

Definitions

Sexual assault and sexual violence are **unacceptable** and **will not be tolerated** on the campuses of Algonquin College. We are committed to challenging and preventing sexual violence and creating a safe space for all members of the Algonquin College community. Algonquin College has created a clear and powerful **directive** outlining the rights and responsibilities of all members of the College community with respect to **Sexual Assault and Sexual Violence**.

Disclosure

A disclosure of sexual violence is when someone shares information about an incident of sexual violence. A person impacted by sexual violence is not required to make a formal complaint in order to obtain support, services or accommodations for their needs. Please follow the flow chart to learn more about supporting survivors or sexual violence.

Sexual Violence

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. Sexual violence includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation.

Sexual Assault

Sexual assault is any type of unwanted sexual act done by one person to another that violates the sexual integrity of the victim and involves a range of behaviour from unwanted touching to penetration.

Sexual Harassment

Any unwanted or offensive sexual behavior that creates a hostile or stressful living, learning, or working environment. Sexual harassment can be a single incident or an ongoing pattern of behaviour.

Examples of sexual harassment include:

- Unwanted sexual advances
- Unwanted or uninvited touching
- Sexual retaliation or threats
- Sexual jokes or comments
- The displaying of sexually suggestive images

Consent

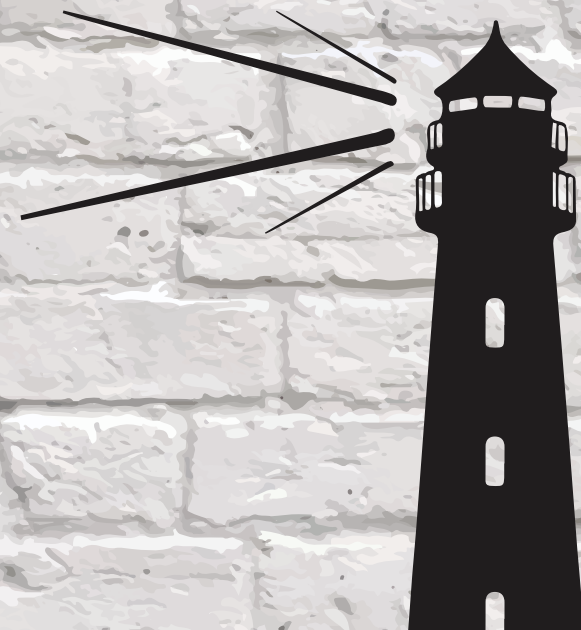
Consent is the voluntary and explicit agreement to engage in the sexual activity in question. It is the act of clearly and willingly agreeing to engage in specific sexual behaviour, and requires that a person is able to freely choose between two options: yes and no.

Consent:

- Cannot be given when impaired under the influence of drugs or alcohol
- Cannot be assumed or implied
- Cannot be given by silence or the absence of no
- Can be revoked at any point before or during sexual activity

Project Lighthouse

Responding to Disclosures of Sexual Violence



How to respond to a disclosure



Believe

No one ever deserves to be sexually assaulted. It does not matter what the survivor did or did not do before, during, or after the assault.

- Tell them that what happened is not their fault.
- Avoid asking “why” questions.
- Validate the feelings they are expressing (i.e. “It is normal to feel this way.”).



Listen

It takes tremendous courage to speak out. Give the survivor space to talk and try not to interrupt.

- Reassure them that the information will remain confidential.
- Silence is okay. People need time to process an overwhelming situation.
- Actively listen through body language (i.e. nodding, maintaining eye contact, etc.) and through your words (i.e. “It took a lot of courage for you to tell me this”).



