

 <b>BRANDON UNIVERSITY</b>	<b>Brandon University Sexualized Violence Policy</b>	<b>First Approved:</b> <i>March 25, 2017</i>
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<b>Board of Governors Policy</b>	<b>Approved by:</b> <i>Board of Governors</i> <b>Administered by:</b> <i>Vice-President (Academic &amp; Provost)</i>	<b>Reviewed:</b> <i>June 23, 2018</i>

## 1. Introduction/Preamble

Brandon University does not tolerate sexualized violence in any form. Brandon University is playing an essential role in combatting sexualized violence in our community and society more broadly.

Brandon University is committed to cultivating a productive and respectful environment that ensures the safety and security of all members of the Brandon University community, and is working toward preventing sexualized violence. The University is ensuring that complainants receive supportive and affirming responses to their disclosures and are given clear, confidential, and survivor-centered options for reporting sexualized violence, while balancing the rights of each respondent to due process and privacy, keeping in mind the safety of the University community as a whole.

We strive to instill a safe, inclusive and respectful University community informed by intersectionality, which recognizes that people's lives are multi-dimensional and complex yet interconnected, and are therefore made up of different social locations, power relations and experiences. We also recognize that universities are not immune to wider social environments, gender biases, and rape culture, in which dominant ideas, social practices, media images, sexual assault myths, and societal institutions implicitly or explicitly condone sexual assault by normalizing or trivializing sexualized violence and by blaming individuals for their own abuse.

This commitment is being accomplished by addressing acts of sexualized violence, raising awareness, and providing education. Brandon University is supporting these goals through policy, procedure, programming, and various committees made up of staff and students dedicated to responding and preventing sexualized violence. The university also recognizes that all persons have an inherent right to control their own bodies and to engage only in sexual activity that they consent to.

This policy and accompanying protocol is guided by the [Manitoba Post-Secondary Sexual Violence Policy Guide](#) developed by the Government of Manitoba in April 2017.

## **2. Purpose**

The purpose of this policy is to promote a culture of consent and respect, develop awareness and prevention of sexualized violence, reduce the occurrence of sexualized violence, and respond to the needs of the complainants respondents and all those affected by sexualized violence.

This Policy also includes an ongoing commitment to the safety of the University community and to social change.

## **3. Scope**

This policy applies to all members of the Brandon University community, including our students, staff, faculty, contractors and suppliers of services, volunteers, visitors, and individuals who are connected to any University initiatives. This policy applies to actions, interactions, and behaviours that take place on or off campus including the business of Brandon University or other actions sanctioned by or representing the University including but not limited to athletic events, practical and clinical placements, academic or professional conferences, volunteer activities, and academic or field research work. The context of the interaction need not be University related if the primary relationship is through a mutual connection to the University. This applies to all forms of sexualized violence, including sexual assault, sexual harassment, and all other forms of sexual misconduct, see Section 4, Definitions of this policy.

A violation of this policy may include, but is not limited to electronic communications: social media, text messages, email, sharing of images without consent, etc.

## **4. Definitions**

*See Appendix A attached.*

## **5. Guiding Principles**

### **a) Trauma-Informed Approach**

It is critical that all members of the University community recognize the trauma that survivors of sexualized violence can experience, and react to disclosures of sexualized violence in a mindful way so that they do not compound that trauma. This means that anyone coming forward to disclose sexualized violence must be treated with dignity and respect. Effective and respectful interventions require both the avoidance of re-traumatization and supportive policies and procedures to assist people with rebuilding their lives. They must also be informed and empowered to choose what support they require and when or decline the same.

**b) Survivor-Centered Approach**

Any time a complainant comes forward to disclose sexualized violence; their needs must be the primary focus. A survivor-centred approach means giving the complainant information about processes and supports, implementing measures to protect both their physical safety and their privacy, and maximizing their ability to choose how or if to disclose, report, and access support. A survivor-centred approach recognizes that events affect everyone differently and that the lived experience of the complainant cannot be minimized. Therefore, only within this policy and protocol will the term “complainant” be used to refer to a survivor of sexualized violence. Survivor will be used in all educational and awareness materials and prevention/education curriculum.

