



**Always  
Ask.**

Open the conversation about  
sexual harassment and sexual assault  
at our university.

## The Sexual Harassment Office

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- Located in ER6039, Alexander Murray (Earth Sciences) Building, St. John's Campus
- Serves all students, faculty and staff of all Memorial University Campuses and Institutes
- Informal and Formal resolution pathways available; assistance with coordination of accommodations, service referrals and interim measures, as necessary
- Works to prevent sexual harassment and sexual assault through education, mitigate the effects of sexual harassment and sexual assault, and identify methods for timely resolutions of complaints

## Our Mission

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Sexual Harassment and Sexual Assault are human rights violations. Memorial University of Newfoundland recognizes its ethical and legal responsibility to provide a work, learning and living environment that is free of all forms of Sexual Harassment, including Sexual Assault. Prevention of Sexual Harassment is a shared responsibility of all Members of the University Community.

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All members of the University Community shall consult with the Advisor to obtain advice and guidance regarding possible situations of Sexual Harassment and Sexual Assault and refer persons to the Advisor. Individuals may do so anonymously, as well, if that's most comfortable.

## Policy and Procedure

The [Sexual Harassment and Sexual Assault Policy](#) and the [University-Wide Procedures for Sexual Harassment and Sexual Assault Concerns and Complaints](#) are available on the Sexual Harassment Office website; All members of the University community should familiarize themselves and comply with the Policy and its related University-Wide Procedures; and where and when appropriate, advise others of the Policy and its related University-Wide Procedures for Sexual Harassment and Sexual Assault Concerns and Complaints. The Policy and Procedure provide key definitions including consent, sexual harassment and sexual assault as well as outlining options/processes through the Office.

As per policy, all members of the University community shall know what constitutes Sexual Harassment and Sexual Assault; model respectful behaviour and refuse to engage in or condone behavior contrary to the Policy; as well as encourage an environment which is free of Sexual Harassment and Sexual Assault.

All members of the University community have a shared responsibility for prevention and intervention of sexual harassment and sexual assault. Through a multi-modal and multi-layered approach, the Sexual Harassment Office utilizes various opportunities and mediums including education sessions, training workshops and programming, an online educational module, as well as interactive and engaging events throughout the year to raise awareness and bring attention to sexual harassment and sexual assault.



# Confidentiality, Control and Consent

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At times, individuals may be hesitant to report sexual harassment and sexual assault for various reasons. The Sexual Harassment Office works to break down these barriers - one of our most vital strategies in doing so, is letting everyone know about the 'triple C's' when consulting our office. These refer to *confidentiality, control, and consent* of your information.

**Confidentiality** - confidentiality is very important at the Sexual Harassment Office. We respect the confidentiality of all persons involved and keep non-identifying information for statistical purposes. Legal and ethical guidelines exist that place limits on confidentiality if there is a concern of harm to self or others. Because of this, there are certain circumstances when we may have to break confidentiality if there is a safety risk to self or others.

**Control** - the control of the process remains with the individual who brings a complaint forward. If you, as the complainant, choose to seek support from our office but do not wish to invoke policy, that is your choice. As another example, if you do wish to invoke policy, you remain in control of whether you proceed with a formal or informal resolution request. The Sexual Harassment Advisor will provide advice, guidance, and support but control remains with you.

**Consent** - at times it may be helpful to share your information, for example to facilitate a referral to another resource for you or to look into a request for interim accommodation on your behalf. It is vital that you know this will not happen without your consent. If there is a reason to share your information, we will discuss this with you and if you consent to this happening, we will review a consent form with you and ask you to sign it, at the same time making it clear how you can revoke this consent should you change your mind.

The video below provides some information about our office and what to expect when you consult with us.



Memorial University's Sexual Harassment Office

[youtube.com](https://www.youtube.com)

## Resources

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The Sexual Harassment Office website has a number of resources available to all members of the University community, including [Individualized Sexual Assault Support and Response guides for each of the Campus and Institutes of Memorial](#). In addition, the website also houses contact information for various supports and downloadable PDFs of our office pamphlets. Please check out the links below for additional information.

