

PREVENTION, EDUCATION AND RESPONSE TO SEXUALIZED VIOLENCE

Approval Authority	President
Responsible Executive	Vice-President, Students
Related Policies / Legislation	Sexualized Violence Complaint Procedures Board Policy direction Student Services, Student Activities and Associations (BPD-230) Board Policy on Harassment, Sexualized Violence, Discrimination and Physical or Emotional Abuse, Prevention and Resolution (BRP-201) Discrimination, Bullying and Harassment Prevention Policy (18) Safe Student Learning Community Policy (204) Conflict of Interest Policy (142) BC Human Rights Code BC Freedom of Information and Protection of Privacy Act, Sexualized Violence and Misconduct Policy Act Faculty and Staff (FSA) UFV Collective Agreement

PURPOSE

All Students and Employees at the University of the Fraser Valley (UFV or the University) have the right to work and learn in an environment that is free from any form of Sexualized Violence.

The University recognizes that Sexualized Violence is a systemic social and campus issue that can affect anyone at the University, but disproportionately affects individuals with intersectional identities such as women, those living with a disability, those who identify as a member of a visible minority group, members of the 2SLGBTQIA+ community, and those that are socio-economically marginalized. UFV also recognizes that the University is a unique environment, in which power imbalances are inherent and systemic. This policy commits to dismantling that systemic structure as it applies to Sexualized Violence. These factors, along with an individual’s personal history, affect individual experiences of Sexualized Violence, the ability to access supports, and choices with regards to recourse. UFV takes these factors into account when carrying out its responsibilities under this policy.

The University recognizes its responsibility to increase awareness of Sexualized Violence, make efforts to prevent its occurrence within the University community, receive Disclosures, support survivors and those impacted by Sexualized Violence, respond to reports of Sexualized Violence, deal fairly with those accused of Sexualized Violence, and deal fairly and firmly with those who have been found responsible for violating this policy.

SCOPE

This policy applies to all students and all employees at UFV, on all UFV campuses, and at all UFV off-campus activities.

DEFINITIONS

In this policy, the following definitions apply:

Sexualized Violence: The term Sexualized Violence is used in a broad sense, and can include any unwanted act, physical, written, verbal, or psychological, carried out through sexual means or by targeting a person's real or perceived sex, sexual orientation, gender identity or expression. It recognizes that there are many different forms of Sexualized Violence, and that gender exists along a continuum and people of all genders may experience Sexualized Violence. The term Sexualized Violence in this policy includes, but is not limited to:

- (a) sexual assault;
- (b) sexual exploitation;
- (c) sexual harassment;
- (d) promoting Sexualized Violence ;
- (e) stalking;
- (f) indecent exposure;
- (g) voyeurism;
- (h) the distribution of an intimate image, within the meaning of the Intimate Images Protection Act, without the consent of the individual depicted in the image;
- (i) the attempt to commit an act listed in sections (a) to (h);
- (j) the threat to commit an act listed in sections (a) to (h); or
- (k) an act listed in sections (a) to (h) that is committed through electronic devices or other means.

Consent: Consent is the active, voluntary agreement to engage, and to continue to engage in the sexual activity in question which is affirmed through words or actively expressed through conduct. The initiator of a sexual activity is responsible for obtaining Consent for that sexual activity. Consent:

- (a) cannot be obtained through the abuse of a position of trust, power, authority, through fraud or coercion, or due to fear of consequences, violence, or retaliation;
- (b) cannot be implied, which means it must be affirmatively given and cannot be assumed by an individual's silence or inaction;
- (c) can be withdrawn by any party at any time during the sexual activity through words or actions, and if Consent is withdrawn the sexual activity must stop;
- (d) to one kind of sexual activity does not mean that Consent is given for another sexual activity;
- (e) cannot be implied from the relationship status of the parties nor past Consent to sexual activity;
- (f) cannot be given if the individual is incapacitated by alcohol or drugs, is asleep or unconscious, if they are unable to appreciate the nature of the sexual activity, if they are unable to appreciate the risks and consequences of the sexual activity or if they are otherwise unable to choose whether to engage in the sexual activity; and
- (g) cannot be given if the individual is under the legal age of Consent as defined in the *Criminal Code*.

A person's sexual reputation or history of sexual activity cannot be submitted as evidence to prove that it was likely that Consent had been given.

