



POLICY REGARDING SEXUAL VIOLENCE

Effective Date: December 12, 2018

Originating Office: Office of the Provost and Vice-President, Academic

Supersedes/Amends: May 20, 2016

Policy Number: PRVPA-3

PREAMBLE

Sexual discrimination, intimidation, harassment and assault are not tolerated at Concordia University (the "University"). The University is a unique environment: an intellectual community with a responsibility for the discovery, creation and sharing of knowledge. This aspiration can only be fulfilled if there is a broadly shared commitment to create and safeguard a positive learning, working and living environment in which all members of the University are free from sexual violence. This Policy articulates the University's commitment to address sexual violence and counteract harmful myths and attitudes surrounding the subject through education and training. This Policy fosters awareness and prevention, outlines support for survivors/victims, and sets out fair procedural frameworks for accountability. It describes appropriate responses to disclosures of sexual violence and specifies procedures for reports or complaints.

SCOPE

This Policy applies to all members of the University, regarding incidents occurring in any setting, on or off campus or on-line, including where university learning, work, athletics, social or other activities take place. This Policy also applies to third parties, where applicable and as defined in this Policy. In accordance with the [Act to prevent and fight sexual violence in higher education institutions, CQLR, chapter P-22.1](#) (the "Act"), this Policy describes and addresses the serious problem of sexual violence separately from all other kinds of misconduct.

APPLICATION AND RELATED POLICIES

The Policy works within the University's existing legal and procedural framework. Applicable and superseding University policies, procedures and agreements include, but are not limited to, the *Code of Rights and Responsibilities* ([BD-3](#)) (the "Code"), *Protocol on the Coordination of Urgent Cases of Threatening or Violent Conduct* ([BD-3-protocol](#)) (the "Protocol"), *Consensual Romantic or Sexual Relationships Guidelines* ([BD-4-guidelines](#)) (the "Guidelines") issued in 2018 in accordance with the *Code of Ethics and Safe Disclosure Policy Applicable to Employees of Concordia*

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University ([BD-4](#)), and the *Policy on Student Involuntary Leave of Absence* ([PRVPA-15](#)) (the “POSILA”) and relevant collective and/or employee agreements.

PURPOSE

The purpose of this Policy is to set out the University’s commitment to:

- Promote a safe learning and working environment for its students, faculty, staff and visitors where sexual violence is not tolerated.
- Provide appropriate assistance and support to members of the University who are impacted by sexual violence.
- Respond to disclosures and complaints employing a trauma-informed and intersectional understanding of the impact of sexual violence and a survivor/victim’s decision to disclose as well as the method of disclosing.
- Develop and implement appropriate education and communication plans and materials aimed at educating all members of the University about this Policy and promoting a safe environment.
- Present the relevant criminal external and internal reporting options and ensure that appropriate support to the survivor/victim is provided, depending on the circumstances and wishes of the survivor/victim.
- Provide appropriate support, or referrals, to a person respondent of committing sexual violence.

For greater clarity, this Policy creates a network of support for survivors/victims of sexual violence, ensures a coordinated and caring response to survivors/victims of sexual violence and commits to promoting and maintaining a safe campus, free from sexual violence. It is understood that any redress, complaint, grievance or appeal procedure set out in any collective or employee agreement or processes under the [Code](#), the [Protocol](#) and/or the [POSILA](#) may be undertaken in parallel to processes set out in the present Policy, subject to limitations set out in applicable and/or superseding policies.

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DEFINITIONS

“Complaint” means a statement made by a survivor/victim, Disciplinary Officer or member of the University to the appropriate body, unit, person or authority for the purposes of pursuing an available process, whether informal or formal, and/or disciplinary actions against a respondent. Statements made online or via social media platforms, such as Facebook and Twitter, are not considered to be a complaint.

“Consent” is bound and guided by the Criminal Code of Canada and means the voluntary agreement of a person to engage in the sexual activity in question. Anything other than voluntary and continuous agreement to engage in sexual activity is not consent.

