

GLOW College STUDENT SEXUAL VIOLENCE POLICY

1. Purpose

GLOW College is committed to fostering and maintaining a learning and working environment that is safe, inclusive, equitable, respectful, and free from sexual violence, sexual harassment, sexual exploitation, and all forms of sexual misconduct.

The purpose of this Policy is to:

- prevent and respond effectively to incidents of sexual violence involving students;
- provide clear procedures for disclosure, reporting, investigation, and resolution of complaints;
- ensure students who have experienced sexual violence receive timely support, accommodations, and appropriate resources;
- protect the dignity, privacy, rights, and well-being of all individuals involved;
- promote a culture of respect, consent, and accountability throughout the College community; and
- satisfy the requirements of the **Career Colleges Act, 2005, Ontario Regulation 415/06**, including **Sections 36.0.2 and 16**, together with all other applicable federal and provincial legislation.

GLOW College recognizes that sexual violence can have profound academic, emotional, psychological, physical, financial, and social impacts. The College is committed to responding to disclosures and complaints in a manner that is compassionate, trauma-informed, procedurally fair, and respectful of the rights of all parties.

Nothing in this Policy limits an individual's right to pursue remedies through law enforcement, the courts, the Ontario Human Rights Tribunal, or any other external process.

2. Scope and Commitment

2.1 Scope

This Policy applies to all members of the GLOW College community, including but not limited to:

- students;
- applicants;
- graduates participating in College activities;
- employees;
- instructors;
- administrators;
- directors;
- contractors;
- consultants;
- volunteers;
- placement supervisors;
- service providers;
- visitors; and
- any individual participating in College-sponsored activities, whether on or off campus.

This Policy applies to conduct that occurs:

- on any GLOW College campus;
- during clinical placements or work-integrated learning;
- during online or virtual learning;
- during College-sponsored travel or events;
- through electronic communications where the conduct has a real and substantial connection to the College; and
- off-campus where the conduct may reasonably affect the safety or learning environment of a member of the College community.

2.2 Commitment

GLOW College has **zero tolerance** for sexual violence, sexual harassment, sexual exploitation, sexual misconduct, retaliation, or any behavior that compromises the dignity, safety, or well-being of members of the College community.

The College is committed to:

- treating every disclosure and complaint seriously;
- responding promptly, compassionately, and respectfully;
- ensuring a fair, impartial, and trauma-informed process;
- protecting confidentiality to the greatest extent possible;
- providing reasonable academic, administrative, and other accommodations to affected students;
- protecting individuals from reprisal or retaliation for making a disclosure, filing a complaint, participating in an investigation, or seeking support in good faith;
- ensuring procedural fairness for all parties involved;
- promoting education and awareness regarding consent, healthy relationships, bystander intervention, and prevention of sexual violence; and
- complying with all legislative reporting obligations.

Support, accommodations, and information regarding available services will be made available regardless of:

- whether a formal complaint is filed;
- whether the incident is reported to police;
- when the incident occurred; or
- where the incident occurred, provided there is a sufficient connection to the College community.

No student shall be required to report an incident of sexual violence to police or any external authority in order to receive support, accommodations, or access to the College's internal complaint process.

Students who disclose or report sexual violence shall not be subject to disciplinary action for violations of College policies relating to drug or alcohol use at the time of the alleged incident, where such violations are identified solely as a result of the disclosure or complaint.

3. Definitions

For the purposes of this Policy, the following definitions apply.

Academic Accommodation

Reasonable modifications made to a student's academic requirements or learning environment to minimize the impact of sexual violence while maintaining academic integrity. Examples include extensions, modified attendance requirements, schedule changes, deferred examinations, leaves of absence, or alternative learning arrangements.

Complainant

An individual who discloses or files a complaint alleging that they have experienced sexual violence.

Consent

Consent is the voluntary, informed, active, and ongoing agreement to engage in specific sexual activity.

Consent:

- must be freely given;
- must be ongoing throughout the sexual activity;
- may be withdrawn at any time;
- cannot be assumed or implied;
- cannot be obtained through force, threats, intimidation, manipulation, abuse of authority, coercion, fraud, or deception; and
- cannot be given by a person who is unconscious, asleep, incapacitated, or otherwise incapable of consenting.

A person's silence, lack of resistance, previous sexual activity, current relationship status, manner of dress, or intoxication does not constitute consent.

