

Supporting International Students Affected by Sexual Violence: A guide for students, staff and faculty.

**Memorial University
Sexual Harassment Office
Internationalization Office**

September 2023

Acknowledgments

This document was prepared by Memorial University staff representing the Internationalization Office and the Sexual Harassment Office based upon the work referenced below. We thank Possibility Seeds for this groundbreaking work.

Liu, C., Flora, P., Gupta, R., Keren, L., Kordich, E., Sharma, S., & Siddiqui, A. (2020). *Supporting International Students Affected by GBV: A Customizable Tool for International Students, Post-Secondary Administrators and Frontline Workers*. Courage to Act: Addressing and Preventing Gender-Based Violence at Post-Secondary Institutions in Canada.

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Introduction for students

As an international student at Memorial, you have access to the same level of support and care as any domestic student. If you have experienced or seen something that may be gender-based or sexual violence, please know that you are heard, seen, cared for, and believed. We understand that your experiences and pressures as an international student are unique and want you to know that the steps that you choose to take will be supported. Some information is repeated in different sections of this document. Please contact the Sexual Harassment Office with any questions. 709-864 8199 or svprevention@mun.ca

DISCLAIMER:

This document is built around the most up-to-date information available as of **June 2023** and is not meant to replace any formal legal or immigration advice. Information in this document, such as study and work permit terms, is subject to change at any time in accordance with the Canadian government. Be sure to check the Government of Canada's website and Memorial's Internationalization Office, or other relevant sources for current details.

Answers in this FAQ about confidentiality may not apply if you have a guardian or someone you have given the school permission to communicate with.

Introduction for those supporting international students

This tool was developed as a response to a gap in resources and support for international students in Canada surrounding issues of gender-based or sexual violence. It is intended for international students, and individuals supporting them. This is a best practice document regarding the impacts of gender-based or sexual violence on international students and has been adapted for Memorial University.

What is sexual violence?

Memorial University Sexual Harassment and Sexual Assault (SHSA) Policy Definitions

Sexual Harassment: 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.

Sexual Assault: is a criminal offence under the Criminal Code R.S.C., 1985, c. C-46 of Canada. It is 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.)

Gender-based violence: an umbrella term that includes sexual violence and other forms of “use and abuse and control over another person” that are “perpetrated against someone based on their gender expression, gender identity, or perceived gender” (BCFED, 2018, as cited in Khan & Rowe, 2019, p. 10).

Gender-based violence can take on many different forms, including:

- Physical violence
- Spiritual abuse (including religious abuse)
- Financial abuse
- Harassment (including stalking)
- Online violence/technology-facilitated violence
- Sexual violence (including sexual abuse, sexual harassment, sexual assault, and sexual exploitation)
- Emotional and psychological violence (including put-downs, bullying, threats and intimidation) (Khan, Rowe & Bidgood 2019, pg.11).

Some of these forms of violence are subject to [Student Code of Conduct](#) and [Respectful Workplace](#) policy, not the SHSA policy. Please contact the SHO for details if you are impacted by gender-based violence.

The umbrella term, gender-based or sexual violence, covers some issues that may not present as such. For example, early or forced marriage, genital mutilation and/or cutting, intimate partner violence, human trafficking, neglect, stealthing (nonconsensual condom removal), reproductive coercion, and threats of violence (including self-harm) to coerce sex are all under the umbrella term of gender-based or sexual violence (Khan et al., 2019, pg.10). Coercion happens when someone puts pressure on someone else to do something—which could be a sexual activity—that they do not want to do. This can include emotional manipulation, threats, blackmail, or the promise of rewards. Some people respond to coercion by “bargaining down” as a way to reduce the level of harm they experience. The fact that coercion or threat is involved means that real consent is not given in those circumstances.

