



SUPPORT AFTER SEXUAL MISCONDUCT IN THE CANADIAN ARMED FORCES

A Resource Guide

CANADIAN RESOURCE CENTRE FOR VICTIMS OF CRIME 2024

This paper is intended as a general guide for people who may become susceptible to crime or for victims that are already involved in the criminal justice system. Please do not hesitate to contact our office if you require clarification, or for a referral to an agency in your community that may be able to provide services to you.

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The Canadian Armed Forces (CAF)

What is it like to serve?

The Canadian Armed Forces consists of the Navy, the Air Force, the Army, and the Reserves. They serve on missions within Canada and around the world. The main purpose of CAF is the lawful application of military force as requested and authorized by the Government of Canada. Thus, there is a significant level of reciprocal trust between the Government of Canada, the CAF institution, Canadians, and military personnel. CAF members volunteer to serve knowing that the CAF leadership and the Government of Canada take on responsibility for their well-being and that of their families. However inappropriate conduct can cause damage to CAF members, their families, and Canadians. More specifically, sexual misconduct can have negative effects that go beyond those who are targeted. Sexual misconduct can have far-reaching effects and impacts and is reflective of individual, systemic and cultural factors embedded within CAF.

This resource guide is intended to provide information on resources and how to support CAF members, their families, and non-military members who have been impacted by sexual misconduct.

Sexual Health

What is Sexual Health?

As defined by the Canadian Government, Sexual Health is a “state of physical, emotional, mental, and social well-being in relation to sexuality; it is not merely the absence of disease, dysfunction, or infirmity. Sexual health requires a positive and respectful approach to sexuality and sexual relationships, as well as the possibility of having pleasurable and safe sexual experiences, free of coercion, discrimination, and violence. For sexual health to be attained and maintained, the sexual rights of all persons must be respected, protected, and fulfilled.” The importance of sexual health cannot be understated as the condition of any person’s sexual health has a significant impact on not just physical health, but mental health as well.

After an Assault

Sexual misconduct is defined as sexual assault, sexualized behaviours, and discrimination based on gender, gender identity, or sexual orientation. Being impacted by sexual misconduct can have profound effects on both sexual health and overall well-being. Your reaction may vary in the aftermath of your lived experiences and due to previous traumatic experiences. There is no right way to feel or an exact way to respond to a sexual misconduct experience. It is common for a wide range of feelings to be experienced. Some people may be fearful, emotional, or anxious while others may remain calm and seemingly “in control.” Others may have trouble sleeping, have nightmares, experience a loss of appetite, have intrusive thoughts, relive the experience, or have trouble concentrating and coping depending on the nature and circumstances of the misconduct experienced.

You may experience some, all, or none of the following effects. The list is not completely comprehensive. As previously mentioned, it is normal to experience a wide range of feelings and effects.

- **Frustration and Anxiety:** Feeling a loss of control or feeling anxious, feeling afraid, and overwhelmed.
- **Physical problems:** Sexually transmitted infections, unwanted pregnancy, injuries, headaches, fatigue.
- **Sexual problems:** Pain during intercourse, avoidance, decreased desire or promiscuity, disgust.
- **Psychological problems:** Denial, depression, fear, guilt, anger, sadness, shame/embarrassment, self-blame, shock, nightmares, intrusive thoughts, irritability.
- **Incomplete memories of the sexual assault:** The stress hormone which is released during traumatic experiences can impede the consolidation and creation of memory which renders it difficult to recall chronological details of the trauma.
- **Interpersonal problems:** Feelings of victimization, lack of trust, isolation, rejection, dependence on others for support.
- **Addiction problems and other coping mechanisms:** Self-harm, alcohol overuse, medication overuse, exercise, food, gambling.
- **Financial, Social, or Family problems:** Loss of income, difficulty at work, loss of friends, criminal justice costs, rejection by friends and family.

SEEKING MEDICAL CARE AFTER AN ASSAULT

Seeking medical care after an assault is crucial for your well-being. Even though you may not wish to report the assault to your commanding officer, military police or do not have any obvious physical injuries, getting medical care is important. Sexual assault may result in physical or psychological injuries which may not be evident at first. Physical injuries may include genital trauma, bruising, STBBIs (sexually transmitted or blood-borne infections) or pregnancy while psychological impacts may include suicidal ideations, depression, anxiety, and PTSD.

What happens during a medical examination?

When you have experienced a sexual assault and seek medical care at a hospital or through Health Services your injuries will be treated, you will be tested for sexually transmitted diseases, and be given emergency contraception (if applicable).

An emergency room nurse will examine you and determine if further medical treatment is required. The nurse may then follow up with a doctor. The doctor will then treat the medical needs and provide information on available services. With your consent, a Sexual Assault Evidence Kit may be completed. This kit is used to collect forensic evidence and the evidence exam will collect several specimens such as bodily fluids, saliva, blood, hair, skin transferred from the perpetrator, and urine. This exam is done to collect any physical substances left on your body or clothes and to find out if any chemical substances were somehow ingested. The Sexual Assault Kit can be completed without reporting the assault to the police, but the process may store the evidence, if you choose to report it later.

The Sexual Assault Evidence Kit is a container with a checklist, materials, instructions, envelopes, and containers to package specimens that are collected during the exam. You can contact the Sexual Misconduct Support and Resource Centre (SMSRC) to find a location that performs sexual assault forensic exams as not all hospitals and medical facilities are equipped to administer the kit. The Kit can be administered by registered nurses who receive specialized education and fulfill clinical requirements to perform the exam (Sexual Assault Nurse Examiners (SANEs) and — other healthcare professionals who have been instructed and trained to complete the exam (Sexual Assault Forensic Examiners (SAFEs) and Sexual Assault Examiners (SAEs).

In most cases, a nurse trained in providing care to patients who have experienced sexual assault will complete the kit. The evidence is collected using swabs, blood samples, DNA samples, and photographs. This evidence can then be used in criminal procedures.

