

Sexual and Gender-Based Violence Policy

| | |
|---|---|
| Classification Health, Safety and Environment | Table of Contents 1 Purpose 1 2 Scope 1 3 Definitions 2 4 Policy Statement 5 5 Responsibilities..... 12 6 Related Policies 12 7 Related Procedures 12 8 Related Information 12 9 History 12 |
| Approval Authority Board of Governors | |
| Implementation Authority President | |
| Effective Date June 1, 2017 | |
| Last Revision March 26, 2021 | |

1 Purpose

The University is striving to create an equitable, inclusive environment shaped by a culture of respect. This includes efforts to provide an appropriate response to Sexual and Gender-Based Violence.

In a diverse university community like the University of Calgary, any response will need to reflect an intersectional lens, and assess if Sexual and Gender-Based Violence are compounded by other potential vulnerabilities, including sexual orientation, gender identity, gender expression, indigeneity, race/ethnicity, religion, disability, or age.

Sexual and Gender-Based Violence will not be experienced by everyone in the same way, and each case will need to be assessed for differential impacts. Sexual and Gender-Based Violence is rooted in systemic oppression, including colonialism, racism, sexism, homophobia, transphobia, or ableism.

The University recognizes that some relationships within the University Community are characterized by power imbalances which may have a significant impact on an individual's experience of Sexual and Gender-Based Violence.

The purpose of this policy is to:

- a) affirm the University's commitment to addressing Sexual and Gender-Based Violence;
- b) commit to providing supports to individuals affected by Sexual and Gender-Based Violence, fostering and promoting a culture of consent, and appropriate handling of Disclosures and Formal Reports related to Sexual and Gender-Based Violence; and
- c) outline the processes by which the University will respond to Disclosures and Formal Reports.

2 Scope

This policy applies to all members of the University Community.

This policy operates alongside other applicable University policies and procedures. Where there is a conflict or inconsistency between the provisions of this policy and another University policy or procedure, this policy governs to the extent necessary to resolve the conflict or inconsistency. However, this policy does not replace or supersede the provisions of any Collective Agreement. Consequently, if there is a conflict between the provisions of this policy and a Collective Agreement, the Collective Agreement governs to the extent necessary to resolve the conflict.

This policy should be read and interpreted in concert with the University's related policies on harassment, workplace violence, and occupational health and safety.

This policy applies to actions, interactions and behaviours of members of the University Community that take place:

- a) in or on University Facilities; or
- b) off University Facilities where a member of the University Community is involved in the business of the University or activities related to the University, or is representing the University; or
- c) off University Facilities, including through social media, online communication platforms, remote work applications, or other online means, where such actions, interactions or behaviour have a negative impact on a member of the University Community such that it materially interferes with their University learning, working or living environment.

3 Definitions

In this policy:

- a) "Academic Staff Member" means an individual who is engaged to work for the University and is identified as an academic staff member under Article 1 of the applicable Collective Agreement.
- b) "Appointee" means an individual who is engaged to work for the University, or whose work is affiliated with the University, through a letter of appointment, including adjunct faculty, clinical appointments, and visiting researchers and scholars.
- c) "Appropriate Office" means the office, identified in the table below that is responsible for the procedure that would be followed if a Formal Report were investigated.

| Member of the University Community (Respondent) | Office | Procedure |
|---|---|---|
| Student | Student Conduct | Student Non-Academic Misconduct Procedure |
| Employee | AVP Human Resources | Workplace Investigation Procedure |
| Academic Staff Member, Appointee, Contractor, Postdoctoral Scholar, Senior Leadership Team Member excepting Executive Leadership Team Members | Protected Disclosure and Research Integrity | Protected Disclosure, Procedure for |
| Executive Leadership Team Member (excepting the President and Vice-Chancellor) | President and Vice-Chancellor | Protected Disclosure, Procedure for |

| | | |
|-------------------------------|---------------------------------|-------------------------------------|
| President and Vice-Chancellor | Chair of the Board of Governors | Protected Disclosure, Procedure for |
|-------------------------------|---------------------------------|-------------------------------------|

