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provide detailed information about the availability of supports and services. If the individual Disclosing is an employee, they should be referred to the HRDO for assistance.

- 2.2 In addition, the UW Community member receiving the Disclosure is advised to treat the information Confidentially except in rare circumstances outlined in section 17 (Confidentiality) of the policy.
- 2.3 Any individual receiving a Disclosure may seek advice and direction from the HRDO on how to best advise and support a Survivor.
- 2.4 If the person receiving the Disclosure believes the safety of the Survivor is at risk, the 96 (e )-2.n3[e2/2.999 ( t)-259 (os)-2.u01C38a264 459.1945rt aa



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Survivors on a case by case basis in determining their support needs, and shall assist them in accessing these supports.



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contact, including whether the Respondent has acknowledged the incident and agreed to alter their behaviour or conduct so as not to cause the offence or harm complained of, and where the HRDO is satisfied that they genuinely have, the matter will be treated as resolved. The HRDO shall maintain a record of such resolution and

Where the Respondent has refused to acknowledge the incident or not agreed to alter their behaviour or conduct, the Complainant may request an alternative form of resolution or that the investigation continue and that such other sanctions or remedies as are determined under the policy to be appropriate be applied.



6. Investigation

- 6.1 Where the HRDO has determined that an investigation be commenced, they shall appoint a trauma-informed and trained investigator, outline





- 8.1 The investigator will upon conclusion of the investigation prepare an investigation report based on the guidelines provided by the HRDO. The investigation report will contain:
- a) a summary of the complaint and the response;
  - b) relevant legal authority(ies) and issue(s);
  - c) a summary of the documentary and other evidence provided and relied upon;
  - d) a summary of interview evidence from the parties and witnesses; and
  - e) an analysis setting out the findings of fact, and a finding as to whether the policy has been breached on a balance of probabilities.
- 8.2 Prior to finalizing the investigation report, the investigator will send the draft report to the HRDO. Within 5 business days after receiving the investigation report, the HRDO will review the findings of the investigator to ensure that:
- a) the investigation process was fair and thorough;
  - b) the investigation process and report was completed in accordance with the guidelines provided by the HRDO;
  - c) the analysis is clear and complete; and
  - d) the analysis and determination complies with the policy and law.
- 8.3 If the investigation or report does not adequately comply with the above criteria, it will be sent back for further investigation and/or revisions to the report, following which it will again be reviewed based on the criteria above.

## 9. Remedy/Sanction

- 9.1 A summary of the investigation report including determination as to whether there is a breach of this policy and a copy of the complaint and the response will be sent to the Registrar (or other appropriate Administrator if the Registrar lacks the appropriate authority to decide on a particular matter of sanction), and the Deputy





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- 10.8 Where an appeal is brought by a Complainant or Respondent, the other party will be notified that an appeal has been submitted. They will also be invited to make a written submission for consideration during the appeal process. Either party may receive assistance from a support person in preparing their written submission.
- 10.9 In deciding the appeal, the appeal committee will review the investigation file, the investigation report findings), the reasons for appeal provided by the appellant and any response by the other party(ies), and (if applicable) the remedies/sanctions imposed.
- 10.10 The appeal body will make a determination on a basis of consensus and will communicate their reasons for decision in writing to the Registrar (or appropriate Administrator) and HRDO, normally within 15 working days of commencement of the appeal process. The Registrar (or appropriate Administrator) remains responsible for the implementation of any recommendation from the appeal committee. If consensus is not reached by the appeal body the original decision will hold.



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## Appendix B : University and Community Supports for Survivors

Support services available to individuals who have experienced Sexual Violence:



204-787-2071

700 William Avenue

<http://www.hsc.mb.ca/emergencynurseexam.html>

SANE provides options and choices about medical care and/or police reporting, provides medications to prevent infection and pregnancy, and connects patients with counseling services. Patients are referred to SANE through the emergency department. Services available 24/7.

Winnipeg Police Sex Crimes Unit

204-986-6245 or 911

[http://www.winnipeg.ca/police/Units\\_and\\_Divisions/sex\\_crimes.stm](http://www.winnipeg.ca/police/Units_and_Divisions/sex_crimes.stm)

Specially trained team of professionals which investigates and supports people who have experienced sexual violence. Services available 24/7

Third Party Reporting of Sexual Assault

The Winnipeg Police Service, in partnership with community agencies offers an option for anonymous third party reporting. Third-party reporting allows a survivor to report an assault to a community agency, which will pass the report along to Winnipeg Police or the RCMP.

*Community Agencies for Third Party Reporting include:*

Klinik Community Health Centre

204-786-8631 Sexual Assault Crisis Line in Winnipeg

1-888-292-7565 Toll Free in Manitoba:

204-784-4049 Sexual Assault intake for in person counselling

870 Portage Avenue

<http://klinik.mb.ca/in-person-counselling/sexual-assault-crisis-counselling/>

Heart Medicine Lodge (Ka Ni Kanichihk)

204-953-5820

455 McDermot Ave

[admin@kanikanichihk.ca](mailto:admin@kanikanichihk.ca)

<http://www.kanikanichihk.ca/>

Sage House (Mount Carmel Clinic)

204-943-6379

886 Main Street

[https://www.mountcarmel.ca/health\\_service/sage-house/](https://www.mountcarmel.ca/health_service/sage-house/)