

## GENDER-BASED VIOLENCE (“GBV”)

This document is the parent policy for any College procedures. Questions regarding this policy are to be directed to the identified Policy Owner.

<b>Category:</b>	C. Human Resources
<b>Policy Number:</b>	C27
<b>Approval Date:</b>	October 20, 2022
<b>Effective Date:</b>	October 20, 2022
<b>Policy Owner:</b>	AVP, Students and Registrar Chief Human Resources Officer

<b>Objective:</b>	<p>Olds College of Agriculture &amp; Technology (the “College”) is a welcoming community of learning that cares deeply about the safety, security and success of our students, staff and other community members.</p> <p>The College recognizes that gender-based violence can occur between individuals regardless of sexual orientation, gender, gender identity or relationship status. The College is committed to promoting and maintaining an educational and working environment free from all forms of gender-based violence, supporting gender equality, and fostering a community founded upon the fundamental dignity and worth of all its members.</p> <p>This policy communicates the College’s expectations and commitment to such an environment and establishes procedures to support this commitment. The College will continue to develop collaboration and strong advocacy by all three student umbrella organizations (SAOC, OCFA, AUPE) and institutional leaders.</p>
<b>Policy:</b>	<p>The College prohibits and condemns all acts of gender-based violence. It is the responsibility of all members of the College community to promote an environment that is free of gender-based violence and to be knowledgeable about this policy and associated procedures. This policy is subject to regular review that is informed by the results of the research and data collection currently under development with funding support from the Government of Alberta.</p> <p><b>GBV Impact Statement</b> Gender-based violence can have psychological, emotional, and physical effects on a survivor. The College will be trauma-informed and support harm reduction for both the complainant and respondent.</p> <p><b>This policy applies:</b></p> <ol style="list-style-type: none"> <li>a) to any Member of the College Community affected by gender-based violence where the violence is alleged to have occurred on College property, or at a College related event, and where either the Respondent or both the</li> </ol>

Survivor and the Respondent are any of the following, while acting in a capacity defined by their relationship to the College:

- registered College students;
- employees;
- volunteers;
- members of the Board of Governors; or
- employees of organizations representing the College when on College property.

b) where a Member of the College Community experiences sexual violence by a non-member that is alleged to have occurred either on College premises or at a College related event on or off College premises; and

c) to virtual environments such as any form of electronic or social media.

## Definitions:

### **Gender-Based Violence**

The term “gender-based violence (GBV)” refers to violence that targets individuals or groups on the basis of their gender, gender expression, gender identity or perceived gender. GBV is not limited to physical violence and can include any word, action, or attempt to degrade, control, humiliate, intimidate, coerce, deprive, threaten, or harm another person.

### **Members of the College Community**

Those persons involved in conducting College affairs including all students, employees, volunteers, contractors and members of the Board of Governors of the College while they are either on or using College property or participating in College programs and activities, on or off College premises including online spaces.

### **Sexual Assault**

Sexual assault is any nonconsensual physical sexual actions done by an individual(s) to another. It includes any unwanted sexual acts and can involve a range of behaviours from unwanted touching to penetration through the use of force, threats, control, or coercion of another person that makes someone feel fearful, distressed, or threatened or is carried out in a way that an individual is not able to freely consent. Sexual assault is a criminal offense under the Criminal Code of Canada.

### **Sexual and Gender-Based Harassment**

Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature. Incidents of sexual harassment include, but are not limited to, situations when such conduct has the purpose or effect of interfering with an employee’s work performance or a student’s academic performance, or creating an intimidating, hostile, or offensive working or learning environment.

Gender-based harassment is generally not motivated by sexual interest or intent. It is often based on hostility and its purpose is to make the target feel unwelcome or ridiculed based on their gender, gender identity, gender expression, or perceived gender.

Examples of sexual harassment and/or gender-based harassment include, but are not limited to, unwelcome comments or conduct of a sexual or hateful nature such as leering, “dirty” jokes, gestures, pictures or pornographic materials, comments, suggestions, innuendos, requests or demands. The behavior need not be intentional in order to be considered sexual or gender-based harassment.

	<p><b>Sexual Violence</b> Sexual violence refers to any unwanted sexual acts and/or acts that are committed, threatened or attempted against a person without the person’s consent. Sexual violence includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, sexual exploitation, or distribution of sexual images. Sexual violence may be physical or psychological in nature, and may be committed by individuals acting alone or in groups.</p> <p><b>Online Spaces</b> Online spaces include, but are not limited to, social media, texting or messaging apps, email, online gaming, online forums or discussion sites, dating sites or apps, virtual classrooms or workspaces and virtual events.</p>
<p><b>Related Information:</b></p>	<p>Policy D25 <a href="#">Code of Conduct - Students</a>  Policy A25 <a href="#">Code of Conduct - Staff</a>  Policy C25 <a href="#">Workplace Anti-Violence and Harassment</a></p>
<p><b>Related Procedures:</b></p>	<p><a href="#">C27 Gender-Based Violence Student Support Procedure</a>  <a href="#">C27 Gender-Based Violence Employee Support Procedure</a>  <a href="#">C27 Gender-Based Violence Response Team Procedure</a></p>
<p><b>Review Period:</b></p>	<p>3 years</p>
<p><b>Revision History:</b></p>	<p>Revised September 2018  Major Revision November 2020  Revision October 2022</p>