

## Sexualized Violence Policy 1006 – Executive Summary

### Introduction

Mount Allison University is committed to maintaining a positive and respectful learning, living and working environment that respects the rights of all our community members. The University does not tolerate sexualized violence.

### “Sexual Violence” or “Sexualized Violence”

*(As outlined in Part Five: Terminology and Disclosure)*

Any violence, physical or psychological, carried out through sexual means or by targeting sexuality. This includes, but is not limited to, sexual harassment, sexual assault, stalking, indecent exposure, voyeurism, degrading sexual imagery, distribution of sexual images or video without consent, or cyber harassment or cyber stalking of a sexual nature. Some acts of sexual violence intersect with or may be influenced by systemic oppression related, but not limited, to protected grounds under the New Brunswick Human Rights Act.

### Purpose of the Policy

1. **Prevention** – Reduce and prevent sexualized violence by cultivating a consent culture that prioritizes consent, respect, awareness and support through policy, training, and education; and
2. **Awareness** – Increased awareness of the impacts of sexualized violence and of options, resources and services available to those who have experienced sexualized violence and members of the university community generally; and
3. **Response** – Provide timely, coordinated, consistent and fair response to disclosures and reports of sexualized violence.

## **POLICY APPLICATION**

The Sexualized Violence Policy – 1006 applies to all on or off campus University-related programs, operations or activities. The policy is applicable to all individuals associated with the University, including students, staff, visitors, and participants in University activities.

The policy may extend beyond a person's current relationship with the University and include procedures for handling complaints involving former members or affiliates.

## **POLICY OVERVIEW**

### **Education and Prevention (1.2)**

All staff and faculty involved in provision of sexualized violence services, supports, resources, and accommodations will receive ongoing training and education in areas including, but not limited to colonialism and systemic oppression; bias, anti-oppressive practices, and anti-racism; local language and culture; and health and healing practices. (1.2 e)

### **Disclosure and Complaints (2.4)**

- All members of the community can make a disclosure or submit a complaint to the University.
- A disclosing individual or complainant can subsequently choose to withdraw their complaint, discontinue supports/services provided or stop participating in the processing of their disclosure or complaint.
- There is no deadline to make a disclosure or complaint. A disclosure does not automatically result in a complaint by the disclosing individual.

## **Process**

Complaints received will either go through a non-investigative or investigative process.

- Non-investigative processes are led and adjudicated by the Director of Student Experience with any measures imposed being acknowledged by both parties.
- Investigative processes are led and adjudicated by the Vice President, International and Student Affairs, and typically involve an internal or external investigation and a report of findings.
- The University has a duty to provide fair processes by which disclosures and reports are made, investigations are conducted, and decisions are made and communicated. Procedural fairness applies to all parties. (3.1)

## **Confidentiality (3.5)**

All parties involved in a sexualized violence disclosure, complaint, and/or process, have the right to have their confidentiality respected and maintained within limits, which include where employees share or receive information within their authorized duties, where there is a significant concern of risk, where minors or vulnerable persons are involved, and/or under court order.