- d) “Collective Agreement” means any collective agreement between the Governors of the University of Calgary and (i) the Faculty Association of the University of Calgary, (ii) the Alberta Union of Public Employees, (iii) the Graduate Students’ Association, (iv) the Postdoctoral Association of the University of Calgary, or (v) any other association or union representing Employees, in each case, in effect at the relevant time.
- e) “Complainant” means the individual who has made a Formal Report under this policy.
- f) “Consent” means the ongoing voluntary agreement of an individual to engage in the sexual activity in question, as more fully described in 4.5-4.8.
- g) “Contractor” means an individual or a sole proprietorship, or an individual acting on behalf of any other legal entity, who agrees to furnish materials to, or perform services for, the University for consideration.
- h) “Disclosure” means when an individual shares information about a personal experience of Sexual and Gender-Based Violence with an Academic Staff Member, Appointee, Employee, Postdoctoral Scholar or Student.
- i) “Employee” means an individual, other than an Academic Staff Member, Appointee or Postdoctoral Scholar, who is engaged to work for the University under an employment contract.
- j) “Executive Leadership Team” means the executive leadership team at the University, which is comprised of the President, Vice-Presidents, and General Counsel.
- k) “Field Stations” means any of the following University Facilities:
- i. Rothney Astrophysical Observatory;
 - ii. Barrier Lake Research Station;
 - iii. R.B. Miller Research Station; and
 - iv. Kluane Lake Research Station.
- l) “Formal Report” means a complaint to the University by an individual who is seeking recourse for a violation of this policy.
- m) “Gender-Based Violence” means any violence, physical or psychological, that is committed, threatened or attempted against an individual without the individual’s consent by targeting gender, gender identity, or gender expression.
- n) “Interim Measures” means temporary restrictions or adjustments implemented in an effort to maintain a positive, productive, and respectful learning, working, and living environment on University Facilities, pending the resolution of a Formal Report, police investigation, or other process. Interim Measures may also be implemented to support a Victim-Survivor who is considering whether to proceed with a formal process or who has decided not to proceed with a formal process.
- o) “Intersectional Lens” means an approach that seeks to understand and recognize the specific barriers individuals may face or have faced and considers ways multiple barriers may overlap to create a unique experience for that individual.

- p) “Postdoctoral Scholar” means an individual who has completed a doctoral degree and is carrying out research at the University under the direction or mentorship of a supervising Academic Staff Member.
- q) “Reprisal” means a Retaliatory Measure taken against an individual because they have sought advice about making a Disclosure or Formal Report; made a Disclosure or Formal Report in good faith; appointed an investigator for, investigated, or co-operated in an investigation of, a Formal Report; or declined to participate in behavior that would breach this policy.
- r) “Respondent” means the member of the University Community identified in a Formal Report to have violated this policy.
- s) “Retaliatory Measure” means any act intending to adversely affect an individual.
- t) “Senior Leadership Team” refers to the individuals who, at the relevant time, are designated as members of the University’s Senior Leadership Team.
- u) “Sexual and Gender-Based Violence” means any violence, physical or psychological, that is committed, threatened or attempted against another individual without the individual’s consent by targeting an individual because of their sex, gender identity, gender expression, or sexual orientation. This includes Gender-Based Violence, Sexual Assault, Sexual Harassment, stealthing, indecent exposure, voyeurism, creating, acquiring, or distributing degrading sexual imagery, the acquisition or distribution of a sexual image or video of a University Community member without their consent, and stalking that targets an individual based on their sex, gender identity, gender expression or sexual orientation. It can include a single incident or a pattern of behaviour whether in person, online, or via other means.
- v) “Sexual Assault” means any type of unwanted sexual act done by one individual to another that violates the sexual integrity of the individual as more fully described in 4.10.
- w) “Sexual Harassment” means one or more unwanted or demeaning remarks, behaviours or communications of a sexual nature and/or unwanted or demeaning remarks, behaviours or communications based on sex, gender identity, gender expression, or sexual orientation, where the individual responsible for the remarks, behaviours or communications knows or ought reasonably to know that these are unwanted or demeaning.
- x) “Sexual Violence Response Office (SVRO)” means the University office which provides support to any University Community member who may have been impacted by Sexual and Gender-Based Violence and provides expert advice to members of the University Community who receive Disclosures and Formal Reports.
- y) “Student” means an individual registered in a University course or program of study at the time the incident of Sexual and Gender-Based Violence is said to have occurred.
- z) “Student at Risk Team” means a multi-disciplinary resource team comprised of University staff members representing Student Wellness, Campus Security (as required), Student Services, Residence Services and ad hoc committee members that coordinates intervention and support in response to At-Risk Behaviour (as defined in the Student-at-Risk Policy).

