

Sexualized Violence Prevention and Response Policy (GV0245):

Sexualized Violence Investigations - Understanding Your Rights

RESPONDENT'S RIGHTS:

In the Sexualized Violence Prevention and Response Policy (GV0245 – the “Policy”), you have the following rights as a Respondent 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 in alignment with the Policy;
- to receive timely notice and information about the allegations against you;
- to know the identity of the person who made the Report;
- if the Respondent is a Student, to seek independent consultation at any point from the University Ombudsperson;
- to be presumed to have not violated this policy until a fair investigation is completed;
- to have the process explained to you in an accessible manner, including the possible outcomes and consequences;
- to have your 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 your 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 Respondent's cost);
- if the Respondent is a unionized employee, to seek support, consultation, and representation by their union;
- to decline to participate (however, the process may still proceed in the absence of the Respondent);
- to opportunities to engage in Voluntary Resolution Processes where appropriate;
- to written notice about the outcome of an investigation and any sanctions; and
- to appeal or grieve the decision, as applicable (within the appropriate time frame), and to receive written notice of the outcome of any appeal or grievance.