For example, there is no consent where:

- the agreement is expressed by the words or conduct of a person other than the complainant;
- the complainant is incapable of consenting to the activity;
- the respondent induces the complainant to engage in the activity by abusing a position of trust, power or authority;
- the complainant expresses, by words or conduct, a lack of agreement to engage in the activity; or
- the complainant, having consented to engage in sexual activity, expresses, by words or conduct, a lack of agreement to continue to engage in the activity.

“Disciplinary Officer” means any of the following individuals (as defined in the applicable policy such as the [Code](#)) who shall have the powers, duties and obligations conferred upon them in the [Code](#): President and Vice-Chancellor, Vice-Presidents, Deputy Provost and Secretary-General.

“Disclosure” means a statement made by a survivor/victim for the purposes of receiving confidential support, assistance and/or accommodation.

“Instructor”, in this Policy, aligns with the definition of “Instructor” set out in the [Guidelines](#). An Instructor means any University employee who is teaching, advising, supervising, mentoring, overseeing the allocation of resources to and/or coaching students. Such employees include, but are not limited to, full and/or part time faculty members, faculty administrators, librarians, laboratory or other instructors, principal investigators as well as teaching assistants, research assistants, staff members, coaches and coaching assistants.

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“Member” is used in this Policy interchangeably with the expression “students, staff and faculty”. Member means (as defined in the [Code](#)) faculty, employees, administrative and support staff, postdoctoral fellows, members of the administration, students and interns, stagiaires or researchers.

“Report” means a statement made by a survivor/victim or a witness, bystander or concerned person who wishes to bring forward information to a member or unit of the University about an incident of sexual violence without necessarily seeking a recourse, support or follow up. A report may be considered a disclosure and may become a complaint, depending on the status and wishes of the person reporting. Statements made online or via social media platforms, such as Facebook and Twitter, are not considered to be a report.

“Respondent” means any member of the University against whom a report or complaint is made, as defined in the [Code](#).

“Sexual Assault” means an offence under the Criminal Code of Canada. It is illegal. Sexual assault is any unwanted act of a sexual nature imposed by one person upon another and includes such activities as kissing, fondling, oral or anal sex, intercourse, or other forms of penetration, without consent. Sexual assault can occur between strangers, acquaintances or be perpetrated by someone known to the survivor/victim. It can also occur in a dating relationship, between spouses, or in any other relationship.

“Sexual Assault Response Team” (SART) means the response team convened by the Sexual Assault Resource Centre (SARC) Coordinator in cases of sexual violence.

“Sexual Harassment” means a course of unwanted remarks, behaviours, innuendo, taunting or communications of a sexual nature and/or a course of unwanted remarks, behaviours or communications based on gender, gender identity, and/or sexual orientation where the person responsible for the remarks, behaviours or communications knows or ought reasonably to know that these are unwelcome. Sexual harassment may consist of unwanted attention of a sexual nature, such as personal questions about one’s sex life, unwelcome sexual invitations or requests, or unwelcome remarks about someone’s appearance. Sexual harassment may also consist of unwelcome remarks based on gender, gender identity or sexual orientation where such remarks may not be of a sexual nature, but are nevertheless demeaning, such as derogatory gender based jokes or comments. A single serious incident of such behaviour may

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constitute harassment if it has the same consequences and if it produces a lasting harmful effect on the survivor/victim.

“Sexual Violence” means any violence, physical or psychological, carried out through sexual means or by targeting sexuality. This includes, but is not limited to, sexual assault, sexual harassment, stalking, indecent exposure, stealthing, voyeurism, degrading sexual imagery, distribution of sexual images or video of a member of the University without their consent, cyber harassment or cyber stalking of a sexual nature or related to a person’s sexual orientation and gender identity and/or presentation.

“Survivor/Victim” means a member of the University who has experienced sexual violence as defined in this Policy.

