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## Sexual Violence Interim Measures Information Document

Introductory Note:

**Interim measures** may be imposed on a person alleged to have committed sexual violence in order to ensure the safety of the learning, working and University residence environment, discourage **retaliation**, prevent further **sexual violence** and/or preserve the University's ability to conduct a thorough investigation. Interim measures may be imposed as a result of a **disclosure** or a **complaint**, and are to be as minimally restrictive as possible to meet the above goals.

Example interim measures for students include:

- A requirement not to have contact with specified individuals
- Limited access to specified areas at specified times
- Limited access to specified areas at all times
- Change in University residence
- Change in class schedule
- Increased monitoring or supervision, for example, periodic check-ins with Protective Services
- Any other condition, restriction or requirement that is appropriate and proportionate to the situation, and that meets the above referenced goals.

In addition, students who have been alleged to have committed sexual violence will be provided with:

- Information on the relevant University processes
- Referrals to or information about support services, including but not limited to:
  - Counseling and Clinical Services
  - Peer Support Centre
  - Office of the Student Ombuds
  - Office of Safe Disclosure and Human Rights
  - Chaplains' Association
  - the Landing
  - Other services and resources as appropriate

Notwithstanding the above, the decision-maker may invoke the University of Alberta *Protocol for Urgent Cases of Disruptive, Threatening or Violent Behaviour* when warranted.

Subject to relevant collective agreements, policy or procedure, example interim measures for employees and postdoctoral fellows may include:

- A requirement not to have contact with specified individuals
- Limited access to specified areas at specified times
- Limited access to specified areas at all times
- Change in work assignment
- Change in work schedule
- Change in work location (for example, working from home or in another location)
- Increased monitoring or supervision
- Any other condition, restriction or requirement that is appropriate and proportionate to the situation, and that meets the above referenced goals.

In addition, employees and postdoctoral fellows who have been alleged to have committed sexual violence will be provided with:

- Information on the relevant University processes
- Referrals to or information about available supports, including but not limited to:
  - Employee Family Assistance Program / Postdoctoral Fellows Assistance Program
  - GSA, PDFA, NASA or AASUA member services
  - Community counselling services
  - Office of Safe Disclosure and Human Rights

- o Chaplains Association
- o Other services and resources as appropriate

Notwithstanding the above, the decision-maker may invoke the University of Alberta *Protocol for Urgent Cases of Disruptive, Threatening or Violent Behaviour* when warranted.

## **DEFINITIONS**

Any definitions listed in the following table apply to this document only with no implied or intended institution-wide use. [▲Top](#)

<b>Interim measures</b>	<p>Non-disciplinary conditions that the University may impose on a person alleged to have committed sexual violence. Such conditions may be imposed in response to a disclosure or complaint. The purposes of interim measures are to ensure the safety of the person who disclosed or of the University’s learning, working and University residence environment, to discourage or prevent retaliation, prevent further sexual violence and/or preserve the University’s ability to conduct a thorough investigation. They are not considered sanctions under any University complaint process and are without prejudice to the person against whom the complaint is made.</p>
<b>Retaliation</b>	<p>Taking, attempting to take or threatening to take any adverse action or retribution of any kind against anyone involved in a sexual violence process including the person who made a disclosure or complaint, and anyone involved in an investigation or resolution of an allegation of sexual violence, or friends or family members of the same.</p> <p>Retaliation can take many forms, including threats, intimidation, pressuring, harassment, continued abuse, violence or other forms or threats of harm to others, and in varying modes, including in person and in electronic communication or through third parties. Retaliation can also include adverse employment or educational actions made or taken against an individual because of participation in the reporting, investigating and/or resolution of an alleged violation of this policy, or any conduct that would discourage a person from engaging in the same.</p>
<b>Sexual violence</b>	<p>Any sexual act or act of a sexual nature, or act targeting sexuality, whether physical or psychological, committed without consent. This includes, but is not limited to sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, distribution of intimate images, inducing intoxication, impairment or incapacity for the purpose of making another person vulnerable to non-consensual sexual activity, and other analogous conduct.</p>
<b>Disclose/Disclosure</b>	<p>A verbal or written report or account by any person to a member of the University community that they have experienced sexual violence.</p>
<b>Complaint</b>	<p>Usually a written report or statement alleging sexual violence misconduct made to a University official under a University process for the purpose of initiating an investigation and resolution process.</p>

