



## POLICY – SEXUAL ASSAULT

EMC Reviewed: June 5, 2018  
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**NAME:** Sexual Assault

**REFERENCES:** Sexual Assault Procedures  
Canadian Human Rights Act  
Saskatchewan Human Rights Code Regulations  
Occupational Health and Safety Act  
Criminal Code of Canada  
Violence Threat Risk Assessment (VTRA) Protocol  
Violence Threat Risk Assessment (VTRA) Procedures

### PURPOSE-PHILOSOPHY

All members of the Great Plains College community have a right to work and study in an environment that is free from any form of sexual violence. This document sets out our policy and response protocol to sexual violence and ensures that those who experience sexual violence are treated with dignity and respect, and are listened to without judgement and with acceptance of the disclosure as true.

### SCOPE

This policy applies to all members of the college community:

- a) whether the sexual assault is alleged to have occurred on or off college property or at a college event; AND
- b) where either the respondent, or both the complainant and respondent, are any of the following: employee, student, visitors, volunteers, contractors, service providers, management, member of the Board of Governors.

An investigation under this policy and corresponding processes will neither replace nor impede a criminal investigation of sexual assault or sexual violence. All persons have a right to pursue legal avenues whether or not they choose to proceed under this policy.

### POLICY

We are committed to reducing sexual violence and creating a safe space for anyone in our College community who has experienced sexual violence. The College is a safe and positive space where members of the College community feel able to work, learn and express themselves in an environment free from sexual violence.

All reported incidents of sexual violence will be investigated to the best of the administration's ability and in a manner that ensures due process. The College will make every effort to create an environment in which all individuals feel comfortable making a report, in good faith, about sexual violence that he or she has experienced or witnessed.

We recognize that sexual violence can occur between any individual regardless of sexual orientation, gender and gender identity or relationship status as articulated in the *Saskatchewan Human Rights Code*. We also recognize that individuals who have experienced sexual violence may experience emotional, academic or other difficulties.

We are committed to:

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- Assisting those who have experienced sexual violence by providing detailed information and support, including provision of and/or referral to counselling and medical care and appropriate academic and other accommodation.
- Ensuring that those who disclose that they have been sexually assaulted are treated with dignity and respect, listened to without judgement and with acceptance of the disclosure as true, and that their right to dignity and respect is protected throughout the process of disclosure, investigation and institutional response.
- Treating individuals who disclose sexual violence with compassion recognizing that they are the final decision-makers about their own best interests.
- Ensuring that on-campus investigation procedures are available in the case of sexual violence, even when the individual chooses not to make a report to the police.
- Engaging in appropriate procedures for investigation and adjudication of a complaint which are in accordance with College policies and standards, and that ensure fairness and due process.
- Increasing coordination and communication among the various departments who are most likely to be involved in the response to sexual violence on campus.
- Engaging in public education and prevention activities, and providing information to the College community about sexual violence on campus.
- Providing appropriate education and training to the College community about responding to the disclosure of sexual violence.
- Contributing to the creation of a campus atmosphere in which sexual violence is not tolerated.
- Monitoring and updating our policies and protocols to ensure that they remain effective and in line with current best practices.