There is an inherent risk that Consent is not voluntary whenever there is a relationship of trust or authority in which there is an imbalance, or perceived imbalance of power. Where there is an allegation of Sexualized Violence in these relationships the nature of the relationship will be a significant factor in determining whether there was Consent. UFV recognizes that certain relationships between Students and other members of the UFV Community are relationships of heightened trust and vulnerability. Sexual or intimate relationships between individuals in the following categories of member of the UFV Community where there is a supervisory role or where an individual has influence over a student or employee's current or future academic activities, working conditions, or career advancement are potential violations to this policy:

- faculty, teaching staff members or emeriti, and students;
- staff and students;
- administrators and students;
- coaching staff members and Student athletes;
- Employee and Employee where a power differential exists; and
- Student and Student where a power differential exists.

Accommodation: Accommodation is the process or action by which reasonable arrangements are made to support the academic, employment, health, well-being, and safety needs of a member of the UFV Community impacted by Sexualized Violence or a Complaint of Sexualized Violence. Examples of accommodations include, but are not limited to:

- course withdrawals;
- extensions for course work;
- change of course section;
- workplace accommodations;
- counselling supports;
- referrals to medical care; and
- any Interim Measures to ensure safety and empowerment of the survivor.

Appropriate Administrator: This policy is broadly administered by two individuals, the Executive Director, Student Affairs (EDSA) and the Associate Vice President, Human Resources (AVP HR), and is dependent upon the identity of the Respondent. The EDSA shall administer any cases where the Respondent is a student, and the AVP HR shall administer any cases where the Respondent is an employee. In a situation where the Respondent holds multiple identities (student-employees or employee-students), their primary identity shall dictate the appropriate administrator.

Complaint: A written report or statement alleging Sexualized Violence made under this policy.

Complainant: An Employee or Student who files a Complaint under this policy. In a situation where UFV has evidence of any conduct that violates this policy and no Complaint is received from a Complainant, or where an investigation is required by law, UFV may act as the

Complainant to initiate an investigation and/or take disciplinary actions.

Disclosure: The communication to an employee of an experience of Sexualized Violence for the purposes of seeking support or accommodations. Disclosure does not result in a Complaint being made and does not initiate an investigation or other action by UFV except as described later in this policy.

Employee: A person who is employed, as a permanent or temporary employee, by UFV or contracted by UFV, including but not limited to faculty, staff, sessional instructors, and security personnel.

Interim Measures: The University may institute non-disciplinary interim measures in response to a Disclosure or Complaint of Sexualized Violence. Interim measures are not disciplinary and are not sanctions under University policy. They are instituted for the purpose of protecting any person involved or the investigation process and should be limited to the duration necessary to accomplish the identified purpose. Interim measures include but are not limited to actions such as no contact orders, and restrictions on access to spaces or services.

Intersectionality: Intersectionality is an analytical framework created by Kimberle Crenshaw for understanding how a person's various social and political identities combine to create different modes of discrimination and privilege (Runyan, 2018). Intersectionality also identifies multiple factors of advantage and disadvantage and studies intersections between different forms of oppression or discrimination.

As humans we all carry a series of identities that make our individual experiences or oppression unique. Identities interact on multiple and simultaneous levels, and it is this interaction that contributes to social inequality and discrimination. UFV recognizes and understands the complexity in human experiences and that identities are affected by multiple varying factors such as the grounds protected under the *BC Human Rights Code*. Such complex identities are subject to higher accounts of Sexualized Violence due to factors of social inequities, power, and oppression and UFV therefore understands the need for individualistic supports. A person's sexual reputation or history of sexual activity cannot be submitted as evidence to prove that it was likely that Consent had been given.

Procedural Fairness: The University seeks to achieve procedural fairness in dealing with all complaints. Procedural fairness has several key features. It includes allowing people to be heard in processes that affect them, ensuring decisions are made without bias, and following the rules that apply. It is also about making decisions that are considerate of an individual's needs and circumstances and are based on relevant information. Fairness is also about providing clear and meaningful reasons for decisions so the person affected can understand what process the University followed and how it came to the decision it did (BC Ombudsperson, 2023). As such, no sanction is applied against a person or group without their knowledge where there is an alleged breach of policy. Respondents are given reasonable notice, with full detail of the allegations and provided with an opportunity to answer to the allegations made against them.

Respondent: An individual or individuals alleged to have engaged in conduct that violates this policy.

Student: A person is currently enrolled in or is accepted for enrollment in at least one University course, credit or non-credit, or who was enrolled in at least one credit or non-credit course within one year of the date of the alleged conduct.

Third Party Reporting: Third party reporting occurs when someone other than the victim/survivor reports Sexualized Violence to the University. It allows victims who do not want to report the incident directly to ensure the University receives a report about the incident.

