

## Step by Step Guide to the Sexualized Violence Prevention and Response Policy (GV0245) Voluntary Resolution Process

- x A person who has made a Disclosure or Report to the Sexualized Violence Resource Office ("SVRO") in the Equity and Human Rights Office ("EQHR") may, at any time after the Disclosure or Report is made, request that EQHR facilitate a Voluntary Resolution Process ("VRP")
- x A VRP is any voluntary process that may address and/or resolve the matter.
- x Filing a Formal Report is not required to initiate a VRP and engaging in a VRP is not necessary before filing a Report.
- x EQHR will explore VRP options with the Survivor, and if they want to pursue such a process will reach out to the Person Alleged to Have Caused Harm and discuss the possibility of a VRP
- x The Survivor, Person Alleged to Have Caused Harm and the University of Victoria (the "University") must voluntarily agree to the VRP and the process is not initiated until all have agreed.
- x The University, through a Response Coordination Team ("RCT") reserves the right to decline a request for a VRP, if they believe the process may be inappropriate.
- x A person becomes known as the Complainant and the Person Alleged to Have Caused Harm becomes known as the Respondent. Either can request a VRP any time during or after an investigation.
- x A VRP is not disciplinary and will not determine whether the Sexualized Violence Prevention and Response Policy (GV0245) ("Policy") has been violated.
- x A VRP is often designed through a single meeting or series of meetings. When discussing VRP options with EQHR, the Survivor may request a specific option. The Person Alleged to Have Caused Harm will also have input into designing the VRP and agreeing to the process selected. Options for requesting a VRP include, but are not limited to:
  - (a) Requesting support from EQHR in letting the Person Alleged to Have Caused Harm know the alleged behaviour was unwanted.
  - (b) Requesting the Person Alleged to Have Caused Harm to take Consent training or another form of training focussed on Sexualized Violence prevention.



