

DRAFT Board Policy Statement

Royal Roads University prohibits sexual violence in our university community. All university community members are expected to treat one another with respect, in learning environments and in all other interactions. Consistent with our vision to connect people, ideas and experiences to change lives and the world, we share the social responsibility to inform and educate to prevent, and ultimately end, sexual violence.

This Policy applies to all members of the university community, including, but not limited to, students, employees, visiting scholars, contractors, and volunteers. This Policy applies to behaviours or conduct occurring in both academic and non-academic settings and may be applied to behaviours or conduct occurring on campus, off campus or online if the rights of members of the university community to use and enjoy the university's learning, living, or working environments are adversely affected. Where an event impacts the university environment, the university also reserves the right to enforce this Policy regardless of whether any legal proceedings are undertaken in any other forum or by any other party.

Philosophy

Royal Roads University is a scholarly community where all members have rights and responsibilities that exercised together foster an environment in which individual learning and development are maximized. Sexual assault and sexual violence are criminal offences, are unacceptable and will not be tolerated in our community which values and promotes a culture of safety and support.

Guidelines

The following guidelines are intended to describe the university's commitment to preventing and responding to sexual violence in our university community. These guidelines do not limit the powers of the President conferred by the *Royal Roads University Act* [RSBC 1996], nor do they preclude the University from publishing additional policies, procedures, and guidelines not described herein. The university is committed to:

- 1.0 Creating an institutional culture in which sexual violence is not tolerated.

- 2.0 Supporting those who disclose that they have experienced sexual violence, appreciating their right to dignity and compassion throughout the process of disclosure, investigation and institutional response.
- 3.0 Assisting those who have experienced sexual violence by providing choices, including detailed information and support, such as provision of and/or referral to counselling and medical care, information about legal options, and appropriate academic and other accommodations.
- 4.0 Recognizing that individuals who disclose that they have been sexually assaulted are the final decision-makers about their own best interests.
- 5.0 Investigating reports of sexual violence with the consent of the survivor. Survivors may consent to a university investigation without making a report to the police.
- 6.0 Engaging in appropriate procedures for investigation of complaints that are in accordance with university practices, standards and applicable collective agreements, and that respect fairness and due process. The university reserves the right to engage a third party to conduct investigations at its sole discretion.
- 7.0 Sanctioning individuals who have been found through investigation to have perpetrated sexual violence. Sanctions may vary, dependent upon the results of the investigation, up to and including suspension, expulsion or dismissal.
- 8.0 Attending to those indirectly affected by an incident of sexual violence, such as the friends and colleagues of the survivor.
- 9.0 Coordinating protocols and procedures for consistency, clarity and support of those involved and sharing these publicly and actively within the university community.
- 10.0 Providing education and training to the campus community about responding to the disclosure of sexual violence, empowering survivors and bystanders to report incidents and support a culture of change with respect to eliminating sexual violence.
- 11.0 Engaging in information, education and prevention activities, with openness to partnerships with students and employees in a shared approach to preventing sexual violence.
- 12.0 Collecting and securing data to monitor the incidence of sexual violence and responses to them to inform the ongoing creation of an institutional culture in which sexual violence is not tolerated and to be transparent with our communities, respecting at all times the confidentiality of those involved.

13.0 Monitoring and updating policies and protocols to so that they remain effective and consistent with relevant legislation, other university policies and best practices.

President's Responsibilities

The President will ensure that administrative protocols and procedures are in place to enact this policy.

Information, Action, and Monitoring Requirements for the Board

The President will report annually to the Board of Governors on the implementation of this policy.

Related Documents

Sexual Violence And Misconduct Policy Act [RSBC 2016]
Sexual Violence Protocol (to be developed)
Sexual Violence Procedures (to be developed)

Dates

DATE	Approved
DATE	Implemented
DATE	Review date (implementation + 1 year; every three years after first review date)