Threat Assessment Team: A University group tasked with leading all investigations related to abusive, threatening, or violent behavior with the purpose of recommending case management strategies to provide for the safety and security of the UFV Community and UFV Property.

UFV Community: All Employees, Students, and any other person who is contractually obligated to comply with University policy.

PRIVACY & CONFIDENTIALITY

Privacy and confidentiality are essential for creating an environment where those who have experienced sexualized violence feel safe in disclosing their experience and seeking support. The privacy and confidentiality of those involved in a Disclosure of sexualized violence is protected except in cases where there is a likely risk of harm to self or others, or when reporting or action is authorized or required by law.

Whether in the context of a Disclosure or a complaint, all parties are informed of the limits of privacy and confidentiality. In a case where confidentiality cannot be maintained, those affected are informed and supported throughout the process. In such cases, only necessary information is disclosed and only to those who need to know. In such circumstances, information is only shared as necessary to prevent harm, and the name of the Complainant is not released to the public.

Where the University becomes aware of an allegation of sexualized violence by a member of the University community against another member of the University community, the University may have an obligation to take steps to ensure that the matter is dealt with to comply with the University's legal obligation and/or its policies to investigate such allegations to ensure the safety of the learning environment. In such cases, certain University administrators are informed about the reported incident on a "need to know" and confidential basis, but information of the identities of the persons involved may not necessarily be released. In such circumstances, information is only shared as necessary to prevent harm, and the name of the Complainant is not released to the public.

POLICY

Sexualized Violence is unacceptable and is not tolerated, and UFV commits to preventing Sexualized Violence. The University strives to be a space where Students and Employees

can learn, work, express themselves, and live in an environment free from Sexualized Violence. Students and Employees who have experienced Sexualized Violence are encouraged to come forward to make a Complaint.

UFV ensures all Students and Employees are supported in making a Disclosure and/or a Complaint about Sexualized Violence that they have experienced or witnessed for the purposes of accessing services and/or ensuring their own safety.

UFV recognizes that individuals who have experienced Sexualized Violence may experience emotional, academic, or other difficulties that may require support and/or Accommodation. UFV also recognizes that Sexualized Violence does not discriminate, and Sexualized Violence can happen to any person.

Trauma Informed Approach:

UFV empowers victims/survivors of trauma through dignity, respect, and compassion. We uphold the individual's right to their own journey and commit to offering choice and supports to empower an individual on their journey to recovery. UFV provides support through a compassionate and trauma informed lens. Our trauma informed approach acknowledges the neurological, biological, psychological, and social impacts that violence has on an individual. Our approach includes but is not limited to:

- recognizing the prevalence of trauma and Sexualized Violence;
- acknowledging the survivor/victim's need and right to safety;
- minimizing re-traumatization;
- empowering victims/survivors;
- providing opportunities for choice related to Disclosures, Complaints, and support;
- offering victim centric support;
- empathy and non-judgement of an individual's own path/lived experience; and
- respecting the survivor/victim's right to privacy.

Victim/Survivor:

Some individuals who have experienced Sexualized Violence may choose to identify as a survivor. Individuals might be more familiar with the term "victim." The term survivor is used where relevant because some who have experienced sexual assault believe they have overcome the violent experience and do not wish to identify with the victimization. It is the prerogative of the person who has experienced Sexualized Violence to determine whether they wish to identify as a victim or survivor, and the University will honour that decision.

SCOPE AND JURISDICTION

This policy applies where an alleged incident of Sexualized Violence was experienced by a Student or Employee, and where the alleged behaviour takes place:

- on University Property;
- on University owned or operated computers, telephones, software, and computer networks;
- off-campus in connection with a course, activity or event offered and/or organized by the University, including but not limited to Co-op or work placements, study abroad, field study, athletic competition;
- off-campus where the Respondent declares publicly that they are a member of the University Community;
- on social media, in any of the following circumstances:
 - the Respondent declares publicly that they are a member of the University Community on social media;
 - the activity occurs on an account of the University, or an account that could reasonably be believed to be owned or maintained by the University; or
 - the behaviour represents a threat to the University community or property.

The alleged conduct must have occurred in a context that has a real and substantial connection to UFV. Whether a real and substantial connection to UFV exists will be determined on the circumstances of each report.

The University does not have jurisdiction to take disciplinary action against a person who is not a member of the UFV Community. However, under certain circumstances the University may be able to take other action, such as revoking a person's access to University property or a University event.

