

## Sexual Violence

This document is the parent policy for any College procedures. Questions regarding this policy are to be directed to the identified Policy Owner.

<b>Category:</b>	Human Resources
<b>Policy Number:</b>	C27 Sexual Violence
<b>Approval Date:</b>	March 18, 2021
<b>Effective Date:</b>	March 18, 2021
<b>Policy Owner:</b>	AVP Students and Registrar Chief Human Resources Officer

<b>Objective:</b>	<p>Olds College is a welcoming community of learning that cares deeply about the safety, security and success of our students, staff and other community members.</p> <p>The College is committed to promoting and maintaining an educational and working environment free from all forms of sexual violence, supporting gender equality, and fostering a community founded upon the fundamental dignity and worth of all its members.</p> <p>This policy communicates the College’s expectations and commitment to such an environment and establishes procedures to support this commitment.</p>
<b>Policy:</b>	<p>The College prohibits and condemns all acts of sexual violence. It is the responsibility of all members of the College community to promote an environment that is free of sexual violence and to be knowledgeable about this policy and associated procedures.</p> <p>Olds College (the “College”) recognizes that sexual violence can occur between individuals regardless of sexual orientation, gender, gender identity, or relationship status.</p> <p><b>This policy applies:</b></p> <p>a) to any Member of the College Community affected by sexual violence where the violence is alleged to have occurred on College property, or at a College related event, and where either the Respondent or both the Survivor and the Respondent are any of the following, while acting in a capacity defined by their relationship to the College:</p> <ul style="list-style-type: none"> <li>● registered College students;</li> <li>● employees;</li> <li>● volunteers;</li> </ul>

- members of the Board of Governors; or
- employees of organizations representing the College when on College property.

b) where a Member of the College Community experiences sexual violence by a non-member that is alleged to have occurred either on College premises or at a College related event on or off College premises; and

c) to virtual environments such as any form of electronic or social media.

## Definitions:

### **Members of the College Community**

Those persons involved in conducting College affairs including all students, employees, volunteers, contractors and members of the Board of Governors of the College while they are either on or using College property or participating in College programs and activities, on or off College premises.

### **Sexual Assault**

Sexual assault is any nonconsensual physical sexual actions done by an individual(s) to another. It includes any unwanted sexual acts and can involve a range of behaviours from unwanted touching to penetration through the use of force, threats, control, or coercion of another person that makes someone feel fearful, distressed, or threatened or is carried out in a way that an individual is not able to freely consent. Sexual assault is a criminal offense under the Criminal Code of Canada.

### **Sexual Harassment**

Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature. Incidents of sexual harassment include, but are not limited to, situations when such conduct has the purpose or effect of interfering with an employee's work performance or a student's academic performance, or creating an intimidating, hostile, or offensive working or learning environment.

Examples of sexual harassment include but are not limited to unwelcome comments or conduct of a sexual nature such as leering, "dirty" jokes, gestures, pictures or pornographic materials, comments, suggestions, innuendos, requests or demands of a sexual nature. The behavior need not be intentional in order to be considered sexual harassment.

### **Sexual Violence**

Sexual violence refers to any unwanted sexual acts and/or acts that are committed, threatened or attempted against a person without the person's consent. Sexual violence includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, sexual exploitation, or distribution of sexual images. Sexual violence may be physical or psychological in nature, and may be committed by individuals acting alone or in groups.

<b>Related Information:</b>	<a href="#">Code of Conduct - Students</a> <a href="#">Code of Conduct - Staff</a> <a href="#">Workplace Anti-Violence and Harassment</a>
<b>Related Procedures:</b>	<a href="#">Sexual Violence Student Support Procedure</a> <a href="#">Sexual Violence Employee Support Procedure</a> <a href="#">Sexual Violence Response Team Procedure</a>
<b>Review Period:</b>	3 Years
<b>Revision History:</b>	September 2018 Revision November 2020 Major Revision