

Addressing Sexual Violence: What TAs & GAs need to know

PREVENT. RESIST. SUPPORT.



University
of Windsor

Office of Sexual Violence Prevention,
Resistance, and Support

Hello & Welcome

Who we are:

The Office of Sexual Violence

Prevention, Resistance, and Support



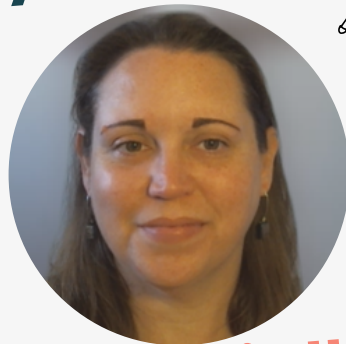
Dusty
she/her



Frankie
she/her



Anne
she/her



Danielle
she/her



Jessica
she/her

What we do:

PREVENT. RESIST. SUPPORT.

BYSTANDER

The Bystander Initiative®

Education on consent, sexual violence, resources, and self care

FLIP THE SCRIPT

The Flip the Script™ program

Wen Do Women's Self Defence

Acts of Resistance
2SLGBTQIA+ Self Defence

Support

Responding to Disclosures Training

Survivors & Supporters Events

Survivorship zine

1. Policies & Legislation that you should know about

YOUR RIGHTS & RESPONSIBILITIES AS A STAFF MEMBER

We believe that all employees should be aware of policies and procedures.

Being aware of our values and expectations can help you make informed choices.

It's important to know the potential consequences of conduct or behaviour at the University and within the UWindsor community.

You deserve safe workspaces. You deserve support and we are here to help.

Occupational Health & Safety (OHSA)

Bill 26

Health & Safety: Violence & Harassment Policies and Programs

The Intimate Relations Policy

Student Code of Conduct

Policy on Sexual Misconduct

GA/TA Standards and Agreements

FRAMING OUR VALUES AS AN INSTITUTION

FROM OUR POLICY ON SEXUAL MISCONDUCT:

The University of Windsor is committed to the following:

- **Believing and respecting** all individuals who identify their experience as sexual misconduct (“survivors”) as being the best judges of their own interests.
 - The University, recognizing that an individual may not identify with the label “survivor,” will respect each individual’s preferred term in its interactions with them.
- **Ensuring procedural fairness** and/or due process to all affected parties in cases of alleged sexual misconduct.
- **Establishing and following a formal procedure** for responding to incidents of sexual misconduct.
- **Engaging in public education** and prevention activities.
- **Ensuring referrals and services** are available for survivors.
- **Holding individuals who have committed an act of sexual misconduct accountable** by taking disciplinary action up to and including expulsion or dismissal.

ONTARIO OCCUPATIONAL HEALTH & SAFETY ACT (OHSA)

OHSA is about ensuring that employees have a safe work environment.

OHSA states that:

- Employers must take every reasonable precaution to protect workers (S. 25 (2) (h))
- Supervisors must ensure compliance with safety measures (S. 27)
- Workers must follow safety protocols and report hazards (S. 28)
- Employers must develop and maintain a program to implement the workplace violence and harassment policies (S. 32)



ONTARIO OCCUPATIONAL HEALTH & SAFETY ACT (OHSA)

OHSA defines:

Workplace harassment:

- engaging in a course of vexatious comment or conduct against a worker in a workplace, including virtually through the use of information and communications technology, that is known or ought to be reasonably known to be unwelcome
- workplace sexual harassment

Workplace violence:

- the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker
- an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker
- a statement or behaviour that is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker

ONTARIO BILL 26

Strengthening Post-Secondary Institutions and Students Act, 2022

In Ontario, the Ministry of Training, Colleges and Universities Act is amended to add a new section setting out rules respecting **sexual misconduct toward students by employees of publicly-assisted universities** and colleges of applied arts and technology, and to **address related matters**.

This is Bill 26: Strengthening Post-secondary Institutions and Students Act, 2022.

<https://www.ola.org/en/legislative-business/bills/parliament-43/session-1/bill-26>



Legislative
Assembly
of Ontario

[Home](#) » [Legislative business](#) » [All bills](#) » [Current](#) » Bill 26, Strengthening Post-secondary Institutions and Students Act, 2022

Bill 26, Strengthening Post-secondary Institutions and Students Act, 2022

[Dunlop, Hon. Jill](#) Minister of Colleges and Universities

Current status: Royal Assent received. Statutes of Ontario 2022, chapter 22

[View bill](#) [Status](#) [Debates](#) [Acts affected](#)

Versions

► [Royal Assent](#)
[As Amended by Standing Committee](#)
[Original](#)

[Bill 26 Royal Assent \(PDF\)](#)

EXPLANATORY NOTE

*This Explanatory Note was written as a reader's aid to Bill 26 and does not form part of the law.
Bill 26 has been enacted as Chapter 22 of the Statutes of Ontario, 2022.*

SCHEDULE 1

MINISTRY OF TRAINING, COLLEGES AND UNIVERSITIES ACT

The *Ministry of Training, Colleges and Universities Act* is amended to add a new section setting out rules respecting sexual misconduct toward students by employees of publicly-assisted universities and colleges of applied arts and technology, and to address related matters.

