

Sexual Violence Support

Please visit our website at
<https://www.prov.ca/campus-life/health-and-wellness/sexual-violence-resource-centre/>

Have you experienced Sexual Violence?

Yes

Not Sure

No

That's great news! Please help us continue to create a culture of caring where no one experiences sexual violence.

Any of our Compassionate Responders can help you figure out if you have experienced sexual violence. You can also read more about what sexual violence is on our website.

Were you sexually assaulted?

Yes

No

1. Consider seeking medical attention, even if you don't feel hurt. We recommend Health Sciences Centre in Winnipeg
2. Consider speaking to police. Even if you don't want to file a formal report, you can still call. If you seek medical attention within 120 hours, evidence can be collected, whether you want to use it or not.

Do you want help from Providence?

No

Yes

You can still access the following:

1. Free counselling through counselling@prov.ca.
2. You can write your story in a secure location at www.reescommunity.com/campus/. You can choose not to submit it or submit it directly to police.
3. You can go to police, the Human Rights Commission, or a lawyer without speaking to Providence, if that is most comfortable for you.

We can offer you the following options. You can choose to access all of them or none of them.

No

Yes

Do you want the other person confronted?

Formal Report:
If you want the other person(s) involved, you must file a formal report as part of a formal disclosure with a Compassionate Reponder. We will then help you determine the best way forward, whether that is through an investigation or alternative dispute resolution.

Informal Disclosure:
You can speak to any employee or student leader and expect to be believed, be treated with respect, and given appropriate resources and information.

Formal Disclosure:
You can tell your story to a Compassionate Responder and receive accommodations at the school and help with whatever you choose to do next.

Online Reporting:
You can write your story online in a secure location at <https://www.reescommunity.com/campus/>. From there, you can report directly to Providence, police, or report anonymously.

Anonymous Reporting:
You can report anonymously at <https://www.reescommunity.com/campus/> and/or enter the perpetrator in the Repeat Perpetrator Database.

RESOURCES FOR SURVIVORS OF SEXUAL VIOLENCE

Please see the sexual violence resource centre at <https://www.prov.ca/campus-life/health-and-wellness/sexual-violence-resource-centre/> for information, to find a CR, or to file a report.

Off Campus (Manitoba):

- a. 911 – Emergency Services
- b. Clinic
 - i. Drop-in line: 204-784-4067
 - ii. Sexual assault crisis line: 1-888-292-7565
- c. Local Police – Non-emergency calls: (204) 433-7908
- d. South Eastman Health Crisis Response Team (24hr): 1-888-617-7715
- e. Manitoba Human Rights Commission: 204-945-3007
- f. Toll Free Province-Wide Domestic Abuse Crisis Line: 1-877-977-0007
- g. Men's Resource Centre: 204-415-6797 ext. 250 (not a 24-hour emergency line)
- h. Recovery of Hope Counselling Centre: 204-477-4673

In Otterburne:

- a. On Campus emergency contact number (September-April): 431-334-4999
Speak with a Campus Life Director or an SRA.
- b. Counselling Services: Angelle Arinobu, ext. 287, counselling@prov.ca
- c. 2024-2025 Compassionate Responders:
 - Leshia Verkerk, Vice President of Student Life (leshia.verkerk@prov.ca)
 - Marlin Reimer, Director of Human Resources (marlin.reimer@prov.ca)
 - Angelle Arinobu, Associate Professor of Counselling Psychology (angelle.arinobu@prov.ca)
 - Ruthie Martin, Campus Life Director (ruthie.martin@prov.ca)
 - Brady Martin, Campus Life Director (brady.martin@prov.ca)
 - Seunghyun Cho, International Student Services Coordinator (seunghyun.cho@prov.ca)
 - Kyle Guenther, Head Coach of Women's Volleyball (kyle.guenther@prov.ca)
 - Joel Coursey, Athletics Director and Head Coach of Women's Basketball (joel.coursey@prov.ca)
 - Tory Walker, Head Coach of Women's Soccer (tory.walker@prov.ca)
 - Paul Armbruster, Head Coach of Men's Volleyball (paul.armbruster@prov.ca)
 - Giovanni Benitez Friesen, Head Coach of Men's Soccer (giovanni.benitezfriesen@prov.ca)
 - Pierre Dubreuil, Head Coach of Men's Basketball (pierre.dubreuil@prov.ca)
 - Morgan Mulenga, Associate Professor of Psychology (morgan.mulenga@prov.ca)
 - Meagan Tutti, UC Academic Advisor (meagan.tutti@prov.ca)
 - Dan Lundy, UC Academic Advisor (dan.lundy@prov.ca)
 - Sarah Barkman, Seminary Academic Advisor (sarah.barkman@prov.ca)

In Winnipeg

- a. Emergency Security at the Massey Building (during open hours): 204-218-6864
- b. Counselling Services: Angelle Arinobu, ext. 287, counselling@prov.ca
- c. 2024-2025 Compassionate Responders:
 - YJ Erkamp-Montalbo, Associate Director of Student Life (yj.erkamp-montalbo@prov.ca)
 - Deivenne Lalas, Student Services Coordinator (deivenne.lalas@prov.ca)
 - Alcides Thereza Junior, UC Academic Advisor (alcides.therezajunior@prov.ca)
 - Tim Froese, UC Academic Advisor (tim.froese@prov.ca)
 - Leshia Verkerk, Vice President of Student Life (leshia.verkerk@prov.ca)

FAQ

What do I do if I've just experienced sexual assault?