“Third party” means a person or an entity that provides services to or receives services from the University and/or acts as a partner or collaborator with the University. Examples include but are not limited to: consultants, conference organizers and participants, contractors, research partners and internship partners. Such parties are subject to this Policy as well as other policies (including the [Code](#)) to the extent that processes or recourses are applicable to them.

INTERSECTIONALITY

Sexual violence impacts people of all genders. Sexual violence is overwhelmingly committed against women and gender non-conforming people, and in particular younger people and individuals who experience the intersection of multiple identities such as, but not limited to, Indigenous people, racialized people, trans people and people with disabilities. The University strives to reduce barriers in order to better support survivors/victims in the community. To this end, the support or assistance provided under this Policy shall take into account, as needed and as requested, the different perspectives, voices or circumstances of each survivor/victim. The University is a diverse community and every effort to address issues of sexual violence must be grounded in an understanding that each person’s experience is impacted by many factors. The University recognizes that a person’s perspective or circumstance (such as national or ethnic origin, sex, sexual orientation, gender identity, age, religion, faith, disability/ability, indigeneity, immigration status, medical condition such as HIV status, language ability, and/or socio-economic factors) could make them more vulnerable to sexual violence and could impact their needs and choices with regard to recourses. Systemic oppression, including but not limited to,

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sexism, racism, colonialism, ableism, homophobia, and/or transphobia, can manifest into acts of sexual violence, and impact the resources and options a survivor/victim may pursue.

STANDARDS OF BEHAVIOUR

All members of the University, as defined in the [Code](#) may reasonably expect to pursue their work, studies and other activities related to university life in a safe and civil environment. As such, neither the University nor any of its members shall engage or condone any conduct which adversely affects this safe and civil environment or any of its members.

All members of the University are expected to conduct themselves in conformity with the behavioural standards set out in the [Code](#) at all events or activities organized by the University. Student associations also have adopted behavioural rules and guidelines which apply to events and activities including welcoming activities or “frosh” activities organized by their associations.

POLICY

Primary Resource regarding Sexual Violence

1. **Sexual Assault Resource Center (SARC)**. Detailed information about the SARC services and resources can be found at [SARC](#) and can be reached at sarc@concordia.ca.
 - SARC is the primary resource for support and response in the case of sexual violence as well as coordinating all education, training and communication at the University regarding sexual violence as set out in this Policy.
 - In addition, SARC shall maintain relevant records and denormalized statistics for the University pertaining to cases of sexual violence that it responds to under this Policy.
2. **The Standing Committee on Sexual Misconduct and Sexual Violence** is a permanent University committee of students, faculty and staff. Detailed information about the Committee can be found at [The Standing Committee on Sexual Misconduct and Sexual Violence](#) and can be reached at standing-cmt.smsv@concordia.ca.

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Security and Responding to Sexual Violence

3. [Concordia Security](#) provides support and services to all members of the University, and in particular in cases of sexual violence. Some examples of services provided by Security include:
 - Accompaniment on campus of a student, staff or faculty who has safety concerns;
 - Monitoring and/or implementing no contact orders;
 - Responding or taking reports of any incident of sexual violence and providing support and options to the person reporting.
4. For situations requiring immediate emergency assistance call Security at 514-848-3717 (option 1).
5. For situations requiring support for survivors/victims, call the SARC Coordinator at 514-848-2424 extension 3353 or email at sarc@concordia.ca. The Coordinator will serve as the single point of contact in cases of sexual violence.

Informing SARC

6. Any member of the University could be the first person informed of an incident of sexual violence.

The first person aware of a non-immediate incident of sexual violence should encourage the survivor/victim to contact the [SARC](#).

Any member of faculty and staff who is made aware of an incident of sexual violence is encouraged to contact the SARC in order to:

- Consult with the SARC Coordinator as to how to assist or where to refer the survivor/victim (on an anonymous basis or with the consent of the survivor/victim);
- Debrief regarding the intervention or encounter with the survivor/victim.

