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REVIEW OF POLICY ON SEXUAL VIOLENCE & SEXUAL HARASSMENT: DRAFT RECOMMENDATIONS



PLEASE NOTE

Today's discussions may be challenging and difficult for some attendees.

Jia Yao from the Sexual Violence Prevention & Support Centre will be available to provide support during this meeting. If at any point during the meeting you require support, please call **416-978-2266** or email svpscentre@utoronto.ca.

Additional supports:

Faculty, Staff & Librarians: Employee & Family Assistance Program: 1-800-663-1142

Students: My Student Support Program (My SSP): 1-844-451-9700

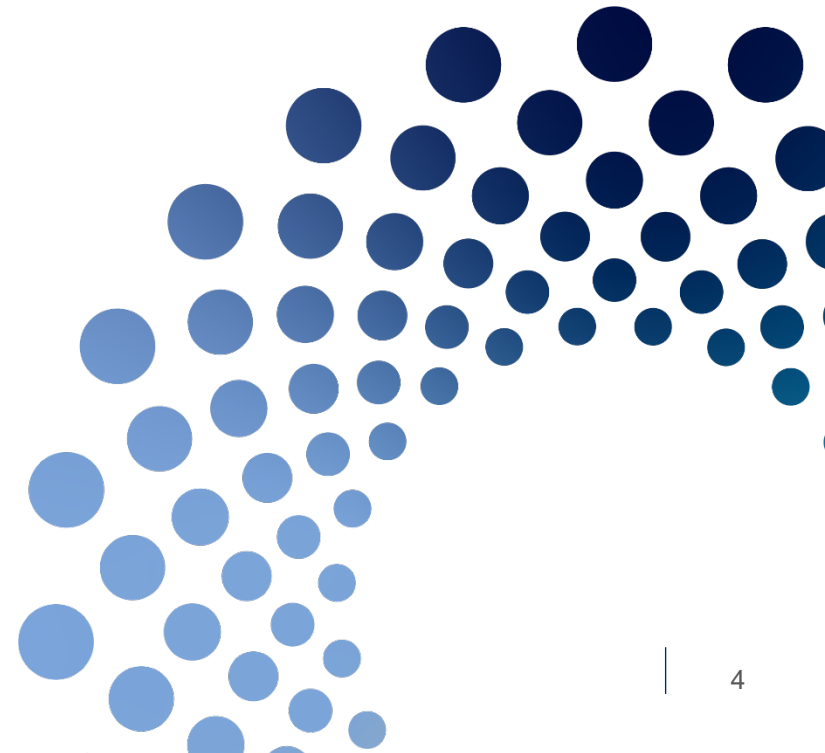
CONSULTATION & FEEDBACK STATISTICS

- Over 43 hours of consultations
- 373 individuals consulted + PDAD&C
- 12 open consultations
 - 3 Faculty sessions – 1 on each campus
 - 3 Staff & Librarians sessions – 1 on each campus
 - 3 Students sessions – 1 on each campus
 - 1 session for Black, Indigenous & Racialized community
 - 1 session for 2SLGBTQ+ community
 - 1 session for Persons with Lived Experience of Disability
- 27 consultations with individuals or groups
- 44 online feedback forms
- Formal submissions from UTSU, UTGSU, The Pears Project, UTM Sexual Violence & Harassment Prevention Committee

President's Questions I-II

Periodic policy review – feedback on

- The Policy on Sexual Violence and Sexual Harassment
- The Student's Companion to the Policy on Sexual Violence and Sexual Harassment
- An inventory of supports and services available to the U of T community, including the Sexual Violence Prevention and Support Centre



R1: To allow the Centre to better focus on survivors, separate the reporting process from the Sexual Violence Prevention & Support Centre and move it into the Office of Safety & High Risk (OSHR)

Action item:

Establish at least two (2) new Case Manager positions in the OSHR to ensure ongoing communication for complainants and respondents and to increase accountability, transparency and timeliness. Responsibilities include report intake, updates to all parties at regular intervals on process, and monitoring timelines.