1. **Go to a safe place, and call 911 if you or someone else is in immediate danger**
2. **Find someone to talk to, if you feel comfortable**

Talking to someone (a friend, family member, etc.) who you know cares about you and whom you trust can be very helpful in meeting your needs and feeling a sense of safety and support.

All full-time, staff, faculty, and student leaders at Providence have been trained to hear someone talk about sexual violence, and they can help you decide what to do next (if anything). You can bring a friend if you want, or send an email.

3. **Receive Medical Attention**

If you have recently experienced a sexual assault, it is important to consider medical attention. Even if you don't feel physically injured, a health care provider can assist you in addressing many concerns such as: pregnancy, sexually transmitted infection prevention and treatment, internal and external injuries and appropriate referrals. If you feel comfortable, we recommend that you access one of the following services, both of which are comprehensive and specialized in supporting individuals who have experienced sexual assault. This is helpful as your medical, legal, and counselling information and options can be provided in one place:

Sexual Assault Nurse Examiner Program [SANE]

The SANE program is a 24/7 Winnipeg service at the Health Sciences Centre, that provides options and choices about medical care, evidence collection (forensic exam) and/or police reporting up to 120 hours (5 days) after an assault that has occurred. They also assist with counselling services.

OR

Klinic Community Health Centre

KLINIC provides 24/7 immediate crisis intervention with the Sexual Assault Crisis Line (1-888-292-7565). They also provide medical/legal advocacy, counselling and information. No medical or police involvement is necessary.

You can also receive medical care at any health facility that you choose, including a family physician or nurse practitioner, walk in clinic, or hospital emergency room.

Compassionate Responders are equipped to help you access these services. Please contact one of them if you would like help in accessing these.

What will Providence do if I tell someone I've experienced sexual violence?

We commit to you that you will:

- i. Be believed,
- ii. Be treated with dignity, compassion, and respect,
- iii. Not be punished for revealing that they broke minor rules relevant to the incident,
- iv. Be informed about on and off campus services and resources,
- v. Confidentiality, as long as someone's safety is not at risk

- vi. Decide whether or not to access available services and to choose those services,
- vii. Decide whether to report to the school and/or local police,
- viii. Have a safety plan, and
- ix. Have reasonable and necessary actions taken to prevent further unwanted contact

We can help you get the help you need, file a report with the school (or with someone else), make accommodations for you, and find you supportive counselling. The best way to access all of those services is by speaking to a Compassionate Responder (see the list above).

What accommodations can you make for me?

Compassionate Responders (see list above) can make accommodations all over the school – academics and student life. They will help you in whatever way you need and give you all the information you require to make decisions on next steps.

How do I get the perpetrator punished for what they did to me?

If you want the perpetrator to be disciplined, you will have to file a Formal Report with a Compassionate Responder. At that point, Providence will investigate the incident using an external investigator. We can also do Alternative Dispute Resolution if you are comfortable with that and we don't believe it would cause further trauma.

How do I make a report?

You can report through a Compassionate Responder (See list above) or online through REES (<https://reescommunity.com/campus>).

Can I report anonymously?

You can report anonymously through REES (<https://reescommunity.com/campus>).

What if I don't want the other person punished?

A Compassionate Responder can still help you find accommodations, counselling, or any other support you might need as you process your experience. You can also create an online record of your experience in case you choose to report later (<https://reescommunity.com/campus>).

It's fine if it's just me, but I don't want this person to hurt someone else. What can I do?

The REES online reporting tool has a Repeat Perpetrator Identification option (<https://reescommunity.com/campus>). Repeat Perpetrator Identification (RPI) is a feature of REES that helps to identify a person whose behaviour has harmed multiple people. You provide identifying information about the person that is stored in a database. If more than one individual identifies the same person has harmed them, a match is made and Providence is notified.

SEXUAL VIOLENCE DEFINITIONS

What is Sexual Violence?

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, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation. All forms of Sexual Violence are prohibited under the Providence Sexual Violence and Response Policy.

Essentially, Sexual Violence is a broad range of acts from rape to catcalling and everything in between. You need a person's consent for anything that you do or say to them of a sexual or romantic nature. Please see the definitions below for details.