- aa) “Student Legal Assistance (SLA)” means the on-campus law clinic staffed by Students.
- bb) “Student Ombuds” means the Employee who has the title Student Ombuds and provides a safe place for Students to confidentially discuss Student related issues, academic and non-academic concerns, and other matters.
- cc) “Threat Assessment Committee” means a multi-disciplinary resource team comprised of University staff members representing Campus Security, Human Resources, Student Services, Student Wellness and Staff Wellness, and ad hoc committee members, that responds to reports of actual or potential workplace violence as provided for in the Workplace Violence Policy
- dd) “University” means University of Calgary.
- ee) “University Community” means all Academic Staff Members, Appointees, Employees, Postdoctoral Scholars, Students, Contractors and Volunteers.
- ff) “University Facilities” means all buildings and grounds, including athletic and recreational fields and Field Stations, owned, leased or operated by the University, except for property managed by University District Trust or University Innovation Quarter Trust.
- gg) “Victim-Survivor” means, an individual who has experienced Sexual and Gender-Based Violence. Not all people who have experienced Sexual and Gender-Based Violence identify with either term. Individuals can choose whether to be referred to as the victim, the survivor, the Victim-Survivor, or by name in any Disclosure. Individuals who have made a Formal Report will be referred to as Complainants.
- hh) “Volunteer” means an individual who, on a voluntary basis, provides a service or materials to the University.

4 Policy Statement

General

- 4.1** All members of the University Community have the right to learn, work, and live in an environment where they are free from harassment, discrimination and violence. The University:
 - a) will promote a culture of respect so that those who make a Disclosure or Formal Report are treated respectfully;
 - b) has investigation processes that protect the rights of all individuals;
 - c) will provide training to Academic Staff Members, Appointees, Employees, Postdoctoral Scholars and Students on how to respond to a Disclosure; and
 - d) will implement awareness, education and risk management programs to address the prevention of Sexual and Gender-Based Violence.
- 4.2** The University respects the rights of Victim-Survivors to choose the services and supports they feel are most appropriate, and to decide whether to report to the police or to file a Formal Report with the University. This includes respecting Victim-Survivors’ rights not to report.
- 4.3** The University’s policies, administrative processes and discipline systems are independent of the civil and criminal justice legal systems. University Community members who are reported to have perpetrated Sexual and Gender-Based Violence

may be subject to the University's administrative processes and discipline systems in addition to the civil or criminal legal system.

4.4 This policy will be reviewed at least every three (3) years.

Consent

4.5 The University is committed to providing education on Consent and its relationship to Sexual and Gender-Based Violence.

