

# HOLLAND COLLEGE

## BOARD POLICY

**Category:** HEALTH, SAFETY AND SECURITY  
**Topic:** SEXUAL VIOLENCE POLICY  
**Code:** 30-02  
**Effective Date:** May 11, 2023 **Revision:** THREE  
**Next Full Review Date by:** May 2026  
**Approved by:** Jessie Inman, Chairperson, Board of Governors

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**Related Documents:**

- Board Policy [30-01](#) - Respectful Learning and Work Environment
- Board Regulation [30-02-1](#) - Sexual Violence Protocol
- Administrative Regulation [30-01-1](#) - Harassment & Discrimination
- [Post-secondary Institutions Sexual Violence Policies Act](#)

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**This Policy applies to:** All members of the College community including: all staff, governors, students, contractors, suppliers of services, individuals who are directly connected to any College initiatives or College related activity, volunteers, and visitors.

This Policy and Board Regulation 30-02-1, and any other regulations and processes developed pursuant to the provisions of this Policy, form part of College policy with respect to Sexual Violence, as policy is defined in the Post-secondary Institutions Sexual Violence Policies Act.

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- 1.** All members of the Holland College community have a right to work and study in an environment that is free from any form of sexual violence. Anyone, regardless of age, gender or sexual orientation can fall victim to Sexual Violence. Sexual Violence can profoundly impact the physical and mental wellbeing of individuals and communities. This document sets out our policy and response protocol to sexual violence and ensures that those who experience sexual violence are supported and their rights respected, that the College has a process of investigation that protects the rights of individuals and holds individuals who have committed an act of sexual violence accountable.

## **Holland College's Statement:**

- 2.** Sexual violence is unacceptable and will not be tolerated. We are committed to challenging and preventing sexual violence and creating a safe space for anyone in our College community who has experienced sexual violence. The College is expected to be a safe and positive space where members of the College community feel able to work, learn and express themselves in an environment free from sexual violence.

All reported incidents of sexual violence will be investigated to the best of the administration's ability and in a manner that ensures due process. It is this policy's intention to make individuals feel comfortable about making a report in good faith about sexual violence that they have experienced or witnessed.

We recognize that sexual violence can occur between individuals regardless of sexual orientation, gender, and gender identity or relationship status as articulated in the Prince Edward Island Human Rights Code. We also recognize that individuals who have experienced sexual violence may experience emotional, academic or other difficulties.

- 3.** We are committed to:

- 3.1** Ensuring that maximum confidentiality is upheld when dealing with matters pursuant to the Protocol, so that those who have experienced Sexual Violence may feel free to come forward and their individual integrity may be protected throughout the process.
- 3.2** assisting those who have experienced sexual violence by providing options, including detailed information and support, such as provision of and/or referral to counselling and medical care, information about legal options, and appropriate academic and other accommodation;
- 3.3** ensuring that those who disclose that they have been sexually assaulted are supported, and that their right to dignity and respect is protected throughout the process of disclosure, investigation and institutional response;
- 3.4** addressing harmful attitudes and behaviours (e.g., adhering to myths of sexual violence) that reinforce that the person who experienced sexual violence is somehow to blame for what happened;

- 3.5** treating individuals who disclose sexual violence with compassion recognizing that they are the final decision-makers about their own best interests;
- 3.6** ensuring that on-campus (internal) investigation procedures are available in the case of sexual violence, even when the individual chooses not to make a report to the police;
- 3.7** engaging in appropriate procedures for investigation and adjudication of a complaint which are in accordance with College policies, standards and applicable collective agreements, and that ensure fairness and due process;
- 3.8** ensuring coordination and communication among the various departments who are most likely to be involved in the response to sexual violence on campus;
- 3.9** engaging in public education and prevention activities;
- 3.10** providing information to the College community about our sexual violence policies and protocols;
- 3.11** providing appropriate education and training to the College community about responding to the disclosure of sexual violence;
- 3.12** contributing to the creation of a campus atmosphere in which sexual violence is not tolerated; and
- 3.13** monitoring and updating our policies and protocols to ensure that they remain effective and in line with other existing policies and best practices.

### **Review and Reporting**

- 4.** This policy and its related regulation will be reviewed at least once every three years. The last review date and the next review date will be noted on the first page of each document.
- 5.** This policy and its related regulations will be amended as required as the result of a review or when otherwise deemed necessary.
- 6.** The President of Holland College shall annually report to the Board of Governors on the implementation of this policy and the report shall include:
  - a)** the number of times supports, services and accommodation relating to sexual violence are requested and obtained by students enrolled at the post-secondary institution, and information about the supports, services and accommodation;

- b)** any initiatives and programs established by the post-secondary institution to promote awareness of the supports and services available to students;
- c)** the number of incidents and complaints of sexual violence reported by students, and information about such incidents and complaints; and
- d)** the implementation and effectiveness of the policy.

The report of the president shall not contain individually identifying information of any person in relation to an incident or complaint of sexual violence at the College.