If an incident does not meet one or more of the above criteria, the University may still take actions to mitigate the impact of the incident on the learning, living, or working environment. If an individual is unsure about whether an incident meets the above criteria, then that individual is encouraged to contact the UFV Office of Safety and Security.

This policy is designed to complement and not to conflict with the University's collective agreements. If there is any inconsistency between this policy and a collective agreement, the applicable collective agreement provision(s) will prevail to the extent of the inconsistency.

ACCOMMODATIONS

UFV makes appropriate support services and assistance available to members of the UVF Community based on a Disclosure, regardless of whether the individual decides to make a Complaint or whether UFV has the jurisdiction to investigate. If information about the UFV Community member or the Disclosure must be shared to allow the member to access support services and assistance the information disclosed will be limited to the information required to provide the services or support.

Support services and assistance may include but is not limited to: student residence re-location or short-term emergency student housing; class schedule changes; provision of academic concessions; emergency funding for students; safety planning; temporary work reassignment, location reassignment, or scheduling changes; and the implementation of safety measures

which may include temporary Interim Measures.

The University maintains the right to utilize Interim Measures where it is appropriate to ensure the safety of the learning environment and of the University community. The Complainant is informed of any Interim Measures that have direct impact on their safety or wellbeing. The University will make a reasonable effort to inform the Complainant of its intentions in relation to University processes.

DISCLOSURES

Disclosure by a Student: If a Disclosure is made by a Student to a member of the UFV Community, that member is encouraged to contact the Student Support Office for support and information on how best to respond to the Disclosure and to support the individual making the Disclosure.

Disclosure by an Employee: If the Disclosure is made by an Employee to a member of the UFV Community, that member is encouraged to contact the Human Resources Office for support and information on how best to respond to the Disclosure and to support the individual making the Disclosure.

Members of the UFV Community who receive a Disclosure are not expected to file a Complaint related to the Disclosure under the “Complaint” section of this policy although, at the request of the individual making the Disclosure, they may file a Complaint under this policy on behalf of the individual making the Disclosure.

Except as provided in this policy, UFV respects an individual’s choice not to make a Complaint and where possible will keep the Disclosure confidential. In exceptional circumstances, where required by law, or where there is a risk of significant harm to anyone’s health or safety as determined by the Threat Assessment Team, the Appropriate Administrator or designate, may do one or both of the following:

- refer the matter for investigation as a Complaint as detailed in the Complaint section, in which case the individual who disclosed has the right not to participate in any subsequent Investigation; or
- notify third parties, such as the police or child protection authorities.

If the Human Resources or Student Support Offices receive more than one Disclosure from different individuals alleging Sexualized Violence by the same member of the UFV Community, the Appropriate Administrator may seek the permission of the individuals making the Disclosures to make an institutional report based on the allegations in the Disclosures but without providing the names of the individuals making the Disclosures unless express Consent is given.

If action is taken as described above, the Appropriate Administrator will notify the individuals who made the Disclosures and will ensure that appropriate support services are made available to those individuals. The investigator will not receive or disclose the names of the individuals making the Disclosures without the Consent of those individuals, who have the right not to participate as witnesses in any subsequent investigation.

Subject to the above sections, records of Disclosures made will be kept strictly confidential, and access to those records will be limited to the Appropriate Administrator and their designates, unless UFV is ordered to produce the records in a court proceeding or otherwise required by law

COMPLAINTS

Any Student or Employee who experiences Sexualized Violence can make a Complaint under this policy. Complaints are submitted to the UFV Office of Safety and Security reporting portal <https://www.ufv.ca/safety-and-security/security/> where they will be addressed in accordance with the procedures to this policy.

An individual can submit a report to the UFV Office of Safety and Security portal and pursue other processes external to UFV against the individual alleged to have committed Sexualized Violence. These external processes may include reporting to the police or initiating a civil action (including a complaint under the *BC Human Rights Code*). These are separate processes and submitting a report to the UFV Office of Safety and Security does not result in a report to the police except as provided above, where UFV determines that it may have legal requirement to notify third parties.

If an investigation is initiated under the procedures to this policy, and an external process is also being pursued, the Appropriate Administrator may elect, after consultation with the Complainant, to continue with the UFV process or to suspend the UFV process as appropriate. Suspension of a UFV process does not prevent further action to be taken under the UFV process later as appropriate.

