A.   General

1.00   In these Procedures, reference to "the Policy" shall mean the Policy on Gender-Based and Sexual Violence.

2.00

Support Case Manager to provide outreach and support to the Survivor [Click here to access the online referral form].

(v)   Upon submitting the form the Survivor will receive an automated email from the Survivor

Based and Sexual Violence took place and whether or not a Complaint is made. Support services are available to Survivors, witnesses of Gender-Based and Sexual Violence, support persons, and Respondents.

2.00   In the case of a Survivor who is a student, they are encouraged to contact the Survivor Support Case Manager or a member of Residence staff if living in Residence.

3.00   In the case of a Survivor who is an employee (i.e., staff or faculty member), they are encouraged to contact the Human Rights Office.

4.00   Respondents may access support, resources and information through the Student Support Case Manager (Student Experience), the Human Rights Office, the Office of the University Ombudsperson, Community Legal Services, the Responding Coordinator on Call and/or as directed during any Complaint proceeding. Schedule A outlines details and contact information for the various on-campus and community support services available.

5.00   Witnesses to an incident of Gender-Based and Sexual Violence and/or those who are supporting a Survivor or a Respondent may contact either the Gender-Based and Sexual

36.00   A hearing will be scheduled by the Secretary at which the Appellant and the Vice-Provost (Students) will be heard by the Adjudicator. The Secretary will give the Appellant and the Vice-Provost (Students) at least 14 days' written notice of the hearing. The notice shall explain the purpose of the hearing, explain that the Appellant may be accompanied by legal counsel or another support person and describe the potential consequences of a failure to attend.

37.00   The Complainant or the Respondent who is not an Appellant will be invited to attend to answer any questions of the Adjudicator; they shall have the option to participate via video link (or similar technology) and they may be accompanied by legal counsel or a support person.

38.00   The Adjudicator will not in the usual course hear from witnesses other than the Complainant and the Respondent. In the event the Adjudicator determines that they need to hear from witnesses other than the Complainant or the Respondent, the witnesses will only attend the hearing to give oral evidence. If either the Vice-Provost (Students) or the Appellant believes that one or more other witnesses should attend, they shall ask the Adjudicator to invite the witnesses to attend (in writing, explaining why the witness's attendance is necessary) at least ten days before the hearing. In the event the Adjudicator declines to invite the witness(es) to attend, the Adjudicator shall advise the parties of the decision prior to the commencement of the hearing.

39.00   The purpose of the hearing is to allow the Adjudicator to understand the basis for the Appeal and to decide whether to grant or deny the Appeal in accordance with Part F, Section 42.00. The Adjudicator has discretion to control how the hearing is conducted, but will ordinarily conduct the hearing as follows:

(i)   The Vice-Provost (Students) and the Appellant will give a short (no longer than

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Victim Services

Victim Services of Middlesex-London (VSML) provides assistance and emotional support to help victims of crime and/or tragic circumstances. Services include counselling and funding for emergency expenses.

601 Dundas Street, London
Phone: 519-661-5636
https://vsmiddlesex.org/

Canadian Mental Health Association

Provides general and crisis mental health and addictions support for people of all ages and their families. CMHA offers 24/7 service through the Crisis Centre and Reach Out Crisis Line.

Crisis Centre: 648 Huron Street, London
Reach Out Phone: 519-433-2023
Toll Free: 1-866-933-2023
https://cmhamiddlesex.ca/