Support

7. All members of the University (students and employees) may receive support through the appropriate office if they are affected by any form of sexual violence.

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Support for Survivors/Victims

8. The [SARC](#) will work with individual survivors/victims in determining their support and/or workplace and academic accommodation needs and assist them in accessing these. The needs of each survivor/victim are different, and the types and forms of support and accommodation made available will be tailored to the survivor/victim's needs on a case-by-case basis.
9. Survivors/victims may access support within the University regardless of when, where and by whom they experienced an incident of sexual violence. Survivors/victims need only to disclose their experience to obtain support and will not be required or pressured to make a complaint in order to receive support.
10. Support and complaint options will be provided to the survivor/victim regardless of the circumstances or context in which the sexual violence occurred (such as the use of drugs or alcohol, or the possibility that the events occurred off University premises).

Support for alleged perpetrators

11. Students facing allegations of sexual violence may be provided with support or referrals from the Dean of Students.
12. In the case of staff or faculty facing such allegations, they may be provided with referrals to the appropriate internal or external resources from Human Resources.

Support for complainants and respondents throughout the process

13. Complainants and respondents will be provided with a contact person throughout the investigation and decision-making processes. Support for student complainants will be facilitated by the Office of Rights and Responsibilities. Support for student respondents will be provided by the Dean of Students. Contact information for staff or faculty complainants or respondents will be provided by Human Resources.
14. A list of support services can be found in Annex 1 of this Policy.

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The Sexual Assault Response Team

15. The Sexual Assault Response Team (SART), chaired by the SARC Coordinator, is called to meet on an urgent and priority basis in the event of a reported incident of sexual violence and will act together to provide a coordinated and appropriate response. The SART is an ad hoc team composed of the most relevant resources, depending on each case, as determined by the SARC Coordinator and in accordance with the needs and wishes of the survivor/victim. In addition to the SARC Coordinator, the team may include a representative from:
- Security
 - Health Services
 - Office of Rights and Responsibilities
 - Dean of Students
 - Department Chair or Program Director (undergraduate or graduate)
 - Human Resources
 - Residence
 - University Secretariat
 - The Access Centre for Students with Disabilities
 - Office of the Provost
 - or any of their designates
16. The SARC Coordinator, acting as chair of the SART will:
- Act as the lead responder in cases of reported sexual violence and, with the consent of the survivor/victim, shall act as their voice, where needed, at the University;
 - Provide and/or coordinate case management of the file including calling the SART together, as required, and coordinating the University's response and the resources offered;
 - Contact and work with all relevant departments/units to address related internal issues for the survivor/victim (for example: class changes, work assignments, etc.);
 - Where appropriate, provide relevant departments with updates regarding court dates, court conditions, restraining orders and decisions.

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Internal Collaboration

17. All relevant units contacted by the SARC Coordinator in the application of this Policy are bound to collaborate with the SARC Coordinator and identify and implement all appropriate and reasonable accommodations and/or arrangements in support of the survivor/victim, the whole in accordance with existing policies and procedures.

Accommodation Measures

18. Interim academic, safety and employment accommodation measures can be put in place to secure the parties, to protect a person from retaliation or the threat of retaliation, to address safety concerns and to support the survivor/victim. Once determined, appropriate measures must be offered immediately and put in place no later than 7 calendar days (plus extra days if the end date falls on a statutory holiday) from that date.

Examples of measures available for a student include exam or assignment deferral, class or schedule changes, housing changes, no-contact orders and safety measures that set out where a respondent can or cannot circulate on University premises.

Examples of interim measures for employees include taking precautionary non-disciplinary steps to limit contact between the parties.

19. In all cases the survivor/victim will be provided with information on methods available to facilitate a resolution, the process for filing a complaint, and other available options to address or resolve the matter.

