



## Recreation Services Membership Rights and Responsibilities

University of Winnipeg Recreation-15 ( )1ni

stalking, and sexual assault and the threat of sexual assault. Sexual Misconduct can occur in any sex or gender configuration (i.e. between the opposite sex or the same sex) regardless of sex and gender identity.

Sexual misconduct of any type will not be tolerated, and as such, The University of Winnipeg (including Recreation Services) will take action needed to address behavior that violates standards of conduct. The University will respond to complaints, reports, allegations and information about sexual misconduct that is made known in order to stop prohibited conduct, prevent its recurrence and address any lingering effects on campus from such conduct.

The University of Winnipeg Respectful Work and Learning Environment Policy is available at the following link: <https://www.uwinnipeg.ca/hr/policies/docs/respectfulwork-learn-enviro-policy.pdf> ( a)EMC /LinkET /

## Recreation Services Sanctions Committee

When a situation is deemed serious enough that potential sanctions may be brought forward, the concern will be forwarded to the Recreation Services Sanctions Committee. This committee can choose to recommend sanctions, warnings, suspensions and/or permanent termination of access privileges. If necessary, the Committee will forward the concern to University of Winnipeg Students Services for further review regarding the Student Academic Conduct and Discipline Policy.

In order to be duly constituted, the Sanctions Committee will consist of at least three of the following members

- community representative
- Bill Wedlake Fitness Centre Manager
- RecPlex Operations Manager
- Recreation Services Facility Supervisor
- university representative
- x student representative

The Sanctions Committee may ask for input from all parties involved in the dispute. If necessary, the Committee may also ask the involved parties to present their case in person. Upon reviewing all relevant information, a recommendation will be determined and forwarded to the Director, Recreation Services.

A recommendation to suspend or restore privileges requires approval by at least half of the committee, plus one member.

### Immediate Sanctions

The university reserves the right to immediately suspend access to anyone who:

- x engages in abusive, threatening or criminal behavior
- x compromises the personal safety of any individual
- x damages or abuses university property
- x repeats inappropriate behavior or conduct after being warned
- x violates the terms of the University of Winnipeg Respectful Working and Learning Environment Policy

Immediate suspensions take effect when issued by staff and will be held in effect until a meeting of the Sanctions Committee. The Committee may recommend the sanctions upheld, modified or removed.

A recommendation will be forwarded to the Director, Recreation Services, for final decision.

## Sanctions Final Decision

The Director will make a final determination if a suspension is appropriate, after review of the recommendation of the Sanctions Committee. If approved, the decision of the Sanctions Committee may be forwarded in writing to the appropriate parties.

## Appeals

Members who have received sanctions have the right to appeal the Final Decision to the V.P. Finance and Administration, within 30 days. Sanctions will not be temporarily waived during the appeal process.