Related Definitions

Gender-based violence, sexual violence, racism, and xenophobia all have to do with the abuse of power and power dynamics. Because of this, some instances of sexual violence may also be instances of racism and xenophobia:

- **Racism** is a belief that one racial group is superior to others and can be openly displayed or more deeply rooted in attitudes and stereotypes.
- **Xenophobia** is the dislike of, or prejudice against, people from other countries (Ontario Human Rights Commission, 2020). It can also be defined as “fear and hatred of strangers or foreigners or of anything that is strange or foreign” (<https://www.merriam-webster.com/dictionary/xenophobia>)
- **Survivor** is a term used by some to describe any individual who has experienced sexual or gender-based violence, whether or not a disclosure, complaint or formal report has been made. The term survivor is sometimes interchanged with **victim**, which is typically used as a legal term in the criminal justice system. An individual may use the term survivor as a way to reclaim power and/or to highlight the strength it took to survive such violence. Other people do not use either of those terms and speak to the experience of sexual violence in their life without a label.
- **Disclosure** is separate from a formal report. A disclosure is when a person shares that they have been subjected to sexual violence, often for the purpose of accessing support or resources. A person may disclose for a number of reasons, such as to receive support or learn about options like reporting. If a disclosure is made in a confidential space such as counselling or health departments, this will not automatically result in a complaint or report to your school or police department.
- **Report or complaint** is when a person who has experienced sexual violence decides to ask the Sexual Harassment Office or the police act to address the situation in an official way. You may contact the police or CEP to discuss your concern without making a report.
- **Respondent** -At Memorial University, people who are reported to have caused harm under the SHSA policy are referred to as respondents. A respondent is the person alleged to have committed sexual violence on or off-campus. In other words, the respondent is the subject of the complaint(s). A respondent can be any member of the university community (student, staff, faculty, librarian, administrator, employee).
- **Confidentiality** is a very important concept. It means that your private information is not shared with anyone without your informed consent unless there are very

important reasons to do so. When this is required you will be informed and information will be shared in as limited a way as possible.

Those reasons are called the **limits to confidentiality** and include:

- A legal requirement to share the information
- Child protection laws apply to anyone under 18 years
- A subpoena from a court
- A serious and imminent risk of harm to self or others
- The need to consult with others to sort out how to best help someone. At Memorial, those we consult with are required to keep information private.

What is consent?

In Canada, the law states that there must be an affirmative “yes”–or voluntary agreement–to engage in romantic and sexual relations (Criminal Code of Canada). Without active agreement, or consent, to each separate act the sexual activity can be considered sexual violence. Sexual activity without consent is a criminal offence.

Memorial’s SHSA policy definition

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.

Here are some other definitions/explanations of sexual consent.

Planned Parenthood uses the acronym [FRIES](#) to describe consent.

Freely Given - Consent happens without pressure, manipulation, or under the influence of any substances such as drugs or alcohol.

Reversible - Consent can be reversed at any time – if you no longer want to engage in a sexual activity, you can change your mind, and the act must stop.

Informed - Consent is given with all the information. Including if you have not tried something before, you are not sure how you feel about an act, or if you have reservations. For example, if your sexual partner says that they will use a condom and then they do not, it is nonconsensual as informed consent was not provided.

Enthusiastic - Consent is engaging in something that you want to do, not have to do.

Specific - Saying yes to one thing does not automatically mean you have consented to another. For example, if you are making out or kissing, it does not mean that you have consented to any other sex activity. (Planned Parenthood, n.d.). Even if you have done a specific act many times with the person you are engaged with, you do not have automatic consent.

HOT SPICE (Cheryl Bradshaw) you can see her [Ted Talk](#) on YouTube via the link. Please note it contains some potentially distressing content, along with some very helpful information.

H – Honest
O – Ongoing
T – Talked about

S – Specific
P – Present moment
I – Informed
C - Changeable
E – Enthusiastic

Sexual violence happened to me: where do I go for support and resources?

The Sexual Harassment Office provides information, advice and referrals to all university members who have concerns about sexual violence. Contact the Office at svprevention@mun.ca or 709-864-8199. More information about the office is available here <https://www.mun.ca/sexualharassment/>

Staff at the office provide anonymous consultations and trauma-informed services. You get to decide how to manage things within the Memorial's policy and procedures. We can arrange support and/or accommodations for anyone who has been impacted by sexual violence. There is no time limit for consultation. You get to decide how much information you want to share with staff. Seeking consultation does not mean you are required to undergo a resolution process under the policy or through legal/human rights pathways. There is usually a one-year time limit, from the time the harm was caused, to make an official complaint under the policy. There are various time limits for legal and human rights processes, and the office staff can provide guidance on these specific as needed.

