

Policy Number:

1.2.9 Gender Based and Sexual Violence

**Relevant Statutory /
Regulatory
Linkages:**

O. Reg. 131/16: Sexual Violence At Colleges And Universities
Criminal Code; Occupational Health and Safety Act;
Human Rights Code

1. PURPOSE AND SCOPE

- 1.1. King's University College is committed to providing and maintaining an environment in which Gender Based and Sexual Violence is not tolerated. It takes seriously its responsibility to address gender-based and sexual violence that is pervasive in society through education, training, and response. This policy and its related procedures identify ways to recognize and prevent gender-based and sexual violence through policies, resources, education and community support and provide members of King's University College community with information to help them respond effectively to incidents of Gender-Based and Sexual Violence.
- 1.2. King's University College recognizes that Gender-Based and Sexual Violence can have serious and lasting impacts on the physical, mental, and emotional welfare of individuals who are affected by Gender-Based and Sexual Violence. The Members of King's University College Community will treat Survivors with dignity and respect as stated in our mission as a Catholic University.
- 1.3. This policy applies to all Members of King's University College Community in their interaction with other Members of King's University College Community. This policy will be enforced by King's University College.

2. PRINCIPLES

- 2.1. Gender-Based and Sexual Violence is prohibited.
- 2.2. Gender-Based and Sexual Violence is a serious societal problem. King's University College is committed to addressing Gender-Based and Sexual Violence through support, education, training and prevention programs and through the appropriate handling of Disclosures and Complaints.
- 2.3. King's University College understands that each individual's experience of Gender-Based and Sexual Violence, including the level of risk they face and how they access services and supports, is unique and can be based on, or influenced by, the intersection of Gender-Based and Sexual Violence with discrimination and harassment including, but not limited to sex, ancestry, race, ethnicity, culture, language, disability, creed, age, socioeconomic status, sexual orientation, and gender expression.
- 2.4. In particular, King's University College recognizes that Gender-Based and Sexual Violence often intersects with acts of racism, ableism, homophobia or transphobia. King's University

College is committed to an intersectional approach reflective of and relevant to its diverse University Community.

- 2.5. Any Member of King's University College Community who commits an act of Gender-Based and Sexual Violence against another Member of King's University College Community will be held accountable in a manner that recognizes the dignity and needs of the Survivor, the health and safety of Members of King's University College Community and the educational mission of King's University College.
- 2.6. Individuals who report sexual violence do not face action for violations of university policies related to drug and alcohol use at the time the incident took place.
- 2.7. Students who disclose or report sexual violence are not asked irrelevant questions about their sexual history or sexual expression

3. REVIEW

- 3.1. King's University College will conduct a review of this Policy every three years. Every time the Policy is reviewed or amended, King's University College shall ensure student input is considered in accordance with any legislative or regulatory requirements.

4. DEFINITIONS

The following definitions shall apply to this policy:

- 4.1. **Complaint:** The sharing of information concerning an act of Gender-Based and Sexual Violence by a Survivor with the intention of initiating a formal process identified in this Policy.
- 4.2. **Disclosure:** The sharing of information by a Survivor with a Member of King's University College Community concerning an act of Gender-Based and Sexual Violence. A Disclosure may or may not be for the purpose of accessing supports, services and/or accommodations.
- 4.3. **Gender-Based and Sexual Violence:** Any sexual act or act targeting a person's sexuality, gender identity and 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, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, cyber harassment and sexual exploitation.
- 4.4. **Members of King's University College Community:** Includes employees, emeriti, post-doctoral fellows/associates, students, visiting professors, visiting students, contractors and other affiliated persons.
- 4.5. **Survivor:** A person who has experienced Gender-Based and Sexual Violence. King's University College uses the term "Survivor" in this Policy but acknowledges that

individuals may prefer other terms to define themselves in relation to their experience such as “victim” or “thriver”.

5. MONITORING REPORT

The President shall provide an annual report to the Board of Directors outlining known breaches, actions taken, impacts incurred and future considerations

Approval Date:	25 May 2022
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Revised:	
Next Review:	2025-26