**c) Culture of Consent**

The University fully supports the right of every individual to have complete autonomy over their own body, and recognizes the legal requirement of asking for and receiving consent before engaging in, and/or during any kind of sexual activity. A culture of consent requires that the person initiating the activity ask for consent, and that the only valid consent is freely given, not passive, silent, or coerced. Consent can be withdrawn at any time. Any sexual act carried out in the absence of consent is an act of sexualized violence.

**d) Inclusivity**

Recognizing the gendered nature of sexualized violence is critical to our support of survivors, and in our education and prevention efforts. Sexualized violence is predominantly perpetrated by cisgender men against women. We recognize that LGBT2SQ+ individuals are particularly vulnerable to sexualized violence, as are Indigenous women and women of colour, and people with disabilities. Everyone who experiences sexualized violence deserves equal respect and treatment at the University, and is equally protected under this policy.

**e) Safety for All**

The University recognizes the need for safety of anyone who discloses that they have experienced sexualized violence. The responsibility of the University extends also to the safety of other members of the University community, including the respondent, witnesses, bystanders and in the larger community in which we operate.

**f) Prevention through Education**

Members of the University community must share an understanding of the roles and responsibilities of each of us in preventing, recognizing, and responding to acts of sexualized violence. Education and awareness are key to developing this understanding and require an ongoing commitment from the University.

### g) **Due Process**

Anyone investigating a concern or report must remain neutral, and curb any bias in how they proceed and make decisions. Due process also means that the respondent has the right to know the report made against them in full detail and has the right to reply to these reports. Disciplinary decisions made under this policy will be based on evidence, and that evidence will be shared with both the complainant and respondent.

## 6. **Parameters of Consent**

The University Community is working to promote a culture of consent as follows:

- a) Consent is active and freely given, not passive, silent, or coerced.
- b) It is the responsibility of the person who wants to engage in physical contact or sexual activity to make sure that they have consent from the other person(s) involved.
- c) Consent to one sexual act does not constitute or imply consent to a different sexual act.
- d) Consent is required regardless of the relationship status or sexual history.
- e) Consent cannot be given by a person who is incapacitated by alcohol or drugs, or who is unconscious or incapable of giving consent due to some other physical or mental incapacity.
- f) Consent cannot be given when the respondent induces the person to engage in the activity by abusing a position of trust, power, or authority.
- g) Consent can be revoked at any time.

*Source: Ryerson University, Sexual Violence Policy, Section 3, Parameters of Consent, 2016*

## 7. **Confidentiality**

Safeguarding confidentiality is central to creating an environment of security and respect, where complainants feel safe to disclose and to seek support and accommodation. Brandon University is committed to securing such an environment. We are committed to keeping all parties informed when there is a situation where confidentiality may be lifted. All information collected as a result of a report made under this policy will be managed in accordance with *The Freedom of Information and Protection of Privacy Act* and *Personal Health Information Protection Act* as applicable.

## 8. Conflicts of Interest

If a Dean, Director or member of the Sexualized Violence Response Team (SVRT), or any other Brandon University authority empowered to impose sanctions has a conflict of interest in a particular matter, or there is a reasonable apprehension of bias, that individual must disclose the conflict of interest and must not continue their involvement in the matter. Brandon University will appoint another person to continue with the disciplinary action.

For more information about Conflict of Interest at Brandon University, please see the [Conflict of Interest By-Law \(By-law No. 10\)](#).

