

## Contact

*Reach out to us if you are unsure, uncomfortable or if you just want to talk.*

### Sexual Harassment Advisor

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### Sexual Harassment Office

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[mun.ca/sexualharassment](http://mun.ca/sexualharassment)

## Resources

### EMERGENCY

Dialing from a campus phone	911
Grenfell Campus	9-911
St. John's campus	637-2888
Marine Institute	864-4100
	911

**NL Sexual Assault Crisis Line** 1-800-726-2743

**Mental Health Crisis Line** 1-888-737-4668

### Sexual Assault Nurse Examiner (SANE)

St. Clare's Hospital 777-5502

### Employee Assistance Program

English	1-800-387-4765
French	1-800-361-5676
TTY	1-877-338-0275

### RNC

Corner Brook	637-4100
St. John's	729-8000

### RCMP

Corner Brook	637-4433
St. John's	772-5400

**NL Human Rights Commission** 1-800-563-5808

### Campus Enforcement & Patrol

Grenfell Campus	637-6210
St. John's campus	864-8561

### Hospitals

Western Memorial 24hr ER	637-5524
Health Sciences Centre 24hr ER	777-6300
St. Clare's 24hr ER	777-5501

### Counselling Centre

Grenfell Campus	637-7919
St. John's campus	864-8500

GRENFELL  
CAMPUS

MEMORIAL  
UNIVERSITY

# Always Ask.

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

Ask yourself. Ask others. Ask us.

## Call 709.637.7195

Confidentiality assured.

[mun.ca/sexualharassment](http://mun.ca/sexualharassment)

## Services

The Sexual Harassment Office provides services to all members of the university community on all campuses and institutes of Memorial by facilitating concerns and complaints of sexual harassment and sexual assault and acting as an educational resource.

### Our office provides:

- confidential consultations
- advice, guidance and support on all matters relating to sexual harassment and sexual assault
- sexual assault support and response guides customized to each campus and institute
- timely response and resolution of concerns and complaints
- informal and formal resolution options
- facilitation of interim measures and accommodations
- referrals to other supports both on and off campus
- education and training
- support to university members off campus (varsity athletics, conferences, go abroad)

## Triple Cs

Your **CONFIDENTIALITY** is assured (unless there is a concern of harm to yourself or others).

You are in **CONTROL** of the process and choice of resolution.

Your **CONSENT** is required to share information, to facilitate referrals or to proceed with resolution on your behalf.

## What is Sexual Harassment?

Sexual Harassment is defined as conduct or comments of a sexually-oriented or gender-oriented nature based on gender expression, gender identity, sex or sexual orientation directed at a person or group of persons by another person or persons, who knows or ought reasonably to know that such conduct or comments are unwelcome or unwanted. It includes Sexual Assault and assisting in Sexual Harassment.

### Some examples of sexual harassment include, but are not limited to:

- sexual assault (contact or threat thereof)
- photographing or videotaping another person's body or sexual activity
- use of social media such as sexting, cyberflashing, etc.
- threats of a sexual nature
- visual displays of offensive images
- the suggestion of a benefit, or threat of removal of a benefit, tied to a sexual request
- persistent requests for dates or sexual invitations
- hostile or offensive environment created by any of the above
- Stealthing (non-consensual condom removal during sex)

**Sexual harassment and sexual assault can occur within intimate relationships.**

## What is Sexual Assault?

Sexual assault is defined as any type of unwanted sexual act characterized by the use of force, threat(s), or control of a person or carried out in circumstances where the person has not freely consented. (See definition of Consent.)

Note: Sexual Assault is defined as a criminal offense under the Criminal Code R.S.C., 1985, c. C-46 of Canada.

## What is Consent?

Consent is defined as an active, direct, voluntary, unimpaired, on-going and conscious choice and agreement, expressed by word or conduct, between and among persons to engage in sexual activity. A person can only consent for themselves. Consent cannot be given or received while under the influence of alcohol or drugs, while incapacitated, unconscious or otherwise incapable of consenting. Consent cannot be induced by abusing a position of power, trust or authority. Consent can be withdrawn at any time. In addition, silence is not consent.

***The absence of 'no' is not consent.***

***Silence is not consent.***

***A person can only consent for themselves.***

***Consent is mandatory and can be revoked at any time.***

***Consent must be reaffirmed and can never be assumed.***

***Consent cannot be given under coercion or implied threat.***

***Consent must be voluntary and enthusiastic.***

***Consent cannot be given when intoxicated, unconscious or asleep.***

***Any sexual contact without explicit consent is sexual assault.***

## Why do we need bystanders?

When it comes to sexual harassment and sexual assault, bystanders play an important and vital role in helping to shift societal norms from complainant blaming to a shared responsibility and a culture of consent. A bystander is defined as a member of the University Community who witnesses or is aware of an incident(s) of Sexual Harassment or Sexual Assault.