4.6 Consent is the ongoing voluntary agreement of an individual(s) to engage in the sexual activity in question. More specifically, Consent:

- a) is not silence or the absence of "no";
- b) cannot be assumed or implied;
- c) cannot be given by an individual incapacitated by alcohol, drugs or some other reason, or who is unconscious, under the age of consent or otherwise incapable of providing consent;
- d) can be revoked at any time, whatever other sexual activities have taken place;
- e) cannot be obtained through an abuse of power, threats, intimidations, coercion or other pressure tactics;
- f) cannot be obtained through manipulation or misrepresentation; and
- g) cannot be obtained if an individual abuses a position of trust or authority.

4.7 In Canada, the Criminal Code sets the age of consent to sexual activity at 16 years, with some exceptions. By law, an individual under the age of 18 cannot consent where there is a relationship of trust, authority, or dependency such as an instructor, coach, tutor, or mentor.

4.8 All sexual acts without Consent constitute Sexual Assault and are a violation of this Policy.

Sexual Assault

4.9 Sexual Assault:

- a) is a criminal offence under the Criminal Code of Canada;
- b) includes a range of non-consensual sexual activities including oral contact (mouth to mouth, mouth to body part), groping, touching, oral sex, vaginal or anal penetration, and/or penetration with any object or body part;
- c) can be committed by a spouse, intimate or dating partner, a friend or acquaintance, a known individual in a position of trust or authority, including a spiritual or faith leader, a coach or a mentor, or a complete stranger;
- d) can occur regardless of sex, sexual orientation, gender, gender identity, gender expression, or relationship status;
- e) occurs when an individual(s) engages in sexual activity with another individual(s) they know, or reasonably ought to have known, is incapacitated (e.g. by drugs or alcohol, unconsciousness, blackout, or as a result of a disability).

Confidentiality

4.10 Appropriate procedures for responding to a Formal Report will be followed to minimise the risk of re-traumatizing individuals and ensure due process. All

reasonable efforts will be made to avoid breaching the privacy of anyone who reports or is involved in a Disclosure or Formal Report. Confidentiality cannot be assured if:

- a) an individual is judged to be at imminent risk of self-harm;
- b) an individual is judged to be at imminent risk of harming another;
- c) there is reason to believe that other University Community members or the broader community may be at risk of harm;
- d) reporting or action is required by law; or
- e) evidence of the reported Sexual and Gender-Based Violence is available in the public realm.

4.11 Where the University becomes aware of allegations of Sexual and Gender-Based Violence by a University Community member or against a University Community member, the University will take all reasonable steps to mitigate risks to the health and safety of the University Community and to meet any applicable legal obligations. This may involve the Threat Assessment Committee or Student at Risk Team, where appropriate. As part of this effort, the University may impose Interim Measures, including:

- a) separation of the academic, living or workplace situations of any individuals involved in the Formal Report or Disclosure;
- b) academic accommodations; or
- c) no-contact orders issued by the University.

4.12 The University will inform Victim-Survivors, Complainants, and Respondents, and everyone interviewed as part of an investigation into a Formal Report, about the processes in place to safeguard confidentiality and the limits of confidentiality.

4.13 Subject to 4.11, the names of any individuals involved in a Disclosure or Formal Report will not be disclosed by the University to any person except where disclosure is necessary for the purposes of determining Interim Measures or of resolving the Formal Report and taking any related disciplinary measures.

4.14 A Complainant will ordinarily be informed of the following steps in resolving a Formal Report:

- a) whether any Interim Measures have been, or will be implemented;
- b) whether the Formal Report will be investigated, or otherwise addressed by the University;
- c) a summary of allegations to be investigated;
- d) the availability of a supported conversation (as described at 4.32-4.37), and proposed terms for that conversation;
- e) the name of the individual assigned to facilitate a supported conversation;
- f) the name of any investigator assigned;
- g) when any investigation begins;
- h) updates on the progress of an investigation as appropriate;
- i) whether the investigator found that the allegations were substantiated or unsubstantiated; and
- j) any corrective actions taken. This does not include disciplinary actions or sanctions.

