

<b>Title</b>	<b>SEXUAL VIOLENCE AND MISCONDUCT</b>		
<b>Classification</b>	Administrative	<b>Oversight Responsibility</b>	Office of the President; Office of the Vice-President, Academic and Provost
<b>Category</b>	Health, Safety & Environment	<b>Responsible Office</b>	People and Culture; Student Services
<b>Approval</b>	Board of Governors	<b>Effective Date</b>	2024-Jun-20
		<b>Document No.</b>	1073

This policy is applied in a manner consistent with applicable statutory and legal obligations, including university collective agreements and terms of employment.

The most up-to-date versions of the University's policies are posted on the policy and procedure website. If you have printed this policy, please check the website to ensure you have the current version.

The first appearance of terms in **Bold** in this document (except titles) are defined terms – refer to the Definitions section.

## 1.0 POLICY STATEMENT

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

## 2.0 SCOPE AND COMPLIANCE

- 2.1 This policy applies to all **Members of the University Community**. It also 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.
- 2.2 Retaliation of any kind, direct or indirect, against a survivor who discloses or reports **Sexual Violence and Misconduct**, against a respondent, or against anyone who participates in a university process addressing allegations of sexual violence and misconduct is prohibited.
- 2.3 Where an event impacts the university environment, the university reserves the right to enforce this policy regardless of whether any legal proceedings are undertaken in any other forum or by any other party. Allegation of a breach and any disciplinary action are managed according to the university's established policies and procedures, applicable laws, legislation, collective agreement, or contract.

## 3.0 POLICY TERMS

The following terms are intended to describe the university's commitment to prevent and respond to sexual violence and misconduct in our university community. The related procedures are described separately; links to procedures are in the Related Documents section of this policy.

- 3.1 Acts of sexual violence and misconduct are prohibited.

- 3.2 The university is committed to:
- a. Creating an institutional culture that is characterized by respect and in which sexual violence and misconduct is not tolerated.
  - b. Supporting those who disclose that they have experienced sexual violence and/or misconduct, appreciating their right to dignity and compassion.
  - c. Assisting those who have experienced sexual violence and/or misconduct by providing information, choices, and support, such as provision of and/or referral to counselling and medical care, information about legal options, and appropriate academic and other accommodations.
  - d. Recognizing that individuals who disclose that they have experienced sexual violence and/or misconduct are the final decision-makers about their own best interests.<sup>1</sup>
  - e. Investigating reports of sexual violence and/or misconduct with the consent of the survivor. Survivors may consent to a university investigation without also making a report to the police. In cases where there are reasonable grounds for concern for safety, the university reserves the right to investigate without consent.
  - f. Engaging in appropriate procedures for investigation of reports that are in accordance with university practices, standards and applicable collective agreements, and that respect confidentiality, fairness, and due process. The university reserves the right to engage a third party to conduct investigations at its sole discretion.
  - g. Sanctioning individuals who have been found to have perpetrated sexual violence and/or misconduct. Sanctions may vary, dependent upon the results of the investigation, up to and including suspension, expulsion, or dismissal.
  - h. Attending to those members of the university community indirectly affected by an incident of sexual violence and/or misconduct.
  - i. Coordinating protocols and procedures for consistency, clarity, and support of those involved and sharing these publicly and actively within the university community.
  - j. Providing education and training to the campus community about responding to the disclosure of sexual violence and/or misconduct, empowering survivors, and bystanders to report incidents and support a culture of change with respect to eliminating sexual violence and misconduct.
  - k. Engaging in information, education, and prevention activities for the university community, with openness to partnerships with students, employees, and external organizations in a shared approach to preventing sexual violence and misconduct.
  - l. Collecting and securing data to monitor the incidence of sexual violence and misconduct to sustain an institutional culture in which sexual violence and misconduct is not tolerated and to be transparent with our communities, respecting the confidentiality of those involved.
  - m. Monitoring and updating policies and procedures so that they remain effective and consistent with relevant legislation, other university policies and best practices.

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<sup>1</sup> As required by law, if there are reasonable grounds for concern that the survivor or anyone else involved may be a danger to themselves or others, then the university is obligated to report the concern to appropriate authorities.

- 3.3 The University will monitor best practices and relevant legislation and revise this policy as required. In any event, this policy will be reviewed at least once every three years.
- 3.4 These terms 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 terms not described herein.

## 4.0 AUTHORITIES, ROLES AND RESPONSIBILITIES

### 4.1 Board of Governors

The Board is responsible for ensuring the University:

- a. has established and implemented a sexual violence and misconduct policy; and
- b. is compliant with this policy and relevant legislation.

### 4.2 Executive

a. The President, as delegated by the Board, is responsible for:

- i. implementing and managing strategies that prevent and respond to sexual violence and misconduct;
- ii. ensuring that administrative protocols and procedures are in place to enact this policy; and
- iii. reporting to the Board of Governors on the implementation and revisions of the university's sexual violence and misconduct policy.

b. The President and Vice-Presidents are responsible for promoting a sexual violence and misconduct-aware culture at the University.

### 4.3 The President and Vice-President, Academic and Provost

Administration of the sexual violence and misconduct policy and processes are delegated to a shared responsibility between the President and Vice-President Academic and Provost who will:

- a. coordinate activities required to implement this policy and associated processes; and
- b. monitor and report on risks and controls through periodic review of program activities and trends to determine necessary mitigation.

## 5.0 DEFINITIONS

For the purposes of this policy:

**Members of the University Community** – members of the Board of Governors, students, employees, contractors, volunteers, guests, visitors, experiential learning hosts and community partners and others who participate in any activity, program or operation affiliated with the university.

**Sexual Violence and Misconduct** – 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.

## 6.0 INTERPRETATION

Questions of interpretation or application of this policy or its procedures will be referred to the President and the VP, Academic and Provost.

## 7.0 RELATED DOCUMENTS

Related Royal Roads University procedures

- [Sexual Violence or Misconduct – Student Survivors](#)
- [Sexual Violence or Misconduct – University Community Member Survivors \(Non-Student\)](#)

Glossary of terms

- [Glossary of terms - 2017](#)

Legislation and Other Information

- [Sexual Violence or Misconduct Policy Act](#)

### Review, Revision and Approval History

<u>Date</u>	<u>Activity</u>
2017-Mar-31	Approved by Board
2018-Oct-12	Revision; approved by Board
2020-Jun-25	No revision; approved by Board
2021-Oct-20	Transfer to new template – no content change
2023-Feb-08	Administrative revisions – no content change
2024-Jun-20	Revision; approved by Board – new effective date
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2027-Jun-20	Next Review