Disclosure

The sharing of information by a person who has experienced sexual violence for the purpose of obtaining support, accommodations, information, or assistance, without necessarily making a formal complaint.

Interim Measures

Temporary protective measures implemented before the conclusion of an investigation to promote safety, protect the integrity of the investigative process, and minimize disruption to the educational environment.

Examples include:

- schedule modifications;
- classroom changes;
- no-contact directives;
- campus access restrictions;
- work or placement adjustments;
- security planning; and
- other reasonable accommodations.

Respondent

A person alleged to have committed sexual violence or sexual misconduct.

Sexual Harassment

A course of vexatious comment or conduct of a sexual nature, or based on sex, sexual orientation, gender identity, or gender expression, that is known or ought reasonably to be known to be unwelcome.

Sexual harassment includes, but is not limited to:

- unwelcome sexual comments;
- sexually suggestive jokes;
- repeated requests for dates after refusal;
- displaying sexually explicit material;
- sexually offensive communications;
- unwanted sexual attention;
- stalking;
- intimidation; and
- reprisals for rejecting sexual advances.

Sexual Misconduct

Any inappropriate sexual behavior by an employee or member of the College community toward a student or another member of the College community, including behavior prohibited under applicable legislation, College policies, or professional standards.

Sexual Violence

For the purposes of this Policy, sexual violence means any sexual act, or any act targeting an individual's sexuality, gender identity, gender expression, or sexual characteristics, whether physical or psychological, that is committed, threatened, attempted, or carried out without consent.

Sexual violence includes, but is not limited to:

- sexual assault;
- sexual harassment;
- sexual exploitation;
- stalking;
- indecent exposure;
- voyeurism;
- distribution of intimate images without consent;
- coercion into sexual activity;
- cyber sexual violence;
- intimate partner sexual violence; and
- any other conduct of a sexual nature prohibited by law.

Support Person

An individual selected by a complainant or respondent to provide emotional support and attend meetings during the College's complaint or investigation process. A support person may not participate directly in the investigation unless otherwise permitted by the College.

4. Reporting and Disclosure

4.1 Immediate Safety

Where there is an immediate threat to the safety of any individual, members of the College community should contact 911 immediately.

If there is no immediate danger but emergency medical attention is required, individuals are encouraged to attend the nearest hospital emergency department or Sexual Assault/Domestic Violence Care Centre.

The College will assist students in accessing emergency services where appropriate.

4.2 Making a Disclosure

A student who has experienced sexual violence is encouraged, but is **not required**, to disclose the incident to GLOW College in order to receive information, support, accommodations, or assistance.

A disclosure does not automatically result in a formal complaint or investigation.

Students may choose to disclose an incident for the purpose of obtaining support only.

Support and accommodations are available regardless of:

- whether a formal complaint is made;
- whether the incident is reported to police;
- when the incident occurred; or
- whether the alleged respondent is affiliated with GLOW College.

4.3 Reporting an Incident

Students wishing to make a formal complaint may report an incident to:

- the Campus Director;
- the Director of Student Services (or designated Student Services representative);
- the Executive Director; or
- another designated College official responsible for receiving complaints under this Policy.

Reports may be made:

- in person;
- by telephone;
- in writing;
- by email; or
- through another reasonable method approved by the College.

Anonymous reports may also be submitted. While anonymous reports will be reviewed, anonymity may limit the College's ability to investigate or take disciplinary action.

4.4 Reporting to Police

Students are not required to report an incident of sexual violence to police before:

- receiving support;
- requesting accommodations;
- making a disclosure;
- filing a complaint; or
- participating in the College's investigation process.

Students may choose to report the incident to police at any time.

The College will assist students who wish to contact law enforcement.

4.5 Confidentiality During Disclosure

The College will protect the privacy of individuals making disclosures or complaints to the greatest extent possible.

Information will only be shared where necessary to:

- investigate a complaint;
- implement interim safety measures;
- protect the health or safety of any person;
- comply with legal obligations; or
- where disclosure is otherwise authorized or required by law.

4.6 Protection from Reprisal

No member of the College community shall intimidate, threaten, discriminate against, harass, or otherwise retaliate against any individual for:

- making a disclosure;
- filing a complaint;
- participating in an investigation;
- acting as a witness; or
- requesting accommodations or support under this Policy.

Acts of retaliation may constitute a separate violation of College policy and may result in disciplinary action.

5. Supports and Accommodations

GLOW College recognizes that every individual's response to sexual violence is unique.