SCHEDULE 2

PRIVATE CAREER COLLEGES ACT, 2005

The *Private Career Colleges Act, 2005* is amended to add a new section setting out rules respecting sexual misconduct toward students by employees of private career colleges, and to address related matters.

UNIVERSITY OF WINDSOR STAFF DOCUMENTS

In addition to the GA/TA staff documents, you should be aware of the following university documents:

- OHS-10-003 Violence Prevention Policy
- OHS-10-002 Harassment Prevention Policy
- OHS-4.5.6 Workplace Violence Prevention Program
- OHS-4.5.6a Workplace Violence Review
- OHS-4.5.7 Workplace Harassment Prevention Program
- The Policy on Sexual Misconduct
- Violence and Harassment Prevention in the Workplace Awareness Training
- Health and Safety in the Workplace: An Orientation Guide for Workers



THE SEXUAL MISCONDUCT POLICY AT UWINDSOR

The Policy on Sexual Misconduct applies to everyone on our campus: students, staff, and faculty.

It includes:

- sexual harassment
- sexual assault
- threat of sexual assault
- stalking
- relationship violence
- gender-based violence

The policy includes things that happen on campus and things that happen off campus (ex. At off-campus student housing, bars, or on social media).

FIND OUR POLICY AT:

WWW.UWINDSOR.CA/PREVENT-RESIST-SUPPORT/338/OUR-POLICY



Policy on Sexual Misconduct

(Board-approved: 22 March 2016, 26 November 2019, 19 April 2022)

Date effective: September 1, 2016

1. PREAMBLE: COMMITMENTS AND STANDARDS

- 1.1 The University of Windsor values dignity, respect and equality for all individuals and strives to foster an atmosphere of healthy attitudes and behaviours towards sexuality, sex and gender roles. The University is committed to maintaining a healthy and safe learning, living, social, recreational and working environment. All forms of sexual misconduct jeopardize the mental, physical and emotional welfare of our students and employees, as well as the safety of the campus community and the reputation of the University. Sexual misconduct violates our institutional values and will not be tolerated.
- 1.2 The Ontario *Human Rights Code* ("*Human Rights Code*") prohibits discrimination in the provision of educational services and in employment on the basis of sex, sexual orientation, gender identity and gender expression. The *Human Rights Code* also prohibits harassment in employment on the basis of sex, sexual orientation, gender identity and gender expression. Sexual misconduct will generally constitute harassment and discrimination under the *Human Rights Code*. Ontario's *Occupational Health and Safety Act* ("*OHSA*") prohibits harassment and violence in the workplace, including sexual violence. The University's *OHSA* obligations are included in its *Harassment Prevention Policy* and *Violence Prevention Policy*, along with its *Workplace Harassment Prevention Program* and *Workplace Violence Prevention Program* for workers. The *Criminal Code of Canada* prohibits sexual assault, the non-consensual distribution of intimate images, voyeurism and criminal harassment (including stalking and cyber harassment).
- 1.3 The University of Windsor is committed to the following:
 - Believing and respecting all individuals who identify their experience as sexual misconduct ("survivors") as being the best judges of their own interests. The University, recognizing that an individual may not identify with the label "survivor," will respect each individual's preferred term in its interactions with them.
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POLICY ON SEXUAL MISCONDUCT

These are some examples of sexual misconduct (this is not an exhaustive list):

- Non-consensually messaging someone with sexual content (ex. Intimate or explicit photos or videos)
- Repeatedly asking someone on a date or to engage in sexual contact, especially after they have communicated that they wish you would stop
- Taking intimate photos or videos without consent
- Sharing or threatening to share intimate photos or videos without consent
- Engaging in sexual conduct in public or shared spaces on campus (Ex. public washrooms, community spaces)
- Displaying or drawing explicit or sexual imagery in public or shared spaces
- Having sex with someone when they are too intoxicated to consent
- Continuing to have sex with somebody after they have asked you to stop
- Refusing to use condoms when someone has requested it, or removing it without their knowledge or consent

