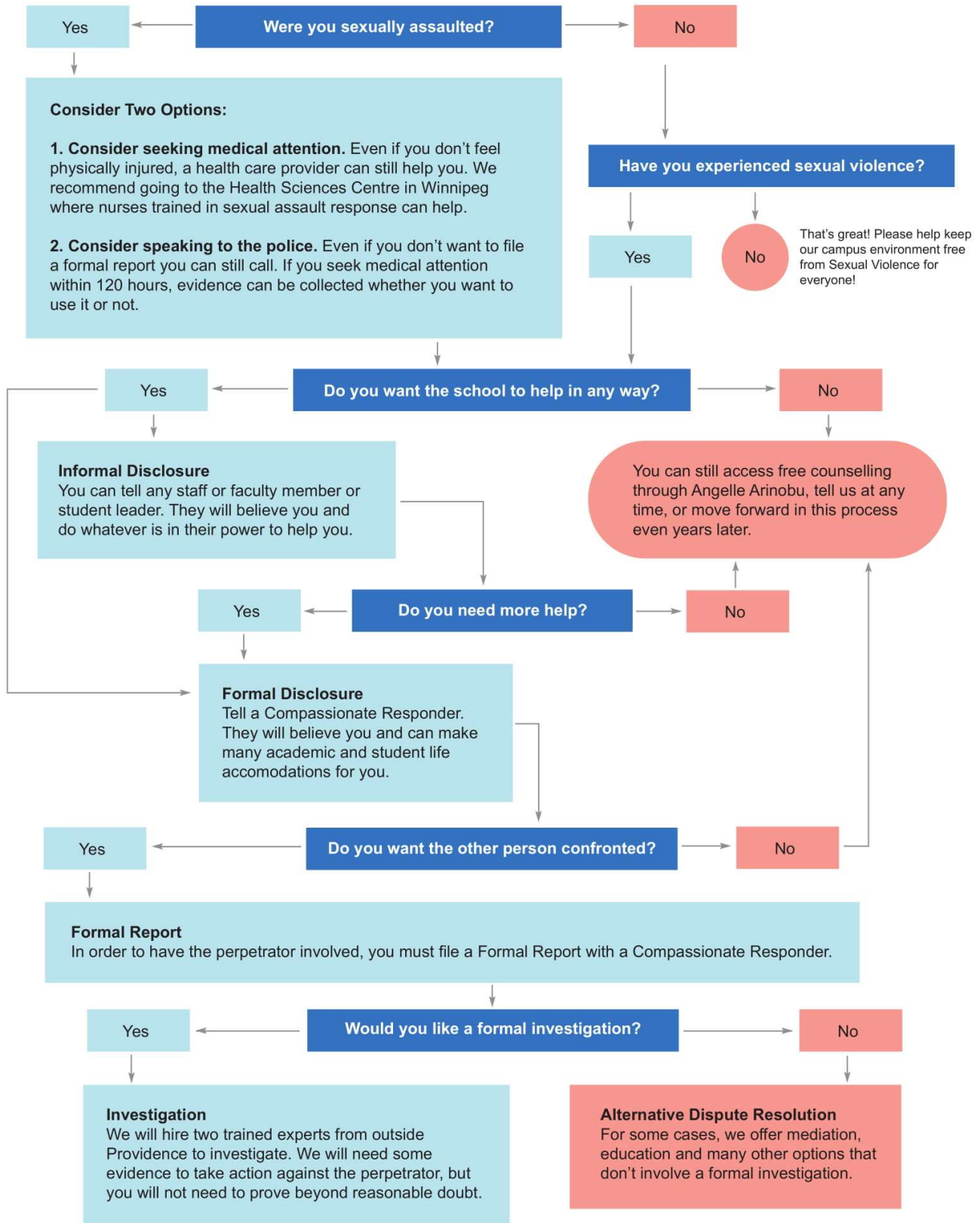


Have You Experienced Sexual Violence?

Whatever happened is NOT YOUR FAULT and we are committed to helping you if you want us to. You can access free counselling at any time by speaking to our intake counsellor, Angelle Arinobu.



