

**The University of Winnipeg Sexual Misconduct Protocol  
Frequently Asked Questions for Students  
March 2015**

**1) What does sexual misconduct mean?**

Sexual Misconduct is a broad term used to encompass unwelcome conduct of a sexual nature. The term Sexual Misconduct includes sexual harassment, stalking, sexual assault and the threat of sexual assault.

Sexual Misconduct can occur in any sex or gender configuration (i.e. between the opposite sex or the same-sex) regardless of sex and gender identity.

These behaviours are prohibited by the University of Winnipeg. Sexual Misconduct violates the University of Winnipeg's Respectful Working and Learning Environment Policy and is against the law.

**2) What should I do if I want to disclose that I've experienced sexual misconduct?**

When a member of the University of Winnipeg community has experienced sexual misconduct, Security Services, the Sexual Misconduct Response Team and the Human Rights and Diversity Officer are here to help you.

If you need assistance:

- **Campus Security** (204) 786-6666 (emergency); (204) 786-9272 (non-emergency). Or contact Campus Security by activating one of the blue light phones on campus
- **Sexual Misconduct Response Team** (SMRT) is available 24 hours a day at (204) 230-6660
- People can also connect directly with **Klinik's 24/7 Sexual Assault Crisis Program** at (204) 786-8631
- UWinnipeg **Human Rights and Diversity Officer** (204) 988-7508

The Sexual Misconduct Response Team is available 24/7 to provide support. The Team can help a person to connect with resources and supports, such as Klinik's Sexual Assault Crisis Program, which is available 24 hours a day and has trained on-call staff who can provide immediate, confidential emotional support and assistance as well as initial exploration of options and rights. The SMRT can also connect students with UWinnipeg Counselling Services, Campus Living, Academic Appeals, nursing care and other accommodations and supports. The SMRT can give you information about ongoing support, and they can describe options for reporting the incident to university and/or external authorities. All services are free of charge.

The options for reporting sexual misconduct are:

1. Report to the Police (we can help you do that)
2. File a formal complaint with the Human Rights and Diversity Officer, under the University's Respectful Working and Learning Environment (RWLE) Policy
3. Request an informal resolution process under the RWLE Policy
4. In appropriate circumstances, the University will arrange for a restorative justice process
5. File a complaint with the Manitoba Human Rights Commission

The University recognizes the importance of privacy and confidentiality in these matters and will uphold the privacy and confidentiality of all parties to the extent practicable.

**3) What can I expect will happen once I step forward?**

You can expect that the University of Winnipeg will take your complaint very seriously and will respond quickly. The focus will be on providing you with the immediate and ongoing support you need.

**4) How does this new protocol apply to social media messages such as facebook, twitter, instagram and texting?**

The Sexual Misconduct Protocol applies to communications both in person and on line.