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| | E-2.9 |
| | March 6, 2017 |
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Student was enrolled as a Student at the College. This Policy applies to Sexual Violence that is alleged to





An individual against whom a Report has been made.

A broad term encompassing unwanted or unwelcomed conduct of a sexual nature. This includes sexual violence and any sexual act that is committed, threatened or attempted against an individual without their consent, regardless of whether the act is physical or psychological in nature, including, without limitation: sexual assault, sexual harassment, sexual exploitation, stalking, stealthing, indecent exposure, voyeurism, and non-consensual posting of sexually explicit pictures or video or the threat or attempt to do any such act. Sexual Violence is an act wherein power and control are abused in a sexualized manner.

Sexual Violence can include, but is not limited to:



reporting of any Sexual Violence, to prevent the occurrence of Sexual Violence and to build a culture of consent across the College Community.

Camosun acknowledges that an individual who experiences Sexual Violence is not to blame.

Camosun will treat those who make a Disclosure with compassion, dignity and respect.

Camosun will treat all Disclosures and Reports confidentially, and will respect the privacy of both Complainant and Respondent. Please see section 4.6 for additional information.

Camosun will make available timely supports for those who have been affected by Sexual Violence.

Camosun will provide individuals making Disclosures with information about reporting options available to them, both within and outside of the College.

Camosun will address Reports in a timely and fair way. Camosun will establish clear Procedures for making and responding to Reports. An Investigator appointed by Camosun will endeavor to complete an Investigation within 60 days of receipt of the Report. If during the course of the Investigation the Investigator believes this timeline cannot be met, the Investigator will inform the Complainant, the Respondent, and appropriate College representative as soon as possible.

Camosun will respond to all Reports in a manner that respects natural justice and procedural fairness and that reflects the Camosun's responsibility for the safety and security of the College Community.

Camosun supports the right of Complainants and Respondents to be informed of processes and decisions relating to Reports, Investigations and Outcomes, except where precluded by law.

Camosun acknowledges the systemic, gender-based nature of Sexual Violence.



Anyone who has experienced Sexual Violence is encouraged to make a Disclosure, seek support and become informed on reporting options.

Anyone who has witnessed Sexual Violence is encouraged to report their observations to an appropriate College Official (i.e., a Student Support Manager).

A Student who has experienced or witnessed Sexual Violence may, but is not limited to some or all of:

- Seeking support and/or academic considerations;
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The Office of Student Support will provide the Complainant with information about what to expect, possibility of academic considerations, supports available,



Parties will be advised of their rights and responsibilities related to the Report and Investigation
Parties will be advised what to expect from the process
Parties will be kept informed about the process
Parties will receive regular updates on the progress of a Report
Where possible, reasons will be provided for any final decision made with respect to a Report.

Any Investigation will be conducted based on the principles of natural justice and procedural fairness. Any determination will be based on the Balance of Probabilities and determined by an impartial decision maker.

Where applicable, the process will be conducted consistent with the terms of any relevant collective agreement.

The Investigation and decision-making process will be conducted using a trauma informed approach, recognizing the impact of sexual violence on a person.

The Office of Student Support will connect Complainants and Respondents with a Support Person throughout the Investigation and decision-making process. Support for Complainants and Student Respondents will be facilitated by the Office of Student Support. Support for employees who are Respondents will be facilitated by Human Resources, consistent with any relevant collective agreement provisions. Complainants and Respondents have the right to identify an alternate Support Person to accompany them to any meetings or proceedings related to the Report or Investigation.

The College publishes Guidelines with respect to Support Persons. See:

<http://camosun.ca/services/student-support/documents/college-supportperson.pdf>

A person may make a Report to Police by contacting the RCMP or local police detachment. The Student Support Manager from the Office of Student Support may facilitate such a Report to Police.

The College will cooperate with any criminal investigation. The College may suspend its Investigation pending the conclusion of a criminal investigation or process.

A Complainant may withdraw a Report at any time. The College understands that individuals who have experienced or been affected by Sexual Violence may wish to control if and how their experience will be responded to by police and/or the College. A person who has experienced Sexual Violence may choose not to request an Investigation or to request that an Investigation not occur. In certain circumstances however, if the College believes that the safety of other



members of the College Community is at risk, the College may initiate or continue an Investigation and/or inform the police of a matter, even when the Complainant has exercised



The College will consult with students every three years regarding the implementation, application and review of this Policy.



[O-5.10 Respectful Workplace](#)

[O-5.11 Standard of Conduct](#)

[O-6.2 Records Management Policy](#)