## 9. Support

- a) Brandon University is committed to providing staff, faculty and students support through the appropriate offices if they have experienced sexualized violence.
- b) We strive to ensure complainants can choose to participate in the continuum of support and investigation with a respondent at any level at which they feel comfortable.
- c) The SVEPC works with complainants to determine their needs for support and/or workplace and academic accommodation, and assists with access to these supports and/or accommodation. We recognize that accommodations requested and approved are likely to differ on a case-by-case basis. There is no one-size fits- all approach to accommodating and meeting the needs of complainants, and every effort will be made to minimize disruption to the complainant's work/studies and/or daily routine.
- d) Complainants have the right to determine whether and how much they choose to disclose or report about their experience, and to decide if they will initiate a formal report off campus to Police and/or on campus to University Administration.
- e) Complainants will not be required or pressured to make a formal report. In some rare cases, when safety is an issue, the University may be required to take action without the complainant's approval, see Section 7, Confidentiality. If this action becomes necessary, the complainant will be fully informed and will be supported through the entire process. The decision to determine if Confidentiality needs to be broken to ensure safety for all will only be done collaboratively with Administration in consultation with the SVEPC and the Sexual Violence Response Team.
- f) Complainants have the right to be protected from face to face encounters with the respondent within any disclosure or report process.
- g) The University acknowledges that individuals may be hesitant to disclose or report sexualized violence in situations where they have been drinking alcohol and/or using

drugs at the time the sexualized violence took place. Therefore, a complainant is protected from disclosing any drug or alcohol use at the time of the incident. A complainant that discloses or reports sexualized violence in good faith will not be subject to violations under Brandon University's policies related to drug and alcohol at the time the incident took place.

- h) Complainants have the option to make an anonymous report of sexualized violence through the SVEPC to law enforcement. The third party report provides detailed information about the crime and the respondent, but does not include the name or contact information of the complainant.
- i) Members of the BU community have the option of anonymous reporting to their post-secondary institution. This involves coming forward to inform the University about incidents of sexualized violence but never have their identity revealed to the institution (other than to the SVEPC). The information is then given to the University.

Note: The University may be unable to proceed with an investigation involving anonymous or third party allegations due to lack of evidence from the individual who was directly subjected to sexualized violence, or where the process would violate procedural fairness. However, where sufficient evidence exists, and procedural fairness is not violated, the University may decide to proceed.

## **10. Disclosure Options**

Brandon University recognizes that the survivor of sexualized violence should choose the person to whom they first disclose their experience.

Disclosure occurs when the complainant tells a member of the University community that they have experienced sexualized violence. A disclosure may not necessarily lead to a formal report. The complainant can make a disclosure and request that no action be taken.

Individuals may disclose an incident of sexualized violence to people in many different roles within the University community. With the permission of the individual, we encourage all students, staff, and faculty to refer any such disclosures or incidents immediately to the Sexual Violence Education and Prevention Coordinator (SVEPC). Should the SVEPC not be available, there are other resources both on campus and within the community, such as the Student Services Counsellors, Human Resources, and community-based resources. See section 19, Resources and Support.

## **11. Reporting Options**

Individuals who have experienced sexualized violence have options when filing a formal report in response to an incident. The SVEPC can assist individuals in understanding each of these options and ensure that they have all the information they require to decide next best steps in their healing. In accordance with rape shield protection, the complainant will not be required

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to disclose past sexual history. Detailed information on options, is available on our Sexualized Violence Support and Information website. All processes are required to protect the rights of both the complainant and the respondent. Reporting options include the following:

- a) **Criminal Option** - a report can be made to a Police Service or local Royal Canadian Mounted Police (RCMP), depending on where the incident occurred, in an effort to pursue criminal charges under the *Criminal Code of Canada*.
- b) **Medical assistance/forensic medical exam** - A complainant has the option to attend a hospital or Emergency Room for medical attention to address possible physical injury, pregnancy and/or sexually transmitted infections or consent to a forensic exam. Complainants may be referred to a physician in the community where they feel comfortable to ensure their health is secure.
- c) **Non-Criminal on-Campus Options** - a report can be made under the following policies and/or processes:
  - Brandon University Sexualized Violence Policy
  - Brandon University Discrimination and Harassment Prevention Policy
  - Brandon University Statement of Student Rights and Responsibilities Process

Where an investigation is required, the Investigator gathers information as quickly as possible, following the processes outlined in the [Guide to Internal Investigations at Brandon University](#).

