

Sexualized Violence Prevention and Response Policy (GV0245):

Sexualized Violence Investigations - Understanding Your Rights

COMPLAINANT'S RIGHTS:

In the Sexualized Violence Prevention and Response Policy (GV0245 – the “Policy”), you have the following rights as a Complainant when you participate in an investigation process under the procedures for Sexualized Violence - Investigations (the “Procedures”):

- to be treated with fairness, dignity, and respect;
- to be given access to available support and resources throughout the process;
- to timely assistance with safety planning;
- to timely information about referrals to available on- and off-campus support services and resources;
- if the Complainant is a Student, to seek independent consultation at any point from the University Ombudsperson;
- to have the process explained to them in an accessible manner, including the possible outcomes;
- to have their personal information kept confidential (except when disclosing it is required by law or University policy);
- to be informed that any information collected may be disclosed in criminal or civil proceedings;
- to present their side of the story, and to respond to other participants' information;
- to be accompanied by a support person (see A9.00);
- to legal representation (at the Complainant's cost);
- if the Complainant is a unionized employee, to seek support, consultation, and representation by their union;
- to decline to participate in aspects of the investigation;
- to request a review or grieve a decision by the Director not to investigate;
- to regular updates on the status of the process;
- to opportunities to engage in Voluntary Resolution Processes where appropriate;
- to written notice of any resolution that directly affects the Complainant; and
- to written notice of the outcome of any appeal or grievance.

