

Systems Beauty College
SEXUAL VIOLENCE POLICY AND RESPONSE PROTOCOL

Issued By:	Donna Pawchuk
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Application and Scope:	All individuals associated with Systems Beauty College, including students and staff

PURPOSE AND INTRODUCTION

The purpose of this policy is to ensure Systems Beauty College has an efficient system in place to establish a formal response protocol for disclosure of incidents involving sexual violence. Systems Beauty College committed to the prevention of and appropriate response to sexual violence. All students have a right to be safe and have control of sexual advances, and trust that we will provide awareness of what constitutes sexual assault. We have procedures in place for responding to sexual violence. We recognize that sexual violence can occur between individuals regardless of sexual orientation, gender, gender identity, gender expression, or relationship status. Some of the most vulnerable groups to consider are; Indigenous women, women living with cognitive or physical disabilities, women from ethno cultural communities, individuals within the LGBT2SQ+ community, and International students. The various groups will be guided to the appropriate support resource groups that will be best suited to their needs.

A violation of this policy may include, but is not limited to electronic communications: social media, text messages, email, etc.

Class and teacher training involving;

http://endingviolence.org/wp-content/uploads/2017/01/Resource-Sector-Training-Film_Viewer%E2%80%99s-Guide_Jan_24_2017.pdf

THE BOOK DEVELOPED BY THE RED CROSS,
“TEN STEPS TO CREATING SAFE ENVIRONMENTS”

Manitoba’s “you are not alone” website review.

Teacher training;

<http://www.vawlearningnetwork.ca/network-areas/sexual-violence>

CONSENT

Consent is central to sexual assault. The Criminal Code of Canada defines consent as it relates to sexual assault as the voluntary agreement to engage in sexual activity. An individual must actively and willingly give consent to sexual activity. Simply stated, sexual activity without consent is sexual assault.

Young people, like many others, often do not fully understand consent and can feel that the line between consensual sexual acts and sexual assault can be unclear. This is particularly true when an acquaintance, friend, or partner is the perpetrator. Consenting to one kind, or instance, of sexual activity does not mean that consent is given to any other sexual activity or instance. No one consents to being sexually assaulted. Where consent does not exist (lack of agreement): a person can express a lack of agreement verbally or through conduct (such as physically resisting advances). The Criminal Code makes it clear that a person can, after initially giving consent to engage in sex, revoke consent at any time by expressing a lack of agreement to continue engaging in sexual activity. In other words, consent:

- Is never assumed or implied
- Is not silence or the absence of “no”
- Cannot be given if the victim is impaired by alcohol or drugs, or is unconscious
- Can never be obtained through threats or coercion
- Can be revoked at any time
- Cannot be obtained if the perpetrator abuses a position of trust, power or authority

For more information on consent, please refer to to <http://www.gov.mb.ca/youarenotalone/consent.html>

Glossary of Terms

Note: Many of the definitions below were borrowed from the *Developing a Response to Sexual Violence: A Resource Guide for Ontario's Colleges and Universities* document, developed by the Government of Ontario.

Consent: Consent is the voluntary agreement to engage in the sexual activity in question.

Cyber harassment/ cyber stalking:

Often used interchangeably, cyber harassment and cyber stalking are defined as repeated, unsolicited, threatening behavior by a person or group using cell phone or Internet technology with the intent to bully, harass, and intimidate a victim. The harassment can take place in any electronic environment where communication with others is possible, such as on social networking sites, on message boards, in chat rooms, through text messages, or through email.

Date rape: The term “date rape” is interchangeable with “acquaintance sexual assault”. It is sexual contact that is forced, manipulated, or coerced by a partner, friend or acquaintance.

Disclosure: For the purposes of this document, a disclosure is made to any individual other than the police or other judicial official.

LGBT2SQ+: The LGBT2SQ+ community includes people who identify as lesbian, gay, bisexual, transgender, Two-Spirit, queer, questioning, intersex, asexual, pansexual and/or gender fluid.

Rape: Rape is a term used to describe vaginal, oral or anal intercourse, without consent. Although the term is no longer used in a legal sense in Canada, it is still commonly used and widely understood.

