

POLICY 1.52 – Policy on Gender-Based and Sexual Violence

| | |
|------------------------------|---|
| Policy Category: | General |
| Subject: | Gender-Based and Sexual Violence |
| Approving Authority: | Board of Governors |
| Responsible Officers: | Provost & Vice President (Academic) Vice-President (Operations & Finance) |
| Responsible Offices: | Human Rights Office Vice-Provost (Students) |
| Related Procedures: | Procedures for the Policy on Gender-Based and Sexual Violence |
| Related University Policies: | Safe Campus Community Policy , Non-Discrimination/Harassment Policy , Code of Student Conduct |
| Effective Date: | November 16, 2023 |
| Supersedes: | May 1, 2020, January 1, 2017; September 23, 2014 |

A. PURPOSE AND SCOPE

- 1.00 The University is committed to providing and maintaining an environment in which Gender-Based and Sexual Violence is not tolerated. It takes seriously its responsibility to address Gender-Based and Sexual Violence that is pervasive in society through education, training, and response. This policy and its related procedures identify ways to recognize and prevent Gender-Based and Sexual Violence through policies, resources, education, and community support and provide members of the University community with information to help them respond effectively to incidents of Gender-Based and Sexual Violence.
- 2.00 The University recognizes that Gender-Based and Sexual Violence can have serious and lasting impacts on the physical, mental, and emotional welfare of individuals who are affected by Gender-Based and Sexual Violence.
- 3.00 The Members of the University Community will treat Survivors with dignity and respect.
- 4.00 This policy applies to all Members of the University Community in their interaction with other Members of the University Community.

B. DEFINITIONS

- 1.00 The following definitions shall apply to this policy:
 - 1.01 Adjudicator : A person or a panel of persons appointed by the University's Provost to hear appeals under Part F of the Procedures.

POLICY 1.52 – Policy on Gender-Based and Sexual Violence

- 1.02 Complaint : The sharing of information concerning an act of Gender-Based and Sexual Violence by a Survivor with the intention of initiating a formal process identified in this policy.
- 1.03 Complainant : A Member of the University Community who has filed a Complaint under this policy.
- 1.04 Consent : The voluntary agreement of an individual to engage in an activity. Consent is direct, active, voluntary and a conscious choice. Consent can be revoked at any time. Consenting to one kind of activity does not mean that consent is given for another activity. Consent is not obtained where a person is Incapacitated; cannot be obtained under threat or coercion; cannot be given on behalf of another person; and may be compromised where individuals are in a position of power, trust or authority over the person whose Consent is required.
- 1.05 Disclosee : University employees, emeriti, visiting professors, volunteers,

1.13