

Appendix B: Field Research Safety Plan: Sexual Violence
University of Guelph
Department of Integrative Biology
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Preamble

Sexual violence, particularly gendered violence, is a devastating issue that continues to impact many people in our society. In Canada and the United States, one in three women will experience sexual violence over their lifetime¹, and one in five women will experience sexual assault while attending a post-secondary institution². While universities offer many resources to survivors of sexual violence, students, staff and faculty performing field work (conducting research off-campus, often in remote and isolated locations) are particularly vulnerable. A recent study³ reports that 62% of individuals at any stage in their career have experienced sexual harassment at a field site, and 21.7% have experienced sexual assault. Furthermore, women working in the field are 3.5 times as likely to experience sexual harassment and 5.5 times as likely to experience sexual assault as their male colleagues.

Any individual, whether student, staff, or faculty, working in a capacity related to the University of Guelph has the right to a safe and respectful work environment, free from discrimination and all forms of sexual violence.

Definitions

The University of Guelph Sexual Violence Policy⁴ (<https://uoguelph.civicweb.net/document/126417>, effective January 1, 2017), defines the following:

1. **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 exploitation⁵

2. **Sexual Assault** is defined as any kind of sexual contact without mutual consent. It can include unwanted kissing, fondling, oral or anal sex, intercourse or other forms of penetration, or any other unwanted act of a sexual nature.⁶
3. **Sexual Harassment** is included in the definition of sexual violence and means engaging in a course (or in some cases, one incident) of vexatious 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.
4. **Consent** is the active ongoing, informed and voluntary agreement to engage in sexual activity. Consent cannot be given by someone whose judgment is materially impaired (such as by drugs or alcohol), unconscious, or 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 and 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.

On the following page, please list your name and sign indicating that you have read and understood the above information.

Name (printed)	Signature	Date

References

1. World Health Organization (2013). *Global and regional estimates of violence against women: prevalence and health effects of intimate partner violence and non-partner sexual violence*.
2. Canadian Federation of Students—Ontario (2015). *Sexual Violence on Campus*.
3. Clancy, K.B.H., Nelson, R.G., Rutherford, J.N, and K. Hinde. 2014. Survey of academic field experiences (SAFE): Trainees report harassment and assault. *PLOSone*. 9:1-9.
4. *Sexual Violence Policy*, University of Guelph (2017)
<https://uoguelph.civicweb.net/document/126417>
5. Definition taken from Bill 132, Sexual Violence and Harassment Plan (2016), Legislative Assembly of Ontario
6. University of Guelph Sexual Assault Support Guide (2014)
https://www.uoguelph.ca/sexualviolence/system/files/SexualAssaultSupportGuide2014_0.pdf