## 12. Retaliation

Brandon University will not tolerate any retaliation, directly or indirectly, against anyone who discloses or reports sexualized violence, or who participates in a Brandon University process that addresses reports of sexualized violence against a member of the University community. Anyone found in violation of this commitment will be sanctioned in accordance with University policies (the Discrimination and Harassment Prevention Policy, The Statement of Student Rights and Responsibilities Process, etc.).

## 13. Corrective Actions

Even where it is determined that this policy has not been breached, the behaviour giving rise to the report may be contrary to the University's commitment to maintaining a productive and respectful work and learning environment. In such a case, Brandon University may find it necessary to provide developmental or educational opportunities to address the behaviour.

Examples of corrective actions and/or remedial actions may include one or more of the following:

- Written warning

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- Formal apology
- Mandated education or workshops
- Community service
- Loss of privileges
- Probation
- Restitution/alternative resolution
- Interim suspension (with/without pay, pending an investigation) (removal from a course or part of a course)
- Termination or expulsion or formal removal from campus
- Specific for employees: change in work assignment
- Personal counselling

The complainant will receive enough information about the corrective action to maintain the complainant's ongoing safety and/or reduce the possibility of contact between the parties.

#### **14. Additional Recourse**

Nothing in this Policy or the Procedure is intended to discourage or prevent a member of the University community, including students and employees, from filing a complaint with the Manitoba Human Rights Commission, or from exercising any other legal rights pursuant to any other law.

#### **15. Appeals**

Both parties involved in an investigation have the right to appeal the decision of the investigator.

- a) Union members may grieve decisions or actions under this policy through the processes outlined in their respective collective agreements.
- b) Students may appeal decisions or actions under this policy directly to the Vice-President (Academic & Provost).
- c) Exempt staff may appeal decisions or actions under this policy directly to the Vice-President (Administration & Finance).
- d) Members of the President's Executive Council (PEC) may appeal decisions or actions under this policy directly to the Chair of the Board of Governors.

#### **16. Education and Prevention of Sexualized Violence**

Brandon University is committed to ending sexualized violence through a culture of raising awareness and providing training for bystanders. Brandon University is working in partnership with the internal and external community to develop a yearly education strategy, which includes presentations, awareness campaign, workshops, online resources, email blasts and other materials throughout the school year. This will be accomplished by committed funding to

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support programs and the development of Prevention/Education and Support Committee for Sexualized Violence to develop yearly strategy on campus.

University departments and faculties are encouraged to include education on rape culture and sexualized violence in their course materials and program curriculum where appropriate.

## **17. Roles and Responsibilities**

There are a number of roles at the University that are integral in the execution of this policy. Specifically, the Office of the Vice-President (Academic and Provost) in coordination with the SEVPC who oversees the day-to-day operation of this policy and is responsible for monitoring and updating this policy and accompanying protocol on a continual basis.

*For detailed information on the roles and responsibilities of the below, see Appendix B attached.*

- a) **Sexual Assault Advisory Group (SAAG)**
- b) **Office of the Vice-President (Academic and Provost)**
- c) **Sexual Violence Education and Prevention Coordinator (SVEPC)**
- d) **Dean of Students**
- e) **Chief Human Resources Officer**
- f) **Sexualized Violence Response Team (SVRT)**
- g) **Student Accessibility Services Coordinator**
- h) **Diversity and Human Rights Advisor (DHRA)**
- i) **All members of the University Community**
- j) **Faculty and Academic Departments**

## **18. Maintenance of Statistics**

The office of the SVEPC office will house and maintain confidential reports and files of all forms of sexualized violence, and in coordination with Human Resources and Student Services, will track, report on and institute prevention measures as appropriate.

