

or it could include continuing any interim measures, or suspension or expulsion from the University, for example! %section 5 of "Appendix ", Procedures&

- There is an "appeal process under the Policy! %section 2? of "Appendix ", Procedures&

Rights of the Complainant and Respondent

A Complainant has the following rights!

- a& to be treated with fairness, dignity, and respect-
- b& to not be questioned about their past sexual history-
- c& to be given access to available support and resources throughout the process-
- d& to timely assistance with safety planning-
- e& to timely information about referrals to available on;and off;campus support services and resources-
- f& to have the process explained to them in an accessible manner, including the possible outcomes-
- g& to have their personal information kept confidential, unless they have consented to it being shared except in limited cases where disclosure is required by law %such as in criminal, collective agreement, or civil proceeding

- e& to have the process explained to them in an accessible manner, including the possible outcomes and consequences-
- f& to have their personal information kept confidential, unless they have consented to it being shared except in limited cases where disclosure is required by law (such as in criminal, collective agreement, or civil proceedings) or university policy (see section 2@, confidentiality)-
- g& to be informed when it may be necessary that information collected be disclosed-
- h& to present their side of the story, and to respond to other participants' information-
- i& to be accompanied by a support person-
- /& to decline to participate (however, the process may still proceed in the absence of the Respondent)-
- \$& to notice about the outcome of an investigation and any sanctions against them-
- l& to appeal the decision (within the appropriate time frame) and to receive written notice of the outcome of any appeal-
- m& to regular updates on the status of the process-
- n& to opportunities to engage in alternative resolution processes where appropriate-
- o& to written notice of any resolution or determination that affects the Respondent-
- p& to an impartial decision;ma\$er!