

HS.1.6.2. Sexual Violence, Sexual Assault and Gender-Based Violence – Disclosures

Schedule A Implementation of Interim and Permanent Measures

- A. Implementation of voluntary measures to which the respondent agrees, as per paragraph 5.b), procedure HS 1.6.2
1. The survivor asks the Sexual Violence Program Coordinator and Educator (SVPCE) to arrange for the respondent to agree to and comply with voluntary interim or permanent measures, including but not limited to no-contact/no-communication measures to limit as much contact between the parties as is possible, spatial restrictions for common areas on campus to limit as much face-to-face contact between the parties as is possible, the transfer to a different section of the same course and in which the survivor is not enrolled, etc.
 2. If the SVPCE considers the survivor's request to be reasonable, the SVPCE will forward the request to the Manager, Security and Emergency Services. The Manager meets with the respondent and provides them with a summary of the sexual assault, sexual violence and/or gender-based violence allegation(s) that the complainant has made against them and the voluntary measures that are being requested. The respondent may be accompanied by a support person or advisor of their choice (such as, for instance, a Saitsa representative, a family member, a union representative, etc.).
 3. If the respondent agrees to the requested measures:
 - a) The Director, Safety and Community Services prepares a letter outlining the measures and their timeframe, and provides the letter to the respondent.
 - b) The SVPCE notifies the parties' academic chairs, instructors and/or managers in order for them to implement these measures, on a need-to-know basis.
 - c) The SVPCE updates the survivor when the measures have been implemented and asks the survivor to update Safety and Community Services if the respondent does not comply with the measures.
 4. If the respondent does not agree to the requested measures:
 - a) The Manager, Security and Emergency Services advises the SVPCE.

- b) The SVCPE updates the survivor and provides them with additional resources, which may include referrals for further safety planning.
5. If the survivor provides additional information that establishes the need for non-voluntary, interim or permanent measures relating to a no-contact/no-communication ban, SAIT has the right to impose such measures as per the process set out in section B of this document.
 6. At the beginning of each term, or as requested by either the survivor or the respondent, or as identified by the emergence of new information indicating heightened or additional safety risks, the SVPCE and Manager, Security and Emergency Services reviews the measures in place and identifies and implements any changes that may be required due to a change in registration, enrolment, employment or other circumstances of the survivor and/or respondent. These changes may include the imposition of additional measures.
 7. If the survivor makes a report under procedure HS.1.6.3 Sexual Assault, Sexual Violence and Gender-Based Violence – Reporting, Safety and Community Services advises the relevant investigatory body of the existing measures in place. The investigatory body may impose the same or different measures, and these will replace the measures that Safety and Community Services had previously imposed.
 8. If the respondent breaches a measure to which they have agreed, Safety and Community Services may refer the matter to the Office of Community Conduct (in the case of a student respondent) or to the Human Resources Department (in the case of an employee respondent), for potential disciplinary proceedings.
- B. Implementation of non-voluntary no-contact/no-communication bans between the survivor and respondent, as per paragraph 5.c), procedure HS 1.6.2
1. If the SVPCE identifies the need for a mandatory no-contact/no-communication ban between the survivor and the respondent as a result of the safety risks flagged through the survivor's disclosure, the SVPCE requests the survivor's consent for the SVPCE to recommend this measure to the Manager, Security and Emergency Services.
 2. If the survivor consents, the SVPCE forwards the recommendation to the Manager, Security and Emergency Services. The Manager meets with the respondent and provides them with a summary of the sexual assault, sexual violence and/or gender-based violence allegation(s) that the complainant has made against them and the and the measures being contemplated.

The respondent may be accompanied by a support person or advisor of their choice (such as, for instance, a Saitsa representative, a family member, , a union representative, etc.). The respondent will have the opportunity to hear and respond to the summary of sexual assault, sexual violence and/or gender-based violence allegation(s) provided to them.

3. The Director, Safety and Community Services (or their designate) will review all information gathered from the meetings held with the survivor and the respondent and will decide on what measures, if any, will be imposed. If measures are to be imposed, the Director, Safety and Community Services will prepare a letter outlining the measures and their time frame, and provides the letter to the respondent. The letter sets out the process for the respondent to appeal these measures.
4. The SVPCE notifies the parties' academic chairs, instructors and/or managers in order for them to implement these measures, on a need-to-know basis.
5. The SVPCE updates the survivor when the measures have been implemented and asks the survivor to update Safety and Community Services if the respondent does not comply with the measures.
6. The respondent may appeal these measures through the appeal process set out in procedure HS.1.6.2 Sexual Assault, Sexual Violence and Gender-Based Violence – Disclosures.
7. At the beginning of each term, or as requested by either the survivor or the respondent, or as identified by the emergence of new information indicating heightened or additional safety risks, the SVPCE and Manager, Security and Emergency Services reviews the measures in place and identifies and implements any changes that may be required due to a change in registration, enrolment, employment or other circumstances of the survivor and/or respondent. These changes may include the imposition of additional measures.
8. If the survivor makes a report under procedure HS.1.6.3 Sexual Assault, Sexual Violence and Gender-Based Violence – Reporting, Safety and Community Services advises the relevant investigatory body of the existing measures in place. The investigatory body may impose the same or different measures.
9. If the respondent breaches a measure that has been imposed on them, Safety and Community Services refers the matter to the Office of Community Conduct (in the case of a student respondent) or to the Human Resources Department (in the case of an employee respondent), for potential disciplinary proceedings.