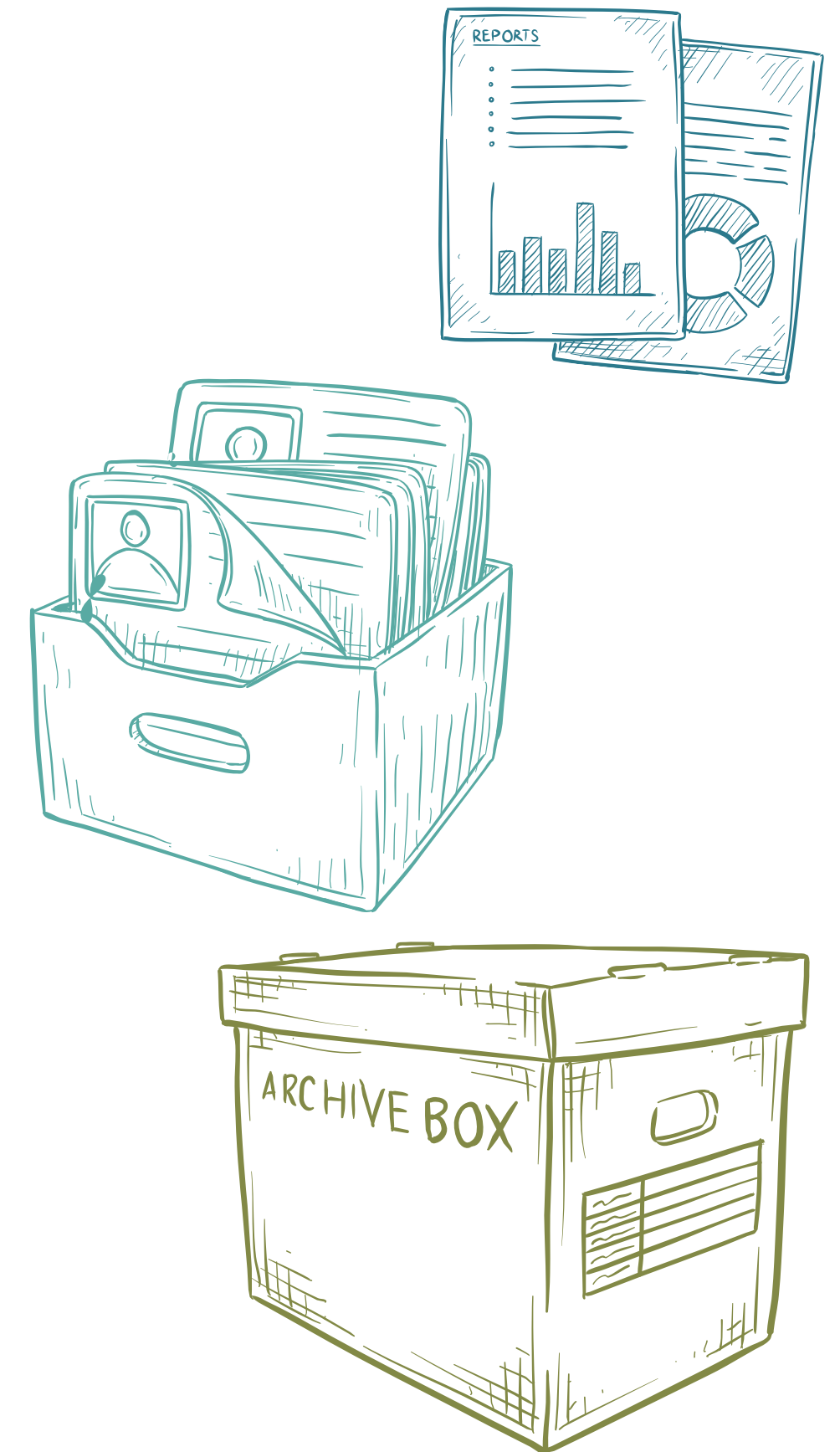
INTIMATE RELATIONS POLICY

Intimate Personal Relationship includes but is not limited to:

- a **sexual** relationship,
- the formation of a deep **emotional** bond,
- **physical contact** inappropriate to a teacher/student relationship and
- **communication** whether in person or not inappropriate to a teacher/student relationship.

No employee of the University with authority to make decisions in relation to any student shall enter into an intimate personal relationship with any student of the University subject to such authority.

No employee of the University with access to a student's areas of privacy shall enter into an intimate personal relationship with such student.



WHAT THIS MEANS IS:

**DON'T DATE OR HAVE SEX WITH
YOUR STUDENTS.**

2. If you are experiencing sexual harassment or sexual violence

Get Support

You deserve support.

