

September 26, 2024

GP 44

September 26, 2024

September 23, 2027

Policy Authority: Vice-President, Academic and Provost

Parent Policy: Sexualized Violence (GP 44)

1.1 These procedures establish the processes that will be followed to respond, informally or formally, to a Report of Sexualized Violence made under the Sexualized Violence Policy ([GP 44](#)).

2.1 See [Appendix A](#) to the Sexualized Violence Policy ([GP 44](#)) for definitive applicable University policy or procedure, including non-related process issues.

3.2 The University will take steps, as needed, to address the Complainant.

3.3 A Complainant or Respondent may be accompanied by their Constituency Organization throughout the process.

3.4 In responding to a Report, and when appropriate, efforts at problem-solving and informal resolution will be made first.

3.5 In all cases, efforts will be made to mitigate the impact of a substantiated Report, such as mandating corrective action(s), implementing actions to reduce the opportunity for recurrence, and taking steps to restore a respectful working and learning environment.

Any member of the University Community who believes they are being impacted by Sexualized Violence and who have concerns about active or imminent acts or threats of violence, or concerns about safety, security, or emergency, should immediately contact the police and inform Campus Public Safety.

- 5.1 A Survivor who has experienced Sexualized Violence by another member of the University Community may choose to Report the Sexualized Violence to the Sexual Violence Support and Prevention Office with the intention of initiating a process under section 8.5 of the policy. A Report is not the same as a Disclosure under section 7 of the policy. A Disclosure normally does not initiate an investigation or other process.
- 5.2 A Survivor may make a Report to the Sexual Violence Support and Prevention Office alone or with assistance of a support person of their choice.
- 5.3 Reporting Sexualized Violence to the University will follow the details outlined in section 8.0 of the policy.

- 6.1 The University's ability to act upon an anonymous allegation of Sexualized Violence is very limited. The University will consider anonymous allegations to determine whether there is evidence of a significant risk to the health or safety of members of the University Community; to identify the need for education and training in impacted areas, and; to identify behavioural patterns and organizational culture issues that require addressing from unit or departmental leadership.

- 7.1 Where the Report is about a Respondent who is a Student, the Student Conduct Policy ([S 10.05](#)) will apply and the Office of Student Support, Rights and Responsibilities will respond to the Report in accordance with the processes and procedures under the Student Conduct Policy ([S 10.05](#)).
- 7.2 Eion6 1 rg106.02 256.68 24.78 0.5/Link MCID 0.ell .3

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- 10.1 It may be necessary to take interim measures to mitigate risk or to mitigate the impact of the Respondent's alleged conduct while a Report is being considered, resolved, investigated, or determined. Such measures will be precautionary and are expressly non-disciplinary.
- 10.2 The Responsible Office may impose interim measures on the Respondent. Interim measures will be reassessed on a weekly basis.
- 10.3 Interim measures may include, but are not limited to, the following examples:
 - 10.3.1 the exclusion of individual from all or any part of the University campuses;
 - 10.3.2 limiting proximity or contact to specific individuals;
 - 10.3.3 limiting participation in University activities;
 - 10.3.4 limiting the use of the University's information and communication technology; or
 - 10.3.5 requiring a person to meet regularly with designated members of the University Community.
- 11.1 When appropriate, directly or through the Respondent's Supervisor, the Responsible Office will work collaboratively with the Complainant, the Respondent, and as relevant, their respective managers or Supervisors, Constituency Organizations, or others, to determine an informal resolution to the Report.
- 11.2 An informal resolution process does not result in a determination of whether the policy has been breached. Taking into account the safety, comfort, and well-being of the Complainant, the focus of an informal resolution process is to find an acceptable resolution of the Report. Examples of internal University processes for informal resolution are:
 - 11.2.1 an apology;
 - 11.2.2 an educational conversation with the Respondent;
 - 11.2.3 the Complainant communicating to the Respondent that the Respondent's behaviour is unacceptable;
 - 11.2.4 a facilitated conversation between the Complainant and the Respondent; or
 - 11.2.5 mediation.
- 11.3 If no resolution is reached through informal resolution process, or where such processes are not appropriate, the Responsible Office may initiate an investigation.

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- 13.1.1 The Responsible Office will provide the Investigator's Report to the Respondent's Supervisor.
 - 13.1.2 The Respondent's Supervisor will read and consider the Investigator's Report.
 - 13.1.3 If the Investigator has not been directed to do so, the Respondent's Supervisor will determine whether the Policy has been violated and if so, whether disciplinary measures will be imposed.
 - 13.1.4 The Respondent's Supervisor will determine the appropriate corrective measures or disciplinary sanctions applicable to the Respondent.
 - 13.1.5 Where the Respondent is covered by a collective agreement or other relevant employment policy, any discipline will be determined and imposed consistent with the terms of that agreement or policy.
- 13.2 Examples of disciplinary sanctions include but are not limited to:
- 13.2.1 Letter of apology;
 - 13.2.2 Mandated education or counselling;
 - 13.2.3 Restriction on contact;
 - 13.2.4 Restriction related to accessing buildings or parts of the University or certain activities;
 - 13.2.5 Relocation in or eviction from University owned and/or operated housing;
 - 13.2.6 Suspension from the University for a defined period or permanently;
 - 13.2.7 Change of work assignment; or,
 - 13.2.8 Suspension from work for a set time with or without pay.
- 14.1 In all cases where it is determined that a violation of the Sexualized Violence Polic. ~~MCIDdO.7~~ (o)-3.7 (lcu Vi)-1.

