

It is important for all parties involved in a sexual violence investigation or process to understand the obligations regarding confidentiality (privacy) and retaliation. Please review this information and contact the HRD if you have any questions about these obligations.

Confidentiality means the duty to not share information created or received in private without the explicit permission of the individual the information is about (Definitions section of the Policy)

Confidentiality is essential to fostering a safe environment and will be safeguarded to the greatest extent possible. Respecting confidentiality is also an obligation under the Freedom of Information and Protection of Personal Privacy Act, subject to certain exceptions (section 1.1 of the Policy)

(everyone participating in an investigation, including Complainants, Respondents, witnesses, and others, must keep any information they learn through the investigation Confidential, both during and after the investigation (section 1.1 of the Procedures)

Complainants, Respondents, and witnesses are free to

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Unless you have an ongoing relationship that requires contact (i.e. a working relationship) you will usually be told not to contact the other party while the investigation and/or related processes are ongoing why?

- If you attempt to contact the other party it can be intimidating to them and could be viewed as an attempt to interfere with the process or to get them to change their mind about proceeding. Intimidation could be considered retaliation for this reason
- If interim measures are in place that prohibit contact or if your attempt to contact a party is seen as intimidation you could be sanctioned for retaliation or breach of the interim measures

Please note that this does not mean that you are presumed or found guilty! of the allegations. Ensuring there is no contact helps to protect both parties and to preserve the integrity of the investigation or other process.

- Calling, texting, emailing, messaging, speaking, writing, gesturing, sending images or social media messages or posts are all forms of prohibited contact
- Asking someone else to contact the other party : by calling, texting, emailing, messaging, speaking, writing, gesturing, sending images or social media messages or posts : is also prohibited contact
- If you see the other party on or off campus you are advised to maintain your distance as much as is reasonably possible and not attempt to contact them
  
- Any negative actions or repercussions for having filed a report or participating in an investigation or related process
- (Examples include attempting to intimidate someone, decreasing pay or terminating employment (in work place) or physically harming someone due to the above
- Sanctions or discipline following a finding by the investigator that the policy was breached or interim measures are not retaliation