At the Office of Sexual Violence, we offer:

- Confidential care and support
- **Problem solving**
- Coordinating accommodations
- Identifying **other services and supports** that might be helpful
- Make referrals to counselling or healthcare providers
- Safety planning
- **Reporting** and navigating institutional procedures

Reach out by email at svsupport@uwindSOR.ca

or visit our website at www.uwindSOR.ca/prevent-resist-support

Reporting

It can be hard to know what needs to be reported.

The good news is, you don't have to figure it out alone.

You can reach out to us at **svsupport@uwindSOR.ca** to discuss your options.

You can also reach out to **Employee Safety & Wellness** at **esw@uwindSOR.ca** or visit their website at <https://www.uwindSOR.ca/humanresources/safety>

The **Employee Mental Health Strategy** webpage has resources that may be useful to you: <https://www.uwindSOR.ca/vp-people-equity-inclusion/EMHS>

The **Wellness Office** has resources and support available too:
<https://www.uwindSOR.ca/wellness/>

3. If someone discloses to you that they are experiencing sexual violence, harassment, etc.

RESPONSIBILITY TO REFER

Recognize Respond Refer

As a staff member, you have a responsibility to refer. This means, if a student of the University discloses to you that they have had an unwanted sexual experience, you are required to give them our Referral Sheet. (from the Policy on Sexual Misconduct)

- The goal is to make sure that everyone knows about the OSVPRS as a resource for support, advocacy, and reporting

(Visit the Office of Sexual Violence Prevention, Resistance, and Support page for the full policy.)

The Referral Sheet is in the duty bag!



REFERRAL SHEET

The Office of Sexual Violence Prevention, Resistance, and Support

IF YOU ARE IN IMMEDIATE DANGER	IF YOU ARE IN CRISIS AND NEED TO TALK RIGHT NOW	IF YOU NEED MEDICAL AID
Call 911 Campus Community Police: 519-253-3000 Ext. 4444 or via any Blue Light phone	Sexual Assault Crisis Centre (SACC): 24/7 Crisis Line: 519-253-9667 Phone: 519-253-3100 1770 Langlois Avenue	Sexual Assault Treatment Centre (SATC): Phone: (519) 255-2234 1995 Lens Avenue

Reach out to the Office of Sexual Violence Prevention, Resistance, and Support

If you aren't sure what to do, we can help you explore your options.

The best way to reach us is by email at
svsupport@uwindsor.ca

Your options include:

Disclose Tell us as much or as little as you want.
Report Write a confidential report that we keep.
Complaint File a complaint with the University.

The REES Reporting Tool



If you would like to consider filing an online report with the University, you can do so using the secure REES reporting tool.

Find information, resources, and reporting options:
www.reescommunity.com/campus

What happens next is up to you.

- We're here to **listen**.
- We can help you **consider your options** and identify the supports that will be most helpful to you at this time.
- We can connect you with other **services and supports** within the university and the community, including counselling and healthcare.
- If you are struggling academically or professionally we can help **coordinate accommodations**.
- If you are feeling unsafe we can assist with **safety planning**.
- We can also discuss your **reporting options**, and if you choose to report, we can support you through the process. We can support you if you want to report at the University or to the Police.

CONTACT US:

 svsupport@uwindsor.ca

Learn more about the Office and find resources:

 uwindsor.ca/prevent-resist-support/



University of Windsor

Office of Sexual Violence Prevention, Resistance, and Support

HOW TO RESPOND TO DISCLOSURES

If someone discloses to you, you are doing something right.

We know that:

- **Most students disclose to friends, family, and peers**
- **Formal disclosures** are less likely
- There are lots of **barriers to disclosing** an experience of sexual violence
- If someone discloses to you, this often means they trust you and think you will be supportive & helpful

Recognize Respond Refer

- **recognize** sexual violence and the most common behavioural expressions of trauma associated with it.
- **respond** respectfully and safely if a survivor discloses an experience of sexual violence to you
- **refer** to the appropriate resources both on and off campus, as well as have increased knowledge about current university policy and resources



*THANK YOU
FOR TELLING ME*



*I BELIEVE YOU
THIS IS NOT YOUR FAULT*



*HOW CAN I SUPPORT YOU
IN THIS COURSE?*



*HAVE YOU HEARD OF
THE OSVPRS?*

Thank you!

The Office of Sexual Violence Prevention, Resistance, and Support

Get in touch or learn more at:



svsupport@uwindsor.ca



uwindsor.ca/prevent-resist-support

Follow us on social media:



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[Prevent Resist Support
UWindsor](https://www.facebook.com/PreventResistSupportUWindsor)



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[Prevent Resist Support podcast](#)

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