Sexual assault: Sexual assault is any type of unwanted sexual act done by one person to another that violates the sexual integrity of the victim. Sexual assault is characterized by a broad range of behaviors that involve the use of force, threats, or control towards a person, which makes that person feel uncomfortable, distressed, frightened, threatened, carried out in circumstances in which the person has not freely agreed, consented to, or is incapable of consenting to. Sexual assault is a crime. [hyperlink the word “crime” to Criminal code definition of Sexual Assault <http://laws-lois.justice.gc.ca/eng/acts/C-46/page-63.html#docCont>]

Sexual harassment: Sexual harassment is unwanted sexual attention directed at an individual by someone whose conduct including comments, gestures, and/or actions are offensive, inappropriate, intimidating, hostile, and unwelcome. Sexual harassment often occurs in environments in which sexist or homophobic jokes and materials have been allowed.

Sexual violence:

Any sexual act or act targeting a person’s sexuality, gender identity or gender expression whether the act is physical or psychological in nature that is committed, threatened or attempted against a person’s without consent, without the person’s consent and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation.

Stalking:

Stalking is a crime called criminal harassment. Stalking consists of repeated behavior that is carried out over a period of time, and which causes a person to reasonably fear for their safety.

Victim blaming: Victim blaming occurs when the victim of a crime or an accident is held responsible — in whole or in part — for the crimes that have been committed against them.

POLICY

PART ONE – EDUCATION AND AWARENESS

Education and awareness:

It is important to disclose the facts accurately for the incident. Please write down and describe what happened, with whom, when, and where it occurred.

During our classes on Sexual Violence all students will be made aware of the many different ways sexual violence can occur, including social media and other

digital means with clear understanding of all prevention techniques. Education will include things like; staying out of remote areas when alone, avoiding inappropriate discussions.

On the agenda of SBC's monthly staff meetings we will discuss new ideas in helping to prevent sexual violence on campus.

PART TWO – COMPLAINT AND RESPONSE PROTOCOL

Making a Complaint of Sexual Violence/ Responding to a Disclosure of Sexual Violence

Reporting/Disclosure Options

- It is important individuals coming forward with a complaint/disclosure feel in control of the process and that they are not compelled, nor restricted from pursuing the issue through law enforcement at any time.
- Victims of sexual violence should be made aware of all of the complaint/disclosure options available and should be made aware that they may choose option, or combination thereof, at any point in time. These options may include:

1. No report – the victim/survivor discloses sexual violence to seek emotional support, medical support, or advocacy but not to report to police.

2. Police report – the victim/survivor makes a police statement, which would generally be followed by a criminal investigation. Victims/survivors can call the police or go to their nearest police station. There are support services available for individuals who decide to report to police.

3. Medical assistance/forensic medical exam – the victim/survivor attends a hospital or medical centre for medical attention to address possible physical injury, pregnancy and/or sexually transmitted infections; forensic exam to collect any forensic samples while the victim/survivor decides whether or not to report to police.

In Winnipeg, within 120 Hours (5 days) from the sexual assault, survivors can go to the emergency department of the Health Sciences Centre (use the William Avenue entrance or call 204-787-3167). They should tell the triage nurse that they have been sexually assaulted and/or that you would like to see the Sexual Assault Nurse Examiner (SANE) nurse. Support workers from the Klinik Sexual Assault Crisis Program are available to accompany victims/survivors to hospitals or medical centres in Winnipeg. If the survivor/victim does decide to report the assault, the SANE nurse will call the police on their behalf. A Winnipeg Police Service detective with the Sex Crimes Unit will come to the hospital in plain clothes to speak with the victim/survivor or will contact the victim/survivor within 24 hours (if unavailable at the time of exam).

In Winnipeg, beyond 120 Hours, survivors can be referred to a medical practitioner in the community where they feel comfortable (family doctor, STI clinic, etc.).

Outside Winnipeg, survivors/victims can go to their nearest emergency room department, teen clinic, health centre or nursing station. Staff there can contact the local police station or RCMP for them, if requested.