The College is committed to providing timely, compassionate, and trauma-informed support to students affected by sexual violence.

Support services are available **regardless of whether a formal complaint is filed or the matter is reported to police.**

5.1 Available Supports

Depending upon individual circumstances, the College may assist students in accessing:

- medical care;
- counselling services;
- mental health supports;
- crisis intervention services;
- community victim services;
- legal information;
- police services, if requested by the student;
- academic advising; and
- other appropriate community resources.

The College will maintain a current list of regional crisis centers and community agencies serving each campus location.

5.2 Academic Accommodations

Students affected by sexual violence may request reasonable academic accommodations.

Examples include:

- assignment extensions;
- examination deferrals;
- modified attendance requirements;
- class schedule adjustments;
- changes in clinical placement or practicum assignments;
- temporary leave of absence;
- alternative methods of completing coursework; and
- other accommodations considered reasonable by the College.

Students requesting accommodations will not be required to disclose unnecessary personal information regarding the incident.

5.3 Interim Safety Measures

Where appropriate, the College may implement interim measures before, during, or after an investigation to protect members of the College community.

Interim measures may include:

- no-contact directives;
- temporary classroom changes;
- modified work or placement assignments;
- campus access restrictions;
- increased security measures;
- schedule modifications;
- supervised access to College facilities; or
- any other reasonable protective measure.

Interim measures are precautionary and shall not be interpreted as findings of responsibility.

5.4 Support Person

Both the complainant and respondent may be accompanied by one support person during meetings conducted under this Policy.

The support person may provide emotional support but shall not answer questions on behalf of the individual or otherwise interfere with the investigative process.

6. Complaint Resolution and Investigation Process

6.1 General Principles

The College is committed to resolving complaints promptly, fairly, impartially, and respectfully while balancing:

- the safety of the College community;
- procedural fairness;
- privacy rights; and
- applicable legal obligations.

Every investigation will be conducted using a trauma-informed approach whenever reasonably possible.

6.2 Initial Assessment

Upon receiving a complaint, the designated College official will:

- acknowledge receipt of the complaint as soon as reasonably possible;
- assess whether immediate safety concerns exist;
- determine whether interim measures are necessary;
- explain available supports and accommodations;
- explain the investigation process; and
- discuss the complainant's wishes regarding next steps.

6.3 Decision to Investigate

The College will determine whether an investigation should proceed after considering:

- the wishes of the complainant;
- the seriousness of the allegations;
- the potential risk to the College community;
- the availability of relevant information; and
- the College's legal obligations.

Although a complainant may withdraw a complaint at any time, the College reserves the right to continue an investigation where it reasonably believes doing so is necessary to protect members of the College community or comply with applicable law.

6.4 Investigation

Where an investigation proceeds:

- an impartial investigator or designated College official will conduct the investigation;
- both parties will have an opportunity to provide information and identify witnesses;
- relevant evidence will be reviewed;
- both parties will be informed of the investigation process and their respective rights;
- investigations will be completed as promptly as circumstances reasonably permit; and
- both parties will receive appropriate updates regarding the status of the investigation.

The complainant and respondent will not normally communicate directly with one another as part of the investigative process.

6.5 Procedural Fairness

Throughout the investigation:

- both parties will be treated with dignity and respect;
- both parties will have a reasonable opportunity to respond to relevant information;
- decisions will be based on the available evidence;
- investigations will be conducted without bias or conflict of interest; and
- investigators shall maintain confidentiality to the greatest extent possible.

Students will **not** be asked irrelevant questions regarding:

- previous sexual history;
- prior sexual expression;
- manner of dress;
- lifestyle choices; or
- any matter unrelated to the allegations under investigation.

6.6 Findings and Outcome

At the conclusion of the investigation, the College will determine whether there has been a breach of College policy based on the available evidence.

Where appropriate, both parties will receive written notice that:

- the investigation has concluded;
- whether College policy was found to have been violated; and
- any information that may appropriately be shared regarding corrective or disciplinary measures, subject to privacy legislation.

6.7 False or Malicious Complaints

A complaint that is made in good faith will not result in disciplinary action simply because it is not substantiated.

However, knowingly making a false or malicious complaint may constitute misconduct and may result in disciplinary action.

7. Rights During the Process

GLOW College is committed to ensuring that all individuals involved in a disclosure, complaint, or investigation under this Policy are treated fairly, respectfully, and with dignity throughout the process.

