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Options, Resources and Services for Those who have Experienced Sexual Violence Information Document

Introductory Note:

The University of Alberta respects each person's right to make their own decisions regarding their personal recovery after **sexual violence**. This document is intended to provide a non-exhaustive list of the various options available so that all students, staff, postdoctoral fellows and faculty can assist in making appropriate referrals upon receiving a **disclosure** or make informed decisions for themselves after experiencing sexual violence.

Individual reactions to sexual violence will differ greatly, and a person's decision about how to respond to an experience of sexual violence may change over time. Whether the result of a disclosure or a **complaint**, the University can assist with some of those responses, including providing academic, work or University residence **modifications**, safety planning, personal support, making a complaint or other options that meet the goals of the Sexual Violence policy and related procedures.

Some may need a more comprehensive and coordinated response. The **SVCT** (Sexual Violence Coordination Team) is convened when an individual discloses that they have experienced sexual violence, and may need more than one modification to meet the goals of the Sexual Violence policy. It is designed to provide access to multiple options, resources and responses without the individual having to approach each service separately.

It should be understood that mediation is not appropriate for situations involving sexual violence. Mediation is a conflict resolution mechanism that presumes all parties have an equal role in resolving a conflict. Sexual violence is not a conflict, but a harm inflicted on another person. Mediation introduces a significant risk of additional harm to the person to whom the violence was done and should never be considered an option in cases of sexual violence.

WHAT ARE MY OPTIONS?

[Personal Support](#) | [Medical Assistance](#) | [Safety](#) | [Modifications](#) – Academic/Work/Living | [Complaints](#) | [Other Resources and Services](#)

Personal Support

OPTION	HOW DO I DO THIS?	WHO CAN ACCESS?
Counselling - University resources	<p>Sexual Assault Centre: Drop-in, telephone or email support and information for survivors of sexual assault, sexual harassment, stalking or relationship violence. Specialized counselling services for survivors of sexual assault or sexual abuse. Location, hours and contact information is available at https://www.ualberta.ca/current-students/sexual-assault-centre</p>	Students and employees
	<p>Counselling and Clinical Services (CCS) Psychological and psychiatric services for students. *CCS offers counselling in their Students' Union Building offices, as well as satellite offices in the Faculties of Engineering, Science, Arts and Graduate Studies and Research (FGSR). Location, hours and contact information is available at https://www.ualberta.ca/current-students/counselling</p>	Students
	<p>Clinical Services, Faculty of Education: confidential specialized counselling services at a subsidized rate of \$25/counselling session. Location, hours and contact information is available at http://www.edpsychology.ualberta.ca/CentresAndInstitutes/ClinicalServices.aspx</p>	Anyone
	<p>Campus Saint-Jean Counselling: Confidential counselling services available to all CSJ students. Contact Vie Étudiante for more information or to make an appointment. https://www.ualberta.ca/current-students/counselling/resources https://www.ualberta.ca/campus-saint-jean/services-aux-etudiants/vie-etudiante</p>	CSJ students
	<p>Augustana Personal Counselling Centre: Provides confidential support to Augustana students. Location, hours and contact information is available at https://www.ualberta.ca/augustana/services/health/counselling</p>	Augustana students
Counselling - Employee Family Assistance Program	<p>Employee Family Assistance Program (EFAP): provides confidential psychological counselling. They offer face-to-face counseling, telephonic counseling, e-counseling, web based services, and personal debriefing/defusing for emergencies. http://www.hrs.ualberta.ca/en/HealthandWellness/EFAP/ContacttheAssistanceProgram.aspx</p>	Employees