4.15 If a Formal Report will be investigated by the Appropriate Office, a Respondent will ordinarily be informed of the information in 4.14 (other than the information about a supported conversation) as well as any disciplinary action or sanctions imposed

following any investigation. The Respondent will be informed about a supported conversation if the Complainant is interested in pursuing that option to resolve a Formal Report.

- 4.16** The University will report to the Board of Governors on the number of Formal Reports. This data will not include any personal information that may identify a University Community member.
- 4.17** Records pertaining to the administration of this policy are the property of the University and will be retained in accordance with University document retention rules.

Disclosing and Responding to Sexual and Gender-Based Violence

- 4.18** Members of the University Community with concerns about an incident of Sexual and Gender-Based Violence are encouraged to contact the SVRO. The SVRO provides confidential support and care for any University Community member impacted by Sexual and Gender-Based Violence. The SVRO can assist individuals in accessing supports and in understanding available reporting options. The SVRO will not support both a Complainant and Respondent who are involved in the same Formal Report and will refer University Community members to alternate supports if they are not able to provide support.
- 4.19** Sexual and Gender-Based Violence response supports are available to any University Community member. Supports are available no matter when or where the individual experienced or witnessed Sexual and Gender-Based Violence, or who may be responsible for the harm.

Supports available through the University include:

- a) trauma – informed Sexual and Gender-Based Violence response through the SVRO;
 - b) physical health services including sexually transmitted infection and pregnancy testing at Student Wellness Services are available to all members of the University Community on a walk-in basis;
 - c) mental health and wellness supports. Students may access supports through Student Wellness Services. Employees, Postdoctoral Scholars, and Academic Staff Members can access supports including mental health consultations, counselling, assistance in locating emergency child/elder care, and legal consultations through Staff Wellness and the University’s Employee and Family Assistance Program;
 - d) safety planning through the SVRO and Campus Security;
 - e) facilitation of safe living arrangements for Students living in residence; and
 - f) workplace and academic accommodations or adjustments.
- 4.20** Any individual impacted by Sexual and Gender-Based Violence who is represented by a union or an association, has the right to seek the assistance of that union or association.
 - 4.21** Members of the University Community who receive a Disclosure should provide information on resources available to the individual including information about the (SVRO).

- 4.22** The SVRO is available for any member of the University Community with concerns about Sexual and Gender-Based Violence, and for anyone who is seeking information about options for making a Disclosure or Formal Report.
- 4.23** The priority in responding to a Disclosure or Formal Report will be providing support and ensuring an appropriate process for those affected. Concerns about potential violations of the University's alcohol, cannabis, smoking, or student non-academic misconduct policies, or residence services community standards, should not prevent reporting or disclosure of an incident of Sexual and Gender-Based Violence.
- 4.24** The following supports at the University are available to a Student, Academic Staff Member, Postdoctoral Scholar, or Employee, who is a Respondent in a Formal Report:
- Student Wellness Services or the Student Ombuds if they are a Student;
 - Staff Wellness and the Employee Family Assistance Program if they are an Employee, Postdoctoral Scholar, or Academic Staff Member;
 - Student Legal Assistance (SLA) for those who qualify, if it has capacity. If SLA is not able to assist they may suggest alternate options; and
 - any applicable union or association.