Key province wide resources:

The Sexual Harassment Office's Website has [Resource Guides](#) for all locations of the University, including campuses abroad.

[End Sexual Violence NL](#) has a 24-hour crisis line 709-726-2743.

The Mental Health crisis line via 811 is a 24-hour service.

[KeepmeSAFE](#) Free 24/7 Mental Wellness Support for Memorial Students

[The Journey Project](#) provides support and legal information for people who have experiences sexual violence or intimate partner violence. Staff are located throughout the province and services are available during regular business hours. Seeking consultation from this service does not mean you are making an official report to the legal system.

[Domestic Violence Help Line](#) 1-888-709-7090

Call 911 in an emergency.

Supports at St. John's Campuses

[Student Counselling and Wellness Centre](#)

[Campus Enforcement and Patrol](#)

[Student Support Office](#)

[Student Code of Conduct](#)

[Internationalization Office](#)

[Residence Life](#)

[Memorial University of Newfoundland Student Union](#)

[Graduate Student Union](#)

School of Graduate Studies – Wellness Navigator 709-864-2976

Marine Institute - Wellness Navigator 709-778-0426

Community Resources in St. John's

[St. John's Women's Centre](#) 709-753-0220

[Sexual Assault Nurse Examiner](#) (SANE) at St. Clare's Hospital 709-777-5502

[Doorways](#) rapid access counselling service 709-752-4903

Supports at Grenfell Campus

[Student Counselling and Psychological Services](#)

[Campus Enforcement and Patrol](#)

[Student Code of Conduct/Student Services](#)

[Student Housing](#)

[International Student Services](#)

[Grenfell Campus Student Union](#)

Community Resources in Corner Brook

[SARA](#): Sexual Assault Response & Advocacy (709) 216-HELP (4357)

[Vesta Women's Centre](#) 709-639-8522

[Doorways](#) Quick access counselling Corner Brook: 709-634-4506

Supports at Labrador Campus

[Wellness Navigator](#) - 709-896-8142

Community Resources in Labrador

The [Mokami Status of Women Council](#) is an equality-seeking feminist organization that advocates, educates and provides programs and services to support women and gender diverse individuals in the Upper Lake Melville area. Call 709-896-3484.

End Sexual Violence - Deirdre Connolly deirdre@EndSexualViolence.com
Happy Valley-Goose Bay, NL Phone: 709-896-6758

Safe Alliance provides support & resources to individuals regarding two spirit, lesbian, gay, bisexual, transgender, queer, questioning, plus (2SLGBTQQ+) issues, while raising awareness throughout Labrador on issues relating to homophobia, transphobia & heterosexism. Facebook: @LabradorSafeAlliance

[Doorways](#) – rapid access mental health counselling in Goose Bay 709-897-2343

All of these resources are available to listen and connect you to the supports you need. If you aren't sure where to start, choose one that you feel most comfortable or familiar with.

Do I need any documentation to receive support?

No, you do not need to have any documents or evidence for you to make a disclosure to receive support or accommodations.

Can I receive support for something that happened before I arrived on campus?

Yes, you can receive support for any incident of sexual violence that happened before you arrived on campus. Sometimes, it can take a while to recognize that what happened to you is actually gender-based or sexual violence. If you need help with something that happened in the past, you can visit the [Sexual Harassment Office](#) or talk to someone you know and trust to sort out how to get the help you need. There is no time limit for when you can seek support or services for something that has happened in the past.

How will I be supported if the respondent is a faculty or staff member?

If the respondent is a faculty or staff member at Memorial, you will be supported in the same way as you would if the respondent was another student. If you are unsafe at school or in the classroom, the [Sexual Harassment Office](#) can help develop a safety plan and discuss options, such as academic or other types of accommodation. If the respondent is a faculty or staff member, you will be able to access the same academic accommodations as you would if it was another student. Memorial's Sexual

Harassment and Sexual Assault policy allows for the use of interim measures to help with safety and address power dynamics when a complaint process is initiated.

How will my school protect me if I am worried about my safety?