	<p><u>Postdoctoral Fellows Assistance Program (PDAP)</u>: Postdoctoral Fellows at the University of Alberta and their eligible dependents can access counselling directly and at no cost. No referral needed – simply contact Homewood Health Solutions directly. Contact information is available at http://www.hrs.ualberta.ca/en/HealthandWellness/EFAP/ContacttheAssistanceProgram.aspx</p>	Postdoctoral fellows
	<p><u>Graduate Student Assistance Program (GSAP)</u>: Designed to assist all graduate students with a variety of personal issues and includes personal counselling. Contact information is available at http://www.hrs.ualberta.ca/HealthandWellness/EFAP/AssistancePrograms.aspx</p>	Graduate students
	<p>*Any questions relating to the Assistance programs (EFAP, PDAP, or GSAP) can be directed to Homewood Health or the EFAP/PDAP/GSAP Administrator http://www.hrs.ualberta.ca/HealthandWellness/EFAP.aspx</p>	
Spiritual support – University resources	<p><u>Interfaith Chaplains' Association</u>: The university's chaplains are professionally trained and are available to support any student, staff, or faculty member, regardless of whether or not they identify with a particular faith. Location, hours and contact information is available at http://www.chaplains.ualberta.ca/</p>	Students and employees
	<p><u>Augustana Pastoral Counselling</u>: The Augustana Pastor is available to all students, faculty and staff to provide emotional, spiritual and relational direction and counsel. Location, hours and contact information is available here: https://www.ualberta.ca/augustana/services/chaplaincy</p>	Augustana students and employees
Academic Support	<p><u>Student Success Centre</u> provides academic advice and support: http://www.studentsuccess.ualberta.ca/</p>	Students
Other University resources	<p>Anyone wishing to make a confidential disclosure of an experience of sexual violence can contact the <u>Office of Safe Disclosure and Human Rights</u>. https://www.ualberta.ca/disclosure</p>	Students and employees

Other University resources (cont'd.)	The <u>Peer Support Centre</u> is a Students' Union service that offers a free, confidential, and non-judgemental place to talk to someone for support. The PSC also offers a confidential Help Line. Location, hours and contact information is available here: https://www.su.ualberta.ca/services/psc/	Students
	<u>Aboriginal Student Services Centre (ASSC)</u> : ASSC staff are committed to supporting Aboriginal students throughout their experience at the University of Alberta. Location, hours and contact information is available at http://www.aboriginalservices.ualberta.ca/	Aboriginal students
	<u>Augustana Campus Aboriginal Student Office (ASO)</u> : ASO staff are committed to supporting Aboriginal students throughout their university experience. Location, hours and contact information is available at https://www.ualberta.ca/augustana/services/aso	Aboriginal students – Augustana campus
	<u>Residence Services</u> : Residence Assistants (RAs) are specially trained student staff who can connect students to campus resources and respond to after-hours emergencies. Residence Coordinators (RCs) are full-time staff members living in various residences to provide support and guidance both to residents and to student staff. Contact Information and Hours for Residence Services Offices: https://www.residence.ualberta.ca/contact-us To contact an RA or RC after hours, check the on-call number for your residence. https://www.residence.ualberta.ca/current-residents	Students living in residence
Counselling - Community Resources	<u>Canadian Mental Health Association Edmonton</u> : Call 780-482-HELP (4357) to talk to someone right away, 24 hours a day. An Online Crisis Chat service is also available. Both services offer a safe, confidential, one-on-one conversation with a Support Team member. http://edmonton.cmha.ca/integration/#.WAeeDvkrJhF	Anyone
	The <u>Sexual Assault Centre of Edmonton</u> offers both individual and group counselling to survivors of sexual violence as well as a 24 hour Sexual Assault Crisis Line staffed by well-trained volunteers. Location, hours and contact information is available at https://www.sace.ab.ca/	Anyone

Counselling - Community Resources (cont'd.)	The <u>Saffron Centre</u> is a sexual assault centre in Sherwood Park that offers help to victims of sexual assault, specializing in crisis intervention, therapy, & education. For more information: http://saffroncentre.com/ .	Anyone
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Medical Assistance

OPTION	HOW DO I DO THIS?	WHO CAN ACCESS?
Receive Medical Attention	<p>University Health Centre: A full-services walk-in medical clinic. Location, hours and contact information is available at https://www.ualberta.ca/services/health-centre.</p> <p>For more information on health insurance: https://www.ualberta.ca/services/health-centre/health-insurance</p>	Students and immediate family members, employees
	<p>Alberta Health Services: Students and employees can locate the closest hospital 24 hour emergency room or walk-in clinic by using the Alberta Health Services Health Care Locator.</p> <p>The Sexual Assault Response Team (SART) is a team of female Registered Nurses who have been trained specifically to care for people who have been sexually assaulted within the past 7 days. SART nurses are available 24 hours a day, and usually arrive within an hour of being called. For locations and availability, see http://www.albertahealthservices.ca/info/service.aspx?id=5591%20</p>	Anyone
	<p>Sexually Transmitted Infections Clinic: Results are provided by phone or in person about 10 days after testing. Locations, hours and contact information is available here: http://www.albertahealthservices.ca/info/service.aspx?id=1001498</p>	Anyone
	<p>St. Mary's Hospital: This Covenant Health facility in Camrose provides a range of healthcare services including a 24/7 Emergency Department.</p> <p>http://www.albertahealthservices.ca/info/facility.aspx?id=1000302</p>	Anyone

