

Procedure in the Event of Sexual Violence

1. Introduction

Champlain – St. Lawrence College seeks to foster and maintain a community of mutual respect and concern for all its members. It is a great violation of the terms of that community and of the essential dignity of any member within it, when an act of sexual violence is committed. It constitutes a deep affront to our college standards and will not be tolerated in any form.

All members of the community—students, faculty, staff, persons doing business with or acting on behalf of the college, and visitors to the campus—are protected under and must comply with the Policy Against Sexual Violence.

2. Definitions

2.1. What is sexual violence?

Sexual violence means any form of violence committed through sexual practices or targeted at sexuality or gender identity and/or expression. This includes, but is not limited to, sexual assault, sexual harassment, stalking, stealthing, indecent exposure, voyeurism, non-consensual exposure to sexual imagery, distribution of sexual images or videos of an individual without his/her consent. It includes cyber harassment or cyber stalking of a sexual nature, and rape in any form, including in the following contexts: date, marital, partner, stranger, gang, or through trafficking and forced marriage and in armed conflict. Sexual violence also includes unwanted direct or indirect gestures, comments, behaviours or attitudes with sexual connotations, delivered through any form or means of communication, including technological and social media.

Anyone, regardless of race, age, ability, gender identity, gender expression, or sexual orientation, can experience and be negatively affected by sexual violence in different ways.

2.2. What is consent?

Consent means actively agreeing to be sexually involved with someone. Consent allows someone to know that engaging in a sexual relationship has been agreed upon. Sexual activity without consent is rape or sexual assault.

It is important to remember that consent is

- Always required, regardless of the nature of the relationship or history of the individuals involved;
- Explicitly communicated;
- Actively given without force or threat of force or coercion;
- Voluntary and informed;
- Reversible at any time (consent to one sexual act does not imply consent to any other act or to a repetition of that act later); Mutually agreed upon in which all parties have equal power and can decide;
- Dynamic (If at any time, it is reasonably apparent that either party is hesitant, confused, or unsure then both parties should stop and obtain verbal consent before continuing any sexual activity);
- The responsibility of the person initiating or wanting to initiate sexual contact.

*refer to glossary of definitions at the back for complete list of definitions.

3. Who do you contact if you have been a victim of sexual violence?

3.1. If you are a student of the college, you can contact the following resources or organizations:

- The school social worker by email at slcsvsupport@crcmail.net, or at 418-656-6921 ext. 241 or drop-in to office 269. Please note, however, that the social worker is not always available
- CAVAC (Centre d'aide aux victimes d'acte criminels) – 1 (888) 881-7192
- Sexual assault victim helpline (bilingual services accessible 24/7) – 1 (888)-933-9007
- Viol Secours – 418-522-2130
- Autonomie (For men only) – 418-648-6480
- In case of emergency, you can call 911 (Police de Québec)

For further psychosocial support, you can contact your Student Assistance Program (Plan Major): 1 (877) 207-5018.

3.2. If you are an employee of the college, you can contact the following resources or organizations:

- The Human Resources Manager at 418-656-6921 ext. 4235 or office 235 or send an email to SLCEmployeeSVSupport@crcmail.net
- CAVAC (Centre d'aide aux victimes d'acte criminels) – 1 (888) 881-7192
- Sexual Assault Victim Helpline (bilingual services and accessible 24/7) – 1 (888) 933-9007
- Viol Secours – 418-522-2130
- Autonomie (For men only) – 418-648-6480
- In case of emergency, call 911 (Police de Québec)

For further psychosocial support, you can contact your Employee Assistance Program (Homewood): 1 (866) 398-9505.

***** Please note that the college has a maximum of 7 days to answer a complaint. For urgent requests, please contact the sexual violence resources mentioned above.**

***** IMPORTANT / In the event of sexual assault – 5 days or less.**

If you are a female and if the incidence of sexual assault happened 5 days (or less) ago, please contact Viol-Secours at 418-522-2120. A counsellor is available 24/7 for emergencies. She will be able to support you and will guide you towards the options that are available to you, including where you can go for evidence collection and medical care.

A complete medical evaluation will include evidence collection, a physical examination and treatment. If possible, do not change your clothes, bathe, or brush your teeth until the evidence on your body and clothes has been collected. Please note that you can choose whether to continue or stop the medical examination at any time during the process.

4. Confidentiality

The initial reporting is confidential unless there is a reason to believe that there is a risk of self-harm or harm to others by the complainant.

5. Glossary of Definitions

Complainant: A member of the Champlain community who has experienced an alleged incident of sexual violence and who discloses and/or reports it.

Respondent: A member of the Champlain community against whom an allegation of sexual violence as defined by the policy has been made.

Survivor or victim: Any person who has experienced sexual violence, including individuals who self-identify as a victim or a survivor.

Disclosure: A verbal or written account by any member of the college community disclosing that he/she has experienced sexual violence. A disclosure does not trigger an investigation.

Complaint: An official institutional step during which a written report or statement alleging sexual violence is made to a college official for the purpose of initiating an investigation and/or an alternative resolution process.

Retaliation: Retaliation is defined as attempts or actions to seek retribution including, but not limited to, any form of intimidation, reprisal, harassment, or intent to prevent participation in college proceedings under college policy. Retaliation may include continued abuse or violence, other harassment, and slander and libel. Retaliation may be committed by any individual or group of individuals, not just a survivor or alleged offender. It may be committed against the survivor, alleged offender, or any individual or group of individuals involved in the investigation and/or in the resolution of an allegation of sexual violence. Retaliation could occur before, during or after an investigation and or college proceeding.

Sexual assault: Sexual assault is a form of sexual violence and is a criminal offence under the Criminal Code of Canada. Sexual assault is any type of unwanted sexual act done by one person to another that violates the sexual integrity of that person and involves a range of behaviours such as the following: rape, fondling, unwanted touching, kissing, grabbing, incest.

Sexual exploitation: Sexual exploitation is an act or omission to act that involves taking non-consensual, unjust, humiliating, or abusive sexual advantage of another person.

Stealthing: Stealthing is the act of compromising the efficiency of any form of birth control or protection from sexually transmitted diseases by removing or tampering with a condom during sexual activity without the consent of the partner.

Stalking: Stalking is a pattern of repeated and unwanted attention, harassment, contact, or any other course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety, or the safety of others, or suffer substantial emotional distress. Course of conduct means two or more acts in which the stalker follows, monitors, observes, threatens or communicates to or about a person, or interferes with a person's property. This includes cyber-stalking, a particular form of stalking in which electronic media such as the internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact are used to pursue, harass, or make unwelcome contact with another person.

Sexual harassment and cyber sexual harassment: Sexual harassment is unwanted conduct, behaviour or communication of a sexual nature, which is based on a person's body, appearance, gender identity and/or expression, sexual orientation or sex life, which detrimentally affects the study, work or living environment or otherwise leads to adverse consequences for the targeted individual(s). It can either be an isolated incident or occur repeatedly.

Dating & acquaintance violence: Includes physically, sexually, and/or psychologically abusive behavior that arise in the form of a direct violent act, or indirectly as acts that expressly or implicitly threaten violence. Dating and acquaintance violence also occurs when one individual attempts to maintain power and control over the other person through one or more forms of abuse, including sexual, physical, verbal, or emotional abuse. Specifically, acquaintance and dating violence are violence or the threat of violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant. The existence of such a relationship is determined based upon the length of the relationship, the type of the relationship and the frequency or interaction between the persons involved in the relationship.

Coercion: Coercion is the use of emotional manipulation, blackmail, or threats, or the promise of rewards or special treatment, to persuade someone to engage in sexual acts.