Brandon University will publicly report activities being undertaken to raise awareness and contribute to the prevention of sexualized violence at Brandon University. This will be accomplished through annual reports published on the [Sexual Violence Support and Information website](#). The SVPEC will also track and report on results of activities being undertaken, such as the number of staff/students that attend information sessions, training

activities and the results of consultations.

## **19. Resources and Support**

### **On Campus (during business hours from 8:30 am to 4:30 pm, Monday to Friday):**

Sexual Violence Education and Prevention Coordinator (SVEPC): 204-727-7498

Human Resources: 204-727-7416

Diversity and Human Rights Advisor: 204-727-9785

Student Services: 204-727-9737

### **Off Campus:**

Klinic 24-hour toll-free Sexual Assault Crisis Line: 1-888-292-7565

Women's Resource Centre: 204-726-8632, Toll-Free: 1-866-255-4432

Crisis Stabilization Unit: 1-855-222-6011

Mobile Crisis Unit: 204-725-4411 or 1-888-379-7699

Adult Crisis Line (Available 24/7): 1-888-379-7699

Youth Crisis Line (Available 24/7): 1-866-403-5459

## **20. Related Policies and Procedures**

- a) Discrimination and Harassment and Prevention Policy
- b) Statement of Student Rights and Responsibilities
- c) Criminal Code of Canada, RSC 1985, c C-46
- d) The Human Rights Code, C.C.S.M. c. H175
- e) Workplace Safety and Health Act and Regulations
- f) Manitoba Child and Family Services Act
- g) The Sexual Violence Awareness and Prevention Act, Bill 15
- h) Brandon University Accessibility Plan

## **21. Review**

This policy will be reviewed every three years (or as necessary) by the Office of the Vice-President (Academic and Provost).

## APPENDIX A: Definitions

- a) **Bystanders** are individuals who witness sexualized violence or the conditions that perpetuate violence (rape culture). Bystanders are not directly involved in the situation, but can make a choice to intervene by discouraging, preventing, or interrupting an incident
- b) **Cisgender** denotes or relates to a person whose self-identity conforms with the gender that corresponds to their assigned sex at birth.
- c) **Complainant** is an individual who has disclosed/reported an experience of sexualized violence. We recognize that it is an individual's choice how they are referred to, and Brandon University will honour that choice. Within this policy, the term complainant is interchangeable with victim and survivor.
- d) **Consent** is the voluntary agreement to engage in a sexual activity and to continue to engage in the activity. An individual's consent can be withdrawn at any time. Consent as it relates to sexual assault is referred to in the *Criminal Code of Canada* s.265(3) and s.273.1. See section 6 Parameters of Consent.
- e) **Culture of Consent** is a culture that normalizes and condones ongoing and voluntary consent as an integral aspect of healthy sexuality, and the safety and security of a person. A culture of consent disrupts and dismantles rape culture, see Section 6, Parameters of Consent in this policy.
- f) **Disclosure** is when the complainant tells a member of the University community that they have experienced sexualized violence. A disclosure may not necessarily lead to a formal report.
- g) **Electronic Communication** may include, but is not limited to, email, texting, and forms of social media: e.g. Facebook, Instagram, Snapchat, Twitter.
- h) **Initial Contact** is the person to whom the complainant initially discloses the incident of sexualized violence. This person may be a fellow student, colleague, coach, professor and/or student services counsellor, etc.
- i) **Intersectionality** is the interconnected nature of social categorization such as race, class and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or power inequalities.
- j) **Rape Culture** is a range of beliefs, attitudes, behaviours, and values that condone, encourage, justify, excuse, and/or perpetuate sexualized violence. Rape culture can be

used as an umbrella term to encompass individual, institutional, and systemic normalization and trivialization of sexualized violence, including (but not limited to) rape jokes, victim-blaming, and the lack of criminal convictions and/or other accountability mechanisms for perpetrators of sexualized violence.