Memorial University is committed to the safety of all members of the community and your concerns are important. We know that safety needs are individual and the Sexual Harassment Office and/or Campus Enforcement and Patrol ([St John's](#) and [Grenfell](#)) will work with you to develop an individual safety plan. You can always call CEP for help if there is a specific worry using the emergency number (see list below) and 911 is available if you want police assistance in a situation. Accommodation and support can be arranged by the Sexual Harassment Office. In some situations, interim measures may be arranged. Interim measures usually involve placing restrictions on the person who has caused harm, and this requires engagement with a resolution pathway. You can also get support to help you navigate the process of seeking a protection order through the court.

Emergency #'s for each campus

911

St. John's and Signal Hill Campuses CEP 709-864-4100

Marine Institute Campus Security 709-778-0644

Grenfell Campus CEP 709-637-2888

Labrador Campus- RCMP Goose Bay 709-896-3383

Do I have to pay to receive support from my school?

No, there is no charge for services provided at Memorial.

Do I have to formally report to receive support?

No, you do not have to formally report to receive support. If you choose to disclose an incident of gender-based or sexual violence, you can disclose as little or as much information as you are comfortable with, and you will still be able to receive resources, support, and accommodations from Memorial.

Where can I find support online?

[Memorial University's Student Wellness and Counselling Centre](#) (SWCC) has a list of online resources.

Free 24/7 Mental Wellness Support is available to all students at Memorial through the [keepmeSAFE](#) program. You can access [keepmeSAFE](#) anytime of the day or night by calling 1-844-451-9700 (North America) or 001-416-380-6578 (Outside of North America). Or through the [My SSP app](#). Download the app to access a counsellor and other resources and supports.

If you are on any Memorial campus, you can download the [MUN SAFE App](#). This app has functions such as Friend Walk and Work Alone. It also lists many resources you can access on campus. In addition, you can request an escort from Campus and Enforcement and Patrol (CEP). To connect with CEP in St. John's call 709-864-8561 or in the event of emergency call CEP at 709-864-4100. At Grenfell the CEP number is 709-637-6210 and 709-637-2888 for emergencies. On the main St. John's campus there are some [emergency blue light phones](#) that make it easier to contact CEP.

You can also find support online through community, province, or nation-wide resources that will provide options such as counselling or helplines. Here are some online resources for you to access:

[Wellness Together Canada](#) is Canada's website for virtual tools, resources, and counselling for mental health.

[Women and Gender Equality Canada](#) has a directory of crisis lines for those affected by gender-based violence by province and other additional supports.

[End Sexual Violence NL](#) is the provincial crisis line and support centre for sexual violence in Newfoundland and Labrador.

[The Canadian Human Trafficking Hotline](#) is a confidential, multilingual services that is available 24/7. Call 1-833-900-1010. They also have a services referral directory that is Canada wide.

Can I access virtual counselling services if I am currently not in Canada?

Like most health and mental health staff, Memorial University's counsellors are only licensed to practice within the province or territory where they work. However, all Memorial students regardless of where they are located (including those who are located outside of Newfoundland and Labrador or Canada) can access counsellors virtually through the My SSP service with [keepmeSAFE](#). Download the app to access free, confidential counselling supports and services in your current location. For more information on My SSP, visit Memorial University's Student Wellness and Counselling Centre (SWCC) [website](#).

Academic considerations/accommodations

Academic accommodations are adjustment to your courses or the way your academic work is evaluated that are based on your specific situation and needs. An experience of sexual violence may reduce your ability to get your work completed so accommodations can help. These can be as simple as an extension on an assignment or as complex as changing the timing of your program.

[Sexual Harassment Office](#) staff can seek academic considerations and accommodations for you or provide you with documentation to support your own request. It is also important to consider the impact of accommodations on your study permit so contacting an Advisor at the IO might be necessary. Any request is geared to your needs and informed by you. Sometimes, the most helpful accommodation is negotiated between the student and the instructor. You do not need to make an official complaint or give details about your experience to get this help at Memorial.

[Accessibility Services](#) at The Blundon Centre at Memorial works to arrange accommodations for people with disabilities and they are not involved in arranging accommodations based on experiences of sexual violence. If you have accommodations based on a disability you may need additional/different ones related to an experience of sexual violence.

How might accommodations affect my work and study permits?

Work permit.