What is Sexual Assault?

Sexual assault is defined as an assault of a sexual nature that violates the sexual integrity of the victim. It is a criminal offense under section 271 of Canada's *Criminal Code*. It is defined as sexual activity or touching by any object or body part of another person without consent or by force. Sexual assault is characterized by a broad range of behaviours that involve the use of force, threats, or control towards a person, which makes that person feel uncomfortable, distressed, frightened, or that is carried out in circumstances in which the person has not fully agreed, consented to, or is capable of consenting to.

What is Sexual Harassment?

Sexual harassment is a form of discrimination that includes unwelcome comments or unwelcome conduct involving sexual advances or other comments or conduct of a sexual nature when such conduct might reasonably be known to be unwelcome or to cause insecurity, discomfort, offense, or humiliation to another person or group, and/or which detrimentally affects the learning environment or otherwise leads to adverse consequences for the person who is the target of the harassment. This includes harassment on the basis of sex, gender identity, gender expression, or sexual orientation that has the effect of creating a poisoned environment (demeaning, humiliating, intimidating, hostile). Such conduct may be considered sexual harassment if one's status or treatment as a student, staff, or faculty member is dependent upon submission to such conduct. Sexual harassment can happen to anyone regardless of their gender or sexual orientation and can be committed by a person of any gender or sexual orientation.

Examples of conduct that constitutes sexual harassment include:

- a. Displays of pornographic or other sexual materials in the form of degrading pictures, graffiti, cartoons, or sayings, including through social media and/or the internet
- b. Unwanted sexual attention, sexually oriented remarks or behaviours, sexually suggestive or obscene gestures
- c. Derogatory or degrading remarks or jokes about or directed towards another person or group for any reason, including sexual orientation, gender, or gender expression
- d. Repeated or persistent unwelcome flirtations, advances, or propositions, including "leering" or unwanted staring

- e. Unwanted physical contact
- f. Revealing or threatening to reveal a person's sexual orientation without their consent
- g. Making comments, circulating information, or spreading rumours about another person, including about their sexual orientation, gender, or gender expression, including through social media and/or the internet
- h. Sexual advances with actual or implied work or education-related consequences
- i. Retaliation or threat of retaliation against an individual for rejecting a sexual solicitation or advance may also constitute sexual harassment.

The person(s) engaged in harassment need not have the intention to harass; it is the objective assessment of the circumstances that matters.

Sexual harassment is prohibited under the *Manitoba Human Rights Code*.

What is Consent?

The informed, voluntary, conscious, ongoing and active agreement to engage in mutually acceptable sexual activity. It is the act of willingly agreeing to engage in specific sexual behaviour (including kissing and intimate physical contact) and requires that a person is able to freely be able to choose not to engage in it. This means there must be an understandable exchange of affirmative words which indicates a willingness to participate in mutually agreed upon sexual activity. It is imperative that everyone understands the following:

- i. Silence, ambiguity or non-communication can never be interpreted as consent
- ii. A person is incapable of giving consent if they are asleep, unconscious, otherwise unable to communicate, or if they are in a state of diminished judgment (incapacitated)
- iii. A person who has been pressured, threatened or coerced (i.e. they are not agreeing voluntarily) into engaging in the sexual activity is not consenting to it
- iv. Inducing intoxication, impairment or incapacity is not voluntary consent. A person who is highly intoxicated and or impaired due to drugs or alcohol is unable to consent
- v. A person in a diminished state of judgment cannot consent. Verbal agreement from a person in a state of diminished judgment is NOT consent
- vi. A person is unable to give consent when under the influence of alcohol and/or drugs
- vii. A person may be unable to give consent if they have a mental disability preventing them from fully understanding sexual acts
- viii. The fact that consent was given in the past to a sexual, dating, or marriage relationship does not mean that consent is deemed to exist for all future sexual activity. Consent cannot be given in advance of sexual activity that is expected to occur at a later time. It is the responsibility of the person wanting to engage in sexual activity to obtain clear consent from the other and to recognize that consent can be withdrawn at any time
- ix. A person can change their mind and withdraw their consent at any time during the course of a sexual encounter
- x. A person is incapable of giving consent to a person in a position of trust, power, or authority over them, such as a faculty member initiating a relationship with a student who they teach, an administrator in a relationship with anyone who reports to that position, or a coach in relationship with a student team member

- xi. It is not possible for minors to consent under most circumstances, and they are never able to consent within a relationship of dependence, authority, or exploitation. See section 150 of the *Criminal Code of Canada* for details.
- xii. Consent cannot be given on behalf of another person.

It is the responsibility of the initiator of sexual activity to ensure clear and affirmative responses are communicated at all stages of sexual engagement. It is also the initiator's responsibility to know if the person they are engaging with sexually is of the age of consent for sexual activity. Consent cannot be obtained by use of force, which includes coercion.