- k) **Rape shield protection:** refers to explicit protections given to complainants to not be required to disclose their past sexual history as part of a sexualized violence investigation process.
- l) **Report** is a formal account of an incident of sexualized violence to the institution for initiating some form of investigation or adjudication on or off campus.
- m) **Respondent** is a person who has been accused of committing (an) incident(s) of sexualized violence.
- n) **Safety Plans** are essential to optimize the safety of victims/survivors of sexualized violence at every stage. Survivors know their own situation the best and are suited to identify where the dangers lie while advocates can assist in the process by offering options for dealing with different situations. Safety plans include information about potential triggers or dangerous situations, methods to control these risks, and internal and external resources that are available to the survivor. Safety plans should consider issues of physical, online/digital, psychological/emotional, cultural and financial safety.
- o) **Sexual Assault** is any form of sexual contact forced and unwanted that occurs without ongoing and freely given consent, such as non-consensual touching that is sexual in nature, or forced vaginal, anal and oral penetration. Sexual assault can be committed by an intimate partner, someone known to the victim/survivor, an acquaintance, or stranger. Sexual Assault is outlined in s.271-273 in the *Criminal Code of Canada*.
- p) **Sexual Harassment** is unwanted communications or actions that are sexual in nature, and are offensive, intimidating, or humiliating. It can take many forms, including verbal, written, or visual. Sexual harassment includes unwanted touching, offensive jokes, sexual requests and verbal abuse. Sexual harassment is a type of sex discrimination, and falls under the *Manitoba Human Rights Code, s.19(2)* and *Workplace Safety and Health Act and Regulations*.
- q) **Sexual Misconduct** is a broad term used to describe any unwelcome behaviour of a sexual nature that is committed without consent, by force, intimidation, coercion or manipulation. It includes, but is not limited to sexual assault, sexual harassment, sexual exploitation and sexual intimidation.
- r) **Sexualized Violence** is a spectrum of non-consensual sexual contact, behavior and violence. Examples include sexual harassment, sexual assault, sexual exploitation, criminal harassment, indecent exposure and voyeurism. Sexualized violence can be

perpetrated by anyone – an acquaintance, classmate, professor, family member, colleague, supervisor/dean, non-academic staff, friend past or current dating partner, intimate partner, or stranger. Sexualized violence can affect anyone, regardless of gender, race, class, dis/ability, citizenship, age, or size.

*Source: Brock University, Sexual Assault and Harassment Policy, Purpose 1.1, 2017*

- s) **Victim/Survivor** is a term used in the policy and protocol but does not suggest that the outcome of any investigation or decision making process has already been determined, and will not prejudice the outcome of an investigation.

## APPENDIX B: Roles and Responsibilities

### a) **Sexual Assault Advisory Group (SAAG)**

SAAG is a standing committee responsible for maintaining and communicating an ongoing commitment to address the issue of sexualized violence on university campuses, receiving and reviewing the SVEPC's annual report, and provide advice on potential amendments to this policy and the procedure.

### b) **Office of the Vice-President (Academic and Provost)**

The office of the Vice-President (Academic and Provost) provides an organizational home for the SVEPC and oversees of the implementation of the Statement of Student Rights and Responsibilities. The Vice-President (Academic and Provost) is chair of the Sexual Assault Advisory Group (SAAG) and is responsible for maintaining and communicating an ongoing commitment to address the issue of sexualized violence among the University community.

### c) **Sexual Violence Education and Prevention Coordinator (SVEPC)**

All members of the Brandon University community are encouraged to inform the SVEPC of any sexual assaults, or allegations of any forms of sexualized violence governed by this policy, that are brought to their attention. Such information may include witnessing or having either knowledge of or a reason to believe that an incident of sexualized violence may have occurred. The SVEPC can be consulted at any point in the process.