R2. Increase institutional accountability through robust annual institutional reporting at a senior level (e.g. Provost & PSEC) on sexual violence and sexual harassment

Action item:

Collect comprehensive data which might include:

- Numbers of reports and disclosures
- Types of incidents (including alignment with Campus Safety, Community Safety, and other annual reports)
- Types of complainants and respondents (student/staff/faculty/librarians)
- Timeframes (e.g. length of investigations, time to completion/resolution)
- Summary of trainings and education delivered across tri-campus; and
- Decisions and sanctions

R3. Revise the Student Guide to the Policy on Sexual Violence and Sexual Harassment and create an additional companion document to the policy for faculty, librarians, and staff

Action items:

- A. Ensure that the guides are user-friendly, including easy-to-follow directions that are relevant to the audience and clearly outline the *Policy*, associated processes, offices responsible, supports available and timelines
- B. Create one-page information sheets and simplified flowcharts to make the information easier to understand at the various points in the disclosure and reporting process

R4. Increase resources, incentives and accountability for ongoing community-wide training on the prevention of sexual violence and sexual harassment

Action items:

- A. Consider ways to incentivize ongoing sexual violence training, such as including it in mandatory Environmental Health & Safety (EHS) training, student orientation events, Co-Curricular Record (CCR), teaching and learning workshops, new Dean and Chair orientation materials and meetings, etc.
- B. Include education, training, programming uptake and delivery in the annual institutional report
- C. Senior Managers, Deans, Chairs and other leaders be responsible for implementing sexual violence training for their unit on an annual basis (at minimum)

R5. Establish a student-focused education program on healthy relationships

Action item:

Develop a program to be delivered through the appropriate student-facing office that addresses healthy boundaries, behaviours and relationships

R6. Raise awareness of the Centre's range of services across the University and its role as a support for survivors

Action items:

- A. Embark on marketing and communications campaigns to students, staff, faculty and librarians to publicize services (UTC, Student Life STG, UTM and UTSC Comms, PSEC, FAL, SVPSC, CSO, etc.)
- B. Develop more user-friendly website and other materials to clearly guide complainants and respondents through the process for sexual violence disclosures and reporting
- C. Embed information about the Centre into University-wide resource materials (i.e., course syllabi, Quercus, online course tools, student and staff handbooks, mental health resources, etc.)

R7. Establish formal supports for respondents

Action items:

- A. Determine which student offices will offer support for student Respondents
- B. Establish staff/faculty/librarians' support mechanisms within the Employee and Family Assistance Plan
- C. At the time of notification of a Report, ensure that Respondents are made aware of the supports that are available to them (enshrining this practice into Policy)

President's Question III

What are the best practices to address the barriers to reporting and to provide support for survivors?

R8. Increase the institution's scope of responsibility for sexual violence supports

Action items:

Explore models of provision of sexual violence counselling within the SVPSC, linking with U of T health and wellness resources, and in partnership with community-based organizations for longer-term and/or after-hours counselling and support services

R9. Explore mechanisms for improving timeliness of the process and mitigating institutional delays

R10. Expand and enhance the non-adjudicative resolution process and incorporate into accompanying communication materials

President's Question IV

How do we appropriately account for power dynamics that are inherent in institutions of higher learning?

R11. Explicitly address the issue of power dynamics and retaliation in Policy and other related policies and guidelines

Action items:

- A. Add misuse/abuse of power to the *Policy's* Statement of Commitment
- B. Undertake a review of the *Policy on Conflict of Interest* and the *Guideline on Conflict of Interest and Close Personal Relations* to:
 - Ensure it is up to date and aligned with contemporary frameworks of misuse/abuse of power
 - More broadly socialized with the relevant stakeholders
- C. Develop a Best Practices Guideline/Framework for Faculty/Student Supervisory Relationships (see e.g. such as Universities Australia Principles for Respectful Supervisory Relationships)
- D. Amplify policy language relating to retaliation (better alignment of items 21 & 51)

President's Question V

Given the importance of communication and transparency, what information can be shared with participants engaged in, and at the conclusion of, a sexual violence process while taking into account confidentiality, privacy obligations and a fair and effective process?

R12. Increase transparency for complainants and other participants

Action items:

- A. Where possible, complainants should be made aware of the outcomes of a complaint process and what actions have been taken. At minimum, complainants should be notified when a process has concluded
- B. All participants (e.g. witnesses) should be notified when a process has concluded

President's Question VI

Should the university sector develop a process for sharing information between institutions about findings of sexual violence misconduct by faculty members?

R13. Establish guidelines and processes that allow information on sexual violence and harassment to be shared with other institutions to discourage “passing the harasser”

Action items:

- A. U of T to implement the AAU recommendation that “when considering whether to hire a faculty member, contact prior employers to determine whether the faculty member has been found to have engaged in sexual harassment or misconduct while at that institution”
- B. U of T to implement the AAU recommendation to adopt "policies making consent to release information a pre-requisite to employment”
- C. Work with other AAU institutions and Universities Canada to develop sector-wide processes

THANK YOU!