The entire process is completely voluntary, and your consent is required. Moreover, you can stop the process at any time. Samples can be collected even after you have showered, brushed your hair, or washed your clothes. The samples for the Sexual Assault are most effective if collected within one week of the assault.

Note: SANE nurses are available at local hospitals and health centres that administer the KIT.

Military bases and wings do not have any SANE nurses available. SMSRC can provide you with the closest available hospital or health centre that administers the KIT by a SANE health care professional.

Victim Blaming and Culture

What is Victim Blaming?

The Canadian Resource Centre for Victims of Crime's publication entitled [Victim Blaming in Canada](#) defines **victim blaming** as a devaluing act that occurs when the victim(s) of a crime or an accident is held responsible – in whole or in part – for the crimes that have been committed against them. This blame can appear in the form of negative social responses from legal, medical, and mental health professionals, as well as from the media, immediate family members, and other acquaintances. Some victims of crime receive more sympathy from society than others. Often, the responses toward crime victims are based on a misunderstanding by others or common social myths and stereotypes. People may think the victim deserved what happened to them or that they are passive individuals who search for violence. As a result, it can be very difficult for victims to cope when they are blamed for what has happened to them or their loved ones. For example, a person who is out drinking at the mess hall with fellow officers and blamed for being sexually assaulted.

EFFECTS OF VICTIM BLAMING

Victim blaming can have many negative and devastating effects on innocent victims who have been deemed at fault. One effect of victim-blaming is the subsequent effect it has on the reporting of further crime. Victims who receive negative social responses and blame tend to experience greater distress and are less likely to report future abuse. Victims who have been blamed would rather avoid secondary victimization in the future and they do this by not reporting further crimes.

Victim-blaming, along with affecting a victim's decision to report can also impact a confidante's willingness to support a victim's decision, a witness's willingness to testify, authorities' commitment to pursuing cases and prosecuting offenders, a jury's decision to convict, a prosecutor's decision to recommend incarceration, and a judge's decision to impose incarceration. In the case of sexual assaults, victim blaming is a huge aspect of why victims do not report the attack. Victim-blaming attitudes can also reinforce to the victim that the assault was their fault, especially if they may already be struggling with self-blame (a common reaction to being assaulted).

It can also affect the victim's healing process as it can lead to increased feelings of self-blame, anxiety, shame, and self-harm. Victim blaming can have negative psychological impacts on the survivor. Our society largely accepts victim blaming, and the normalization of victim blaming can further impact a victim's healing process.

Therefore, we must shift the focus from blaming the victim to ensuring that the offender has taken

responsibility or is seen as the responsible party for the crime that they have committed. One way of assuring that an offender is held accountable for their actions is to have a community response. This could be through the police, courts, schools, clergy, health care providers, and social service agencies. The justice system and social agencies need to work together to promote offender accountability while helping victims of violence recover from what has happened to them.

Note: Please refer to the Canadian Resource Centre for Victims of Crime's Publication [Victim Blaming in Canada](#) for further information on victim blaming.

Toxic Culture

The military's workplace environment fosters a culture of systemic violence and harassment which impacts members of the Canadian Armed Forces (CAF) and civilian members of the Department of National Defence (DND). A report by the Public Service Alliance of Canada delineates the military's toxic workplace and its resistance to change.

Toxic culture is the sustained and sanctioned culture of homophobia, racism, and misogyny against women, 2SLGBTQIA+, Indigenous, Black, and racialized workers within CAF which creates an environment where it is exceedingly difficult to report abuse and sexual misconduct without the fear of retaliation or being blamed. In this environment, sexual violence and harassment are rationalized as an individual problem and not as a systemic abuse of power which is protected by the military's procedures, policies, and practices. Toxicity and violence are hidden within all facets of the military's chain of command because of power imbalances, rank, and authority, and accountability is not enforced. In a toxic workplace culture, victims are silenced, and toxicity is rewarded.

According to the [Operation HONOUR Manual](#), leadership plays an important and pivotal role in driving culture change. Leaders are expected to demonstrate integrity and moral courage, setting an example for the entire organization. Their behaviour and commitment to the desired cultural norms play a crucial role in influencing others. There is a need for a clear vision, consistent support, and long-term commitment to achieving meaningful and lasting change within the CAF and DND. This is particularly important when addressing serious issues like sexual misconduct in the CAF. Cultural change involves sustained attention and investment over many years; it is an ongoing process.

UNDERSTANDING AND RECOGNIZING THE IMPACTS OF SEXUAL MISCONDUCT

Sexual misconduct can range from beliefs, attitudes, and actions that contribute to a toxic work environment to negative behaviours. These negative behaviours can range from unacceptable conduct behaviours to those which can be charged under the Criminal Code. Inappropriate behaviours contribute to environmental work toxicity.

IMPACTS ON THE UNIT

Not addressing sexual misconduct can impact the unit in several ways:

- An increase in absenteeism.
- A decrease in the cohesion of the unit.
- A decrease in overall morale.
- A decline in the relationships between coworkers.
- Trust in the leadership may be lost.
- The effectiveness of the mission may be affected.

Furthermore, the impacts of sexual misconduct lead to the polarization of the unit. Members of the unit may choose sides if the alleged offender belongs to the same unit as the individual who experienced sexual misconduct. However, the unit's cohesiveness may still be impacted if the perpetrator is not in the same unit, as unit members may feel that the chain of command is not performing its duties.

IMPACTS ON THE CAF

Not addressing sexual misconduct can impact the CAF in the following ways:

- The victims and their safety are perceived as not being a priority by the CAF.
- Furthers the belief that aggressors are immune.
- The chain of command is no longer trusted.
- Valued CAF members and personnel leaving prematurely because of sexual misconduct.

In a broader context, not addressing sexual misconduct can lead to the CAF's credibility being diminished. And Canadians' confidence levels in the CAF's ability to deliver and protect them may also diminish.