Anytime there is a change in your enrollment status at Memorial, there are impacts to your immigration status. Just how this change in enrollment status or accommodation may impact your immigration status in Canada depends on a number of factors such as what the change/accommodation is, what immigration documentation you hold and when it is set to expire. Talk to one of Memorial University's licensed immigration advisors at the [Internationalization Office](#) or at [Grenfell](#) to see how your work or study permit might be impacted. When you're speaking with our immigration advisors you don't need to share all the details of the incident of gender-based or sexual violence. If you think you might need to speak to an immigration advisor, consult their [website](#) to find out the ways you can connect with them.

Study permit.

Talk to one of Memorial University's licensed immigration advisors at the [Internationalization Office](#) or at [Grenfell](#) to see how your work or study permit might be impacted. When you're speaking with Memorial's immigration specialists, you don't need to share all the details of the incident of gender-based or sexual violence. If you think you might need to speak to an immigration advisor, you can also go through our staff at the Sexual Harassment Office. The Sexual Harassment Office's staff can help

you connect with an immigration advisor, so you don't have to talk about the incident many times.

The expiry date on your study permit tells you when you have to stop studying and leave Canada. This date is usually the length of your program, plus 90 days. If you take extensions that go over the length of your study permit, you will need to extend your permit to stay in Canada.

The government of Canada website states that you should apply to extend your permit at least 30 days before it expires. If you apply before your permit expires and remain in Canada, you can stay in Canada under the same conditions as your current study permit until their decision is made. Make sure your passport does not expire at the same time as your study permit, as you cannot extend your study permit beyond your passport's expiry date (Government of Canada, 2020a).

The best course of action is to speak to one of Memorial University's licensed immigration advisors at the Internationalization Office to figure out what to do next.

What if I need extensions to my program?

You may not be eligible for a post-graduate work permit (PWGP) if you take an unauthorized leave from your study program and you did not meet the conditions of your study permit by taking this leave. You can find more information about post-graduate work permits [here](#).

The best course of action is to speak to one of Memorial University's licensed [immigration advisors](#) to figure out what to do next. There is also an advisor at [Grenfell Campus](#). They can help you gather documents for your PGWP application, write a letter of explanation and connect you to other resources on campus.

If you are taking time off from your studies, speak to Memorial University's [Internationalization Office staff](#) about your health care coverage. As your insurance is tied to your registration, you may not automatically have coverage when you are on leave.

Health and Wellness Support and Resources

What sexual health resources do I have access to?

You do not need to make a formal report to access sexual health or other physical or mental health resources. All international students are automatically enrolled in the foreign health insurance plan through Guard Me. Coverage dates align with the semester. For example, coverage for winter is from January 1 to April 30. Your policy ID is emailed to your @mun.ca account at the end of the first month of every semester by the insurance provider, Guard Me International.

For questions or information on coverage and making a claim, you can log into the insurance providers website <https://www.guard.me/mun> using your policy ID. For

additional questions about foreign health insurance, please check with staff at the [Internationalization Office](#) or at [Grenfell Campus](#).

Guard Me offers services such as Mobile Doctor <https://www.guard.me/mun/mobileDOCTOR> which allows you to connect with Canadian doctors as a part of your health benefits. Additionally, [keepme.SAFE](#) is a mental wellness student support program available to students through the Guard Me plan that can help with the challenges faced when studying or living abroad. This program can be accessed anytime day or night and counsellors are available to speak with you in a variety of languages. Find out more about how to access KeepmeSAFE at <https://www.guard.me/mun/keepmesafe>.

If you have opted out of foreign health insurance because you've enrolled in the provincial Medical Care Plan (MCP) you should also have MUNSU or GSU insurance as there are certain healthcare-related costs that MCP does not cover. For more frequently asked questions on coverage visit <https://www.mun.ca/international/students-and-alumni/health-insurance/frequently-asked-questions/>.

You may have a care provider that will bill your insurance company directly, so you don't have to pay out-of-pocket or you may have to pay upfront and then submit your receipt for reimbursement. Further information is available [here](#).

Sexual health services such as testing for sexually transmitted and blood born infections (STBBIs) is available at [Memorial's Student Wellness and Counselling Centre](#), in St. John's, family doctors' offices, walk-in clinics, sexual health clinics, and other public health units. The [NL Sexual Health Centre](#) can provide information and referrals.