4. Report to campus security (if applicable) – the victim/survivor has the choice to inform campus security so that security staff are aware that a sexual assault perpetrator may be on campus or amongst the campus community. If survivors decide to report to campus security, they should be offered support from a trained staff person or referred to a service provider, such as Klinik. Campus security procedures should clearly outline what steps must be taken and be clear that their role is not to conduct a criminal investigation. Campus security should not report to police without the survivors consent.

5. Formal complaint/disclosure to post-secondary institution – report to an institution’s administration, precipitating a student misconduct process if the perpetrator is a student; report to Human Resources or other relevant administrative department if the perpetrator is staff or faculty member.

6. Civil claim – victims/survivors may also launch a civil suit against the alleged perpetrator for damages suffered (this would not be the responsibility of the institution).

Tips for Providing a Supportive Response

- The vast majority of survivors do not formally report to authorities and many do not disclose to someone they trust. A campus environment in which individuals feel comfortable coming forward helps ensure they receive the necessary assistance and supports the institution in its efforts to identify and deal with perpetrators.
- Survivors may be reluctant to report for fear of having to retell their experience to a number of different people. Retelling is essentially re-living the experience, which can cause survivors to feel re-traumatized.
- Fear and apprehension about the reactions of others can be significant barriers to disclosing or reporting. This can include:
 - Concerns about not being believed or blamed
 - Feeling ashamed and guilty for what has happened
 - Fear of institutional sanctions or a police investigation where underage drinking or the use of illegal drugs were involved
 - Fear of retaliation by the perpetrator or their friends
 - Peer pressure to not report, especially if the perpetrator has significant status on campus
- Some people react negatively to a survivor’s disclosure. These reactions can leave the survivor re-traumatized, feeling hurt or isolated, and may dissuade them from seeking further help. Negative reactions include:
 - Avoiding the survivor or treating them differently than before
 - Discouraging them from talking about the incident
 - Questioning their memory or assessment of what happened
 - Taking control away from them (i.e. making decisions for them)
 - Blaming them for what happened
 - Over-reacting and not allowing the survivor to express their own feelings or minimizing their experiences and invalidating their feelings

- A supportive response involves:
 - Listening without judgment and accepting the disclosure as true
 - Communicating that sexual violence is never the responsibility of the victim
 - Helping the survivor identify and/or access services (on or off campus), including emergency medical care
 - Respecting the survivor's right to choose the services they feel are most appropriate and to decide whether to report to police or security
 - Recognizing that disclosing can be traumatic and a survivor's ability to recall the events may be limited
 - Respecting the survivor's choices as to what and how much they disclose about their experience (i.e. refraining from pressing for details)
 - Making every effort to respect confidentiality and anonymity

This policy along with all accompanying literature can be found at all times in the student lunch room. There will be a link at systemsbeautycollege.ca. It is mentioned on our Face book page, and all this will be gone through during the training classes.

PART THREE – REPORTING

As new students and staff begin at SBC there will be classes dedicated to this policy so all students and staff attend during their time here. There will be a record of the date of all classes including attendance. The number of classes and attendance will be posted on our website annually.

Local Service Listing

Victim services

- Manitoba Justice - Child Victim Support Service
- Manitoba Justice - Compensation for Victims of Crime
- Manitoba Justice - Domestic Violence Support Service
- Manitoba Justice - Victim Rights Support Service
- Brandon Police Victim Services
- Pembina Valley Victim Services (includes Altona, Morden and Winkler)
- Winnipeg Police Victim Services Section

Counselling services

- Clinic Sexual Assault Crisis Counselling
- Manitoba Farm and Rural Support Services
- Mount Carmel Clinic
- The Laurel Centre
- Women's Health Centre
- Survivor's Hope Crisis Centre (north-eastern Manitoba)

Law enforcement

- To report an emergency, call 911
- To report a crime (i.e. sexual assault), contact your local law enforcement:

