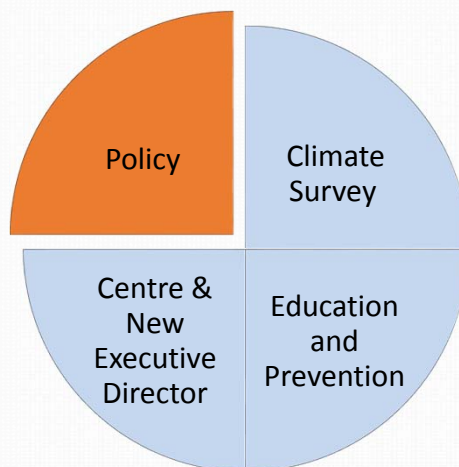


# Proposed *Policy on Sexual Violence and Sexual Harassment*

Academic Board  
November 24, 2016



## Sexual Violence Action Plan



## Policy Highlights

### Scope

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- Definition of **sexual violence includes sexual harassment**
- **One policy for all** U of T students, staff, and faculty
- Policy applies to incidents that occur **on-campus, off-campus, and via social media or other electronic media**



## Policy Highlights

### Principles

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- **Reducing barriers** to disclosing and reporting
- Commitment to a **fair and expeditious process** for all parties
- Provision of appropriate **support and accommodations**



## Policy Highlights

### Education, Support & Resources

- Establishment of the tri-campus **University of Toronto Sexual Violence Prevention and Support Centre**
- **Education and prevention** awareness for all members of the University community
- **Training** for those who receive disclosures and reports



## Some Key Feedback Themes

- **Definitional** questions
- Scope of **title**
- **Jurisdiction**
- **Due process** and rights of respondents
- **Supports** and accommodations
- Role of **Centre**, education and prevention
- Clarity on **confidentiality**



## Some Key Revisions

- Definition of **gender-based harassment**
- **Title** now includes sexual harassment
- Clearer **scope**
- More on **due process**
- Clarity re: **supports** for all parties
- More detail on **investigation** process
- Clearer language around **confidentiality** of data



## Next Steps: Policy Implementation

- Companion guide
- Centre procedures
- Alignment of other policies and guidelines
- Training and education