Additionally, Memorial University has a [Sexual Harassment Office](#) (SHO) that serves all students, faculty and staff of all Memorial University campuses and institutes. You can contact the office for a confidential conversation. The SHO can also provide and refer you to additional supports and resources.

Where can I find emergency contraceptives?

Emergency contraceptives (also known as Plan B) are available in pharmacies across the province for around \$32-42. Emergency contraceptives are used to prevent pregnancy. If taken within 72 hours (three days) and preferably within 12 hours of the incident, they can prevent pregnancy. Copper intrauterine devices can also be inserted by a doctor within 7 days of unprotected intercourse. Emergency contraceptives, depending on the type, are covered through all available health insurance offered through Memorial.

Where do I go if I need medical attention?

If you are experiencing an emergency, call 911. As a student at Memorial University you have access to medical and counselling services in [St. John's](#) and at [Grenfell Campus](#). Consult the linked websites for information about booking an appointment or drop-in services. In the event of an emergency, you can visit the Emergency Department of the

nearest hospital. If you are unsure if your issue qualifies as an emergency, you can contact the [Health Line](#) by calling 811. There are Nurse Practitioner appointments available there who can help sort out some medical issues.

Health insurance can help to cover the costs of healthcare. All registered international students are automatically enrolled in the mandatory foreign health insurance plan with [Guard Me](#). Guard Me primarily covers new and emergent medical conditions that require immediate relief of pain or suffering.

In addition to foreign health insurance, international students may be eligible for provincial public health insurance through the Government of Newfoundland and Labrador called [Medical Care Plan \(MCP\)](#). If you have MCP, you may be eligible to opt out of the foreign health insurance and transfer to the student union managed health and dental plan with [Green Shield](#).

What does MCP cover?

STBBI testing– an appointment with a physician and testing completed by the Health Authority is covered by MCP. There are private clinics that charge for the testing.

Birth control - an appointment with a physician is covered by MCP. The cost of medication is not covered by MCP, it may be covered by your health insurance.

Emergency contraception- this is covered depending on the type of emergency contraception. This cost may be covered by your health insurance.

Abortion - MCP does cover medical abortion and there are different options available in this province. This [document](#) prepared by Planned Parenthood (NL Sexual Health Centre) provides detail about medical abortion in Newfoundland Labrador.

[PrEP and PEP](#) (HIV prevention medications) - appointments with a doctor are covered by MCP. Hospitals can provide a prescription when visiting the emergency room. The cost of medication is not covered by MCP and may be covered by your health insurance.

[Human papillomavirus](#) (HPV) vaccine – is not covered by MCP.

If you have been sexually assaulted, consider going to your nearest hospital's emergency room for urgent care. Choosing to go to a hospital can be helpful for many reasons, as they will treat any injuries. Additionally, they can complete an optional sexual assault forensic exam that can be used to collect evidence that is given to the police if you choose to report. The evidence can be stored long term if you need time to decide whether to report. Having the exam or storing the evidence does not mean you have to report.

There are several medical concerns after a sexual assault including physical injuries, sexually transmitted and blood born infections, and pregnancy. The Sexual Assault Nurse Examiner Program (SANE) is a specialized program located at St. Clare's

Hospital in St. John's and Western Memorial Regional Hospital in Corner Brook. SANE is a free service provided to people of all genders 18 years of age and over and is available 24 hours a day.

With your consent, the nurses can:

- Carefully examine and give medical treatment for injuries.
- Evaluate the risk of pregnancy and contracting sexually transmitted and blood born infections and treat appropriately.
- Collect evidence to be stored if the person does not want to report immediately.

Hospitals:

St. John's

St. Clares Mercy Hospital (SANE program is at St. Clares)
154 LeMarchant Road 709-777-5000

Health Sciences Centre
300 Prince Philip Drive 709-777-6300

Corner Brook

Western Memorial Regional Hospital
1 Brookfield Avenue 709-637-5000

Labrador

Labrador Health Centre
227 Hamilton River Road 709-897-2000

If I go to the hospital, will they tell anyone at Memorial?