- Winnipeg Police Service - Sex Crimes Unit
 - o 204-986-6222
 - o To speak with a detective in confidence, call: 204-986-6245
- Royal Canadian Mounted Police Detachment Office
- Altona Police Service (residents of Altona and Plum Coulee)
 - o 24hour line: 204-324-5353
 - o General inquiries: 204-324-5373
- Brandon Police Service (residents of Brandon)
 - o 24hour line: 204-729-2345
- Dakota Ojibway Police Service
 - o Birdtail Sioux Detachment: 204-568-4621
 - o Canupawakpa Detachment: 204-854-2953
 - o Roseau River Detachment: 204-427-3383
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 - o Sandy Bay Detachment: 204-843-7700
 - o Waywayseecappo Detachment : 204-859-5070
 - o Long Plain Detachment: 204-252-4480
- Sainte-Anne Police Service (residents of the Town of Sainte-Anne)
 - o 24hour line: 204-422-8209
- Winkler Police Service
 - o Daytime phone (9:00a.m. to 5:00 p.m. Monday to Friday): 204-325-0829
 - o After hours: 204-325-9990
- Morden Police Service
 - o Daytime phone (9:00 a.m. to 4:30 p.m. Monday to Friday): 204-822-6292
 - o After hours: 204-822-4900

Shelter / emergency residential services

For confidential information and help, call 1-877-977-0007 TTY: 1-888-987-2829.

Click on the brochure

(PDF 46 KB) for a list of services available in Manitoba for victims of domestic or family violence or visit manitoba.ca/stoptheviolence.

Cultural services

- Ka Ni Kanichihk - Heart Medicine Lodge

Ka Ni Kanichihk's Heart Medicine Lodge provides culturally-based support and advocacy services

for Indigenous women and those who identify as women who have experienced sexual assault and

sexual violence. The program was launched in 2016 as part the Winnipeg Safe City, partner in UN

Women's Safe Cities and Safe Public Spaces Initiative.

Phone: 204-953-5820

Toll free: 1-888-953-5264

Text: 204-232-5445

Email: rbach@kanikanichihk.ca

Health services

Please visit the [Manitoba Health website](#) for a list of public health services available in your area.

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Legal services

- Community Legal Education Association

The Law Phone-in and Lawyer Referral Program

205 - 414 Graham Avenue

Winnipeg MB R3C OL8

Phone (for legal questions): 204-943-2305

Toll free: 1-800-262-8800 (outside Winnipeg)

Email: info@communitylegal.mb.ca

- Legal Help Centre

Portage Place Shopping Centre

Unit 202, 393 Portage Avenue

Winnipeg, MB R3B 3H6

Phone: 204-258-3096

Email: info@legalhelpcentre.ca

Drop in hours are: Tuesdays and Fridays from 1:00 – 4:30 p.m.

Crisis services

- Sexual Assault Crisis Line (24/7)

Toll free: 1-888-292-7565

Winnipeg: 204-786-8631

TTY: 204-784-4097

- Clinic Crisis Line (24/7)

Toll free: 1-888-322-3019

Winnipeg: 204-786-8686

TTY: 204-784-4097

- Survivor's Hope Crisis Centre Inc. (North-Eastern Manitoba)

204-753-5353

- Manitoba Suicide Prevention & Support Line (24/7)

Toll free: 1-877-435-7170

TTY: 204-784-4097

- Deaf Access Counselling (24/7)

TTY: 204-784-4097

- Human Trafficking Hotline (24/7)

1-844-333-2211

- Domestic Violence Crisis Line (24/7)

Toll free: 1-877-977-0007

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Other Help Lines

- Kids Help Phone

1-800-668-6868

- Manitoba Farm, Rural & Northern Support Services

Toll free: 1-866-367-3276

Winnipeg: 204-571-4180

Monday-Friday: 10:00 a.m. to – 9:00 p.m.

- Seniors Abuse Support Line

24 hour crisis: 1-888-896-7183

Please note you can also visit You Are Not Alone for the most up to date list of services available in

Manitoba.

POLICY DEVELOPMENT AND REVIEW

Development of this policy was done with the input of Government guidelines, other educational institute's policies and student discussion. It will be reviewed in October 2021 using the same process with updated data. This policy along with discussion is shared with all students as part of their orientation.

Resource Material

Respectful environment policy; signed by all students.

Bill 15

Sexual Violence; report sheet.

Power point; **END VIOLENCE TOGETHER**

For the Dignity of Every Woman

; http://endingviolence.org/wp-content/uploads/2017/01/Resource-Sector-Training-Film_Viewer%E2%80%99s-Guide_Jan_24_2017.pdf

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