Receive Medical Attention (cont'd.)	Camrose Community Health Centre Briarcrest: Public health services. http://www.albertahealthservices.ca/info/facility.aspx?id=1000299	Anyone
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Safety

OPTION	HOW DO I DO THIS?	WHO CAN ACCESS?
Safety planning	<p><u>University of Alberta Protective Services (UAPS):</u> Visit UAPS in-person or call to arrange a time to visit. One of their Peace Officers will work with you to build a plan that addresses safety concerns specific to your situation.</p> <p>http://www.protectiveservices.ualberta.ca/</p>	Students and employees
	<p><u>Sexual Assault Centre:</u> Drop-in, telephone or email support.</p> <p>https://www.ualberta.ca/current-students/sexual-assault-centre</p>	Students and employees
Transportation assistance	<p><u>Safewalk:</u> Safewalk is free of charge and is available to any member of the surrounding community—undergrads, graduate students, staff, faculty, and members of the public.</p> <p>For information on how to access, click: http://www.su.ualberta.ca/services/safewalk/</p>	Anyone
	<p><u>UAPS Security Escort Service:</u> UAPS also provides a limited security escort service outside of Safewalk hours. Information at http://www.protectiveservices.ualberta.ca/Services/Security%20Escort%20Service.aspx</p>	Students and employees
	<p>Contact <u>Paladin Security</u> (after hours security provider on site at Augustana 11:00 PM to 7:00 AM every day) at 780-563-0067 and request assistance.</p>	Augustana students and employees
Seek interim measures	<ul style="list-style-type: none"> • Interim measures for students, contact the <u>Office of the Dean of Students</u> http://www.deanofstudents.ualberta.ca/ • Interim measures for staff, contact the <u>Office of Safe Disclosure and Human Rights</u> or <u>Human Resource Services</u> 	Students and employees

Seek interim measures (cont'd.)	<ul style="list-style-type: none"> ○ https://www.ualberta.ca/disclosure/ ○ http://www.hrs.ualberta.ca/ • Interim measures for faculty, contact <u>Faculty and Staff Relations</u>, the <u>Office of Safe Disclosure and Human Rights</u>, or Human <u>Resource Services</u>. <ul style="list-style-type: none"> ○ http://www.provost.ualberta.ca/en/ProvostAndVPA/FRStaffList.aspx ○ https://www.ualberta.ca/disclosure/ ○ http://www.hrs.ualberta.ca/ • Interim measures for postdoctoral fellows, contact the <u>Office of the Vice-President (Research)</u> <ul style="list-style-type: none"> ○ http://www.research.ualberta.ca/officeofthevice-presidentresearch.aspx 	
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Modifications

OPTION	HOW DO I DO THIS?	WHO CAN ACCESS?
Coordinated response through SVCT	<p>Where there might be multiple modifications needed, the SVCT can receive a disclosure once and coordinate the response with the person needing the modifications.</p> <p>Anyone can convene the SVCT on behalf of a person who has made a disclosure, or the individual themselves can request the assistance of SVCT.</p> <p>For students needing a coordinated response, contact the Office of the Dean of Students: http://www.deanofstudents.ualberta.ca/</p> <p>For employees or postdoctoral fellows needing a coordinated response, contact the Office of Safe Disclosure and Human Rights: https://www.ualberta.ca/disclosure/</p>	Students and employees
Academic Modifications Examples may include: <ul style="list-style-type: none"> • extensions on assignments • exam deferrals 	Students who have experienced sexual violence or any person who has received a disclosure can make a request for academic modifications. An initial request to a staff member or administrator within the student's Faculty or to the Office of the Dean of Students will be directed to the appropriate staff, who will then work directly with the	Undergraduate and graduate students