RESOURCES FOR SURVIVORS OF SEXUAL VIOLENCE

Off Campus (Manitoba):

- a. 911 – Emergency Services
- b. Klinik
 - i. Drop-in line: 204-784-4067
 - ii. Sexual assault crisis line: 1-888-292-7565
- c. Local Police – Non-emergency calls: (204) 433-7908
- d. South Eastman Health Crisis Response Team (24hr): 1-888-617-7715
- e. Manitoba Human Right Commission: 204-945-3007
- f. Toll Free Province-Wide Domestic Abuse Crisis Line: 1-877-977-0007
- g. Men's Resource Centre: 204-415-6797 ext. 250 (not a 24-hour emergency line)
- h. Recovery of Hope Counselling Centre: 204-477-4673

Off Campus (Outside of Manitoba)

- a. 911 – Emergency Services
- b. Find a Support Centre near you: <https://www.reescommunity.com/resources/>
- c. Alberta's One Line for Sexual Violence: 1-866-403-8000 (Call or Text)
- d. Mental Health Crisis Services (Canada-Wide): 1-833-456-4566

On Campus:

- a. On Campus emergency contact number: 204-746-4785
- b. Counselling Services: Angelle Arinobu, ext. 287, angelle.arinobu@prov.ca
- c. 2021-2022 Compassionate Responders:
 - Leshia Verkerk, Dean of Student Life (leshia.verkerk@prov.ca)
 - Marlin Reimer, Human Resources Manager (marlin.reimer@prov.ca)
 - Teah Goossen, Residence Life Director (teah.goossen@prov.ca)
 - Seunghyun Cho, International Student Services Coordinator (seunghyun.cho@prov.ca)
 - Clark Nachtigall, Community Life Coordinator (clark.nachtigall@prov.ca)
 - Angelle Arinobu, Associate Professor of Counselling Psychology (angelle.arinobu@prov.ca)
 - Scott Masterson, Director of Athletics (scott.masterson@prov.ca)
 - Kyle Guenther, Head Coach of Women's Volleyball (kyle.guenther@prov.ca)
 - Joel Coursey, Head Coach of Women's Basketball (joel.coursey@prov.ca)
 - Tory Walker, Head Coach of Women's Soccer (tory.walker@prov.ca)
 - Joey Passi, Head Coach of Men's Soccer (joey.passi@prov.ca)
 - Pierre Dubreuil, Head Coach of Men's Basketball (pierre.dubreuil@prov.ca)
 - Morgan Mulenga, Associate Professor of Psychology (morgan.mulenga@prov.ca)
 - Nathan Hughes, Coordinator and Student Liaison, Alberta Campus (nathan.hughes@prov.ca)

SURVIVORS OF SEXUAL ASSAULT: IMMEDIATE ACTIONS

- 1. Go to a safe place, and call 911 if you or someone else is in immediate danger**
- 2. Find someone to talk to, if you feel comfortable**

Talking to someone (a friend, family member, etc.) who you know cares about you and whom you trust can be very helpful in meeting your needs and feeling a sense of safety and support.

All full-time, staff, faculty, and student leaders at Providence have been trained to hear someone talk about sexual violence, and they can help you decide what to do next (if anything). You can bring a friend if you want, or send an email.

- 3. Receive Medical Attention**

If you have recently experienced a sexual assault, it is important to consider medical attention. Even if you don't feel physically injured, a health care provider can assist you in addressing many concerns such as: pregnancy, sexually transmitted infection prevention and treatment, internal and external injuries and appropriate referrals. If you feel comfortable, we recommend that you access one of the following services, both of which are comprehensive and specialized in supporting individuals who have experienced sexual assault. This is helpful as your medical, legal, and counselling information and options can be provided in one place:

Sexual Assault Nurse Examiner Program [SANE]

The SANE program is a 24/7 Winnipeg service at the Health Sciences Centre, that provides options and choices about medical care, evidence collection (forensic exam) and/or police reporting up to 120 hours (5 days) after an assault that has occurred. They also assist with counselling services.

OR

Klinik Community Health Centre

KLINIC provides 24/7 immediate crisis intervention with the Sexual Assault Crisis Line (1-888-292-7565). They also provide medical/legal advocacy, counselling and information. No medical or police involvement is necessary.

You can also receive medical care at any health facility that you choose, including a family physician or nurse practitioner, walk in clinic, or hospital emergency room.

Compassionate Responders are equipped to help you access these services. Please contact one of them if you would like help in accessing these.

SURVIVORS OF ALL FORMS OF SEXUAL VIOLENCE

STATEMENTS OF SUPPORT

Anyone who is disclosing an incident of Sexual Violence has a right to:

- i. Be believed,
- ii. Be treated with dignity, compassion, and respect,
- iii. Not be punished for revealing that they broke minor rules relevant to the incident,
- iv. Be informed about on and off campus services and resources,
- v. Confidentiality, as long as someone's safety is not at risk
- vi. Decide whether or not to access available services and to choose those services,
- vii. Decide whether to report to the school and/or local police,
- viii. Have a safety plan, and
- ix. Have reasonable and necessary actions taken to prevent further unwanted contact

*Note: Although we will maintain your privacy as much as we can, if someone is in danger (or if you are under 18), then we cannot promise to keep your secret. See our policy for details.

