

<b>Title</b>	<b>Sexual Violence and Misconduct</b>		
<b>Classification</b>	Board	<b>Oversight &amp; Responsibility</b>	Office of the VP & CFO; Human Resources
<b>Category</b>	Health, Safety & Environment	<b>Effective Date</b>	2018 Dec 14
<b>Approval</b>	Board	<b>Policy No</b>	1073

This policy is applied in a manner consistent with applicable statutory and legal obligations, including university collective agreements and terms of employment.

**NOTE:** The most up-to-date versions of our policies are posted on the policy & procedure website. If you've printed this policy, check the website to be sure you have the current version.

## Board Policy Statement

Royal Roads University stands united against sexual violence in our university community. All university community members are expected to treat one another with respect in learning environments and in all other interactions. Consistent with our vision to connect people, ideas and experiences to change lives and the world, we share the social responsibility to inform and educate to prevent, and ultimately end, sexual violence.

This policy applies to all members of the university community, including, but not limited to, students, employees, faculty, visiting scholars, contractors, and volunteers. This policy applies to behaviours or conduct occurring in both academic and non-academic settings and may be applied to behaviours or conduct occurring on campus, off campus or online if the rights of members of the university community to use and enjoy the university's learning, living, or working environments are adversely affected. Where an event impacts the university environment, the university also reserves the right to enforce this policy regardless of whether any legal proceedings are undertaken in any other forum or by any other party.

## Philosophy

Royal Roads University is a scholarly community where all members have rights and responsibilities that exercised together foster an environment in which individual learning and development are maximized. Our Diversity Statement also affirms our commitment to acknowledge and respond to diverse perspectives. Sexual assault and sexual violence are criminal offences, and all forms of sexual violence and misconduct are unacceptable and will not be tolerated in our community which values and promotes a culture of safety and support.

## Guidelines

The following guidelines are intended to describe the university's commitment to prevent and respond to sexual violence in our university community. These guidelines do not limit the powers of the President conferred by the *Royal Roads University Act* [RSBC 1996], nor do they preclude the University from publishing additional policies, procedures, and guidelines not described herein. The university is committed to:

- 1.0 Creating an institutional culture that is characterized by respect and in which sexual violence is not tolerated.
- 2.0 Supporting those who disclose that they have experienced sexual violence, appreciating their right to dignity and compassion.

3.0 Assisting those who have experienced sexual violence by providing information, choices and support, such as provision of and/or referral to counselling and medical care, information about legal options, and appropriate academic and other accommodations.

4.0 Recognizing that individuals who disclose that they have experienced sexual violence are the final decision-makers about their own best interests.\*

5.0 Investigating reports of sexual violence with the consent of the survivor. Survivors may consent to a university investigation without also making a report to the police. In cases where there are reasonable grounds for concern for safety, the University reserves the right to conduct an investigation without consent.

6.0 Engaging in appropriate procedures for investigation of reports that are in accordance with university practices, standards and applicable collective agreements, and that respect confidentiality, fairness and due process. The university reserves the right to engage a third party to conduct investigations at its sole discretion.

7.0 Sanctioning individuals who have been found to have perpetrated sexual violence. Sanctions may vary, dependent upon the results of the investigation, up to and including suspension, expulsion or dismissal.

8.0 Attending to those members of the university community indirectly affected by an incident of sexual violence.

9.0 Coordinating protocols and procedures for consistency, clarity and support of those involved and sharing these publicly and actively within the university community.

10.0 Providing education and training to the campus community about responding to the disclosure of sexual violence, empowering survivors and bystanders to report incidents and support a culture of change with respect to eliminating sexual violence.

11.0 Engaging in information, education and prevention activities for the university community, with openness to partnerships with students, employees and external organizations in a shared approach to preventing sexual violence.

12.0 Collecting and securing data to monitor the incidence of sexual violence and responses to sustain an institutional culture in which sexual violence is not tolerated and to be transparent with our communities, respecting the confidentiality of those involved.

13.0 Monitoring and updating policies and protocols so that they remain effective and consistent with relevant legislation, other university policies and best practices.

*\* As required by law, if there are reasonable grounds for concern that the survivor or anyone else involved may be a danger to themselves or others, then the University is obligated to report the concern to appropriate authorities.*

## **President's Responsibilities**

The President will ensure that administrative protocols and procedures are in place to enact this policy.

## **Information, Action and Monitoring Requirements for the Board**

The President will report annually to the Board of Governors on the work of the university in support of this policy. The Board policy will be reviewed every three years after the first review date.

## Related Documents and Information

Related RRU procedures

- [Sexual Violence or Misconduct – Student Survivors](#)
- [Sexual Violence or Misconduct – University Community Member Survivors \(Non-Student\)](#)

## Review and Revision History

Date	Action
2017-Mar-31	Approved by Board
2018-Dec-14	Revised; current published version
2021-Oct-20	Transfer to new template – no content change
<b>Next Review</b>	
2021-Dec-14	For review