Confidentiality of Disclosures

20. Ensuring confidentiality of disclosures is vital in creating an environment and culture where survivors/victims feel safe to disclose and seek support and accommodation. There are, however, limits to the confidentiality that can be assured under certain circumstances, such as:
 - An individual is judged to be at imminent risk of self-harm or of harming another;
 - Evidence of sexual violence is available in the public realm (for example: video shared publicly on social media);

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- Reporting or action is required by law (for example: subpoena, a minor at risk of harm).
21. The University reserves the right to initiate an internal investigation and/or inform the police of the need for a criminal investigation, even without the consent of the survivor/victim, if the University believes that the safety of the community is at risk. A decision by the University to initiate an internal investigation and/or pursue other recourses without the consent of the survivor/victim will only be taken in extraordinary circumstances following an assessment by the appropriate University administrators.

Education, Training and Communication

22. The University is committed to promoting a safe environment for its members and visitors. The University will work to eliminate sexual violence through the dissemination of educational material and training for students, faculty and staff. The University through SARC will collaborate with on and off campus partners to develop and deliver an education plan that will include campaigns, training, workshops, online and print resources, programs and events on the topic of sexual violence on campus. These educational initiatives will include issues such as rape culture, consent culture, power dynamics, sexual violence awareness, how to seek support, resources for survivors/victims, resources for first responders and options for disclosing or reporting. These educational initiatives will also include related University policies, guidelines and processes.
23. In order to create an informed culture on sexual violence within the University, the University will employ a variety of methods for training:
- Training methods for students may include information packages, on-line training, workshops and our website;
 - All new incoming students will receive information on this sexual violence Policy, the SARC, and options for training;
 - Mandatory training will be required annually for the following groups as per the [Act](#): faculty, staff, student association representatives and union representatives.

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24. SARC is responsible for:

- Coordinating education and training communication at the University regarding sexual violence;
- Representing and updating the Standing Committee on Sexual Misconduct and Sexual Violence on training and education initiatives;
- Working with relevant departments to provide education to the University as a whole regarding sexual violence;
- Providing and coordinating information and training related to new issues arising in the field of sexual violence to individuals and departments involved in responding to sexual violence;
- Consulting and collaborating with individuals and groups both on and off campus who provide alcohol education, bystander training and sexual violence and sexual harassment prevention education;
- Providing and coordinating support and education to the University as required around issues related to the survivor/victim, respondent, this Policy and procedures and general information on sexual violence;
- Providing a yearly report to the Special Advisor to the Provost on Campus Life regarding the application of this Policy. Such report shall include data collected and any appropriate recommendations on training and education requirements;
- Coordinating with University Communications Services on awareness campaigns;
- Providing the University with ongoing education and training about sexual violence including information on how to respond to the disclosure of sexual violence.

25. The University encourages students, faculty and staff to regularly review policies, programs and services within the University designed to promote a safe educational and working environment.

Reporting, Making a Complaint and Discipline

26. Survivors/victims of sexual violence have options when deciding where and how to file a complaint in response to an incident or incidents of sexual violence. Note that disclosing is not the same as reporting or making a complaint. Disclosure of an incident of sexual violence for the purposes of support, assistance and/or accommodation is confidential, subject to the limits set out in this Policy. Making a complaint is a choice made by a

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survivor/victim who wishes to move towards a legal and/or disciplinary process in which anonymity is not possible.

27. Reporting is an option for a witness or any member of the University who may have information and/or a concern about an incident of sexual violence in the community that they wish to bring forward. In these situations, such a report can be made to [Concordia Security](#) and/or a member of faculty or staff, who will receive the report, support the person making the report and determine, in consultation with the appropriate unit, what steps need to be taken.
28. Survivors/victims of sexual violence may choose not to file an internal and/or external complaint. The full range of supports and services outlined in this Policy remain available to the survivor/victim.
29. The SARC Coordinator shall assist survivors/victims in understanding each of these options and in ensuring that they have all the information that they need in order to make a decision on next steps. The SARC Coordinator will accompany members through internal and/or external options as well as assist them in accessing administrative compensation bodies such as the [Indemnisation des victimes d'actes criminels](#) (the "IVAC") which offers compensation to victims of criminal acts. Victims of criminal acts do not have to make internal and/or external complaints to apply for benefits from [IVAC](#).
30. Additional detailed information about options and what to expect for all parties, survivors/victims and respondents, are provided at [SARC](#).