Formal Reports

- 4.25** A Disclosure is not a Formal Report and will not trigger an investigation unless the University becomes aware of a risk to other members of the University Community or the conduct otherwise requires an investigation under applicable law.
- 4.26** Victim-Survivors have options for filing a Formal Report or criminal complaint. Victim-Survivors are not required to file a Formal Report or a criminal complaint. Reporting options include:
- Criminal Reporting Option:** individuals may report independently through the criminal justice system by contacting the Calgary Police Service or, if known, the law enforcement agency in the jurisdiction where the incident occurred. If an individual would like the support of the University in making a report with the appropriate law enforcement agency, the SVRO and Campus Security can facilitate making the report.
 - Non-Criminal, On-Campus Formal Reports** should be made to the Appropriate Office. If warranted, the Appropriate Office, Threat Assessment Committee, or Student at Risk Team may impose Interim Measures that infringe on the Respondent's access to the University.
- 4.27** There is no time limit for making a Formal Report; however, the University encourages individuals to make a Formal Report as soon as they are able to do so, recognizing that resolution may be more challenging the longer the period of time between an incident and a Formal Report.
- 4.28** This policy does not preclude individuals from filing a complaint in other venues such as under the grievance process of an applicable Collective Agreement or filing a complaint of harassment or discrimination with an appropriate tribunal, or in a court of law. Such other venues or processes may impose time limits for filing a complaint.
- 4.29** Formal Reports may be made anonymously but the Complainant should be aware that this may limit the ability of the University to respond and investigate.

- 4.30** If a Respondent is subject to both a criminal complaint and a Formal Report, the University may consult with the relevant law enforcement agency before determining whether or when to proceed with the Formal Report.
- 4.31** A Complainant has the right to withdraw a Formal Report at any stage of the process. However, the University may have a duty to act on the issue identified in the Formal Report in order to comply with its obligations under this policy or its legal obligations. Interim Measures that do not materially interfere with the Respondent's access to the University may be maintained after a Formal Report is withdrawn.
- 4.32** The Appropriate Office will determine whether the University has jurisdiction to investigate a Formal Report, whether there is enough information to proceed with an investigation, and whether there is a legal obligation to investigate and report corrective actions. The Appropriate Office will also consider whether any other University Policy or available alternate procedure should be considered.

Resolution Through Supported Conversations

- 4.33** If the Appropriate Office, the Complainant and the Respondent agree, a Formal Report may be addressed through a supported conversation rather than an investigation or disciplinary process. Supported conversations are mediated discussions with the goal of developing mutual understanding of the incident(s) and mutually agreeable resolution of the Formal Report.
- 4.34** In all cases, supported conversations will be managed to create a safe environment for sensitive discussions.
- 4.35** If the University has jurisdiction, enough information, and is not obligated to investigate and report, the Complainant may discuss the option of a supported conversation with the Appropriate Office, or the SVRO.
- 4.36** If the Complainant chooses to proceed with a supported conversation the Appropriate Office or the SVRO will contact the Respondent. If the Respondent agrees to proceed with a supported conversation, the Appropriate Office will arrange for a trained, trauma-informed facilitator to support conversations between the Complainant and Respondent to facilitate healing and resolution.
- 4.37** A supported conversation is an alternate pathway; the University will not investigate Formal Reports that have formed the basis of a supported conversation.
- 4.38** If there is no agreement on proceeding with a supported conversation, the Complainant will indicate whether they wish for investigation of the Formal Report to proceed.

Investigation of Formal Reports

- 4.39** If the Complainant wishes to proceed, the Appropriate Office will appoint a trained, trauma-informed investigator, in accordance with the relevant University Procedure.
- 4.40** The investigation of Formal Reports must appropriately protect the rights of both the Complainant and the Respondent. An investigation of a Formal Report will usually include:
 - a) interview(s) with the Complainant;
 - b) interview(s) with the Respondent;

- c) interview(s) with witnesses and potential witnesses;
- d) collection and review of evidence; and
- e) findings of fact made on the balance of probabilities.