<p>(including graduate student candidacy exam and thesis defence)</p> <ul style="list-style-type: none"> • switching classes • moving to part-time status • voluntary leave from program • assistance switching programs • switching graduate supervisors or labs • assistance for graduate students changing the composition of their supervisory committees 	<p>student involved.</p> <p>Examples of staff or offices to whom an initial request can be made include:</p> <ul style="list-style-type: none"> • Sexual Assault Centre • The Professor who is responsible for the academic work where a modification is sought • Faculty Student Services Office • The Assistant Dean, Associate Dean, or Dean in the Faculty • Graduate students should contact the Faculty of Graduate Studies and Research and/or the Graduate Students' Association • The Dean of Students: student can email dosdean@ualberta.ca or visit the 5th floor in the Students' Union Building and ask to speak with a staff regarding academic modifications. The Dean of Students office will liaise with the student's Faculty • Office of the Student Ombuds • Student Success Centre • Student Accessibility Services 	
<p>Modifications to living arrangements (on campus)</p>	<p>Relocation to Another University Residence or Dissolving Residence Contract with a Pro-Rated Refund</p> <p>Students living in residence should speak with their Resident Assistant (RA), Residence Coordinator (RC), or the Housing Office to request a move to another room within residence or another residence building. https://www.residence.ualberta.ca/contact-us</p> <p>The contact information for the specific RA on-call phone of each residences is posted throughout each individual residence community and on the Current Students webpage after selecting the residence you live in.</p> <p>The Safe House Program can provide short term, safe (up to two weeks) accommodations while working with university staff who can assist students to address any issues that impacted their living arrangements. To access the Safe House program, students, faculty, or staff making a referral should contact either the Sexual Assault Centre, the Office of the Dean of Students (780-492-4145) or the Residence Coordinator on call (780-220-0302) in Residence Services. Any of these offices can</p>	<p>Students</p> <p>Students on North Campus</p>

Modifications to living arrangements (off campus)	determine if a student meets the eligibility for Safe House and perform an intake. Students, faculty or staff at Augustana should contact the Student Experience Coordinators (780-781-0305) or the Office of the Dean of Students .	Augustana Students
	Assistance in Dissolving an Off-Campus Tenancy Agreement The <i>Residential Tenancies (Safer Spaces for Victims of Domestic Violence) Amendment Act</i> is legislation that allows victims of domestic violence to end a tenancy early and without financial penalty. Information on the <i>Act</i> can be found here: http://www.servicealberta.gov.ab.ca/pdf/tipsheets/RTA_Safer_Spaces.pdf	Anyone
Work modifications Examples may include: <ul style="list-style-type: none"> • changes in work assignment, hours, location, and/or supervisor • voluntary leave of absence 	Employees seeking work modifications should contact their management supervisor to enter discussions with either Human Resource Services or Faculty and Staff Relations on appropriate modifications. Human Resource Services: http://www.hrs.ualberta.ca/About.aspx Faculty and Staff Relations: http://www.provost.ualberta.ca/en/ProvostAndVPA/FRStaffList.aspx	Employees
	Graduate students who are seeking modifications to Graduate Assistantship positions should contact Human Resource Services or the Graduate Students' Association (GSA). Human Resource Services: http://www.hrs.ualberta.ca/About.aspx Graduate Students' Association: http://www.gsa.ualberta.ca/Contact.aspx	Graduate Assistants
	Postdoctoral Fellows who are seeking modifications should contact the Postdoctoral Fellows Office or the Postdoctoral Fellows Association (PDFA). Human Resource Services: http://www.hrs.ualberta.ca/About.aspx Postdoctoral Fellows Association: http://www.pdfa.ualberta.ca/en.aspx Postdoctoral Fellows Office: http://postdoc.ualberta.ca	Postdoctoral fellows
Modifications to recreational activities	Contact the administrative head for the unit responsible for the activities. Some examples include: Athletics: https://www.ualberta.ca/physical-education-recreation/about-	Students and employees

	us/www.athletics.ualberta.ca Campus and Community Recreation: recservices@ualberta.ca U of A Mixed Chorus: http://www.mixedchorus.ca/	
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Complaints

OPTION	HOW DO I DO THIS?	WHO CAN ACCESS?
Complaint, internal to the UofA Options may include: <ul style="list-style-type: none"> • Making a complaint for immediate investigation • Reporting an incident for information only • Requesting that normal timelines be extended 	The Sexual Violence Procedure lays out the processes available under which a complaint may be made. https://policiesonline.ualberta.ca/PoliciesProcedures/Procedures/Sexual-Violence-Disclosures-and-Complaints-Procedure.pdf Students or employees wishing to make a complaint of sexual violence by a student should contact University of Alberta Protective Services (UAPS) by phone or visit the office in person. Edmonton Campuses: http://www.protectiveservices.ualberta.ca/ Augustana Campus: https://www.ualberta.ca/augustana/services/protective *If you cannot reach the Augustana UAPS office please contact UAPS Headquarters, open 24 hours.	Anyone
Report to local law enforcement	Anyone wishing to make a report to local law enforcement should contact either the Edmonton or Camrose Police Services. Edmonton Police Services: http://www.edmontonpolice.ca/CommunityPolicing/PersonalPropertyCrimes/SexualAssault/ReportingSexualAssault.aspx Camrose Police Services: http://camrosepoliceservice.ca/	Anyone

