

# Appendix A: Sexual Violence Information and Resources for Field Sites

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**University of Guelph  
College of Biological Science  
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Sexual violence can occur at any time, in any location. Due to their remoteness and isolation, survivors of sexual violence working at field sites may be less likely to seek help. The University of Guelph and the College of Biological Science take a **ZERO TOLERANCE** position on any form of sexual violence (sexual assault and sexual harassment) at all field stations used by its faculty, staff, students, or volunteers. Wherever you are working, your PI must ensure your location be equipped with phone service and can access any of the resources listed below. You have the right to be safe.

**If you have experienced sexual violence, you do NOT have to wait, ignore it, or pretend it didn't happen. If you want support, please talk to your field supervisor(s) or consult one of the resources below.**

## Do you think you've experienced sexual violence?

**Sexual Violence** means any sexual act or act targeting a person's sexuality, gender identity or gender expression, whether the act is 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. Sexual assault is an offence under the *Criminal Code* of Canada.

**Sexual Harassment** is included in the definition of sexual violence and means engaging in a course of harmful or offensive comment or conduct based on sex, sexual orientation, gender identity or gender expression that is known or ought reasonably to be known to be unwelcome. This can include: implied or expressed rewards or benefits for sexual favours; non-consensual taking or posting of a sexual picture; aggressive or intolerant comment or slur (including cyberbullying or through social media); or uttering any sexual threat.

**Consent** is the active ongoing, informed and voluntary agreement to engage in sexual activity. Consent cannot be given by someone who is unconscious, whose judgment is materially impaired (such as by drugs or alcohol), or who is otherwise unable to understand and

voluntarily give consent. Consent can never be obtained through threats, trickery, coercion, pressure or other forms of control or intimidation. Consent may be withdrawn at any time. Consent may be compromised where individuals are in a position of power, trust or authority over the person whose consent is required. The consumption of alcohol or drugs does not provide any excuse from obtaining consent.

If someone you know has experienced sexual violence, you can assist them in finding local support. It is important to remind the survivor that the incident was not their fault and that you believe them.

## You can contact these resources for support from any location

- [Guelph Wellington Women in Crisis and Sexual Assault Centre](#) (24-hour Crisis Line)  
*People of all genders are welcome to call for support.*  
519-836-5710 (if out of Canada, dial “1” first for country code) or  
1-800-265-SAFE (7233)
- [Here 24/7](#)  
*Regional crisis line*  
1-844-437-3247  
TTY:1-877-688-5501  
Confidential and anonymous

**Disclosing and/or reporting a case of sexual violence is your choice.** If you want to report a case of sexual violence you can contact local law enforcement or the University of Guelph Student Affairs Case Director. The Student Affairs Case Director can provide you with information on local supports and reporting procedures, regardless of your geographic location (including if you are conducting field work outside Canada). The Student Affairs Case Director will not report a case of sexual violence without your consent.

**You have the option to report sexual harassment.** To report harassment or assault, you can contact your employer’s appropriate office (such as Human Resources or Equity Office) or see your University’s Sexual Violence policy for disclosure and reporting procedures. Note that volunteers should contact the relevant office at the university that is hosting your volunteer experience. When reporting, please **ask** if your name and the circumstances related to your complaint will be disclosed to any person for the purposes of investigating the complaint or taking disciplinary measures in relation to the complaint. Be aware that some offices may initiate formal investigation through local law enforcement immediately upon disclosure of incidents of sexual violence.

## **University of Guelph, Student Affairs Case Director**

This is a central contact point for information about supports, accommodations and reporting (if you choose) relating to sexual violence for individuals working in any capacity relating to the University of Guelph. You can contact this support from anywhere in the world and they will assist in locating and accessing local resources.

Monday-Friday, 8:30-4:00 pm EST  
519-824-4120 Ext. 53020 (use country code "1" for international calls)  
[svinfo@uoguelph.ca](mailto:svinfo@uoguelph.ca)

## **Diversity and Human Rights Office at the University of Guelph**

15 University Avenue East  
Guelph Ontario  
N1G 2W1  
519-824-4120 Ext. 53000  
[dhrinfo@uoguelph.ca](mailto:dhrinfo@uoguelph.ca)  
[www.uoguelph.ca/diversity-human-rights/](http://www.uoguelph.ca/diversity-human-rights/)  
Monday to Friday: 8:45 a.m. - 4:45 p.m. EST