Hospital visits are not disclosed to Memorial University. Hospitals in Canada are bound by privacy legislation that ensures patient confidentiality. Healthcare privacy and protection laws across the country differ depending on the province; however, all maintain a general regard for patient confidentiality. Newfoundland and Labrador follow the Personal Health Information Act (PHIA) which is a health-sector specific privacy law that establishes rules that people, who work in health care and have access to personal health information, must follow when collecting, using and disclosing individuals' confidential personal health information. To read more about the PHIA visit <https://www.gov.nl.ca/hcs/phia/>

Off-Campus Community Supports

Provincial supports

- [End Sexual Violence NL](#) (Sexual Assault Crisis and Prevention Centre)
 - 15 Hallet Cres Suite 101, St. John's NL
 - 24-hour Crisis, Support, and Information Line (Toll-Free): 1-800-726-2743
- [The Journey Project](#)
- [Lifewise](#) Warm line 10AM-12AM Daily (EN) 1-855-753-2560 (FR) 1-833-753-5460
- [Domestic Violence Help Line](#) **1-888-709-7090**

St. John's

- [Women's Centre](#) 170 Cashin Avenue Extension, St. John's NL Phone: 709 753-0220
- [Doorways](#) Rapid access counselling services 709-752-4903

Corner Brook

- [SARA](#): Sexual Assault Response & Advocacy (709) 216-HELP (4357)
- [Vesta Women's Centre](#) 709-639-8522
- [Doorways Quick access counselling \(709\) 634-4506](#)

Labrador

- Doorways Rapid access counselling services 709-897-2343
- First Nations and Inuit Hope for Wellness Line – 1-855-242-3310.
- Mokami Status of Women Council/Women's Centre – 43 Grenfell Street, Happy Valley-Goose Bay, NL 1-709-896-3484; Ext 209.

Where can I ask a legal question or find legal aid?

Depending on your circumstances and income, you might qualify for legal aid in your area. Click on the following link to learn more: [Legal Aid NL](#)

PUBLIC LEGAL INFORMATION ASSOCIATION OF NEWFOUNDLAND AND
LABRADOR (PLIAN)

TOLL-FREE/VRS 1-888-660-7788

publiclegalinfo.com

St. John's Office

TEL 1-709-722-2643

info@publiclegalinfo.com

Labrador Office

TEL 1-709-896-5235

labrador@publiclegalinfo.com

If you or a loved one has experienced sexual violence and/or intimate partner violence and you have questions about your legal options, you may also contact:

[The Journey Project](#)

Available Monday to Friday 9:00 am – 4:00 pm (NST)

TEL 1-709-722-2805

TOLL-FREE/VRS 1-833-722-2805

support@journeyprojectnl.com

I want to make a report: Where do I start?

You can choose to report an incident of gender-based or sexual violence to Memorial or the police. A report is a formal statement to the [Sexual Harassment Office](#) or to the police about the incident of gender-based or sexual violence. A formal report to police may lead to an investigation. At the SHO you can decide on the resolution pathway that fits your circumstances.

How do I make a report at Memorial?

To make a report, you can contact the Sexual Harassment Office at 709-864-8199 or email svprevention@mun.ca or shoffice@grenfell.mun.ca to arrange an appointment to discuss your options for reporting. The office is open 8:30 am – 4:30 pm Monday to Friday, in St. John's and staff there cover all campuses. The Grenfell Office is open 8:30 am – 4:30 pm Wednesdays/Thursdays and 8:30 am – 3:30 pm on Fridays and the number there is 709 637 7195. Staff, located in St. John's and Corner Brook, will help you navigate the process of reporting to Memorial or the Police. Memorial's policy covers incidents of sexual violence that might not be covered by the Canadian Criminal Code.

Further information about Memorial's reporting process is available at the [Sexual Harassment Office](#).

Here is a link to Memorial's [policy and procedures](#) on Sexual Violence.

Here is a link to [Response Guides](#) prepared by the SHO with information about services in different locations of Memorial.

How do I report to the police?

Staff at the [SHO](#) can help you with reporting to the Police or you can report to the Police without sharing any information with Memorial. That is your choice.

The [Journey Project](#) can help you decide if you would like to report to police and can support you in doing so. You do not need to report to Memorial staff to access the Journey Project.

You can also contact the police on your own.