The College recognizes the importance of balancing the rights of complainants, respondents, and the broader College community while maintaining a safe learning environment.

7.1 Rights of the Complainant

A complainant has the right to:

- be treated with dignity, compassion, and respect;
- receive information regarding available supports, services, and accommodations;
- make a disclosure without being required to file a formal complaint;
- determine whether to make a formal complaint, subject to the College's legal obligations and duty to protect the safety of the College community;
- choose whether or not to report the incident to police;
- be accompanied by a support person during meetings conducted under this Policy;
- receive reasonable academic or administrative accommodations where appropriate;
- receive information regarding the investigation process;
- receive appropriate updates regarding the status of the investigation;
- withdraw a complaint at any time, recognizing that the College may continue the investigation where required by law or where there is a significant risk to the safety of the College community; and
- receive written notification of the outcome of the investigation, subject to applicable privacy legislation.

7.2 Rights of the Respondent

A respondent has the right to:

- be informed of the allegations made against them in sufficient detail to permit a meaningful response;
- be treated fairly, respectfully, and without bias;
- have an opportunity to respond to the allegations and provide relevant information or evidence;
- identify relevant witnesses;
- be accompanied by a support person during meetings conducted under this Policy;
- receive appropriate updates regarding the status of the investigation; and
- receive written notification of the outcome of the investigation, subject to applicable privacy legislation.

The respondent shall be presumed not responsible for violating this Policy until the investigation has concluded and a determination has been made based upon the available evidence.

7.3 Procedural Fairness

The College will ensure that all investigations are conducted in accordance with the principles of procedural fairness.

This includes:

- impartial decision-making;
- investigations conducted by individuals free from actual or perceived conflicts of interest;
- providing both parties with a reasonable opportunity to present relevant information;
- making decisions based on the available evidence;
- completing investigations as promptly as reasonably possible; and
- communicating outcomes in a timely manner.

7.4 Respectful Participation

All individuals participating in an investigation are expected to conduct themselves respectfully and honestly throughout the process.

Knowingly providing false, misleading, or fabricated information may result in disciplinary action under applicable College policies.

A complaint that is made in good faith shall not be considered false solely because it is not substantiated following an investigation.

7.5 Questions That Will Not Be Asked

To promote a trauma-informed and respectful investigative process, students will not be asked irrelevant questions, including questions regarding:

- previous sexual activity;
- sexual orientation or gender identity where unrelated to the allegations;
- manner of dress;
- prior relationships;
- sexual reputation;
- lifestyle choices; or
- any other matter that is not directly relevant to the investigation.

8. Confidentiality and Records

GLOW College recognizes that maintaining confidentiality is essential to encouraging disclosures, protecting privacy, and ensuring confidence in the College's response to sexual violence.

The College will make every reasonable effort to protect the confidentiality of all individuals involved while fulfilling its legal obligations.

8.1 Confidentiality

Information relating to a disclosure, complaint, investigation, or resolution will only be shared with individuals who require the information in order to:

- receive or provide support services;
- investigate or resolve the complaint;
- implement interim safety measures or accommodations;
- protect the health or safety of members of the College community;
- comply with legal obligations; or
- otherwise carry out responsibilities under this Policy.

Absolute confidentiality cannot be guaranteed where disclosure is required by law or where there is a significant risk of harm to an individual or to the College community.

8.2 Privacy

The collection, use, disclosure, and retention of personal information under this Policy shall be conducted in accordance with applicable privacy legislation and College policies.

Only the minimum amount of personal information reasonably necessary for the administration of this Policy will be collected and shared.

8.3 Record Retention

The College shall maintain secure records relating to:

- disclosures;
- formal complaints;
- investigations;
- interim measures;
- accommodations;
- investigation findings;
- decisions;
- appeals; and
- other related documentation.

Records shall be retained in accordance with the College's Record Retention Policy and all applicable legislative requirements.

Access to such records shall be restricted to authorized individuals with a legitimate need to know.

8.4 Statistical Reporting

Where required by law, GLOW College will collect and report aggregate, non-identifying statistical information relating to disclosures and complaints of sexual violence.

No personally identifying information shall be disclosed in statistical reports unless required by law.

9. Protection from Reprisal

GLOW College strictly prohibits retaliation against any individual who, in good faith:

- makes a disclosure;
- files a complaint;
- reports suspected sexual violence;
- participates in an investigation;
- acts as a witness;
- requests accommodations or support; or
- assists another individual in exercising their rights under this Policy.