ANONYMOUS AND THIRD-PARTY REPORTS

Members of the UFV Community who receive a Disclosure should follow the processes set out in the Disclosures portion of this policy. Members of the UFV Community who receive a Disclosure are expected to honour the choices of the person making the Disclosure and should not submit a Complaint that could interfere with the decision of the person making the Disclosure.

Individuals, other than the individual who was directly subjected to Sexualized Violence or a member of the UFV Community who have received a Disclosure, may submit a report to the UFV Office of Safety and Security portal anonymously.

Third Party Reporting occurs when someone other than the victim/survivor reports Sexualized Violence to the University. It allows victims who do not want to report the incident directly to ensure the University receives a report about the incident.

UFV may be unable to proceed with an investigation based on anonymous or third-party allegations due to a lack of evidence or when proceeding would violate procedural fairness. In such cases, the appropriate administrator will consider whether any other steps can and should be taken, including referring the matter to the Threat Assessment Team (TAT).

In appropriate circumstances, where other evidence exists and where proceeding with an investigation based on anonymous or third party allegations would not violate procedural fairness, the Appropriate Administrator may exercise discretion to proceed with an investigation. In such cases, the individual who experienced the alleged Sexualized Violence has the right to refuse to participate in the investigation.

Before proceeding with an investigation based on anonymous or third-party allegations, the Appropriate Administrator will notify the individual identified as having experienced the alleged Sexualized Violence of the allegations and available support and options for response will be made available to the individual.

If UFV is unable to proceed with an investigation based on anonymous or third-party allegations, the allegations will be retained by the office of the Appropriate Administrator. These allegations will be kept strictly confidential, and access to them will be limited to the Appropriate Administrator or designate.

RESPONSIBILITY FOR PREVENTION, AWARENESS AND RESPONSE

Sexualized Violence is a symptom of systemic injustice created through historical action. The University commits to engaging in action that challenges and dismantles those systemic injustices by:

- (a) recognizing that Sexualized Violence is a systemic issue;
- (b) operating in accordance with the collective agreement, University policies, standards, and ensuring fairness and due process for all;
- (c) creating accessible systems that promote a person's willingness to report or to seek support. Concepts of access, education, confidentiality, and cultural support should be centered in this work;
- (d) acknowledging that as culture and society move forward and our understanding changes, so too does our understanding of Intersectionality with this policy;
- (e) monitoring and updating our policies and protocols to ensure that they remain effective and consistent with other existing policies and best practices;
- (f) understanding the contemporary climate of sexual violence within its community. This will be accomplished through a research study on campus-based Sexualized Violence conducted once every three years, in the year prior to the policy review process;
- (g) annual aggregate reporting of Sexualized Violence Disclosures and Complaints, to the Office of the President and the UFV Board of Governors;
- (h) providing support and proceedings that are culturally sensitive to the needs of those involved; and
- (i) increasing our understanding of Sexualized Violence as it continues to evolve. This evolution is informed by research on topics and with groups that support the principles of decolonization, Consent, and inclusivity.

The University commits to supporting members of the UFV Community by:

- (a) empowering individuals to access detailed information and support, such as provision of and/or referral to counselling and medical care, information about legal options, and appropriate academic or other accommodations;
- (b) providing support to those who disclose that they have experienced Sexualized Violence or are accused of Sexualized Violence, and those who witness Sexualized Violence, and ensure that their right to dignity and respect is protected throughout the process of the Disclosure, Complaint and the institutional response;
- (c) taking a trauma-informed approach to Sexualized Violence, recognizing that victims and survivors may be traumatized by their experiences and that the University's approach needs to be grounded in an understanding that peoples' experiences will be affected by many factors such as their identities as protected under the *BC Human Rights Code*.
- (d) taking appropriate action to address threats of Sexualized Violence or risks to the safety of others. This may include taking appropriate measures to prohibit visitors and others from campus that pose a threat to the safety of others;
- (e) ensuring coordination and communication among the various departments who are involved in the response to Sexualized Violence on campus;
- (f) providing information to the UFV Community about our Sexualized Violence policy and protocols;
- (g) providing education designed to prevent Sexual Violence. This training will be provided to all new Students and Employees, within their first semester on campus, and re-training will be required for Employees every three years;
- (h) providing appropriate education and training to the UFV Community about responding to the Disclosure of Sexualized Violence;
- (i) ensuring members of the UFV Community immediately report Sexualized Violence incidents they witness or have knowledge of, or where they have reason to believe that Sexualized Violence has occurred or may occur; and
- (j) ensuring that persons in a position of authority, including persons directing the activities of others, shall take immediate action to respond to or to prevent Sexualized Violence from occurring.

