

POLICY TYPE: **IV. EXECUTIVE LIMITATIONS**

POLICY TITLE: **N. SEXUAL VIOLENCE POLICY**

All members of the Georgian College community have a right to work and study in an environment that is free from sexual violence. Sexual violence includes any act – whether physical or psychological in nature – that is committed, threatened or attempted against a person without the person’s consent, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation.

To support an environment that is free from sexual violence, the President and CEO will not allow the college to operate in the absence of a sexual violence procedure. The procedure will:

1. ensure those affected by sexual violence are believed and appropriately accommodated and ensure the college has a process of investigation that protects the rights of individuals and holds individuals who commit an act of sexual violence accountable
2. outline how 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; it will ensure individuals feel comfortable making a report in good faith about sexual violence they experience or witness
3. stipulate the appropriate college procedures and or legislation that outlines the accountability mechanisms the college may rely upon including but not limited to:
  - a. Student Code of Conduct
  - b. Employee Code of Conduct
  - c. Human Rights Code
  - d. Occupational Health and Safety Act
  - e. Criminal Code
4. recognize that sexual violence can occur between individuals regardless of sexual orientation, gender, gender identity or relationship status as described in the *Ontario Human Rights Code*
5. recognize that individuals who have been affected by sexual violence may experience emotional, academic or other difficulties and are entitled to support, services and accommodations from the college
6. protect the confidentiality of persons involved in a report of sexual violence to the greatest extent possible without compromising the safety of others
7. provide clear direction on how to report an incident of sexual violence and where to access supports, services and accommodations for those affected by sexual violence

This policy and its related procedure applies to all members of the college community including employees, governors, students, contractors, suppliers, volunteers and visitors.

The college will initiate and embed systems and processes to ensure the college procedure is effective such as educational campaigns, mandatory training, performance plan objectives and climate surveys.

The President and CEO will report to the ministry and the board on an annual basis in accordance with ministry directives and/or legislative requirements.