In Newfoundland and Labrador there are two police forces; Royal Canadian Mounted Police (RCMP) and Royal Newfoundland Constabulary (RNC). You can report to the

nearest police station at any time; however, the incident will be investigated by police in the place where it happened. In an emergency; call 911 to connect with the police. There are no time limits on reports of sexual violence to police in under the Criminal Code of Canada. So, if the incident happened in Canada at any time you can report it to the police. It is important to note that the passage of time does make it more challenging to investigate a matter.

Links and phone numbers for the police

RNC

- Northeast Avalon: 709-729-8000
- Corner Brook: 709-637-4100
- Labrador City: 709-944-7602
- Churchill Falls: 709-925-3524
- Deaf/Hard of Hearing TTY: 1-800-363-4334

RCMP

This link includes phone numbers for all detachments in the province. The general non-emergency number is 1-800-709-RCMP (7267)

Where can I report or receive support if I live in residence?

Students who live in residence can seek informal support from Residence Life staff, who are available 24/7, and you are encouraged to contact the Sexual Harassment Office if you want more formal support or to make an official report. Residence Life staff will provide you with information about the [SHO](#).

If I report to my school, who will see my complaint?

In most situations your private information will be shared only with your consent if there is a need to share. There are some limits to confidentiality which were outlined in the definition on page 10.

Will it show up on my transcript?

No, it will not show up on your transcript.

Will my family know?

Your family will not be notified by Memorial.

Will my peers or classmates know?

Your peers and classmates will not be notified by Memorial.

Will my instructors or teaching assistants know?

Your instructors or teaching assistants will not be notified by Memorial. You can choose who to tell about your situation. Should you request an academic accommodation your instructor will need to know that you are receiving services from the Sexual Harassment Office but not the details of your situation.

Will anyone from my home country know?

Memorial will not be in contact with anyone from your home country, including your home country's government.

Will Immigration, Refugees and Citizenship Canada (IRCC) know?

No. Each Winter and Fall, every Designated Learning Institution, including Memorial, must compile and submit a report on international students' enrollment status that term. If you are taking a leave of absence from your studies related to an incident of gender-based or sexual violence, Memorial University will only record that you are on a leave of absence (if it is an approved leave) or that you are not registered (if not on an approved leave) but will not share any information about why you are doing so.

Do I need to report to the police to receive support from my school or community?

You do not need to report to the police to receive support. It is completely up to you whether you would like to make a police report. If there is a minor involved (someone below 18 years of age) there may be a duty to report to Child Protection. Staff at the [SHO](#) can supply more information about your options in reporting and getting support.

If I report to the police and/or go through the Canadian justice system, will my home country know?

If you file a formal report with the police as the person harmed by sexual or gender-based violence, your home country will **not** know.

I have information/documents relating to an incident of gender-based or sexual violence. What should I do?

If you have been affected by gender-based or sexual violence in any way, including as a witness, and are unsure if you would like to make a report, you can save and collect helpful evidence such as the date and time of the incident, text messages, other forms of messages or screenshots, photos, and videos. It can also be helpful to make and keep notes on the experience. Be sure to keep these in a private space that only you can access. Contact the [SHO](#) for further information.

How do I support a friend affected by gender-based or sexual violence?

The most important way to support someone who has experienced sexual violence is to take the situation seriously and listen to what they want to share with you without judgment. They need to be in control of how the situation is managed and make the decisions that work for them. Do not label their experience based on your perspective. Do not tell them what to do no matter how much you might want to! Instead, ask them

how you can help. See this [page](#) on the Sexual Harassment Office website for more tips.

Encourage them to consider seeking help from the [Sexual Harassment Office](#) and let them know that they can disclose and seek consultation anonymously. They do not need to identify themselves or anyone else to get information and advice about their situation. The resources listed earlier are available to any member of the Memorial community. Anyone who is not part of Memorial can contact the community-based resources.

As a supporter, you also need to consider your own wellbeing when helping others. You might need to seek support for yourself in these situations. We know that supporting friends and family can be emotionally challenging. You can access on and off-campus support and resources as well.

Remember anyone at Memorial is welcome to contact the [Sexual Harassment Office](#) for information and support in relation to sexual violence. Call 709 864 8199 or email svprevention@mun.ca. At Grenfell Campus you may call 709 637 7195 or email shoffice@grenfell.mun.ca.

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