If you have experienced Sexual Violence, it can often be difficult to talk about what happened. For this reason, we have a training program for every full-time staff and faculty member and every student leader so that they know how to properly respond if you tell them about sexual violence that you experienced. If you want to tell someone at the school, please feel free to go to the person who you are most comfortable with, and they will be able to help you. You can bring a friend with you if you want, or you can send an email.

ACCOMMODATIONS

Minor Accommodations:

All staff members are trained to hear your disclosure and make accommodations for you that are within their control without making a formal report

Major Accommodations:

Compassionate Responders (see list on page two) can make accommodations all over the school – academics and student life. They will help you in whatever way you need, and give you all the information you require to make decisions on next steps.

Compassionate Responders have received extensive training in how to respond to incidents of sexual violence, as well as how to help you file formal reports with the school, police reports, human rights complaints, etc. This person will believe you, and they will support you in whatever you choose to do. If you do not wish to take any action against the perpetrator, and if others are not in danger, then no one except for you and the Compassionate Responder ever need to find out about the incident.

Note: You can also see a Compassionate Responder for support if you have seen or been told about an incident of Sexual Violence and you would like support dealing with it. You will not be required to tell someone else's secret to be supported.

ACTIONS AGAINST THE OTHER PERSON(S)

If you want the perpetrator to be involved, you will have to file a Formal Report with a Compassionate Responder if you would like the school to investigate the incident and possibly take action against the perpetrator. The Compassionate Responder will help you fill out the form.

You have two options for pursuing action against the perpetrator: Alternative Dispute Resolution (ADR) and Investigation.

Alternative Dispute Resolution

In cases that do not involve Sexual Assault or anything we think would cause more trauma you can use ADR. Some examples of things you might want to use ADR for are: repeated contact which makes you feel uncomfortable but not unsafe, degrading remarks not directed toward you specifically but which are offensive, sexually suggestive drawings, etc.

If you choose to pursue ADR, then your CR will tell chair of the Sexual Violence Advisory Committee (Leshia Verkerk), and between the three of you, you will decide the best way to move forward. Some examples of possible options include mediation, referring someone to counselling, doing targeted educational and training programs, etc.

Investigation

If you would like us to investigate the incident, then we will hire two experts from outside of the Providence community to do the investigation. You may be required to tell them your story, but we will minimize the number of times you have to tell it as much as possible.

After the investigation, the Chair and the Vice-Chair of the Sexual Violence Advisory Committee (Leshia Verkerk and Marlin Reimer) will determine with the investigators what the best course of action is.

You will not need to prove that the incident happened, but we will have to believe that it is more likely to have happened than not to have happened.

We know that it is difficult in these scenarios to determine who is telling the truth, and we are committed to your rights as a Survivor, as well as to the rights of the other person.

At the end of this process, the only people who will know about it will be the CR you initially told, as well as Leshia, Marlin, and the two external people.

You may stop any process you have started at any time and for any reason

REES (RESPECT, EDUCATE, EMPOWER SURVIVORS)

Providence has partnered with REES (Respect, Educate, Empower Survivors) to provide online reporting for sexual violence on campus. REES allows members of our campus community to Create a Record of the incident and choose from multiple reporting options: Anonymous Report, Connect to My Campus, Report to Police, or Repeat Perpetrator Identification (RPI). REES provides information about campus and community-based resources such as sexual assault centres, healthcare, and support services.

REES can be accessed online anywhere, anytime. Go to <https://reescommunity.com/campus> and select Providence from the drop-down list.

Create a Record

- You can Create a Record without choosing a reporting option. Your Record will be securely stored in REES until you are ready to report.
- Records stored in REES cannot be accessed by REES or Providence. Only you can access your Record unless you choose to send it as a Connect to My Campus.

Anonymous Report

- An Anonymous Report allows an individual to share information about an incident of sexual harassment, misconduct or assault without identifying themselves, or identifying the person who has harmed them.
- Anonymous Reports will include only the multiple-choice questions and gender questions from your Record. Anonymous Report data will be provided by REES to Providence to measure the incidence and identify patterns of sexual violence on campus, with the goal of improving policy, supports or responses to sexual violence on campus.
- Because an Anonymous Report does not include any identifying information about the persons involved, it cannot initiate an investigation, and Providence does not have the ability to follow up with you directly.

Connect to My Campus

- Connect to My Campus allows you to reach out to the Providence to receive support, resources, and information, or discuss the formal complaint process.
- There is no time limit to Connect to My Campus but there may be a time limit for formal complaints and investigation of an incident.

