

## HR5.15 – Sexual Misconduct



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| <b>Approval Body:</b>        | Stenberg College Executive  |
| <b>Approval Date:</b>        | December 2024   |
| <b>Amendment Date:</b>       | December 2024   |
| <b>Next Review Date:</b>     | July 2026   |
| <b>Supporting Documents:</b> | Personal Information Protection Act (PIPA)  |
| <b>Related Policy:</b>       | A2.7 Conflict of Interest<br>A4.5 Code of Student Conduct<br>A4.14 Dispute Resolution<br>HR5.3 Conflict Resolution<br>HR5.14 Respect and Dignity<br>HS6.4 Harassment, Bullying, and Sexual Harassment |

### Purpose

Stenberg College is committed to fostering a safe, respectful, and inclusive environment, free from all forms of sexual misconduct. This policy outlines the College's principles for prevention, response, and resolution of sexual misconduct and affirms the institution's responsibility to uphold the dignity, rights, and safety of every community member.

### Definitions

#### Sexual Misconduct

Refers to a broad range of unwelcome, non-consensual behaviours that violate individual dignity and compromise a safe, respectful, and inclusive educational environment. It includes actions that are sexual in nature and interfere with a person's participation in any college-related activity, whether in-person or online, and is treated as a serious breach of institutional standards. This policy sets the standards for prevention, response, and resolution of such behaviors.

Sexual misconduct includes, but is not limited to:

- Sexual assault
- Sexual exploitation
- Sexual harassment
- Stalking
- Indecent exposure
- Voyeurism
- 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
- The attempt to commit an act of sexual misconduct
- The threat to commit an act of sexual misconduct

## **Description**

This policy applies to all members of the College community - including staff, faculty, students, and guests - in any setting where they represent or engage with Stenberg College, whether on campus, off-site, online, or at college-sponsored events.

Stenberg College is certified by the Private Training Institutions Regulatory Unit (PTIRU), which mandates that certified institutions maintain a formal Sexual Misconduct policy.

## **Principles**

- All members of the College community are responsible for contributing to a respectful, safe, and inclusive environment.
- Every individual has the right to learn, work, and participate in College life free from sexual misconduct.
- Stenberg College will treat all complaints and reports of sexual misconduct seriously, respectfully, and in a trauma-informed and confidential manner.
- Information will be managed with discretion and shared only on a need-to-know basis to ensure safety and meet legal obligations.
- Complainants will be offered access to support services, academic or workplace accommodations, and reporting options without fear of retaliation.
- Anyone who reports sexual misconduct or participates in an investigation in good faith is protected from retaliation, which is considered a separate policy violation.
- Investigations will be conducted in a timely, impartial, and fair manner, with appropriate disciplinary or corrective action taken when policy violations are confirmed.
- Stenberg College is committed to fostering a culture of consent through ongoing education, awareness, and prevention initiatives.
- Staff and faculty must maintain professional boundaries and must not engage in romantic or sexual relationships with students or other individuals over whom they have direct or indirect influence. Any personal relationships involving a potential conflict of interest must be disclosed to the People and Culture as per the *A2.7 Conflict of Interest* policy.