## **RELATED LINKS**

Should a link fail, please contact [uappol@ualberta.ca](mailto:uappol@ualberta.ca). [[▲Top](#)]

### Supports and Resources

[Association of Academic Staff, University of Alberta \(AASUA\)](#) (University of Alberta)  
[Community Social Work Team](#) (University of Alberta)  
[Counselling and Clinical Services](#) (University of Alberta)  
[Employee Family Assistance Program](#) (University of Alberta)  
[Faculty of Graduate Studies and Research](#) (University of Alberta)  
[Graduate Students' Association](#) (University of Alberta)  
[Human Resource Services](#) (University of Alberta)  
[Interfaith Chaplains' Association](#) (University of Alberta)  
[the Landing](#) (University of Alberta)  
[Non Academic Staff Association \(NASA\)](#) (University of Alberta)  
[Office of the Dean of Students](#) (University of Alberta)  
[Office of Safe Disclosure and Human Rights](#) (University of Alberta)  
[Office of the Student Ombuds](#) (University of Alberta)  
[Peer Support Centre](#) (Students' Union)  
[Postdoctoral Fellows Association](#) (University of Alberta)  
[Protocol for Urgent Cases of Violent, Threatening or Disruptive Behaviour](#) (University of Alberta)  
[Sexual Assault Centre](#) (University)  
[Sexual Assault Centre of Edmonton: <https://www.sace.ab.ca/>](#)  
[Students' Union](#) (University of Alberta)  
[University of Alberta Protective Services](#) (University of Alberta)

### Information

[Options, Resources and Services for those who have Experienced Sexual Violence Information Document](#) (UAPPOL)  
[Sexual Violence Education and Training Information Document](#) (UAPPOL)  
[Options for Survivors of Sexual Assault](#) (Sexual Assault Centre, University of Alberta)  
[Responding to a Disclosure of Sexual Assault](#) (University of Alberta)  
[Review of the University of Alberta's Response to Sexual Assault](#)

### Complaint mechanisms

[Faculty Agreement](#) (University of Alberta)  
[Librarian Agreement](#) (University of Alberta)  
[Administrative and Professional Officer Agreement](#) (University of Alberta)  
[Code of Student Behaviour](#) (University of Alberta)  
[Community Standards Policy for University Residences](#) (University of Alberta)  
[Contract Academic Staff: Teaching Agreement](#) (University of Alberta)  
[Faculty Service Officer Agreement](#) (University of Alberta)  
[Graduate Student Assistantship Collective Agreement](#) (University of Alberta)  
[NASA Collective Agreement](#) (University of Alberta)  
[Postdoctoral Fellows Policy](#) (University of Alberta)  
[Sessional and Other Temporary Staff \(SOTS\) Agreement](#) (University of Alberta)  
[Trust/Research Academic Staff \(TRAS\) Agreement](#) (University of Alberta)

### Related policies

[Access to Information and Protection of Privacy Policy](#) (University of Alberta)  
[Discrimination, Harassment and Duty to Accommodate Policy](#) (University of Alberta)  
[Ethical Conduct and Safe Disclosure Policy](#) (University of Alberta)  
[Helping Individuals At Risk Policy](#) (University of Alberta)  
[Protocol for Urgent Cases of Violent, Threatening or Disruptive Behaviour](#) (University of Alberta)  
[Conflict Policy – Conflict of Interest and Commitment and Institutional Conflict](#) (University of Alberta)