Repeat Perpetrator Identification (RPI)

- Repeat Perpetrator Identification (RPI) is a feature of REES that helps to identify a person whose behaviour has harmed multiple people.
- You provide identifying information about the person that is stored in a database. If more than one individual identifies the same person has harmed them, a match is made and Providence is notified.

SEXUAL VIOLENCE DEFINITIONS

SEXUAL VIOLENCE is 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, and includes sexual assault, Sexual Harassment, stalking, indecent exposure, voyeurism and sexual exploitation. All forms of Sexual Violence are prohibited under the Providence Sexual Violence and Response Policy.

Essentially, Sexual Violence is a broad range of acts from rape to catcalling and everything in between. You need a person's consent for anything that you do or say to them of a sexual or romantic nature. Please see the definitions below for details.

Sexual Assault: Sexual Assault is defined as an assault of a sexual nature that violates the sexual integrity of the victim. It is a criminal offense under section 271 of Canada's *Criminal Code*. It is defined as sexual activity or touching by any object or body part of another person without consent or by force. Sexual assault is characterized by a broad range of behaviours that involve the use of force, threats, or control towards a person, which makes that person feel uncomfortable, distressed, frightened, or that is carried out in circumstances in which the person has not fully agreed, consented to, or is capable of consenting to.

Sexual Harassment: Sexual Harassment is a form of discrimination that includes comments or conduct involving unwelcome sexual advances or other comments or conduct of a sexual nature when such conduct might reasonably be known to be unwelcome or to cause insecurity, discomfort, offense, or humiliation to another person or group. This includes Harassment on the basis of sex, gender identity, gender expression, sexual orientation that has the effect of creating a poisoned environment (demeaning, humiliating, intimidating, hostile). Such conduct may be considered Sexual Harassment if one's status or treatment as a student, staff, or faculty member is dependent upon submission to such conduct. Sexual Harassment can happen to anyone regardless of their gender or sexual orientation and can be committed by a person of any gender or sexual orientation.

Examples of conduct that constitutes Sexual Harassment include:

- i. Displays of pornographic or other sexual materials in the form of degrading pictures, graffiti, cartoons, or sayings, including through social media and/or the internet
- ii. Sexually suggestive or obscene gestures
- iii. Derogatory or degrading remarks or jokes about or directed towards another person or group for any reason, including sexual orientation, gender, or gender expression
- iv. Repeated or persistent unwelcome flirtations, advances, or propositions, including "leering" or unwanted staring
- v. Unwanted physical contact
- vi. Revealing or threatening to reveal a person's sexual orientation without their consent
- vii. Making comments, circulating information, or spreading rumours about another person, including about their sexual orientation, gender, or gender expression, including through social media and/or the internet
- viii. Sexual advances with actual or implied work or education-related consequences.

Sexual Harassment is prohibited under the Manitoba Human Rights Code.

Consent: The informed, knowing, voluntary, and active agreement to engage in mutually acceptable sexual activity. It is the act of willingly agreeing to engage in specific sexual behaviour (including kissing and intimate physical contact), and requires that a person is able to freely be able to choose not to engage in it. This means there must be an understandable exchange of affirmative words which indicates a willingness to participate in mutually agreed upon sexual activity. It is imperative that everyone understands the following:

- a. Silence or non-communication can never be interpreted as consent
- b. A person is incapable of giving consent if they are asleep, unconscious, otherwise unable to communicate, or if they are in a state of diminished judgement (incapacitated)
- c. A person who has been threatened or coerced (i.e. they are not agreeing voluntarily) into engaging in the sexual activity is not consenting to it
- d. A person who is drugged is unable to consent
- e. A person in a diminished state of judgement cannot consent. Verbal agreement from a person in a state of diminished judgement is NOT consent
- f. A person is unable to give consent when under the influence of alcohol and/or drugs
- g. A person may be unable to give consent if they have a mental disability preventing them from fully understanding sexual acts
- h. The fact that consent was given in the past to a sexual, dating, or marriage relationship does not mean that consent is deemed to exist for all future sexual activity
- i. A person can withdraw consent at any time during the course of a sexual encounter
- j. A person is incapable of giving consent to a person in a position of trust, power, or authority over them, such as a faculty member initiating a relationship with a student who they teach, an administrator in a relationship with anyone who reports to that position, or a coach in relationship with a student team member
- k. It is not possible for minors to consent under most circumstances, and they are never able to consent within a relationship of dependence, authority, or exploitation. See section 150 of the *Criminal Code of Canada* for details.
- l. Consent cannot be given on behalf of another person.

It is the responsibility of the initiator of sexual activity to ensure clear and affirmative responses are communicated at all stages of sexual engagement. It is also the initiator's responsibility to know if the person they are engaging with sexually is of the age of consent for sexual activity.

Consent cannot be obtained by use of force, which includes coercion.