



OVCMT SEXUAL MISCONDUCT POLICY

OVCMT is committed to the prevention of and appropriate response to sexual misconduct. OVCMT confirms its responsibility to provide a safe and secure learning environment to all members of the OVCMT community, including but not limited to; students, faculty, administrators, staff or patients of the student intern Clinic/In- reach/Outreach. This policy is applicable to OVCMT members on campus, Outreach locations, online learning environment and community.

Sexual Violence and Misconduct Policy Act [SBC 2016] CHAPTER 23 of BC laws includes the following in sexual misconduct:

- A. sexual assault;
- B. sexual exploitation;
- C. sexual harassment;
- D. stalking;
- E. indecent exposure;
- F. voyeurism;
- G. the distribution of a sexually explicit photograph or video of a person to one or more persons other than the person in the photograph or video without the consent of the person in the photograph or video and with the intent to distress the person in the photograph or video;
- H. the attempt to commit an act of sexual misconduct;
- I. the threat to commit an act of sexual misconduct;

OVCMT Sexual Misconduct Policy was prepared in open consultation with students, staff, faculty and administrators. This policy will be reviewed at least once every three years. OVCMT strives to prevent sexual misconduct and to respond effectively and in a timely manner when incidents do occur.

Education, Awareness and Prevention: OVCMT is committed to educating its students, staff, faculty and administrators about sexual misconduct, prevention of sexual misconduct and available support services to victims/survivors. Information about education and prevention will be available online (Moodle) and on bulletin boards and also included in student's policy manual. Students will be made aware of OVCMT

policies during their orientation class, to communicate behavioural expectations and to introduce relevant policies, disclosure/complaint and reporting procedures and available supports/services.

OVCMT Response Statement: OVCMT is committed to act in accordance with the principles of procedural fairness in dealing with allegations of sexual misconduct. It further commits to take immediate action once a complaint of sexual misconduct is received. OVCMT is committed to take reasonable steps to ensure the safety of the campus community when the institution has been made aware of an incident.

Confidentiality and Information Sharing: OVCMT is committed to do its best to respect the confidentiality of all persons involved and also be consistent with the Freedom of Information and Protection of Privacy Act and/or the Personal Information Protection Act requirements relating to information management and public disclosure. The information related to persons involved should be kept confidential unless the following situations apply for sharing with broader campus community:

- If there is imminent risk that an individual will harm themselves or another.
- If there are reasonable grounds to believe that others in the college community may be at significant risk of harm based on the information provided.
- Where reporting is required by law, e.g., in the case of a minor under the Child, Family and Community Services Act.
- Where it is necessary to ensure procedural fairness in an investigation or other response to a disclosure/complaint or report.

Sexual Misconduct Procedures:

- Any OVCMT community member, if receives a disclosure/complaint, the victim/survivor will be provided with information on available resources and supports. Resources and supports also on Moodle – Student Resources.
- The OVCMT authorities to formally report such incidence are the Executive Director, Academic Director, Practical Director or Clinical Director.
 - Executive Director, Roxanne Petruk – roxanne_petruk@ovcmt.com
 - Academic Director, Dr. Puneet Arora – puneet_arora@ovcmt.com
 - Practical Director, Robynne Madill – robynne_madill@ovcmt.com
 - Clinical Director, Terry Francis – terry_francis@ovcmt.com
- Every possible help will be provided to identify and/or access available on or off campus services including emergency medical care, if appropriate, and counseling. To respect the right of the individual to choose the services they feel are most appropriate and to decide whether to formally make a disclosure/complaint or report to the institution or police.
- OVCMT authority members will respect the choice of the individual about how much they disclose about their experience.
- The safety of the victim/survivor (immediate safety first, followed by ongoing safety) will be ensured.

- OVCMT is committed to provide emergency numbers for the college, law enforcement, medical assistance, mental health services, and other services as required/appropriate.
- An internal investigation will be conducted and the guilty perpetrator will face consequences including but not limited to expulsion from the college and criminal and civil charges.
- Such investigation may include collecting and reviewing documents that may contain relevant information. Interviewing individuals, including witnesses, who may have relevant information. Conducting additional interviews with the victim/survivor or the alleged perpetrator. Consulting with other institution departments, police, and community-based victim services programs, or other experts as required.

Reporting and Resolution of Violations

Violation of any of the above will be addressed as outlined in the Communication Model and Formal Complaint and Dispute Resolution Policy, the Probation Policy or through the Dismissal Policy and Procedures. Violations may be reported in writing by submitting a completed OVCMT Reporting Form (see last pages of this document) to the Executive Director.