RIGHTS AND RESPONSIBILITIES OF STUDENTS, EMPLOYEES, AND THE UNIVERSITY

Students and Employees are their own best advocates; a reasonable measure of self-reliance, information-gathering, communication with University staff, faculty and administrators is an important aspect of academic and employment success.

Right to Withdraw a Complaint:

The University honours a Complainant's agency and supports victim/survivor choice. This

means that Complainants are supported in making a decision that is best for their wellbeing when it comes to choosing whether to make a Disclosure or a Complaint. A Complainant has the right to withdraw a Complaint at any stage of the process. However, in certain circumstances where the University has a duty to act to comply with its obligations under applicable policies and/or its legal obligations, the Complainant will be informed at the earliest possible time of this duty, and all potential implications of this action. All efforts are made to ensure that participants are treated with respect, empathy, confidentiality to the degree it is possible in this circumstance. If the reporting individual has any questions or concerns about this, they should consult with the appropriate office prior to sharing any information.

Protection from Reprisals, Retaliation or Threats:

It is prohibited by this policy for anyone to retaliate, or threaten to retaliate against a Complainant or other individual for:

- pursuing rights under this policy, other applicable policies, or law;
- participating or cooperating in an investigation under this policy, other applicable policies, or law; or
- associating with someone who has pursued rights under this policy, other applicable policies, or law.

Amnesty in Reporting:

Research has shown that alcohol and or drug use is a common factor in Sexualized Violence. Further, victims of Sexualized Violence may be reluctant to come forward for various reasons, which may include a fear that they may be disciplined under other University policies or regulations such as those around alcohol or drug use. UFV empowers students to make reports of Sexualized Violence or other violence and seeks to remove barriers that may discourage such reporting.

UFV will not bring policy related Student disciplinary charges against Students who are witnesses to or victims of Sexualized Violence and will not report such conduct, except as required by law, and/or Students receiving assistance as a result of a report as described above.

The amnesty afforded by this rule applies only to UFV policy related violations that occur at or near the incident of Sexualized Violence upon which a complaint is based.

Multiple Proceedings:

If criminal, civil, or administrative proceedings are commenced in respect of allegations of Sexualized Violence, the University reserves the right to proceed with, put into abeyance, pause, or suspend its own processes. This is to ensure the integrity of a potential external investigation.

The University will follow any court orders or other legal requirements and will attempt to provide reasonable academic Accommodations to individuals whose access to education is restricted by such orders.

Data Reporting:

Incidents of Sexualized Violence reported under this policy will be reported annually to the President and the Board of Governors of the University. This report will be anonymized and provided in an aggregate manner so no individual participants will be identifiable.

RESPONSE AND RESOURCE INFORMATION

The University is committed to providing an environment that is respectful of the rights, responsibilities, well-being, and dignity of all its members.

The procedures to investigate reports under this policy are dependent on the identity of the Respondent.

For reports where the Respondent is a Student, this policy is supported by information contained in the Safe Student Community website found at <https://www.ufv.ca/safe-student-community/>

A complaint of Sexual Violence against a Student will follow the process outlined in the Sexual Violence Complaint Procedures document (to be developed).

The Safe Student Community webpage:

- Provides information on Student rights and responsibilities and behavioural expectations set by UFV.
- Identifies behaviours that may be subject to intervention or discipline.
- Provides links to relevant policies.
- Illustrates the process to report allegations of disruptive behaviours.
- Provides a mechanism to report such behaviours.
- Provides contact information to a variety of Student services that may be helpful.

For reports where the Respondent is an Employee, the policy is aligned to the Discrimination, Harassment and Bullying Policy (18). The University FSA Collective Agreement and other University policies also set out the University's commitment to creating a civil and safe environment.

Resource Information- <https://www.ufv.ca/sexualized-violence-prevention/get-help/>

REVIEW

UFV commits to reviewing this policy every three (3) years to maintain currency and relevance, or as directed by the Minister of Post-Secondary Education and Future Skills. Under the direction of the VP, Students, a committee will be formed, to include students, faculty, administrators, and staff, to review this policy. The committee will be formed with the best principles and practices of inclusion, diversity, and equity and will seek to include representatives with intersectional identities.

REFERENCES

British Columbia Ombudsperson. (2023) *What is Fairness?*
<https://bcombudsperson.ca/fairness-education-resources/what-is-fairness/>. Accessed
September 22, 2023.

Runyan, A. S. (2018). What is intersectionality and why is it important? *Academe*, 104(6), 10-14.