MYTHS AND FACTS ABOUT SEXUAL VIOLENCE

(below are all examples of myths about sexual violence more than misconduct)

Myth: Strangers are most often the perpetrators of sexual assault.

Fact: Survivors of sexual assault most often know the offender (an employer, co-worker, friend/relative, partner/spouse, or neighbour).

The Government of Canada examined a study by Statistics Canada (2010) which reported that only 18% of the time the offender was a stranger and 82% of the time the offender was known to the survivor.

Myth: Sexual assault can be prevented by most victims if they resist.

Fact: Threats and intimidation are commonly used by assailants to overpower victims. Not resisting or being silent does not infer consent. An individual being assaulted may not fight back for various reasons such as fear and incapacitation (fright, flight, freeze, or fawn).

Myth: It is not a sexual assault if an individual was not beaten or bleeding, threatened with a weapon, or penetration did not occur.

Fact: The Department of National Defence's Operation HONOUR Manual defines sexual assault as any conduct, including actions or words of a sexual nature that can cause harm to others based on their expression, gender identity, sex, sexuality, or sexual orientation. The Criminal Code of Canada defines sexual assault as any sexual activity without consent, regardless of physical injuries or weapons.

Myth: Women who are young and physically attractive are assaulted because of how they look.

Fact: Sexual assault is typically a crime about power and control and not based on physical attraction and sex. Women of all ages, appearances, classes, cultures, abilities, genders, sexualities, races, and religions are sexually assaulted. Furthermore, what a woman is wearing or how she is behaving is irrelevant.

Myth: Men do not get sexually assaulted.

Fact: Men do get sexually assaulted even though it is widely believed that "tough" or "real" men do not. Physical strength does not protect a man from being assaulted. Coercion or manipulation, the use of weapons or objects, or alcohol or drug-facilitated can be used during a sexual assault. According to a [Statistics Canada](#) report sexual assault was more prevalent in male members than female victims. Specifically, 520 men and 340 women reported being sexually assaulted.

Myth: The prevalence of sexual assault is the same across all members.

Fact: Statistics Canada noted that sexual assault was more prevalent amongst Indigenous members and members with disabilities. And the prevalence of sexual assault decreased with a member's age. These findings align with the prevalence rates within the general Canadian population, where Indigenous people, persons with disabilities, and younger people are more at risk of being sexually assaulted.

Gendered Lens To Sexual Assault

MEN SURVIVING SEXUAL ASSAULT

There are different challenges men face after experiencing sexual assault as they are less likely to seek support. Men who have experienced sexual assault may feel isolated and emotionally vulnerable. Additionally, the sexual assault may lead them to have negative self-judgments.

Men who experience sexual misconduct may question:

- The legitimacy of the sexual assault because of societal myths and self-belief that men cannot be sexually assaulted or that nobody will believe them.
- They may doubt their identity based on societal norms and beliefs that their “manhood” has been taken away from them or that they are not a “real man” if they “let” the sexual assault happen.
- They may question their strength and power by thinking they could have prevented the assault or should have been able to fight the aggressor/aggressors off.
- Men may also begin to question their sexual identity and think that others will believe they are “gay and enjoyed the assault.”

WOMEN SURVIVING SEXUAL ASSAULT

Many societal beliefs can influence how a woman may deal with the aftermath of a sexual assault. Some examples of these beliefs are that young, and physically attractive women are assaulted because of how they look, that they dress provocatively, are drinking, or that they are out alone.

Women surviving sexual assault may have additional barriers to face. Specifically, the Operation HONOUR Manual cites research from the United States military, which found that women who were members of the military faced distinct challenges. Women may feel that they must prove themselves and may fear speaking out about the assault because they feel that others will see them as weak. They may believe that reporting the assault may undermine the strength of the unit, decrease the unit’s morale, or that they are creating trouble, especially if the aggressor is a coworker. Additionally, they believe that reporting the assault may diminish their opportunity to advance their careers.

2SLGBTQIA+ MEMBERS SURVIVING SEXUAL ASSAULT

2SLGBTQIA+ survivors of sexual assault may hesitate to seek support and help from service providers and police because of the issues and discrimination they experience in society and in the workplace. They may face barriers within their communities and the military surrounding their identities. Thus, making them less likely to report a sexual assault.

[Statistics Canada](#) reports that Canadian 2SLGBTQIA+ people have a higher risk of experiencing inappropriate behaviours in public, online, and work settings than heterosexual Canadians. And, that they are more likely to be stigmatized in society at structural levels. This may contribute to the 2SLGBTQIA+ community experiencing a higher prevalence of poor mental health, anxiety disorders, and suicidal ideations.

According to a 2022 report, sexual minorities reported a higher prevalence of sexual assault when compared to those who identified as heterosexual in the CAF. Though the CAF policies remain to have a binary structure barrier for this subgroup persists.

Canadian Armed Forces Bill Of Rights

In 2018 the Government of Canada introduced Bill C-77, this bill was introduced as an Act to amend the National Defence Act and to make related and consequential amendments to other Acts. The Canadian Victim Bill of Rights did not apply to service offences that were investigated or being processed under the National Defence Act (NDA); therefore, Canada's military justice system was excluded. Due to this exclusion, Bill C-77 was implemented. Although Bill C-77 mirrors some of the same passages from the Victims Bill of Rights, it was enacted to help strengthen and ensure the rights of victims of service offences within the military justice system.

The enactment of Bill C-77 amends the Code of Service Discipline by adding a new division called “**Declaration of Victims Rights**” (DVR). This section outlines the rights of victims of service offences, the right, on request, to information, protection, participation, and restitution. It clarifies who is permitted to intervene on behalf of the victim and adds or amends several definitions including “victim” and “military justice system participant.”