Self-Care for You

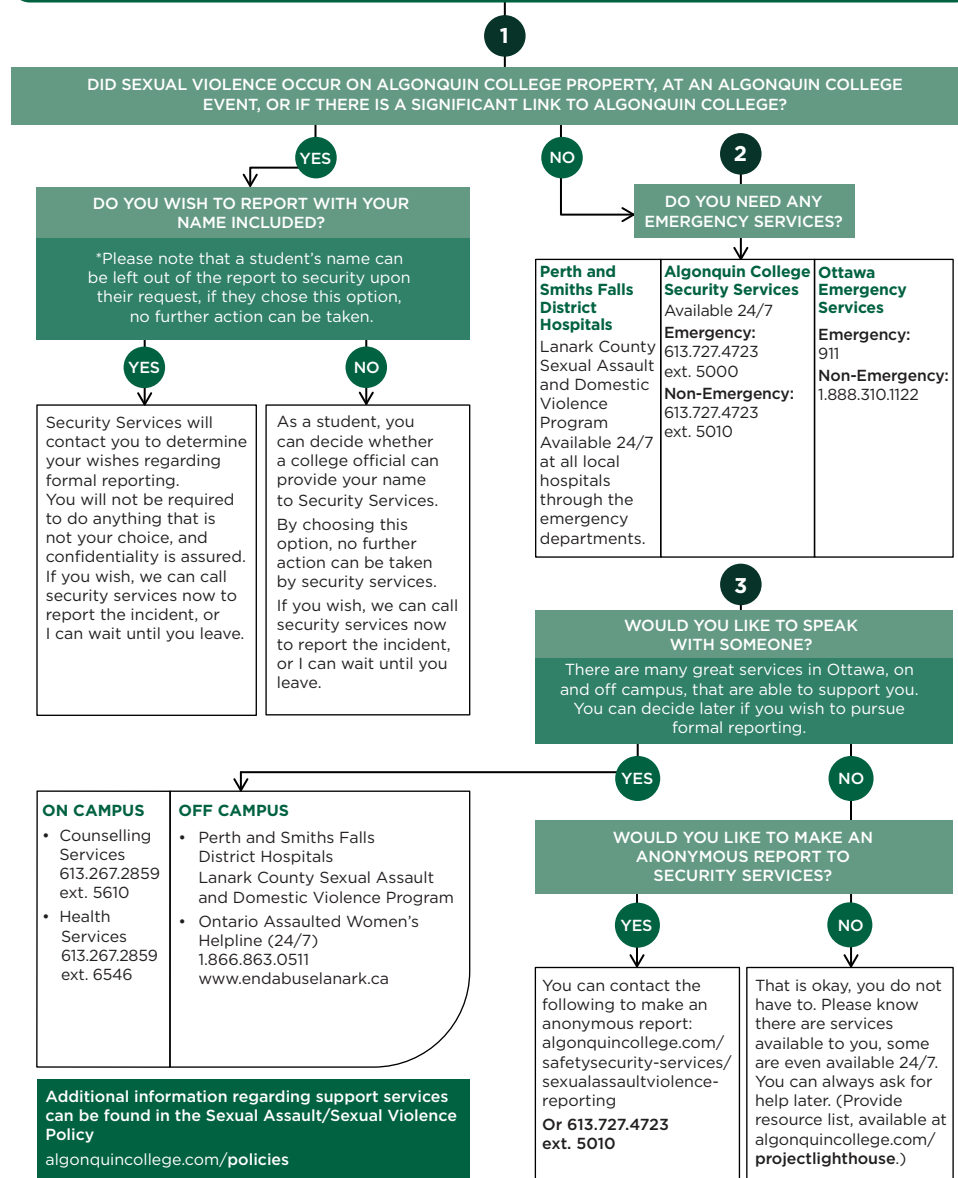
If you have received a disclosure, practice self-care by seeking support if you need it. Do not share the story with your colleagues, friends, or family members.

Confidentiality is important for the safety and well-being of the survivor. All employees who need assistance after taking a disclosure are able to access the Employee Assistance Program (EAP).

For more info on the EAP: algonquincollege.com/hr/wellness/eap/

HOW TO RESPOND TO A DISCLOSURE OF SEXUAL ASSAULT AND SEXUAL VIOLENCE FOR EMPLOYEE

I appreciate you telling me this, I want to make sure that I help you in the best way I can. Before you tell me anything else, I want to let you know that, as an Algonquin College employee, I am obligated to report all disclosures of sexual violence that took place on Algonquin College property, at an Algonquin College event, or if there is a significant link to Algonquin College.



PLEASE AVOID:

Writing information down • Asking who/what/where/when/why • Saying “I think you should...” or “You need to...”

All disclosures that are reported to on-campus supports must be reported to Security Services in person or by calling 613.727.4723 ext. 5010.