

Human Rights Office

# Prevention of Sexual Violence

*This pamphlet provides general information about sexual violence to the University of Ottawa community and should not be construed as legal advice.*

## Rights and Responsibilities

University of Ottawa community members - including students, staff and faculty members - have a right to a learning and workplace environment that is respectful, safe, healthy and free from harassment and discrimination under Policy 67a – Prevention of Harassment and Discrimination (Policy 67a). All UOttawa community members have ersity policy.

## The Human Rights Office (HRO)

The HRO is a neutral and impartial office responsible for receiving and responding to human rights-related discrimination and harassment, personal and workplace harassment, and sexual violence concerns and complaints. The HRO also provides education and training on these matters and offers guidance and consultation to all community members on these issues. This pamphlet provides information personal and workplace related harassment, which is prohibited by the Ontario Occupational Health and Safety Act. For more information about sexual violence and the prevention of sexual violence, please contact the HRO.



The HRO is the point of contact for a person affected by sexual violence. Its services are confidential, and they include:

- Providing information about potential options to address or resolve the matter in a timely and supportive way
- Providing information about interim measures that may be available to address the immediate situation by working with the faculties or services to find the best solutions
- Providing information about available support and services on campus and in the city
- Providing information about the availability of academic or employment accommodations and facilitating these types of requests
- Conducting risk assessments and working with the faculties or services to implement safety plans
- Managing the informal and formal complaint procedures available under the policy.

## What is Sexual Violence?

**Sexual violence** means 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 without the person's consent. It includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, non-consensual condom removing (stealthing), and sexual exploitation. For further clarity, sexual assault includes rape.

## What is Consent?

**Consent** means an active, direct, voluntary, unimpaired, and conscious choice and agreement to engage in sexual activity. For further clarity, consent:

- cannot be assumed nor implied
- cannot be given by silence or the absence of "no"
- cannot be given by an individual who is impaired by alcohol or drugs, or is unconscious
- cannot be given by an individual who is asleep
- cannot be obtained through threats or coercion
- can be revoked at any time
- cannot be given if the person who is said to have engaged in sexual violence has abused a position of trust, power or authority
- might not be given properly if an individual has a condition that limits his or her verbal or physical means of interaction – in such instances, it is extremely important to determine how consent will be established.

## Some examples of sexual violence:

- Sexist jokes
- Street whistling and harassment
- Exhibitionism and public masturbation
- Cyber sexual harassment
- Sending non-solicited intimate pictures or sharing intimate pictures without consent
- Repeated invitations to go for a drink, despite a refusal
- Forcing someone to perform sexual acts
- Sexual assault.

## Did you know...

- Survivors may request academic or workplace accommodations through the HRO.
- The HRO can provide confidential consultations if someone has disclosed an incident of sexual violence and are requesting your help.
- Contact us to find out more [respect@uottawa.ca](mailto:respect@uottawa.ca)

## Some of the effects of sexual violence include:

Fatigue or exhaustion, injury, loss of appetite, stress-induced conditions, anxiety, depression, difficulty concentrating or lack of motivation, feelings of guilt or shame, difficulty enjoying sex, fear, flashbacks, nightmares, aggressiveness, rage, loss of interest, low self-esteem, lack or loss of identity, feelings of distrust, inability to be touched, isolation or loneliness, sensitivity to prejudices, victimisation, etc.

## Contact the Human Rights Office if:

- You have questions or concerns about a situation
- You are seeking sexual violence education or would like to learn about our Bystander workshop
- You want to disclose or report an incident.

**For more information and resources, visit** [the Sexual Violence: Support and Prevention website at www.uottawa.ca/sexual-violence-support-and-prevention/.](http://www.uottawa.ca/sexual-violence-support-and-prevention/)