

Booth University College Sexual Violence Policy – Review May 2023

Booth University College first implemented its Sexual Violence Policy in March, 2017, to provide clear guidance for the Booth UC community around incidents and concerns related to sexual violence. This policy addresses the prevention and reporting of sexual violence incidents, as well as training, complaint procedures, response protocols, and education concerning consent and its related topics.

Booth UC's intent is for the policy to be reviewed every five years in consultation with members of the Booth UC community, including Booth UC students, to incorporate feedback into the policy's continual improvement.

Accordingly, Booth UC conducted a review of its Sexual Violence Policy in May 2023. The review involved feedback from:

- Booth UC student leaders (members of Student Council, Residence Assistants) who review the policy annually and are trained in disclosure, complaint, and case review processes, as well as identified supports and resources.
- Booth UC human resources, who provides onboarding training for all new employees on sexual violence disclosure, complaint, and case review processes, as well as identified supports and resources.
- Booth UC partner, REES Community, who provides confidential reporting services for sexual violence complaints and incidents on behalf of the school.
- Booth UC leadership (members of Cabinet) who have responsibility for implementing the policy and assuring its relevance in meeting the needs of all Booth UC members.

Policy Amendments

Several policy amendments were made subsequent to the review:

- Substance use immunity (amnesty) clause added.

In order to encourage reporting and to ensure that all claimants are heard without fear of negative repercussions, a substance use immunity (amnesty) clause was added to the original policy. It reads:

Booth University College recognizes that some individuals may be hesitant to disclose or report sexual violence in cases where they have been using alcohol or drugs at the time the sexual violence took place. Individuals disclosing or reporting incidents of sexual violence will not be subject to actions for violations of the

University College's policies related to alcohol or drug use at the time the sexual violence took place.

- Reporting option through REES Community added.

In addition to the reporting process detailed for claimants to report sexual violence incidents directly to Booth UC staff or faculty, a section was added for claimants to submit confidential and potentially anonymous reports through the REES Community platform. It reads:

Confidential reporting through the Respect Educate Empower Survivors (REES) Community reporting tool for campus sexual violence

Booth UC is a member of the REES Community, an on-line resource supporting Manitoba post-secondary institutions to provide a safe and confidential way for campus individuals who have been harmed by sexual violence to record their information confidentially and access supports available to them.

Any Booth UC student, faculty or staff member may use this free tool which is available here: <https://boothuc.reescampus.ca/>

REES offers four reporting options for the complainant to choose from:

- *Anonymous reporting: Information can be recorded anonymously and stored in this secure database for action at a later date, should the individual wish to proceed with investigation or charges. Anonymous Reports are stored together, and REES provides the aggregate data to Booth UC to inform policy, prevention education and security on campus.*
- *Report to Winnipeg Police: REES will send the complainant's Record directly to police. Once police receive the Record, they will contact the complainant by phone to follow up.*
- *Connect to Booth UC: REES will send the complainant's contact information to a designated staff person at Booth UC. For students, the information goes to the Dean of Students, for staff and faculty the information goes to the Human Resources Generalist. The complainant can choose to include their Record and/or Narrative. Booth UC will contact the complainant directly to follow up and explore what supports may be needed.*
- *Repeat Perpetrator Identification (RPI): REES allows the complainant to identify the person who harmed them and will inform Booth UC if two or more*

people identify the same perpetrator. The complainant does not need to Create a Record to use RPI.

The above amendments were incorporated into the Booth UC Sexual Violence Policy and approved by the Booth UC Cabinet on May 8th, 2023.

The next policy review is scheduled for September, 2025, when a Booth UC student body survey will be conducted as part of the annual effort the school undertakes to promote awareness around Preventing Sexual Violence on campus.

Questions may be directed to Rhonda Friesen, Dean of Students at Booth University College, Rhonda.Friesen@BoothUC.ca