Recourses

31. Members of the University are encouraged to engage with any internal option or recourse they feel is appropriate. The availability of some options will depend on the member status of the survivor/victim and/or the respondent.

Internal options

32. The [Code](#) (when both parties are subject to the jurisdiction of the [Code](#)). Complaints made under the [Code](#) are treated confidentially, subject to the limits of that policy.

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33. In the case of an allegation against a staff or faculty member, reports/complaints can also be made to the appropriate supervisor, depending on the parties involved, or through a grievance under a collective agreement for unionized employees.
34. Members can also notify [Concordia Security](#) of an incident of sexual violence in order to have on-campus safety concerns addressed and/or be informed about internal and/or external resources such as the [SARC](#). Concordia Security is available 24 hours a day, 7 days a week, including statutory holidays.

External options

35. Members of the University are free to engage with any outside recourse they feel is appropriate. This Policy and the internal complaint process do not prevent and are not intended to limit a member from also reporting sexual violence to the police and pursuing a complaint of sexual violence through the criminal justice system; and/or pursuing civil justice options. This Policy also does not prevent a unionized employee from pursuing a grievance under the collective agreement.

Criminal option

36. Reports/complaints can be made to the police with the goal of pursuing criminal charges under the Criminal Code of Canada.

Civil option

37. Legal resources such as lawyers and legal clinics can help orient survivors/victims as to other external reporting options. Such options may include civil lawsuits against the respondent or other responsible parties.

Processes and Possible Outcomes

38. The processes and outcomes of an internal complaint process vary depending on the status (for example: student or faculty/staff) of the survivor/victim and of the respondent. For example, in the case of students (where both the survivor/victim and the respondent are students) the [Code](#) provides for the possibility of informal resolution if both parties agree, or a complaint. A complaint is heard and decided by a student tribunal as per the

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[Code](#). In these cases both parties participate in the hearing and receive a copy of the tribunal decision outlining the case, facts and the decision. The [Code](#) provides that if a charge is upheld, a range of sanctions could be imposed. Examples of such sanctions include:

- a written reprimand;
 - placing restricted access conditions (for example: restricted access, noncontact/communication, space and time restrictions) on the respondent while they are on University premises or at University events, the whole subject to the confirmation or modification by the appropriate unit at the University;
 - relevant specified community service at the University or elsewhere of up to 10 hours per week for a specified period of time, which can be modified at the Dean of Student's sole discretion, not exceeding a total number of 60 hours;
 - a recommendation of suspension, subject to confirmation by the Provost and Vice-President, Academic;
 - a recommendation of expulsion, subject to confirmation by the Provost and Vice-President, Academic.
39. If the respondent is a faculty or staff member, the applicable processes are set out in collective agreements, employment contracts, policies and laws which provide that the investigation into the allegations may be performed by an internal or an external investigator, and is confidential. The details of the outcome of the investigation cannot be shared due to privacy and confidentiality reasons. In these cases a survivor/victim will be informed when the processes have been carried out. If the complaint is founded, then the appropriate measures will be applied. The range of sanctions includes:
- a letter of concern or warning;
 - suspension;
 - dismissal.
40. Information pertaining to safety concerns can be shared with the complainant. Such information could, for example, include details about the presence, or not, of the respondent in certain buildings at certain times.
41. Complaints regarding sexual violence will normally be processed within 90 days (calendar days except if the last day falls on a statutory holiday in which case it is

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extended). This delay is subject to modification where the process is governed by employment or collective agreements or applicable law. The delay may be extended due to the needs of the survivor/victim and/or any legal requirement such as a court order.

