia.dinicolo@mail.utoronto.ca)

Foti Vito, Male Head of Non-Resident Affairs: [foti.vito@mail.utoronto.ca](mailto:foti.vito@mail.utoronto.ca)

## *B) Campus-Wide Services*

### UofT Sexual Violence Prevention and Support Center

416-978-2266, [svpscenter@utoronto.ca](mailto:svpscenter@utoronto.ca)

Gerstein Science Information Center, Suite B139

### UofT Health and Wellness

416-978-8030; 214 College St, Room 111,

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. <http://www.studentlife.utoronto.ca/hwc>

### UofT Community Safety Office

416-978-1485; 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. [http://](http://www.communitysafety.utoronto.ca/)

[www.communitysafety.utoronto.ca/](http://www.communitysafety.utoronto.ca/)

### U of T Sexual Education Centre

(416)-978-8732; 21 Sussex Avenue, Unit 612

Provides resources for LGBTQ students, abortion information, and HIV/AIDs education.

Mon-Fri 10am-7pm. <http://sec.sa.utoronto.ca/>



### *C) Services in Toronto*

#### Planned Parenthood Toronto

416-961-0113; 36 Prince Arthur Avenue

#### Assaulted Women's Helpline

416-863-0511. 200 Languages, 24/7 crisis counselling, emotional support, information and referrals. Anonymous and confidential.

#### Toronto Rape Crisis Center/Multicultural Women Against Rape

416-597-1171, Counselling Line 24/7 is 417-597-8808

#### Barbara Schlifer Women's Clinic

416-323-9149; in-take line ext 234

489 College Street, Toronto.

#### Taibu Community Health Centre\*

(Neilson and Tapscott; 416 644-3539)

STI testing; Sexual health/violence counselling; Services for survivors of the LGBT community.

#### Immigrant Women's Health Centre

(College and Bathurst; 416 323 9986)

STI screening available in various languages.

#### Parkdale Community Health Centre \*

(Queen and Dufferin; 416- 537-2455)

Group and individual counselling; Anonymous HIV testing.

#### Bramalea Community Health Centre \*

(Finchgate and Queen; 905- 451-6959)

## Counselling services for survivors

### Tropicana Community Services \*

(McCowan and Huntingwood; 416 439-9009)

Culturally appropriate services; Safety planning, ongoing counselling and support, accompaniment for survivors

### Reh'ma Community Services \*

(Victoria Park and Eglinton; 416- 510- 0880)

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

(Dufferin and St. Clair; 416- 534-3434)

Serves the Portuguese community; Culturally appropriate counselling and resources for survivors

### Albanian Canadian Association

(Jane and Dundas; 416- 760- 0172)

Culturally appropriate counselling

### Caribbean Canadian Catholic Centre

(Ossington and College; 416- 534-1154)

Personal counselling services (option with a pastor)

### Centre for Spanish Speaking Peoples

(Jane and Wilson; 416- 533-8545)

Women's program for Spanish speaking women; Individual or 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

(Bay and College; 416- 922- 2672)

Anonymous HIV testing; Free diagnostic and specialist services for non-status individuals; Counselling and crisis intervention; Interpretation services

Islamic Social Services and Resources Association

(Runnymede and St. Clair; 416-767-1531)

Counselling and women's support group; Islamic counselling

Jamaican Canadian Association

(Weston and Sheppard; 416- 746- 5772)

Supports the Black community; Provides counselling for women who are survivors of sexual violence and incest; Safety planning and legal services

Japanese Social Services

(Don Mills and Eglinton; 416-385-9200)

Culturally sensitive counselling services and women's self-help group

Kababayan Community Centre \*

(Queen and Dufferin; 416-532-3888)

Services offered for Filipino women such as culturally sensitive counselling and support groups

Oasis Centre des femmes

(Toronto 416-591-6565;)

Individual counselling, support/accompaniment and transitional services for French speaking survivors of sexual violence and incest

Rainbow/Korean Information and Social Services

(Ossington and Bloor; 416-531-6701)

## Counselling services for survivors of Korean descent

### Rexdale Women's Centre

(Kipling and Finch; 416-745-0062)

Counselling and crisis services for survivors (available in several languages); Medical and legal referral and accompaniment

### VWAT Family Services

(Old Weston and St. Clair; 647-723-2165)

Individual and group counselling for East Asian women

*\*note many Community Health Centre only take people within their catchment area  
Also note this list is not regularly updated and some resources may be out of date*