Retaliation includes any action intended to intimidate, threaten, harass, discriminate against, penalize, coerce, or otherwise disadvantage an individual because they exercised rights under this Policy.

Examples of retaliation include, but are not limited to:

- intimidation or threats;
- bullying or harassment;
- academic penalties;
- adverse employment actions;
- exclusion from College activities;
- negative treatment because an individual made a disclosure or complaint; or
- encouraging others to engage in retaliatory behavior.

Any allegation of retaliation will be investigated promptly and may result in disciplinary action, up to and including suspension, expulsion, termination of employment, or removal from College premises, as appropriate.

Students and employees who believe they have experienced retaliation are encouraged to report the matter immediately using the reporting procedures outlined in this Policy.

The College will take reasonable steps to protect individuals from retaliation while a complaint or investigation is ongoing, including implementing interim protective measures where appropriate.

10. Employee Sexual Misconduct (Section 16)

GLOW College is committed to maintaining a learning environment that is safe, respectful, and free from sexual misconduct by employees toward students.

Sexual misconduct by an employee toward a student constitutes a serious breach of the trust placed in employees and is strictly prohibited.

For the purposes of this section, **employee** includes all individuals employed by GLOW College, including full-time, part-time, casual and contract employees, instructors, administrators, managers, placement supervisors acting on behalf of the College, and any individual providing services to students under the authority of the College.

10.1 Prohibited Conduct

Employees shall not engage in any conduct that constitutes sexual misconduct toward a student, including but not limited to:

- sexual assault;
- sexual harassment;
- sexual exploitation;
- requests or demands for sexual favors;
- unwelcome sexual comments or communications;
- inappropriate touching or physical contact;
- romantic or sexual relationships that contravene applicable legislation or College policy;
- distribution of intimate images without consent;
- retaliation against a student for refusing sexual advances or making a complaint; and
- any other conduct prohibited by law or this Policy.

10.2 Reporting Employee Sexual Misconduct

Students who believe they have experienced sexual misconduct by an employee are encouraged to report the matter using the reporting procedures outlined in Section 4 of this Policy.

Reports involving employees shall be addressed promptly and impartially.

Where appropriate, the College may appoint an external investigator.

10.3 Interim Measures

Pending the outcome of an investigation involving an employee, the College may implement interim measures, including but not limited to:

- temporary reassignment of duties;
- administrative leave;
- removal from teaching responsibilities;
- restrictions on communication with students;
- suspension of campus access; or
- any other measure considered necessary to protect the safety and well-being of the College community.

Interim measures are precautionary only and do not constitute findings of misconduct.

10.4 Disciplinary Action

Where an investigation determines that an employee has engaged in sexual misconduct toward a student, GLOW College may impose disciplinary action up to and including:

- written warning;
- mandatory education or training;
- suspension;
- reassignment;
- termination of employment for just cause;
- termination of contractual relationships; or
- any other corrective action deemed appropriate.

Nothing in this Policy limits the College's ability to report criminal conduct to law enforcement or to comply with statutory reporting obligations.

10.5 Agreements Restricting Disclosure

GLOW College shall not require a student to enter into a non-disclosure agreement or any agreement that prevents the student from disclosing an allegation or complaint of sexual misconduct by an employee, except where:

- such an agreement is requested by the student;
- the student has had an opportunity to receive independent legal advice;
- the agreement complies with applicable legislation; and
- the agreement is otherwise permitted by law.

10.6 Legislative Compliance

The College shall comply with all reporting, disciplinary, and other obligations respecting employee sexual misconduct as required under the **Career Colleges Act, 2005, Ontario Regulation 415/06**, and any other applicable legislation.

11. Appeals

The College recognizes that procedural fairness includes providing an opportunity for decisions made under this Policy to be reviewed in appropriate circumstances.

An appeal is **not** a new investigation.

11.1 Grounds for Appeal

Either the complainant or the respondent may request an appeal where one or more of the following grounds exists:

- a significant procedural error that may have affected the outcome;
- new evidence that was not reasonably available during the investigation and that could reasonably affect the outcome;
- evidence that the decision was unreasonable based upon the information available at the time; or
- evidence of bias or conflict of interest affecting the investigation or decision-making process.

Disagreement with the outcome alone is not sufficient grounds for an appeal.