4.41 Upon completion of the investigation, the investigator will prepare a report based on the interviews, statements, and other evidence collected. If an allegation is substantiated, the report will document the impact of the Sexual and Gender-Based Violence or Reprisal on the Victim-Survivor. The Appropriate Office will receive the investigator's report and send it to the individual(s) responsible for disciplinary processes under the relevant University policies and Collective Agreements. The table below identifies who will receive the investigative report and determine appropriate disciplinary measures if an allegation is substantiated:

| Member of the University Community (Respondent) | Recipient of Investigative Report |
|--|---|
| Student | Student Conduct Office |
| Academic Staff Member, Employee, Postdoctoral Scholar, Appointee | Senior Leadership Team Member for the faculty or department |
| Senior Leadership Team Member | Executive Leadership Team Member to whom they report. |
| Executive Leadership Team Member | The President and Vice-Chancellor |
| President and Vice-Chancellor | Chair of the University's Board of Governors |
| Contractors, Volunteers | Senior Leadership Team Member for the unit, faculty, or department who engaged the Respondent |

Unsubstantiated Formal Reports

4.42 If a Complainant, in good faith, makes a Formal Report and the investigator determines that the allegations in the Formal Report are not substantiated, no record of the Formal Report or the investigator's report will be placed in the Complainant's or Respondent's student or human resource file; however the University will retain a record in compliance with the University's legal obligations.

Sanctions and Reprisals

- 4.43** An individual who is found to have breached this policy may be subject to disciplinary action up to and including termination of employment, expulsion from the University or termination of any other relationship they have with the University. Disciplinary action will be taken in accordance with the provisions of any applicable Collective Agreement. If the Respondent is a Student, the Student Conduct Office will receive the investigator's report and decide whether to invite the Respondent to a hearing to address the appropriate sanction. The Hearing Board will not include a Student, and will consist of individuals trained in trauma-informed adjudication who have not previously been involved in the incident in question
- 4.44** An individual who is found to have acted in Reprisal may be subject to disciplinary action up to and including termination of employment, expulsion from the University or termination of any other relationship they have with the University. Disciplinary action will be taken in accordance with the provisions of any applicable Collective Agreement.

4.45 An individual who believes they may be the subject of Reprisal may notify the SVRO or the Appropriate Office. If the individual wishes to proceed with a Formal Report relating to the Reprisal the Appropriate Office will investigate in accordance with the relevant University Procedure.

5 Responsibilities

5.1 All members of the University Community will:

- a) make themselves aware of this policy and their responsibilities under the policy;
- b) if an individual approaches them with concerns about Sexual and Gender-Based Violence, encourage the individual to consult the SVRO and other supports or resources that may be available to them.

5.2 The SVRO will:

- a) provide support including confidential consultation and assistance in accessing resources both on and off campus for any member of the University Community who is seeking support in relation to Sexual and Gender-Based Violence;
- b) discuss options for resolution with Complainants; and
- c) assist in the creation of educational resources and training initiatives.

5.3 Campus Security will:

- a) respond to any calls they receive related to Sexual and Gender-Based Violence and refer individuals to the SVRO or to other resources both on or off campus available to them; and
- b) provide supports such as safety planning, and, if requested, assistance in connecting with the appropriate police personnel for those individuals who choose to report to police.

6 Related Policies

[Harassment Policy](#)
[Student Non-Academic Misconduct Policy](#)
[Student at Risk Policy](#)
[Code of Conduct](#)
[Workplace Violence Policy](#)
[Graduate Student Supervision Policy](#)

7 Related Procedures

[Student Non-Academic Misconduct Procedure](#)
[Workplace Investigation Procedure](#)
[Protected Disclosure, Procedure for](#)

8 Related Information

<https://www.ucalgary.ca/sexual-violence-support>
[List of External Resources](#)
[Support at a Glance – visual desktop guide to supports](#)
[University Facilities and Field Station Maps](#)

9 History

| | |
|---------------|---------------------|
| May 26, 2017 | Approved. |
| June 1, 2017 | Effective. |
| March 8, 2018 | Editorial Revision. |
| June 19, 2020 | Revised. |

December 1, 2020 Editorial Revision. Updated links.

March 26, 2021 Revised. Also note this policy has been renamed to Sexual and Gender-Based Violence Policy from Sexual Violence Policy.