Anonymous reporting	Students, staff, and faculty may choose to make an anonymous report through the <u>Office of Safe Disclosure and Human Rights</u> using their <u>Online Reporting Tool</u> . More information is available here: https://www.ualberta.ca/disclosure	Students and employees
	Students and employees can complete an anonymous third-party report at the <u>Sexual Assault Centre</u> . The name of the reporter will be kept confidential at the Sexual Assault Centre, and the report goes to Edmonton Police Service (EPS). Location, hours and contact information is available here: https://www.ualberta.ca/current-students/sexual-assault-centre	Students and employees

Other Resources and Services

RESOURCE OR SERVICE	HOW CAN THEY HELP ME?	WHO CAN ACCESS?
Reporting worrisome Behaviour	<u>Helping Individuals At Risk</u> : HIAR encourages the campus community to recognize and report at risk behaviours of those at risk of harm to self or others to help connect the individual to resources before a situation escalates. More information is available here: https://www.ualberta.ca/disclosure/individual-at-risk	Students and employees
Neutral third-party advice	<u>Office of the Student Ombuds</u> : The University's ombudspersons are neutral third-party individuals who can provide information, advice, and support to students who have encountered a problem or are in crisis. Location, hours and contact information is available here: http://www.ombudservice.ualberta.ca/	Students
	<u>Augustana Campus Ombuds</u> : Location: 1-106 Augustana Library Email: augustana.ombuds@ualberta.ca	Augustana students
	<u>Office of Safe Disclosure and Human Rights</u> : https://www.ualberta.ca/disclosure	Students and employees
Advocacy and advice	<u>Students' Union (SU)</u> : www.su.ualberta.ca	Undergraduate students

Advocacy and advice (cont'd)	<u>Graduate Students' Association (GSA): www.gsa.ualberta.ca</u>	Graduate students
	<u>l'Association des Universitaires de la Faculté Saint-Jean (AUFSJ) : aufsj.com</u>	Campus Saint-Jean students
	<u>Augustana students association: http://augustana.su.ualberta.ca/</u>	Augustana students
	<u>Postdoctoral Fellows Office</u> http://postdoc.ualberta.ca	Postdoctoral fellows
	<u>Non Academic Staff Association (NASA)</u> https://www.nasa.ualberta.ca/	NASA members
	<u>Association of Academic Staff University of Alberta (AASUA)</u> http://www.aasua.ca/	AASUA members
Resource connection	<u>Community Social Work Team: CSW Team provides assistance with service navigation and resource connection.</u> http://community.ualberta.ca/	Undergraduate students, graduate students, postdoctoral fellows

DEFINITIONS

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

Sexual violence

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.

Disclose/Disclosure	A verbal or written report or account by any person to a member of the University community that they have experienced sexual violence.
Complaint	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.
Modifications	Adjustments the University may be able to make for a person who has experienced sexual violence, including to their academic program, employment, University residence or recreational or other programs.
SVCT	The Sexual Violence Coordination Team’s purpose is to assist after someone has disclosed sexual violence and may need more than one modification to meet the goals of the Sexual Violence policy. It is designed to provide access to multiple options, resources, and responses without the individual having to approach each service separately. At its core, SVCT consists of a representative from the Office of the Dean of Students or Human Resource Services, UAPS and the Sexual Assault Centre. In order to provide a timely coordinated response, SVCT will draw additional support from a student’s faculty, the Registrar’s Office, Faculty and Staff Relations, Residence Services, the Postdoctoral Fellows Office, representatives from other campuses, Office of General Counsel, and any others as needed. SVCT will not include any members who may be investigators or adjudicators in the matter at hand, in the event that the individual decides to pursue a complaint.
Interim measures	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 in any complaint process, are without prejudice to the person against whom a complaint is made.

RELATED LINKS

Should a link fail, please contact 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

[Sexual Violence Interim Measures 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)