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I. PREAMBLE

The University of Guelph is committed to a campus free of discrimination and harassment and is dedicated to the highest standards of human equality and academic freedom*. As such, the University will not tolerate behaviour which contributes to a hostile and inequitable learning, living and working environment. Sexual Assault is an example of such behavior. Sexual Assault is an offence under the Criminal Code of Canada. The University has a number of internal policies that are also designed to protect the rights of individuals and support an environment free from Sexual Assault. These policies include: the Policy on Non-Academic Misconduct; Violence Prevention in the Workplace, and, Human Rights at the University of Guelph. The use of University policies does not preclude proceedings under the Criminal Code.

The University also works collaboratively with the Guelph-Wellington Action Committee on Sexual Assault and Domestic Violence (the Committee) to offer options to address complaints of sexual assault. The Guelph-Wellington Community Response Protocol for Sexual Assault and Domestic Violence outlines some of the best practices for individuals and groups who may be directly, or indirectly involved in working with persons who have experienced sexual assault.

*University Human Rights and Equity Policy

II. PURPOSE

The purpose of this document is to provide information on resources available to members of the University community who may be directly, or indirectly involved in working with persons who have experienced Sexual Assault. Supervisors who become aware of a complaint of Sexual Assault should refer the complainant to the resources referred to in this document.

III. SCOPE

Through its policies, the University provides processes which can be used to address complaints of sexual assault that have been alleged to occur on campus or at a University event and where either the respondent or both the complainant and the respondent are University students, employees, administrators, members of the Board of Governors or Senate, employee
organizations, special-status organizations and invitees, while such individuals are acting in a capacity defined by their relationship to the University. If there is an allegation of a sexual assault occurring on campus but the complainant is unrelated to the University it will be referred to Guelph City Police.

IV. DEFINITION

Sexual Assault is defined as any unwanted act of a sexual nature imposed by one person upon another and includes such activities as kissing, fondling, oral or anal sex, intercourse, or other forms of penetration, without consent. Sexual assault can also occur in a dating relationship or marriage.

V. RESOURCES

The following resources are available 24 hours a day, 7 days a week, to respond to complaints of sexual assault:

On-Campus
University of Guelph Campus Police:
For emergencies phone: 519 824-4120 Ext. 2000
For non-emergencies phone: 519 824-4120 Ext. 5224

Off-Campus
Guelph General Hospital: Guelph-Wellington Care & Treatment Centre for Sexual Assault & Domestic Violence Crisis Phone: 519-836-5710; 1-800-265-7233; After Hours Phone: 519-837-6440 Ext. 2210
Guelph Wellington Women in Crisis - Sexual Assault Centre Phone: 519-836-5710; 1-800-265-7233
Guelph Police Services Phone: 911 or 519-824-1212
Community Torchlight Crisis Line: 519-821-0140; 1-877-822-0140, Distress Line: 519-821-3760; 1-888-821-3760; or email: tsimpson@communitytorchlight.com

The following resources are available during regular business hours (Monday-Friday from 8:30 am - 4:30 pm):

On-Campus
Student Health Services (Ext. 52131)
The Wellness Centre (Ext. 53327)
Counselling Services (Ext. 53244)
Office of Diversity and Human Rights (Ext. 53000)
Occupational Health and Wellness (Ext. 52133)
Student Housing Services (Ext. 53468)
Faculty and Academic Staff Relations (Ext. 53378)
Staff Relations (Ext. 53163) Faculty and staff may also contact their employee group representative as a resource.

Off-Campus
Ears for Men www.amvosa.ca: Phone: 1 800-553-3277
Victim Services Wellington www.vswguelph.on.ca: Phone: 519-824-1212; Ext.304

VI. REPORTING SEXUAL ASSAULT

Complainants are strongly encouraged to report any incident of sexual assault to the University’s Campus Community Police (CCP) (Ext. 2000 or Ext. 52245). CCP is open 24 hours a day, 7 days a week.

CCP is available to advise the complainant of the available options and can also assist in safety planning. CCP may facilitate interim measures regarding University facilities where the University determines there may be a safety risk. CCP, in
conjunction with the Guelph Police Service will provide the complainant with options related to filing a complaint, the investigative process and criminal charges, as necessary. Except in rare circumstances where there is a serious safety risk to others, the complainant determines what process and action will be taken, if any. If criminal charges are laid, CCP will inform complainants of progress in criminal prosecution.

The formal complaint procedures described in the University’s Human Rights Policy, “Human Rights at the University of Guelph” or the process described in the Violence Prevention in the Workplace can be used to investigate complaints of sexual assault and can result in sanctions. Students can also choose to pursue their complaint under Student Rights and Responsibilities. The use of these administrative processes does not preclude the use of other options outside the University such as criminal proceedings.

Steps may need to be taken upon the receipt of a formal complaint to protect the complainant, the University community or any of its members. For instance, if the respondent is known to the complainant, and if both are on-campus residents, the Director of Student Housing Services may provide the complainant and/or the respondent with alternative housing assignments during the investigation.

VIII. CONFIDENTIALITY

Complainants will be informed about confidentiality and the limits of confidentiality.

IX. TRAINING

CCP has the oversight for providing sexual assault training to supervisors and employees, as appropriate.

X. SEXUAL ASSAULT AWARENESS AND EDUCATION PROGRAMS

Working with staff in Student Housing Services, Campus Police and the Office of Diversity and Human Rights, the Wellness Centre has responsibility for ensuring ongoing awareness programs are offered on campus. The CSA Awareness of Sexual Assault and Prevention Committee (ASAP) will provide support to these units as well as implementing its own events and campaigns. ASAP will prepare an annual report on programs and activities there were offered. The report may also include recommendations for additional or new educational programs in the subsequent year. This report will be made public on the CSA, GSA Human Resources, Community Campus Police and Student Affairs Websites. Recommendations will also be presented to the Student Rights and Responsibilities Committee.