The [Government of Canada](#) describes the 4 statutory rights for victims of service offences in the Declaration of Victim Rights:

RIGHT TO INFORMATION: Victims have the right to information about the military justice system, their role in it, and the services and programs available to them. Upon request, victims have the right to receive information about the status and outcome of the investigation, the location, time, progress, and outcome of the proceedings.

RIGHT TO PROTECTION: Victims have a right to have their security and privacy considered, and a right to have reasonable and necessary measures taken to protect them from intimidation and retaliation. They also have a right to request protection of their identity and testimonial aids.

RIGHT TO PARTICIPATION: Victims have a right to present a victim impact statement. They also have a right to convey their views about the decisions the military justice system authorities make that may affect their rights under the Declaration and have those views considered.

RIGHT TO RESTITUTION: Victims have a right to have the court martial consider making a restitution order against the offender. If they are not paid, they have a right to have the order entered as a civil court judgment which is enforceable against their offender.

Sexual Misconduct Support and Resource Centre

WHAT IS THE SEXUAL MISCONDUCT SUPPORT AND RESOURCE CENTRE (SMSRC)?

The Deputy Minister of the National Defence established the Sexual Misconduct Support and Resource Centre (SMSRC) in September 2015. The SMSRC is part of the Department of National Defence and is an independent entity from the chain of command. Its objective is to ameliorate understanding, strengthen preventative measures, and provide support to members who have been impacted by sexual misconduct in the Canadian Armed Forces. The SMSRC works with the CAF to ensure that all members are supported in a compassionate, comprehensive, and trauma-informed manner. It is anonymous, confidential, and does not require individuals to report to the chain of command or military police.

Reasons for contacting the sexual misconduct centre:

1. Sexual Assault
2. Sexual Harassment
3. Inappropriate Sexual Behaviour
4. Any Other Sexual Offences

VICTIM'S LIAISON OFFICER

Special characteristics of Bill C-77 ensure that victims are properly informed and positioned to access their rights by appointing a Victims Liaison Officer. The role of the Victim Liaison Officer is to help the victim understand how service offences are charged, dealt with, and tried according to the Code of Service Discipline. Victim Liaison Officers are appointed and available to any victim of a service offence.

National Defence – Declaration of Victim Rights

RIGHTS MENTIONED IN THE DECLARATION OF VICTIM RIGHTS (DVR)

Under the National Defence Act (NDA), a victim of a service offence has the right, on request, to

ask for information about the following.

1. The Military Justice System and the role of victims in it.
2. Services and Programs available for victims.
3. The right to file a complaint.
4. The status and outcome of the investigation of the offence.
5. The location of proceedings in relation to the offence, when they will take place, and their progress and outcome.
6. The offender while in a service prison or detention barracks.
7. The release of the offender from a service prison or detention barracks.
8. Hearings held by a court martial to make a ruling relating to a person found unfit to stand trial or not responsible on account of mental disorder and the dispositions made at those hearings (e.g., whether to release the offender and under what conditions).
9. Hearings held by a Review Board under section 202.25 under the NDA relating to a person found unfit to stand trial or not responsible on account of a mental disorder and the dispositions made at those hearings.

WHO CAN ACT ON THE VICTIM'S BEHALF?

If the victim is deceased or incapable of acting on their own behalf due to factors unrelated to military operations, the rights of the victim may also be exercised by the following individuals, under the DVR.

1. The victim's spouse or common-law partner.
2. A relative or dependent of the victim.
3. An individual who has custody, or is responsible for the care or support, of the victim.
4. An individual who has custody, or is responsible for the care or support, of a dependent of the victim.

If the victim is unable or incapable of acting on his or her own behalf due to factors related to military operations, they may ask for a member of the Canadian Armed Forces, appointed by the Chief of the Defense Staff or any officer who has the Chief of Defense Staff's permission may act on their behalf.

A person is not seen as a victim, if they are charged, found to be guilty of the crime, or is unable to be held accountable due to mental illness.

Definitions

Affected Person/Victim: A person who is affected by sexual misconduct directly.

Alleged Perpetrator: A person who has been accused of sexual misconduct.

Chain of Command: Persons who self-identify as being in a leadership position and who call on behalf of a subordinate, a superior, or because of their leadership responsibilities.

Inappropriate Sexual Behaviour: Refers to any unacceptable language or jokes, sexist or sexually demeaning comments, inappropriate pictures, or harmful personal relationships.

Other Sexual Offence: Refers to all other sexual offences that are not defined as sexual assault, harassment or inappropriate sexual behaviour.

Sexual Assault: Refers to any unwanted sexual activity and includes sexual attacks and sexual touching.

Sexual Harassment: Refers to any gesture, comment, behaviour, or contact that is sexual in nature and is directed at and offensive to another individual or individuals in the workplace whereby the person knows or should have known that it would cause offence or harm to the individual or individuals.

Military Justice: All aspects of the application of the Code of Service Discipline.

Military Justice System Participant: A person who plays a role in the administration of military justice.

Service Infraction: A service infraction is a violation of regulations made by the Governor in Council.

Summary Hearing: A hearing is conducted under section 163.

Non-commissioned members (NCM): Any person, other than an officer, who is enrolled in the Canadian Armed Forces (CAF). They are skilled experts whose hands-on experience and trade specialties are required to conduct all CAF operations domestically and abroad. As they gain leadership experience and go up in rank, they become part of the command team.

- Soldiers
- Sailors
- Aviators
- Traffic Technicians
- Material Management Technicians (Supply)

Defence Administrative Orders and Directives (DOAD) 9005-1: Sexual Misconduct Response is an order that applies to officers and non-commissioned members of the Canadian Armed

Forces.

HOW DOES THE DEFENCE ADMINISTRATIVE ORDERS AND DIRECTIVES (DOAD) 9005-1 DEFINE SEXUAL MISCONDUCT?

