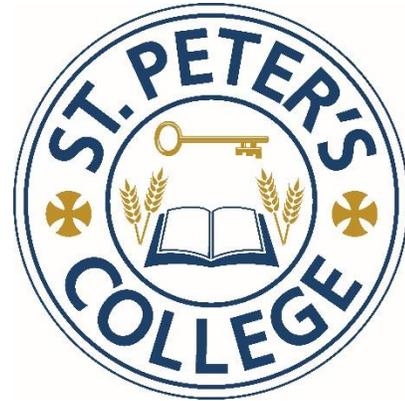


# St. Peter's College

## Sexual Assault Prevention Policy

Category:  
Responsibility: President  
Authorization: Board of Governors  
Approval Date: November, 2011  
Amendment Date: April 25, 2017



### Purpose:

To provide all members of St. Peter's College with a healthy, positive, and safe learning, living, social, recreational, and working environment free of sexual assault and sexual misconduct.

This policy and its corresponding procedures provide a framework and firm commitment to prevention, education, awareness, and to fostering engagement from the College community to enable its members to recognize and to help prevent sexual assault and sexual misconduct on campus.

### Principles:

St. Peter's College is committed to providing and maintaining a safe and positive environment in which any form of sexual assault and sexual misconduct is unacceptable and will not be tolerated.

In this policy, the wording "person who has been victimized" is used to describe an individual who has been sexually assaulted or subjected to other forms of sexual misconduct contained within this policy document. It is recognized that there are other words used to describe an individual in these circumstances, including the short-forms of 'victim', 'survivor', 'target', and sometimes 'complainant'.

### Scope of the Policy:

All employees and students of the St. Peter's College are expected to take all complaints of harassment seriously. This policy focuses upon the rights and obligations set out in The Saskatchewan Human Rights Code.

This policy applies to all members of the College community including individuals employed directly or indirectly at the college, students, volunteers, and visitors of any kind. This policy applies to risks, threats and incidents of sexual assault or sexual misconduct that occur on college premises and other work, study, social, recreational and living sites under the college's control or

during the course of any college sponsored event or activity. This policy also applies to conduct that does not occur on college premises but that has an identifiable and substantial link to the college, or that affects the college working, learning or living environment. The policy applies to virtual environments such as any form of electronic or social media.

It is recognized that the college has other policies in place that may relate to sexual assault and sexual misconduct, such as the Harassment Policy. This policy is intended to complement and should be used and read in conjunction with other such policies and corresponding procedures. A formal complaint under any other college policy may trigger this policy.

## **Responsibilities**

All members of the college community share the responsibility for creating, ensuring, and promoting a safe environment and are expected to conduct themselves in an appropriate, respectful, and responsible manner.

All members of the college community carry a responsibility to come forward and report information about incidents of sexual assault or sexual misconduct to the President where possible and in a manner consistent with the procedures set out by the college.

## **Definitions:**

**Sexual Assault** is any type of unwanted sexual act done by one or more persons to another that violates the sexual integrity of the person who has been victimized and involves a range of behaviours from any unwanted touching to penetration. Sexual assault is characterized by a broad range of behaviours that involve the use of force, threats, or control towards a person, which makes that person feel uncomfortable, distressed, frightened, threatened, or that is carried out in circumstances in which the person has not freely agreed, consented to, or is incapable of consenting to. In addition, a perpetrator may use alcohol and/or drugs (prescription or non-prescription) to control, overpower or subdue a person for the purposes of sexual assault. Sexual assault refers to sexual contact that is forced, manipulated, or coerced by a partner, friend, acquaintance or stranger.

**Sexual Harassment** is defined as behavior related to sexuality that may be verbal, physical, deliberate, unsolicited or unwelcome; it may be one incident or a series of incidents. Sexual harassment may include: verbal abuse; unwelcome jokes, innuendos or taunting about an employee's clothing, body, or sexual activities; displaying of pornographic material; unwelcome invitations or requests, whether indirect or explicit, to engage in behavior of a sexual nature; leering or other gestures associated with sexuality; unnecessary physical contact.

St. Peter's College recognizes that sexual assault or sexual misconduct can occur between individuals regardless of sexual orientation, gender, and gender identity or family or marital status as articulated in The Saskatchewan Human Rights Code. It also recognizes that individuals who have experienced sexual assault or sexual misconduct may experience emotional, academic, and/or other difficulties.

## **Policy:**

St. Peter's College, through this policy, strives to ensure the safety of all members of the college community and is committed to the well-being of all persons using or visiting its premises. Through this policy, St. Peter's College strives to create a safe and respectful space for working, studying, or living within its community.

Any actions of sexual assault or sexual misconduct violate the college's institutional values and the right of all individuals to be treated with dignity and respect. St. Peter's College will not condone or tolerate any form of sexual assault or sexual misconduct.

This policy conveys the college's commitment to:

- raising awareness about sexual assault and sexual misconduct and increasing understanding of the impact of these actions;
- fostering a culture conducive to preventing sexual assault and sexual misconduct by engaging in prevention education and activities;
- minimizing the risk of sexual assault and sexual misconduct;
- providing appropriate education and training to university members about response to disclosures of sexual assault and sexual misconduct;
- ensuring that reporting processes are readily available and easy to follow;
- facilitating prompt action to assist individuals when an incident of sexual assault or sexual misconduct has occurred;
- ensuring coordination and communication among the various people and units who are involved in the response to sexual assault and sexual misconduct.

When sexual assault or sexual misconduct is reported to the college in accordance with this policy and its associated procedures, St. Peter's College will respond promptly, with the aim of:

- supporting the individuals involved;
- assessing the safety of the individuals involved and those in the College;
- engaging the appropriate response mechanisms;
- providing information so that the individual who has been victimized is aware of options through which to pursue recourse.

The college affirms its commitment to provide an environment where anyone who has been affected by sexual assault or sexual misconduct feels supported and is treated with compassion. Individuals will be listened to when they disclose information about sexual assault or sexual misconduct that they have experienced or witnessed.

All reported incidents of sexual assault or sexual misconduct will be investigated to the best of the administration's ability and in a manner that ensures due process for all parties involved, in accordance with applicable policies and standards. The college also affirms its obligation to ensure that those who commit acts of sexual assault or sexual misconduct are held accountable.

### **Confidentiality:**

St. Peter's College will protect the confidentiality of individuals and events under investigation to the extent possible, except where disclosure is required by law. The details and particulars of any case reported or under investigation will not be disclosed or discussed with any individuals or parties other than those deemed necessary for investigation or adjudication purposes, or as required by law.

Confidentiality cannot be assured in the following circumstances:

- when an individual is at imminent risk of self-harm;
- when an individual is at imminent risk of harming another; and/or
- when there are reasonable grounds to believe that others in the university or wider community may be at risk of harm.

In such circumstances, information would only be shared with necessary services to prevent harm.

Where the college becomes aware of an allegation of sexual assault or sexual misconduct by a member of the college community against another member of the college community, the college may also have an obligation to take steps to ensure that the matter is dealt with in order to comply with the college's legal obligation and/or its policies to investigate such allegations. In such cases, certain administrators will be informed about the reported incident on a "need to know" and confidential basis, but not necessarily of the identities of the persons involved.