42. Note that in all cases interim measures designed to ensure the safety of the survivor/victim and the community can be put in place while the applicable processes are taking place. Regardless of whether or not a complaint is filed, the full range of supports and services outlined in this Policy remain available to the survivor/victim.
43. Reprisals against individuals who report an incident or incidents of sexual violence or make a complaint of sexual violence are prohibited and disciplinary action may be taken following retaliation or any attempt to retaliate.

Consensual Romantic or Sexual Relationships between Instructors and Students

44. The foundation of the University's educational mission is the integrity of the instructor-student relationship. As clearly stated in the [Guidelines](#) this relationship vests considerable trust in the instructor, who, in turn, bears authority and accountability as a mentor, educator, and evaluator. The unequal institutional power inherent in this relationship can potentially heighten the vulnerability of the student. Students may have difficulty communicating freely that they do not want to be in a romantic or sexual relationship, or that they want the relationship to end, because of concern over the impact such a communication may have on their academic progress. The pedagogical relationship between an instructor and a student must be protected from influences or activities that can interfere with learning and personal development. Engaging in such relationships is a conflict of interest for instructors. Instructors are strongly urged to avoid such relationships. Notwithstanding the foregoing, if a consensual or romantic relationship exists or develops between a student and an instructor, the process outlined in the [Guidelines](#) applies. Disclosure of such a relationship is required and a failure to do so can have disciplinary consequences.
45. The [Guidelines](#) aim to provide guidance solely with respect to consensual romantic or sexual relationships between instructors and students. Any student with a complaint or charge of discrimination or sexual harassment involving an instructor, which may or may not arise from a consensual romantic or sexual relationship, may seek the necessary support at the University as set out in this Policy.

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Roles and Responsibilities

46. All members of the University are responsible for complying with this Policy and must take steps to make themselves aware of it and participate in any mandatory training and education programs.
47. If an incident is reported or disclosed by a survivor/victim, or a witness or a concerned member, members of the University will refer them to the [SARC](#) or to the [Office of Rights and Responsibilities](#) to ensure that support and options are provided.
48. Any member of the University may make a report to [Concordia Security](#) or to the [Office of Rights and Responsibilities](#) if they witness or become aware of an incident of sexual discrimination, intimidation, harassment and/or assault on campus.

Policy Responsibility and Review

49. The overall responsibility for the implementation and recommended amendments to this Policy shall rest with the Special Advisor to the Provost on Campus Life.
50. This Policy will be reviewed by a committee including representatives from SARC, the University Secretariat, the Office of Rights and Responsibilities and the student body one year after its initial adoption, which shall make any necessary recommendations to the Special Advisor to the Provost on Campus Life.

Approved by the Board of Governors on May 20, 2016 and amended on December 12, 2018.

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ANNEX 1

Support Services

Sexual Assault Resource Centre (SARC)	https://www.concordia.ca/students/sexual-assault.html
Office of Rights and Responsibilities	http://www.concordia.ca/students/rights.html
Security	https://www.concordia.ca/campus-life/security.html
Dean of Students	http://www.concordia.ca/offices/dean-students.html
Human Resources	https://www.concordia.ca/hr.html
Special Advisor to the Provost on Campus Life	(514) 848-2424 ext. 4754
Centre for Gender Advocacy Peer-to-Peer Support	https://genderadvocacy.org/
CSU Legal Information Clinic	https://www.csu.qc.ca/services/lic/
CSU Student Advocacy Centre	https://www.csu.qc.ca/services/advocacy-centre/
CSU Off-Campus Housing and Job Bank	https://www.csu.qc.ca/services/housing-and-job-bank-hojo/
Employee Assistance Program	http://www.concordia.ca/hr/benefits/eap.html
Montreal Sexual Assault Centre hotline	(514) 933-9007 http://www.cvasm.org/en/