The DOAD defines **sexual misconduct** as any conduct of a sexual nature that causes or could cause harm to others, and that the person knew or ought reasonably to have known could cause harm which could include the following:

- Actions or words that devalue others based on their sex, sexuality, sexual orientation, gender identity or expression.
- Jokes of a sexual nature, sexual remarks, advances of a sexual nature or verbal abuse of a sexual nature in the workplace.
- Harassment of a sexual nature, including initiation rites of a sexual nature.
- Viewing, accessing, distributing, or displaying sexually explicit material in the workplace; and
- Any Criminal Code offence of a sexual nature, including:
 - Voyeurism, i.e., surreptitiously observing or recording a person in a place where the person exposes or could expose his or her genital organs or anal region or her breasts or could be engaged in explicit sexual activity or distributing such a recording.
 - Publication, etc., of an intimate image without consent, i.e., publishing, distributing, transmitting, selling, or making available an intimate image of another person without their consent, such as a visual recording in which the person depicted is nude, exposing his or her genital organs or anal region or her breasts, or is engaged in explicit sexual activity; and
 - Sexual assault, i.e., engaging in any kind of sexual activity with another person without their consent.

Note: The Criminal Code, namely sections [162.1](#) and [271](#), should be consulted as the list above is only a brief description.

THE DOAD DEFINES A WORKPLACE AS:

Any location where work-related functions and other activities take place and work relationships exist, such as

- On travel status.
- At a conference where the attendance is sanctioned by the DND or the CAF.
- At DND or CAF-sanctioned instruction or training activities, or information sessions; or
- At DND or CAF-sanctioned events, including social events.

SEXUAL MISCONDUCT CAN HAPPEN ANYWHERE, THESE ARE SOME EXAMPLES:

- Aircraft
- Vehicles
- Ships
- Office Spaces
- Dining Hall
- Quarter
- On-base Clubs
- Classrooms
- Garrisons
- Hangars
- Messes
- Online Forums
- Gym
- Locations where Sanctioned Events/Course Parties occur

Courses Of Actions That Can Be Taken For Sexual Misconduct

1. Application of Administrative Action: Once an administrative case file has been reviewed and a decision is reached, the Approval Authority may initiate administrative action, under applicable regulations, policies, orders, instructions, and directives. Administrative actions may include:
2. Remedial measures under DAOD 5019-4:
 - Occupational transfer.
 - Transfer between subcomponents.
 - Posting.
 - An offer of terms of service in any case in which an offer has not been made by CAF authorities.

- Reversion in rank.
 - Release or recommendation for release, as applicable.
3. An individual can be charged with a service offence through the military justice system.
 4. If the misconduct falls under the criminal code, then the individual who experienced sexual misconduct has the option to go through the civilian criminal justice system.

Note: The Defence Minister's office is working on recommendations to investigate and prosecute military sexual offences through the civilian justice system.

Supports Available to Persons Affected By Sexual Misconduct

SMSRC SUPPORT SERVICES

When you call the Sexual Misconduct Support and Resource Centre's (SMSRC) support line, a Response and Support counsellor will answer and describe the options available to you and facilitate referrals to available and eligible programs.

TYPES OF SUPPORT PROVIDED BY SMSRC TO CAF MEMBERS:

1. Facilitated Access: The victim is provided with the Military Liaison Team's contact information by the SMSRC counsellor or vice versa.
2. Live Transfer: The victim is immediately and successfully connected to a Military Liaison Team member by an SMSRC Counsellor.
3. Direct Transfer: The Military Liaison Team member is contacted directly by the victim.
4. Counselling: Refers to a person-centred approach that is non-therapeutic in nature.
5. Crisis Intervention: Refers to immediate, short-term support provided to a victim experiencing an event that causes emotional, physical, and behavioural duress or problems.

24/7 Response and Support Line:

1-844-750-1648 (North America)

613-996-3900 (National Capital Region, call collect from anywhere except the United States, and via Iridium satellite)

Email: DND.SMSRC-CSRIS.MDN@forces.gc.ca

MILITARY LIAISON TEAM

If you wish to discuss reporting, an SMSRC counsellor or coordinator can provide basic information on reporting options in the CAF and externally and refer you—anonously if you wish—for more in-depth information and guidance.

If you are a CAF member or when sexual misconduct involves a CAF member, you may discuss reporting with a Military Police Liaison Officer (MPLO) or Military Liaison Officer (MLO). These officers can provide in-depth information on reporting sexual misconduct within the CAF, the military justice system and CAF policies. The MPLO and MLO support the work of the SMSRC and are available by referral upon your request.

If you are not interested in pursuing your case through the military justice system, we can refer you to a police organization in your area.

CAF and DND leaders may receive reports of sexual misconduct from CAF members or DND public service employees. The MPLO or MLO can provide information, guidance and insights on systems, process issues and issues that can be brought about by reporting.

RESPONSE AND SUPPORT COORDINATION PROGRAM

Response and Coordination Program (RSC) provides active CAF members who have experienced sexual misconduct with an assigned Coordinator.

Note: Participants of the program are required to consent to identify themselves to their dedicated Coordinator to receive emails, and calls and perform some of their personalized assistance.

Services provided by RSC:

- Dedicated Coordinator: A Coordinator is assigned to each client.
- In-Person Support: Services are provided in-person.
- Case Management: Assistance in helping navigate and access services and helping reduce accessibility barriers. These services include Canadian Forces Health Services (CFHS), Military Police/National Investigation Services (MP/NIS), outside medical services, law enforcement, and mental health.
- General/Practical Assistance: Assistance with completing forms, preparing for court, and police interviews, and preparing Victim Impact Statements.
- Advocacy: Advocating for clients by contacting internal and external organizations.
- Accompaniment: A coordinator may attend appointments and events with the client. For example, court appearances, prosecutors and police interviews, medical

appointments, mental health appointments, MP/NIS interviews, and other internal/external appointments. The participant can choose every time to have the coordinator present or not.