11.2 Appeal Process

A request for appeal shall:

- be submitted in writing;
- identify the specific grounds for appeal;
- include any supporting documentation; and
- be submitted within **ten (10) business days** of receiving the investigation outcome, unless exceptional circumstances justify an extension.

The appeal shall be reviewed by an individual who was not involved in the original investigation or decision.

11.3 Appeal Decision

The reviewer may:

- uphold the original decision;
- modify the decision;
- return the matter for further investigation; or
- direct that a new investigation be conducted.

The decision on appeal shall normally be communicated in writing within **twenty (20) business days**, where reasonably practicable.

The appeal decision shall be final within the College's internal processes.

Nothing in this section limits an individual's right to pursue remedies through external legal or administrative processes.

12. Student Consultation and Policy Review

GLOW College is committed to ensuring that this Policy remains current, effective, and responsive to the needs of students and legislative requirements.

12.1 Student Consultation

In accordance with **Section 36.0.2 of Ontario Regulation 415/06**, the College shall consult students whenever this Policy is developed or reviewed.

Student consultation may include:

- surveys;
- student focus groups;
- meetings with student representatives;
- written feedback opportunities; or
- other consultation methods considered appropriate by the College.

The College shall consider student feedback when reviewing this Policy.

12.2 Policy Review

This Policy shall be reviewed:

- at least once every three year;
- whenever there is a significant change in applicable legislation;
- following significant incidents where improvements are identified; or
- Ministry directives, operational needs or significant incidents warrant an earlier review

Following each review, the College may revise this Policy to reflect:

- legislative amendments;
- Ministry guidance;
- evolving best practices;
- operational improvements; and
- student feedback.

The most current version of this Policy shall be published on the College's website and made readily available to students and employees.

12.3 Training and Awareness

The College shall promote awareness of this Policy by providing appropriate education and training to students and employees.

Training may include information regarding:

- consent;
- healthy relationships;
- bystander intervention;
- reporting options;
- available supports;
- employee responsibilities;
- trauma-informed responses; and
- prevention of sexual violence.

13. Community Supports and Resources

GLOW College recognizes that students affected by sexual violence may require assistance beyond the services available through the College.

Students will be provided with information regarding community agencies that provide crisis intervention, counselling, medical care, legal information, and victim support.

Access to community resources is available regardless of whether a student chooses to make a formal complaint or report an incident to police.

13.1 Emergency Assistance

In an emergency, or where there is an immediate threat to safety, students should contact:

Emergency Services: 911

Students requiring urgent medical care are encouraged to attend the nearest hospital emergency department or Sexual Assault/Domestic Violence Care Centre.

13.2 Regional Support Services

The College shall maintain an up-to-date list of community resources serving each campus location, including:

Brampton / Peel Region

- **Victim Services of Peel**
24/7 Crisis Line: 905-568-1068
<https://www.vspeel.org/>
- **Sexual Assault / Rape Crisis Centre of Peel (SARCCP)**
<https://www.thp.ca/patientservices/womens/Pages/Peel-Committee-on-Sexual-Assault-Advisory-Committee.aspx>

Toronto

- **Toronto Rape Crisis Centre**
<https://trccmwar.ca/>
- **Women's College Hospital**
<https://www.womenscollegehospital.ca/care-programs/sexual-assault-domestic-violence-care-centre/>
- **Family Service Toronto**
<https://familyservicetoronto.org/our-services/programs-and-services/male-survivors-of-sexual-abuse/>

Waterloo

- **Sexual Assault Support Centre Waterloo Region (SASCWR)**
sascwr.org
- **Women's Crisis Services of Waterloo Region (WCSWR)**
<https://wcswr.org/>

Ottawa

- **Sexual Assault Support Centre of Ottawa (SASC Ottawa)**
sascottawa.com

- **Ottawa Rape Crisis Centre (ORCC)**
<https://orcc.net>

The College will review and update community resource information regularly to ensure accuracy.

13.3 College Assistance

Upon request, GLOW College will assist students in accessing appropriate external services, including:

- medical treatment;
- counselling;
- crisis intervention;
- legal resources;
- police services;
- victim assistance programs; and
- other community supports.

The College will make reasonable efforts to coordinate accommodations while students access these services.

Version	Date	Description
1.0	Sep 11, 2019	Initial Policy
2.0	Jul 9, 2026	Comprehensive revision to comply with Sections 36.0.2 and 16 of Ontario Regulation 415/06 and current Ministry requirements