

SEXUALIZED VIOLENCE

Date
September 26, 2024

Number
GP-44

**Date of Last
Review/Revision**
Sept. 26, 2024

**Mandated
Review**
Sept. 23, 2027

Policy Authority: Vice-President, Academic and Provost

Associated Procedure: Sexualized Violence Procedures

EXECUTIVE SUMMARY

This policy commits SFU to establish a Sexual Violence Support and Prevention Office through which to provide trauma-informed support for members of the University Community affected by sexualized violence and coordinated and comprehensive education and training about sexualized violence for all members of the University Community. This policy also requires the University to establish fair processes for managing and investigating reports about such conduct and establishes a framework for doing so.

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1.0 PREAMBLE

1.1 Simon Fraser University (“the University”) values and promotes the health, safety and well-being of individuals and the community. The University does not tolerate sexualized violence. With this policy, the University commits to:

1.1.1 Recognize the diversity of the University Community and understand that each person will be affected differently by Sexualized Violence, based on the intersection of multiple identities such as: sex; sexual orientation; gender identity and expression; Indigenous, racial or ethnic background; migration status; language; ability; faith; age; socio-economic status and previous experiences of trauma, including but not limited to generational and historical trauma; and that acts of Sexualized Violence may also be acts of sexism, racism, ableism, homophobia, and/or transphobia;

1.1.2 Recognize the significant impact that broader social attitudes and beliefs about sex, sexuality, and gender identity and expression that normalize Sexualized Violence, commonly referred to as rape culture, have on all of us.

1.1.3 Provide education for members of the University Community about healthy and consensual sexual practices and relationships;

1.1.4 Provide safe, accessible, and timely confidential assistance and support, referrals, and information to members of the University Community who are affected by Sexualized Violence;

1.1.5 Provide reasonable and appropriate concessions to members of the University Community who are affected by Sexualized Violence.

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3.5.4 When the Respondent was in a position of power or influence over the Survivor's academic or employment status at the time of the reported incident.

5.2.4 inform Survivors about the resources available to them, including their options for reporting Sexualized

6.0 AWARENESS, EDUCATION AND TRAINING

- 6.1 The Sexual Violence Support and Prevention Office will work in cooperation with relevant partners including, but not limited to, student organizations and unions, Student Affairs staff, academic departments, Human Resources, Faculty Relations, Athletics, the Human Rights Office, the Bullying and Harassment Central Hub, Campus Public Safety to

- 7.4 A member of the University Community who Discloses or Reports to the Sexual Violence Support and Prevention Office that they have experienced Sexualized Violence can expect to:
- 7.4.1 be treated with compassion, dignity, and respect;
 - 7.4.2 obtain timely assistance to create a safety plan;
 - 7.4.3 learn about on- and off-campus services and resources;
 - 7.4.4 obtain reasonable and appropriate academic, workplace or other concessions tailored on a case by case basis;
 - 7.4.5 learn about the options and procedures for initiating internal and external processes to address an incident of Sexualized Violence, as outlined in section 8 of this policy, and the limits to confidentiality associated with each option;
 - 7.4.6 receive timely, ongoing, and confidential support, regardless of whether the member chooses to make a Report under section 8 of this policy, and regardless of the outcome of that Report;
 - 7.4.7 be provided with information to allow them to make autonomous and informed decisions

8.0 REPORTING SEXUALIZED VIOLENCE TO THE UNIVERSITY

8.1 A Survivor who has experienced Sexualized Violence by another member of the University

Community may choose to Report the Sexualized Violence to the University. (10/21/2017) (6/13/2017) (07/4/2017) (06/17/2017)

10.0 CONSEQUENCES AND OUTCOMES

- 10.1 A Respondent who is found to have committed an act of Sexualized Violence will be held accountable by the University and may be subject to consequences which may include disciplinary action up to and including suspension or termination, pursuant to the Student Conduct Policy ([S 10.05](#)) for students, or the applicable collective agreement, employment contract or relevant policy for employees.
- 10.2 The University will provide a Complainant who initiates a process under section 8.5.2 with the outcome of the Report that was made.

11.0 RELATED LEGAL, POLICY AUTHORITIES AND AGREEMENTS

- 11.1 The legal and other University Policy authorities and agreements that may bear on the administration of this policy and may be consulted as needed include but are not limited to:

- 11.1.1 [University Act, R.S.B.C. 1996, c. 468](#)
- 11.1.2 [Freedom of Information and Protection of Privacy Act, R.S.B.C. 1996, c. 165](#)
- 11.1.3 [Sexual Violence and Misconduct Policy Act, S.B.C. 2016, c. 23](#)
- 11.1.4 Student Conduct Policy ([S 10.05](#))
- 11.1.5 Human Rights ([GP 18](#))
- 11.1.6 Bullying and Harassment Policy ([GP 47](#))
- 11.1.7 Response to Violence and Threatening Behaviour ([GP 25](#))
- 11.1.8 Fair Use of Information and Communications Technology ([GP 24](#))
- 11.1.9 Conflict of Interest and Conflict of Commitment Policy ([GP 37](#))
- 11.1.10 SFU's Information Policies ([I 10](#))
- 11.1.11 Residence and Housing Handbook and Residence licence agreement
- 11.1.12 Employee collective agreements and relevant human resources policies.

12.0 ACCESS TO INFORMATION AND PROTECTION OF PRIVACY

- 12.1 The information and records made and received to administer this policy are subject to the access to information and protection of privacy provisions of British Columbia's [Freedom of Information and Protection of Privacy Act](#) and the University's Information Policy series.
- 12.2 To the extent possible, the information and records will be treated in a confidential manner, in compliance with the Act and with applicable University's policies, including the Student Conduct Policy ([S 10.05](#)) and its related procedures, and with the relevant collective agreement.
- 12.3

- 12.3.3 use the information about individuals only for the purposes of, or those consistent with, addressing the situation, investigating, or taking action;
 - 12.3.4 limit disclosure of information about individuals to those within the University who need to know to perform their duties; and
 - 12.3.5 disclose personal information in all other circumstances only as permitted under the [Freedom of Information and Protection of Privacy Act](#).
- 12.4 The University may disclose personal information where appropriate, including where:
- 12.4.1 it determines compelling circumstances exist that affect any person's health or safety;
 - 12.4.2 a law authorizes or requires its disclosure;
 - 12.4.3 it is needed to prepare or obtain legal advice for the University;
 - 12.4.4 it complies with a subpoena, a warrant or an order issued by a court, person, or body in Canada(g)-3.7 .003 Tw -0.T(t)-1.7c.T(t)-1. (ng w) peanada(g)-3.7 .003 Tw -0.T(t)-1.7c.T(-0.T(t)-1cn)

- 15.1.1 Reporting annually through the President to the Board of Governors on the implementation of this policy;
- 15.1.2 Periodic reviews of the University's training and educational initiatives related to Sexualized Violence; and
- 15.1.3 Reviewing this policy at least once every three years, in consultation with students and other members of the University Community.

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