

<b>Number:</b>	RHR-224-d
<b>Title:</b>	Safeguarding Minors and Vulnerable Persons from Sexual Abuse
<b>Person responsible for enforcement:</b>	Rector
<b>Entered into force:</b>	December 4, 2019
<b>Approved:</b>	December 4, 2019 by the Board of Governors <i>This document replaces all previous regulations on this subject.</i>
<b>Exception:</b>	No exception to this regulation without prior written authorization from the Board of Governors

*In this document, the masculine form is used without prejudice and for conciseness purposes only.*

## 1. Preamble

This policy is intended to complement Policy RHR-224-c, *Prevention of Sexual Violence*, which also addresses the sexual abuse of minors and vulnerable persons.

The main purpose of this regulation is to reiterate Saint Paul University's commitment to creating and maintaining a safe and healthy campus for work, study and the community life of all its members, and to providing support to members directly affected by sexual violence.

This regulation also aims to:

- i. present the University's statement of values and commitments to eliminate sexual violence;
- ii. provide information about support and services available at the University and in the community, and ensure follow-up of all incidents reported to the University;
- iii. provide information about the University's current process for responding to and dealing with incidents and complaints of sexual violence;
- iv. meet the University's obligations under the *Ministry of Training, Colleges and Universities Act* and the Ontario *Occupational Health and Safety Act* with respect to sexual violence, sexual harassment and sexual harassment in the workplace.

## 2. Related regulations

Related University regulations are: RHR-224-a, *Prevention of Harassment and Discrimination in the Workplace and Learning Environment*, RHR-224-b, *Prevention of Violence in the Workplace*, ADM-112, *Workplace Health and Safety*; and RHR-225, *Disciplinary Action*.

## 3. Policy statement

The University endorses a workplace and learning environment where minors and vulnerable persons are protected and exempt from violence.

The University recognizes the safeguarding of minors and vulnerable persons as an integral part of its mission.

## 4. Objectives

- 4.1 Implement appropriate measures to prevent all forms of sexual abuse of minors and vulnerable persons.

- 4.2 Educate, inform, and train the members of the University community on issues of safeguarding minors and vulnerable persons against sexual abuse.
- 4.3 Report all forms of sexual abuse of minors and vulnerable persons to ensure that they enjoy a safe environment.
- 4.4 Comply with civil reporting requirements of sexual abuse of minors and vulnerable persons, and encourage minors and vulnerable persons who have been victims of sexual abuse to report such criminal behaviour immediately and directly to law enforcement agencies.
- 4.5 Exclude from paid and volunteer roles in the Centre for Safeguarding of Minors and Vulnerable Persons anyone found guilty of sexual abuse of minors and vulnerable persons.
- 4.6 Listen appropriately and provide guidance to minors and vulnerable persons of the University community who have reported an incident of sexual abuse.

## **5. Definitions**

- 5.1 Sexual abuse: The definition provided in Policy RHR-224-c, *Prevention of Sexual Violence*, article 3.2, must be used in the interpretation of this regulation.
- 5.2 Minor: A person under the age of 18 years.
- 5.3 Vulnerable person: A person who, at the time of the alleged sexual offence, is in a state of infirmity, physical or mental deficiency, or deprivation of personal liberty that effectively, even if only occasionally, limits their ability to understand or to seek to protect themselves from significant harm or exploitation.

## **6. Safeguarding**

- 6.1 The University established the Centre for Safeguarding of Minors and Vulnerable Persons, whose purpose is:
  - a. to raise awareness of the sexual abuse of minors and vulnerable persons both within the University and beyond – in society and in the Church;
  - b. to provide training sessions to all University employees, students and volunteers concerning the safeguarding of minors and vulnerable persons;
  - c. to give advice, including referrals to appropriate resources, in order to promote justice in matters related to the safeguarding of minors and vulnerable persons;
  - d. to offer courses in various aspects of the safeguarding of minors and vulnerable persons.
- 6.2 Anyone associated with the Centre and its activities, whether as a director, consultant, employee, professor or volunteer, must undergo a criminal record check in the vulnerable sector, according to the method approved by the Human Resources Services of the University, as a condition of their association with the Centre.