Note: A Coordinator, at your request, can provide an accompaniment to a doctor's appointment but is not allowed in the examination room. The coordinator will be in the waiting room.

- Information: Information and referrals to resources and proceedings.
- Workplace: Support with workplace arrangements can be provided.

Difference Between Counselling on the SMSRC 24/7 Response and Support line Counsellor and Therapeutic Counselling (Response and Support Coordination Coordinator)

Counselling focuses on the immediate and current needs of the victim. The counsellor pays attention to the victim's emotional well-being and works with the victim to identify the problem and finds a solution to meet the needs of the victim. The counsellor helps with problem-solving skills, validating emotions, recognizing strengths and barriers, and identifying coping strategies. Then helps provide access to information, resources, formal reporting options, and complaints processes.

Therapeutic Counselling—that the SMSRC does not provide—focuses on longer-term counselling and uses concrete strategies such as Cognitive Behaviour Therapy (CBT) geared toward changing emotions, behaviours, and cognition to improve overall well-being. CBT is highly structured where the therapist sets the sessions based on mutually agreed upon goals and lasts 6 weeks to 12 months. You and the therapist work together to improve the triad of emotional, cognitive, and behavioural well-being while aiding in the reduction of anxiety and depression symptoms.

RESTORATIVE ENGAGEMENT PROGRAM

Restorative Engagement provides class members an opportunity to share their experience of sexual misconduct in the military, with a Senior Defence Representative from the DND, CAF, or Staff of the Non-Public Funds. This program is facilitated by Restorative Practitioners who are civilians specifically trained in culturally competent and trauma-informed restorative engagement processes. Senior Defence Representatives are current or former senior officials of the DND and Staff of the Non-Public Funds, or current or former CAF members (including senior officials and senior-level non-commissioned officers from all elements).

The original period to file a claim was between May 25, 2020, and November 24, 2021. However, as of 2023, if a class member still wishes to participate, there may still be an option to do so by contacting RE-DR@forces.gc.ca or by phone at 1-833-998-2048. The option to participate can be discussed and eligibility can be determined (there is no guarantee that the individual will be allowed into the RE Program). Please refer to the following link for additional updates to the [RE Program](#).

TOGETHERALL

Togetherall provides access to a bilingual (English or French), safe, free, online peer-to-peer mental health community. Togetherall enables members to access trauma-informed clinical tools, assessments, courses, and self-help resources. It employs clinical moderators who are not affiliated with the SMRSC, VAC, or DND to oversee the virtual platform which enables members to remain anonymous.

Who is eligible?

- CAF members
- Veterans
- Former CAF members
- Department of National Defence public service employees
- Family members and supporters of any of these groups over the age of 16

What support is offered?

- Peer-to-peer support
- Connecting with others with military experience
- Connecting with others who have experienced sexual misconduct

To register please visit

[Togetherall](#)

Note: Togetherall's platform access is available for individuals who are 16 years or older. The sensitive content of the platform may be inappropriate for minors. Other youth health lines such as Canada-wide KIDS HELP PHONE is recommended for minors.

KIDS HELP PHONE: 1-800-668-6868

Legal Support

INDEPENDENT LEGAL ASSISTANCE PROGRAM

The SMSRC developed the Independent Legal Assistance Program (ILA) program to help provide legal information and representation within the military and criminal justice systems. This legal assistance program is intended to help assist you make appropriate decisions for your unique requirements, goals, and circumstances.

The SMSRC, through the ILA program also offers reimbursements for eligible legal expenses that

were previously paid for by the victims of military sexual misconduct. This covers certain legal costs paid to private practice lawyers outside of the SMSRC. Clients pay the legal costs upfront and then can submit a reimbursement claim. Reimbursements of legal costs will be processed for clients who incurred the costs on or after April 1, 2019.

Who can submit an application?

Anyone, 18 years old or older, who has directly experienced military sexual misconduct, and meet **ANY** of the following 3 criteria:

1. A current member of the Canadian Armed Forces (CAF).
 - a. Regular Force
 - b. Primary Reserve
 - c. Cadet Organization Administration and Training Service
 - d. Canadian Rangers
 - e. Supplementary Reserve
2. A current Cadet or Junior Canadian Ranger (18 years and older).
3. Any other individual if the person who caused them harm was a member of the CAF at the time the incident(s) of sexual misconduct took place.

What legal fees are eligible?

Reimbursements for the following incurred legal costs will be made:

- Up to four hours of legal information or legal advice pertaining to issues of military sexual misconduct in the criminal or military justice systems. If additional hours are required; it will be considered on a case-by-case basis.
- Legal Representation must take place in a criminal sexual offence trial where the lawyer is representing the victim.
 - Proceedings pertaining to the admissibility of evidence concerning prior sexual activity of a victim.
 - Proceedings pertaining to the production of a victim's private records.
 - Eligibility for expense reimbursement is at any stage and whether, or not, a client has participated in any investigative, administrative, or disciplinary process.
 - Legal assistance must be given by a private practice lawyer and must be licensed to practice law in a Canadian province or territory for reimbursement to meet the eligibility criteria. A list of lawyers is available through the Canadian Bar Association.

Note: A claim for legal representation does not have a maximum reimbursement amount.

Intake and Referral Process

1. Call the SMSRC 24/7 Support Line at 1-844-750-1648.
2. You will be asked if you want to be connected with the Response and Support Coordination (RSC) program for support services.
3. If you are eligible, you will be referred to the ILA Program team.

After being referred to the ILA Program

1. You will be contacted by email and then transition to communicating on the Canada Post Connect Platform.
2. An ILA team member will send an application form to you and ask you to provide the needed information.
3. You can request to speak or exchange emails with an ILA team member to determine if your expenses are eligible, prior to applying to the Program.
4. An ILA team member will review the legal expenses and determine if you are eligible for reimbursement. If the eligibility requirements are met, the reimbursement process will be started.

