



Queen's



1. Purpose(s)/Reason(s) for Guidance

1.1.1 The Bader International Study Centre (BISC) is committed to maintaining a positive learning and living environment in which any form of Sexual Violence will not be tolerated. The purpose of this policy is to clearly state the BISC's approach to addressing Sexual Violence through:

- Coordinated and comprehensive awareness, training and education programs;
- Coordinated and comprehensive support for Students who have been affected by Sexual Violence including counselling, health and medical care,

- 3.3 The BISC recognizes that Students affected by Sexual Violence are integral decision-makers in situations pertaining to themselves and should be allowed to determine whether and to whom they wish to Disclose or Report their experience, including:
- whether or not to pursue formal criminal and/or internal university avenues of redress; and,
 - whether or not to Disclose to a support person and seek out support services.
- 3.4 The BISC will put academic, housing and other accommodations in place for persons who Disclose or Report an experience of Sexual Violence, as appropriate to individual circumstances.
- 3.5 The BISC will implement appropriate measures to prevent further unwanted contact with an alleged perpetrator to protect the safety and security of the BISC Community.
- 3.6 The BISC will ensure that every Respondent receives appropriate support and advice related to all university procedures under this policy.
- 3.7 The BISC is committed to the provision of a fair process and will adhere to the principles of procedural fairness in any of the proceedings under this policy.
- 3.8 The BISC is committed to reducing barriers to and increasing awareness of policies, procedures and supports available to students in responding to and addressing Sexual Violence.
- 3.9 This policy was developed to create a system of reporting, investigation and decision-making in response to Reports of Sexual Violence; to avoid conflicts of interest or reasonable apprehension of bias; to preserve privacy; to minimize risk of reprisal; and, to ensure coordination and consistency across the BISC.

4. Definitions

- 4.1 **Consent:** means an active, direct, voluntary, unimpaired and conscious choice and agreement to engage in sexual activity with another person.

4.3 **Disclosure:** means the act, by a Student affected by Sexual Violence, of telling someone about an incident of Sexual Violence to seek support, counselling, or other services, or, to obtain information about formal Reporting options. A Student who makes a Disclosure is entitled to access the supports, accommodations and other resources outlined in this policy without making a formal Report.

- 6.3 Awareness, education and training initiatives should take an intersectional approach to understanding Sexual Violence.
- 6.4 The BISC will make training related to the policy and procedure herein available for staff, faculty, Students, and members of the governing board and senior administration.

7. Confidentiality and Limits of Confidentiality

- 7.1 Confidentiality is an important principle in creating an environment where Students affected by Sexual Violence feel safe to Disclose, Report, and seek available supports and accommodation. The privacy and confidentiality of all members of the BISC Community involved in any Disclosure or Report, will be protected to the extent possible, but cannot be maintained where disclosure is required to ensure the health and safety of BISC Community members; for example, confidentiality cannot be maintained where there is reason to believe, for example, that:

Disclosure is made may consult with the Assistant Student Services Manager
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10.3

Interim restrictions or measures permitted pursuant in relation to Student-Respondents under the BISC General Rules and Regulations.

12.3 A Student-Respondent who is subject to interim measures can seek an expedited

rulings concerning the conduct of the hearing, disclosure of documents and attendance of witness, and;
interim directions will only be made after giving both parties a reasonable opportunity to make submissions, usually in writing. There may also be teleconference or other forms of proceeding to resolve interim issues.

14.8 The Parties in a proceeding before a Student Conduct Panel are:

SESM, acting for the BISC, or other person appointed by the Vice Provost and Executive Director, BISC to represent the SESM; and,
the Respondent(s).

14.9 The party representing the BISC, the Complainant, and the Respondent(s) have the right to the assistance of an advisor or other person, including a legal representative, in a proceeding before a Student Conduct Panel.

14.10 The Student Conduct Panel shall conduct an oral hearing that considers all information, documents and submissions provided. Both parties to the hearing have the right to appear, call evidence, make oral representations and cross-examine in accordance with the procedures established by the Student Conduct Panel.

14.11

APPENDIX A Human Resources and Faculty Relations Office Investigation Procedures

1. Upon receiving a Report, the Administration Manager will conduct reasonable inquiries with persons who have information about an incident of Sexual Violence. The Administration Manager may also request an external investigator(s) be appointed.¹ Based on the information provided, the Administration Manager will determine whether the information would substantiate an allegation of Sexual Violence, assuming all of the alleged facts were true. If not, the inquiry will not proceed further, but a record of the Report will be maintained. If a Report is not

