

SEXUAL ASSAULT AND HARASSMENT POLICY - BRIEF INTRODUCTION & FAQs

The new Sexual Assault and Harassment Policy promotes a safe and inclusive environment at Brock that is free of sexual violence. The University prohibits and will not condone, tolerate, or ignore Sexual Violence that affects the work and learning environment at the University.

Who does this Policy apply to?

This policy applies to all students, staff, faculty members, Board of Trustees members, volunteers, and visitors, to the entire University jurisdiction, at all times, and to all forms of sexual violence that affect the work and learning environment.

What responsibilities do I have under this Policy?

All individuals have a responsibility to not commit or condone sexual violence, to take action to address sexual violence, refer survivors to support services, and to fully cooperate with procedures under the new Policy.

What are Brock's obligations under this Policy?

Brock University commits to fostering an environment that is free of sexual violence, and to make training available for everyone to understand their rights and responsibilities. Brock is committed to responding promptly to disclosures of sexual violence, providing supports, services and accommodations to survivors, and taking steps to maintain the confidentiality, safety and security of the community.

Does the Policy protect against retaliation and bad-faith allegations?

It is a violation of the new Policy to retaliate or make allegations in bad faith.

Who interprets and applies the new policy?

Brock's Office of Human Rights and Equity Services will interpret and apply this Policy. An annual report will be made available to the Brock community and the Board of Trustees.

Where do I go for help?

If you experience or witness Sexual Violence, you may make an anonymous, informal, third-party or formal disclosure to the Office of Human Rights and Equity Services. Disclosures are subject to strict confidentiality requirements, and a formal investigation may be requested. The University will provide accommodations for survivors and impose interim measures as necessary pending a request for an investigation. Accommodations can be requested by survivors of Sexual Violence even if a formal disclosure is not made.

The University will then either accept or deny the request for investigation, which will be conducted by OHRES, or externally. The investigation report will then be reviewed by the Investigation Review Committee to determine if the Policy has been breached, and make a recommendation on whether sanctions should be imposed by the relevant decision-maker (depending on the respondent's relationship with the University). This decision can be further reviewed if necessary according to appeal procedures outlined in the Policy.

I have more questions. Where can I get more information?

If you have further questions about this Policy, please refer to the full and complete Policy or contact the Office of Human Rights and Equity Services.