



SEXUAL & GENDER-BASED VIOLENCE (“SGBV”)

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

Category:	C. People & Culture
Policy Number:	C27
Approval Date:	July 5, 2024
Effective Date:	July 5, 2024
Policy Owner:	Vice President, Student Experience Chief People & Culture Officer

Objective:

Policy:

**IN AN EMERGENCY DIAL 911
OR
OLDS COLLEGE SECURITY
403-556-8224**

Olds College of Agriculture & Technology (the “College”) is a welcoming community of learning that cares deeply about the safety, security and success of our students, staff and other community members.

The College recognizes that sexual and gender-based violence (SGBV) can occur between individuals regardless of sexual orientation, gender, gender expression, gender identity or relationship status. The College is committed to promoting and maintaining an educational and working environment free from all forms of sexual and gender-based violence, creating a culture supportive of gender equity that values the fundamental dignity and worth of all campus/community members.

The College is committed to fostering a culture which values consent. A culture of consent challenges beliefs or attitudes supporting the normalization, toleration and trivialization of gendered degradation and the placement of blame on individuals who have experienced sexual and/or gender-based violence, common in “rape culture.” The College will respond to reports of sexual and gender-based violence with trauma-informed and culturally appropriate policy and processes. The College strives to avoid further trauma and to support the wellbeing of individuals reporting sexual or gender-based violence with transparent policy, autonomy of choice and culturally appropriate care throughout the reporting process.

The College prohibits and condemns all acts of sexual and gender-based violence. It is the responsibility of all members of the College community to promote an

environment that is free of sexual and gender-based violence and to be knowledgeable about this policy and associated procedures. This policy is informed by Courage to Act and is subject to regular review that is informed by the results of the research and data collection currently under development with funding support from the Government of Alberta.

This policy communicates the College's expectations and commitment to such an environment and establishes procedures to support this commitment. The College will continue to develop collaboration and strong advocacy with all three student umbrella organizations and institutional leaders.

SGBV Impact Statement

The College recognizes sexual and gender-based violence can have psychological, cognitive, emotional, and physical effects on individual participants and impacts the college community at large. Within the college community, acts of sexual and gender-based violence are viewed as individual, collective and systemic concerns, and may be intersectional with other forms of violence, oppression and discrimination. Adopting an intersectional perspective of sexual and gender-based trauma acknowledges that Reporters, Survivors and Respondents may have trauma responses that are influenced, or compounded by past and/or ongoing traumatic experiences.

This Policy Applies:

1. To any Member of the College Community affected by sexual and/or gender-based 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:
 - a. registered College students;
 - b. employees;
 - c. volunteers;
 - d. members of the Board of Governors; or
 - e. employees of organizations representing the College when on College property.
2. 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.
3. Occurs off campus where the behaviour has substantial connection to or adverse impact on college operations or impacts the ability of a member of the college community to reasonably participate in college related programs, activities or employment.
4. To virtual environments such as any form of electronic or social media.

Definitions:

Consent: The voluntary, ongoing agreement to engage in the specific sexual activity in question. It is an active, direct, unimpaired and conscious choice, between individuals at the age of consent, to engage in physical contact or sexual activity. Consent cannot be obtained through abuse, threats, intimidation, coercion or other pressure tactics or if the initiator abuses a position of trust, power or authority. Consent may be withdrawn by any participant at any time through verbal or non-verbal communication.

Gender-Based Violence: The term "gender-based violence (GBV)" refers to violence that targets individuals or groups on the basis of their gender, gender expression, gender identity or perceived gender. GBV is not limited to physical violence and can include any verbal communication, nonverbal action, or behavior that aims to degrade, control, humiliate, intimidate, coerce, deprive, threaten, or harm another person.

Intersectional: Recognition that an individual's experience of, and response to sexual and/or gender-based violence will be impacted by social factors, and can be influenced by position within interconnected societal structures. An individual may occupy multiple overlapping social locations which can create a complex system of discrimination, marginalization and oppression. Lived experience within a unique social location can have a compounding or cumulative effect upon an individual, increase risk of sexual and gender-based violence and may limit accessibility to support services.

Members of the College Community: All individuals engaged in college affairs including all students, employees, volunteers, contractors and members of the Olds College Board of Governors, while on College property, participating in College programs and activities taking place on or off College premises, including online spaces.

Rape Culture: An environment in which ideas, attitudes and media express tolerance for or condone blaming the survivor, and the normalization and trivialization of sexual and/or gender-based violence.

Sexual Assault: Sexual assault is any nonconsensual physical sexual action 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 and Gender-Based 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.

Gender-based harassment is generally not motivated by sexual interest or intent. It is often based on hostility and its purpose is to make the target feel unwelcome or ridiculed based on their gender, gender identity, gender expression, or perceived gender.

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

Trauma-Informed: Acknowledgment that each person will respond to unexpected events, negative and/or overwhelming experiences with initial and/or ongoing unique physical, physiological, emotional, cognitive and psychological reactions. Trauma-informed response prioritizes the safety and well-being of all participants to prevent further trauma from occurring.

	<p>Online Spaces: Online spaces include, but are not limited to, social media, texting or messaging apps, email, online gaming, online forums or discussion sites, dating sites or apps, virtual classrooms or workspaces and virtual events.</p>
Related Information:	<p>D25 Student Code of Conduct A25 Code of Conduct C25 Workplace Violence & Harassment Courage to Act</p>
Related Procedures:	<p>C27 Sexual & Gender-Based Violence Student Support Procedure C27 Sexual & Gender-Based Violence Employee Support Procedure C27 Sexual & Gender-Based Violence Response Team Procedure</p>
Review Period:	<p>3 years</p>
Revision History:	<p>Revised: September 2018 Revised: November 2020 Revised: October 2022 Revised: July 2024</p>