

SEXUAL VIOLENCE POLICY PLAIN LANGUAGE SUMMARY

Policy Statement

What is the policy?

Sexual violence is any kind of violence that is done to another person in a sexual way **against their will**.

If something is **against your will** that means you **do not want it to happen**.

Bow Valley College is committed to making this college a safe and positive space.

Bow Valley College will work to stop sexual violence. We will work to make sure people understand what sexual violence is. Bow Valley College will also deal with sexual violence fairly when it happens.

Scope

Who does the policy affect?

This policy is for all Bow Valley College learners and employees. All employees, learners, and contractors at Bow Valley College are responsible for knowing, understanding, and following policies and procedures.

This means that you are responsible for knowing and following the rules.

Main Objectives

What are the goals of the policy?

1. Help anyone who discloses, or tells about, sexual violence that happened to them. Give the person information and support:
 - a. counselling
 - b. medical care
 - c. options about making a formal report
 - d. academic accommodation

Academic accommodation is when the College makes a change for one learner because of a problem or barrier. It could mean changing a class time or location or a test date.

2. Believe that reports of sexual violence are made **in good faith**. Treat people with respect and dignity:
 - a. when they disclose sexual violence
 - b. during the investigation
 - c. during the College's response
3. Respect people's right to choose if and how they report sexual violence.
4. Make sure people can find the College process for sexual violence investigation, even when people choose not to make a formal report to the College or the police.
5. Follow all College policies when investigating a report to make sure everything is fair.
6. Make sure that the departments that are involved in dealing with sexual violence work and communicate together.
7. Teach learners and employees at Bow Valley College about sexual violence and why it happens.
8. Create an environment in which sexual violence is **not** accepted at Bow Valley College.
9. Check and update policies and procedures to make sure they stay effective and are the best way to deal with sexual violence.
10. Use the same definitions as the provincial agreement on sexual violence. This helps everyone to communicate clearly.

Definitions

Bystander (witness): A witness is someone who sees sexual violence happening.

Coercion: Coercion means pressuring someone to participate in a sexual activity when they do not want to. Coercion can be emotional manipulation, blackmail, threats to family, pets, or friends, or the promise of giving someone something good.

Complainant: The complainant is the person who had sexual violence happen to them.

Consent: Consent means fully agreeing to participate in a sexual activity. Consent is active, direct, and voluntary. People who consent must not be impaired by drugs or alcohol and must be of legal age.

Disclosure: Disclosure is when someone tells about an experience with sexual violence to someone who did not know about it.

First responder: The first person who hears about an act of sexual violence. The first response is very important. It affects how the person who is telling about the sexual violence will feel about telling more people.

Formal report: A formal report is a statement to the College by someone who experienced sexual violence. When someone makes a formal report, the College will investigate what happened.

Respondent: The person who is **alleged** to have done the sexual violence.

Alleged means that someone says you did something wrong, but it has not been proven.

Sexual assault:

- Sexual assault is when one person does a sexual act to another person **without their consent** or **against their will**.
- It also includes sexual acts done when someone cannot **consent**.
- Sexual assault can include anything from unwanted touching to penetration (rape).
- Sexual assault can involve the use of force, threats, or control of the other person.
- Sexual assault can be sexual activity that makes the person feel scared, distressed, or threatened.
- Sexual assault is a criminal offense under the Criminal Code of Canada. It is against the law.

Sexual violence: Sexual violence is any kind of violence that is done to another person in a sexual way **against their will**. Sexual violence can include:

- sexual assault
- sexual harassment (repeated unwanted sexual attention)
- stalking (following a person or repeatedly contacting them)
- indecent exposure (showing your genitals to someone else against their will)
- voyeurism (watching someone against their will when they are naked)
- distributing sexual pictures or video of someone without their consent