Note: Reimbursement is expected to be received within four to eight weeks. The only way for reimbursements to be processed is through a Canadian financial institution.

Regardless of whether the victim has reported the incident or not, anyone who has experienced military sexual misconduct can access the ILA program's services offered by the SMSRC. To qualify, the victim is not required to notify the police or their chain of command about the incident(s). They are also not required to take part in any administrative, disciplinary, or investigative processes to participate in the program.

Resources

[CANADIAN RESOURCE CENTRE FOR VICTIMS OF CRIME – Resource Directory](#)

This resource directory includes a variety of agencies in Canada, including community-based services, volunteers, police-based services, court-based services, or by non-governmental organizations or charitable organizations that offer services ranging from counselling to compensation to general victims' services.

[VICTIM SERVICES DIRECTORY](#)

The Victim Services Directory (VSD) has been created by the Policy Centre for Victim Issues of the Department of Justice Canada to help service providers, victims and individuals locate services for

victims of crime across Canada.

SEXUAL MISCONDUCT SUPPORT RESOURCES SEARCH TOOL

[Sexual misconduct support resources search tool - Canada.ca](#)

If you have been affected by or observed sexual misconduct, or are supporting someone who has been affected by sexual misconduct, you can use the search tool below to find support and care services in your area provided by:

- the Canadian Armed Forces;
- provincial, territorial and community-based institutions and organizations.

Department of National Defence public service employees can also discuss CAF, departmental and Government of Canada options confidentially with an SMSRC support counsellor.

The search tool provides only basic information such as location, website links and contact information.

To find out what most of the organizations identified in the search tool do and how they operate, the [Sexual Misconduct Support and Resource Centre](#) (SMSRC) recommends that you call its confidential 24/7 support number, [1 844-750-1648](tel:18447501648). This service is available only to currently serving and former Canadian Armed Forces members and to Department of National Defence public service employees.

MILITARY POLICE SUPPORT CENTRES AND LOCAL CONFLICT

The Military Police (MP) members perform police functions under the full command of the Canadian Forces Provost Marshal. This allows the MP to independently perform law enforcement duties. You can report non-emergency crimes or make complaints to the MP or your jurisdictional police services. Individuals wishing to access the Military Police in their area can use the search tool mentioned above.

THE MILITARY POLICE COMPLAINTS COMMISSION OF CANADA (MPCC)

The MPCC is a civilian, quasi-judicial oversight agency. It reviews and investigates complaints concerning military police conduct and allegations of interference in military police investigations. It reports its findings and makes recommendations directly to the Military Police and National Defence leadership. Individuals can file a complaint to the MPCC in instances where there is inappropriate interference in the conduct of MP investigation. The complaint can be investigated independently of the MP.

Although a complaint must be made within one year of the incident, the MPCC Chairperson can extend the time limit if it is warranted. Complaints to the MPCC can be submitted by phone: 613-947-5625 or toll-free 1-800-632-0566 for general inquiries. Individuals can access the MPCC complaint form [here](#).

CONTACT INFORMATION FOR THE CANADIAN FORCES MILITARY POLICE GROUP

To report a non-emergent crime or to make a complaint, contact the following numbers for the nearest Military Police Detachment or police service:

British Columbia

- Comox: 250-339-8211 ext. 8218
- Chilliwack: 604-858-1020 or toll-free: 855-852-8325
- Esquimalt: 250-363-4032

Alberta

- Calgary: 403-410-2320 ext. 3943
- Cold Lake: 780-840-8000 ext. 8180
- Edmonton: 780-973-4011 ext. 4044
- Suffield: 403-544-4301
- Wainwright: 780-842-1700

Saskatchewan

- Dundurn: 306-492-2135 ext. 4282
- Moose Jaw: 306-694-2444

Manitoba

- Shilo: 204-765-3337
- Winnipeg: 204-833-2500 ext. 2633

Ontario

- Borden: 705-423-2241
- Kingston: 613-541-5010 ext. 5648
- London: 519-660-5275 ext. 5083
- Meaford: 519-538-1371 ext. 6575
- North Bay: 705-494-2011 ext. 2188
- Ottawa: 613-596-0124
- Petawawa: 613-687-5511 ext. 5444 (also responsible for Northern Ontario, except North Bay)
- Toronto: 416-678-7484 (24-hour support)
- Trenton: 613-392-2811 ext. 7153

Quebec

- Bagotville: 418-677-4000 ext. 7345
- Saint-Jean: 450-358-7011 ext. 7911
- Valcartier: 418-844-5000 ext. 7911

Atlantic Provinces

- Gagetown: 506-422-1404 or 506-422-1419
- Gander: 709-256-1703 ext. 1107
- Goose Bay: 709-896-6900 ext. 7111
- Greenwood: 902-756-1494 ext. 2633
- Halifax: 902-722-4445

Northwest Territories, Yukon and Nunavut

- Yellowknife: 867-873-0700 ext. 0

CANADIAN FORCES NATIONAL INVESTIGATION SERVICE (CFNIS)

The [CFNIS](#) investigates serious and sensitive matters relating to National Defence property and CAF personnel serving in Canada and abroad. CFNIS members are specially trained in areas such as sexual assault investigations, physical abuse, investigating offences against children, and trauma-informed care. They also protect and support victims of sexual assault by identifying, investigating, and providing policing services to support any resulting prosecutions of sexual assault offenders. Additionally, CFNIS runs its own Victim Assistance Program.

If there is a serious or sensitive matter, you can file a complaint or speak to a member of the CFNIS by calling one of the following regional numbers:

Atlantic Region: Nova Scotia, New Brunswick, Prince Edward Island, Newfoundland, and Labrador:
1-888-253-5335

Eastern Region: Quebec and Nunavut: 1-877-763-3272

Central Region: National Capital Region and Eastern Ontario: 1-888-812-3647

Borden Region: Western Ontario: 1-866-698-1119

Western Region: Manitoba, Saskatchewan, Alberta, Northwest Territories and Yukon:
1-877-290-1019

Pacific Region: British Columbia: 1-844-489-0569

MEDICAL SUPPORT / CENTRES

To locate a Canadian Armed Forces medical, dental, or physiotherapy centre throughout Canada and abroad please follow the link for a list of [Canadian Armed Forces Medical and Dental Centres](#).