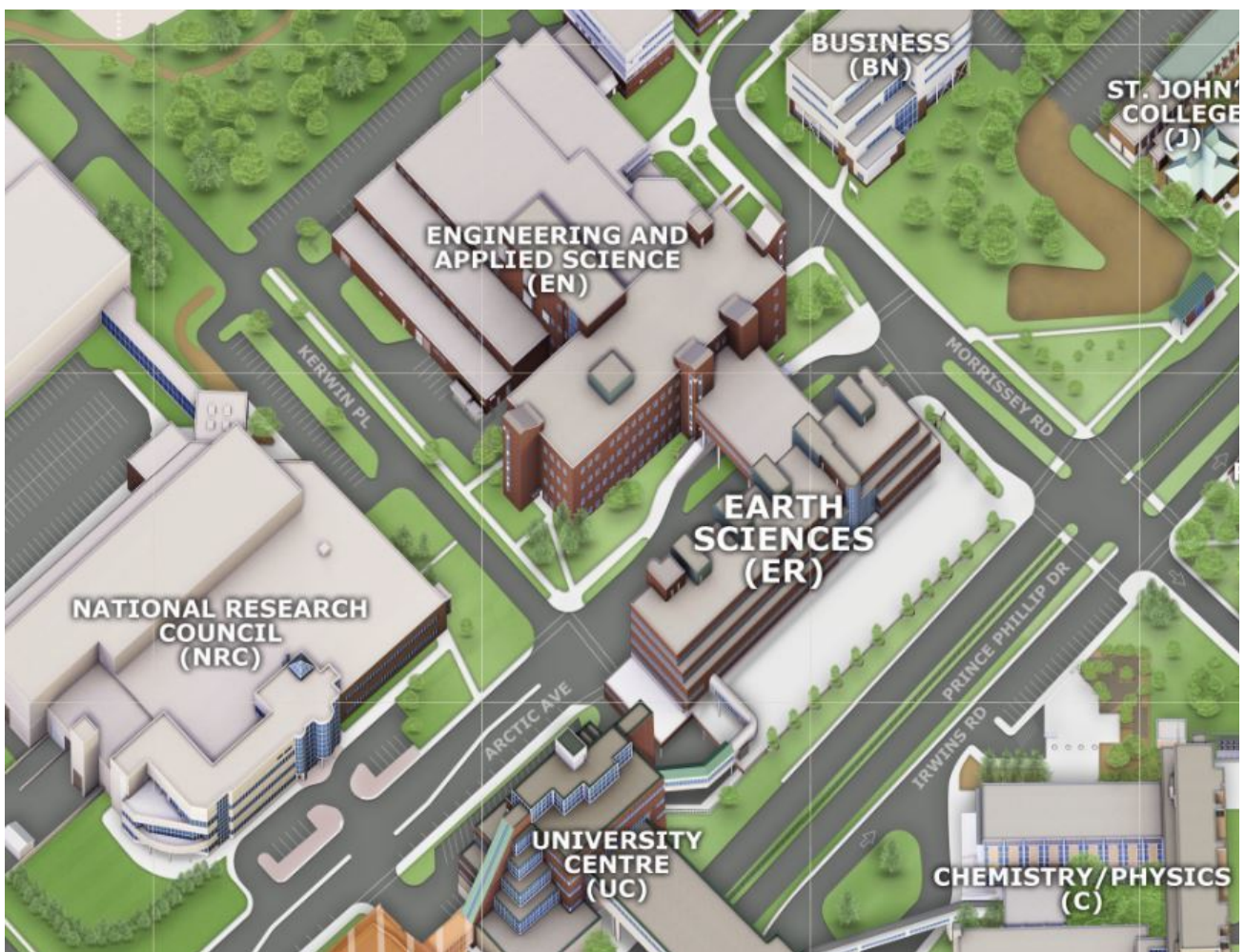
- [Downloadable Brochures](#)

- [Consent - It's as Simple as Tea](#)
- [Prevention and Bystander Intervention](#)
- [Common Myths and Facts about Sexual Violence](#)
- [Additional Resources](#)

## Contact Us

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The Sexual Harassment Office is located in the Earth Sciences Building - Room ER6039, on the St. John's Campus



Sexual Harassment Advisor - Rhonda Shortall: (709) 864-2015 or [rshortall@mun.ca](mailto:rshortall@mun.ca)

Main Office, Administrative Coordinator - Sandra F. Wells: (709) 864-8199 or [shoffice@mun.ca](mailto:shoffice@mun.ca)

Grenfell Campus Office: (709) 637-7195 or [shoffice@mun.ca](mailto:shoffice@mun.ca)