The SVEPC oversees the day-to-day operation of this policy as outlined in the office's job description and is responsible to monitor and update this policy and accompanying protocol on a continual basis. The SVEPC works with partners and stakeholders on and off campus to develop and deliver awareness, prevention, education, and training programs, and provides guidance to the University community on how best to implement this policy and the procedure.

The SVEPC maintains statistical data on the number and types of disclosures/reports received, investigations conducted, and the outcomes of these investigations. The SVEPC prepares an annual report of aggregated data collected, information on any observed trends, a summary of prevention and awareness programming undertaken, and recommendations for potential amendments to this policy and procedure. The data will not include any information that would identify any community member. It is available on the [Sexualized Violence Support and Information webpage](#).

### d) **Dean of Students**

The Dean of Students works in close partnership with the Vice-President (Academic and

Provost), SVEPC, Chief Human Resources Officer, and Diversity and Human Rights Advisor on the interpretation and application of this policy. The Dean of Students is responsible for ensuring that the appropriate supports are in place for complainants who are students, through the many units within Student Services: Student Counselling, Academic Advising, the Indigenous Peoples' Centre, the Office of International Activities, and Student Accessibility Services.

e) **Chief Human Resources Officer**

The Chief Human Resources Officer works in close partnership with the Vice-President (Academic and Provost), SVEPC, Dean of Students, and Diversity and Human Rights Advisor (DHRA) on the interpretation and application of this policy. The Chief Human Resources Officer is responsible for ensuring that appropriate supports are in place for survivors who are employees of the institution, through Human Resources benefits and programs, and the Employee and Family Assistance Program (EFAP). The Chief Human Resources Officer also works with Human Resources consultants, managers, and supervisors to support workplace accommodations required in response to incidents of sexualized violence at Brandon University.

f) **Sexualized Violence Response Team (SVRT)**

The team consists of a core group of members with skills and expertise to coordinate and facilitate a response to all forms of sexualized violence on our campus. SVRT is co-chaired by the Chief Human Resources Officer and the Dean of Students. Other members of the University community will be included on the team on a case by case basis. The team will develop a plan around services, supports and options for all individuals affected by sexualized violence.

SVRT is convened by the SVEPC and they will make decisions about how to proceed to the next steps, which could include proceeding with an investigation and determine whether it is internal or external.

g) **Student Accessibility Services Coordinator**

The Student Accessibility Services Coordinator works in close partnership with the Vice-President (Academic and Provost), SVEPC, and Dean of Students as a liaison between students and faculty to implement accommodations for student academic success. This position may also be engaged to join the SVRT when a report is made.

h) **Diversity and Human Rights Advisor (DHRA)**

The DHRA works in close partnership with the Vice-President (Academic and Provost), SVEPC, Director of Human Resources and Dean of Students on the interpretation and application of this policy. The DHRA brings an awareness that addressing issues of sexualized violence needs to be grounded in an understanding that each person's experience is affected by many factors, including sex, ancestry, race, ethnicity, language, ability, faith, age, socioeconomic status, sexual orientation, and gender identity.

i) **All members of the University Community**

Any member of the University community who receives a disclosure about an incident of sexualized violence will consult with the SVEPC as soon as possible to ensure that there is a coordinated response. If the complainant does not wish to speak to the SVEPC, all members of the University community are expected to report the fact of the disclosure (without identifying details), to the SVEPC for statistical purposes. All members of the University community will respect the privacy of the persons involved and will respect the role of the SVEPC as the lead coordinator of institutional support for the complainant.

j) **Faculties, Schools and Academic Departments**

In addition to the responsibilities outlined in the previous section, Faculties, Schools and academic departments will cooperate to the extent possible with students or their advocates as they attempt to seek academic accommodation in the face of incidents of sexualized violence and their aftermath, and will recognize the need for confidentiality in these situations.