CONFIDENTIAL SUPPORT LINES FOR CANADIAN ARMED FORCES AND MEMBERS OF THE DEPARTMENT OF NATIONAL DEFENCE

- Sexual Misconduct Support and Resource Centre: 1-844-750-1648 (Toll-Free North America) / 613-996-3900 (National Capital Region or collect from anywhere except the United States)
- Family Information Line: 1-800-866-4546
- CAF Member Assistance Program: 1-800-268-7708
- VAC Assistance Service: 1-800-268-7708
- Canadian Switched Network (CSN, from Canada and deployed operations): 86-996-3900
- Defense Switched Network (DSN of the United States (US) Department of Defense in the US and deployed operations): 319-996-3900
- NATO Core Network (NCN via DSN): 90-01-319-996-3900
- Multipurpose Integrated Telecommunication Network (MITNET, Global Affairs Canada) MITNET ACOD: 8-1-844-750 / 1-844-996-3900

Call toll-free from the following countries:

- Colombia
- England
- France
- Germany
- Israel
- Italy
- Japan
- Korea (Republic)
- Netherlands
- Poland
- South Africa
- Thailand

When you call from these countries, you first enter the access number given below to reach the toll-free system. After, you will be prompted to enter the Canada Country Code and telephone number which are listed below.

Access number: 80058581234

Canada Country Code: 001

Telephone: 613-996-3900

Email: DND.SMRC-CIIS.MDN@forces.gc.ca

MILITARY LEGAL SERVICES

The Deputy Judge Advocate General/Regional Services (DJAG/Reg Svcs) division consists of legal offices across Canada, the U.S.A., and Germany. The DJAG/Reg Svcs provides general legal support, such as advice on military justice matters to the chain of command. The regional offices provide direct legal support to Regular and Reserve Force units, including military police. Legal advice on issues such as the conduct of investigations, the laying of charges, the disposal of charges at a summary trial, and the referral of court-martial charges are provided. Individuals can go to the following website for contact information: [Contact Military Legal Services](#).

List of regional offices:

Deputy Judge Advocate, Ottawa (DJAG, Ottawa)

National Defence Headquarters

MGen G.R. Pearkes Building 101 Colonel-By Dr. Ottawa, ON K1A 0K2

Telephone: 613-995-2854

ACSN: 995-2854

Fax: 613-945-0242

Assistant Judge Advocate General - Pacific Region (AJAG, Victoria)

PO Box 17000, Stn Forces Victoria, BC V9A 7N2

Telephone: 250-363-4260

CSN: 255-4260

Fax: 250-363-5619

Assistant Judge Advocate General - Western Region (AJAG, Edmonton)

PO Box 10500, Stn Forces Edmonton, AB T5J 5J5

Telephone: 780-973-4011 ext.423

Fax: 780-973-1409

Assistant Judge Advocate General - Prairie Region (AJAG, Winnipeg)

1 Canadian Air Division Headquarters: PO Box 17000 Stn Forces Winnipeg, MB R3J 3Y5

Telephone: 204-833-2500

CSN: 257-5900

Fax: 204-833-2593

Assistant Judge Advocate General - Central Region (AJAG, Toronto)

Denison Armoury (Downsview) 1 Yukon Lane PO Box 5000 Toronto, ON M3M 3J5

Telephone: 416-633-6200 ext. 3955

CSN: 634-3955

Fax: 416-635-2726

Assistant Judge Advocate General - Eastern Region (AJAG, Montreal)

Building 214 Local 121 PO Box 4000 Stn K Montreal, QC H1N 3R9

Telephone: 514-252-2777 ext. 4028

CSN: 621-4028

Fax: 514-252-2248

Assistant Judge Advocate General - Atlantic Region (AJAG, Halifax)

Mailing Address: PO Box 99000 Stn Forces Halifax, NS B3K 5X5

Civic Address: 6080 Young St Suite 505 5th floor Halifax, NS B3K 5L2

Telephone: 902-427-7300

Fax: 902-427-7199

Assistant Judge Advocate General – Europe (AJAG, Europe)

Canadian Forces Support Unit (Europe) Selfkant-Kaserne Geilenkirchen Germany

PO Box 5053 Stn Forces Belleville, ON K8N 5W6

Assistant Judge Advocate General - c/o NORAD-USNORTHCOM/JA (AJAG, Colorado Springs)

250 Vandenberg St Suite B016 Peterson AFB Colorado USA 80921

Telephone: 719-554-7635

CONDUCT AND CULTURE RESEARCH AND POLICY DATABASE

In response to Recommendation #45 in the [Report of the Independent External Comprehensive Review](#) (IECR) and the [Minister of National Defence's Report to Parliament on Cultural Change Reform](#), a new database was launched on October 5, 2023. The [Conduct and Culture Research and Policy Database](#) is an online database that is accessible to the public and to members of the CAF and DND. Its goal is to host a public online database making all internal Defence Team research and policies pertaining to sexual harassment and misconduct, gender, sexual orientation, race, diversity and inclusion, and cultural change readily available.

It provides an easy, simple, and readily available way for organizations and individuals to browse research and policy documents about conduct and culture and to access information to support their initiatives.

Confidentiality and Privacy Concerns

When you contact the SMSRC for support, information, programs, and/or resources you ARE NOT REQUIRED to provide your name, position, where you live or work, or any other identifying information. You can be referred anonymously to other civilian or military support organizations without providing any personal information. **It is your choice; please always ask about the confidentiality policy whenever you contact any program or support service.**

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