

**June 28, 2022**

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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](mailto:svpscentre@utoronto.ca).

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## **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

- Nearly 700 people consulted
- 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
- 42 consultations with individuals or groups
- 44 online feedback forms
- Formal submissions from UTSU, UTGSU, The Pears Project, UTM Sexual Violence & Harassment Prevention Committee

# FRAMING OUR DISCUSSION

- Today's discussion focuses on draft recommendations and action items
- Specific Policy revisions resulting from the report recommendations will be presented in Cycle 2 of the 2022-23 governance cycle

# MANDATE 1

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Consider what changes are needed to the *Policy on Sexual Violence and Harassment* to address any gaps and determine how the university can continue to foster a culture of consent, accountability, and respect that is necessary for real change.

# **R1: Separate the report intake process from the support mechanisms of the Sexual Violence Prevention & Support Centre to better focus on survivors/complainants, and utilize new Case Manager roles to assist parties to navigate the reporting process.**

## Action items:

- A. Decide which office should be accountable for report intake in sexual violence cases.
- B. Create at least two new case manager positions to ensure ongoing communication for complainants and respondents; and to increase accountability, transparency, and timeliness (including report intake, updates to all parties at regular intervals on process, and monitoring timelines). At least one of these positions should be focused on students and one focused on staff, faculty, and librarians.

## **R2: Increase institutional accountability through robust annual institutional reporting at a senior level on sexual violence and sexual harassment.**

Action items:

- A. Revise annual reporting to include comprehensive statistics on:
  - Numbers of reports and disclosures
  - Types of incidents (including alignment with Campus Safety, Community Safety Office, and other annual reports)
  - For reports, categories of complainants and respondents (student/staff/faculty/librarians/other)
  - For reports, the associated timeframes (e.g., length of investigations, time to completion/resolution)
  - Summary of trainings and education delivered across the three campuses; and
  - For reports, decisions and sanctions applied, in the aggregate (i.e., not associated with individual reports)
- B. Determine which high-level office will include this information in its reporting

## **R3: Revise the *Student Guide to the Policy on Sexual Violence and Sexual Harassment* and create an additional companion guide for faculty, librarians, and staff.**

### Action items:

- A. Rewrite or create guides to be 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 expected timelines.
- B. Create one-page information sheets, interactive webpages, and simplified flowcharts to make the information easier to understand at various key points in the disclosure and reporting process.
- C. Ensure that user guides are well-publicized and easy to find on the Centre website.



## **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 integrate and/or enhance ongoing sexual violence training, such as including it in mandatory Environmental Health & Safety (EHS) training, student orientation events, residences, 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. Delegate and incentivize training accountability to senior managers, deans, chairs, and other leaders who would 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:

- A. Develop a program to be delivered through the appropriate student-facing offices on healthy relationships 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. Create a marketing and communications strategy to reach students, staff, faculty, and librarians in order to publicize Centre services (involving U of T Communications, tri-campus Student Life and Student Affairs offices, People Strategy, Equity & Culture, Faculty & Academic Life, Sexual Violence Prevention & Support Centre, etc).
- B. Develop a more user-friendly Centre website and other materials to clearly guide complainants and respondents through the process for sexual violence disclosure and reporting.
- C. Embed information about the Centre into University-wide resource materials (e.g., course syllabi, Quercus, online course tools, student and employee handbooks, mental health resources, etc.).

## R7: Formalize supports for respondents within existing infrastructure.

### Action items:

- A. Determine which student offices will offer be designated as support for student respondents.
- B. Formalize staff/faculty/librarians' support mechanisms within the existing 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. This should be enshrined in the *Policy*.

# MANDATE 2

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Identify best practices to address barriers to reporting and to provide support for survivors.

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

Action item:

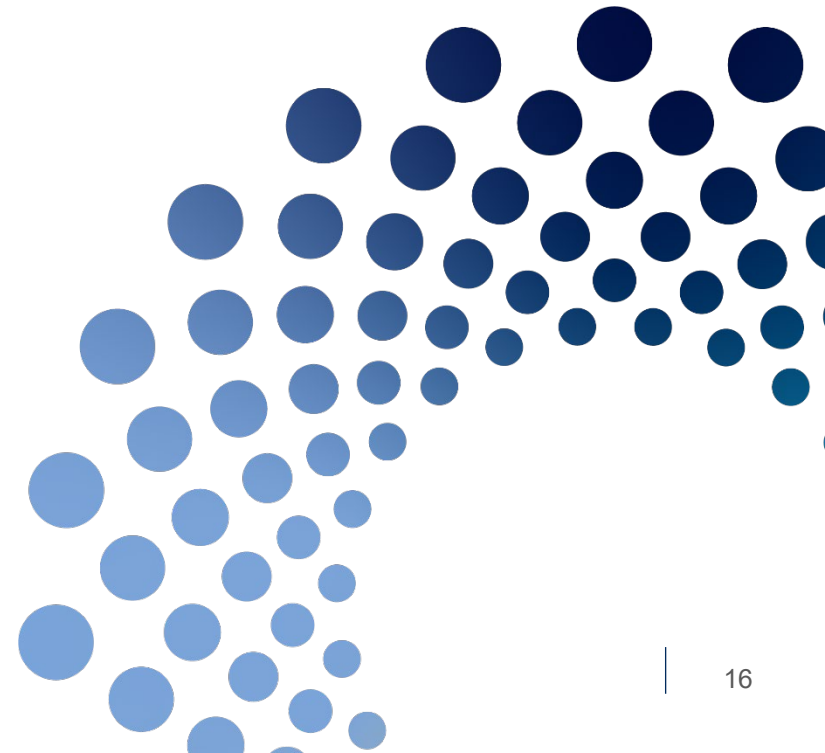
- A. Explore models to provide sexual violence counselling within the Sexual Violence Prevention and Support Centre, linking with U of T health and wellness resources, and in partnership with community-based organizations for longer-term, culturally-specific, and/or after-hours counselling and support services.

**R9: Expand and enhance the non-adjudicative resolution process and incorporate into accompanying communication materials.**

# MANDATE 3

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Consider how to appropriately account for power dynamics that are inherent in institutions of higher learning.





# R10: Explicitly address the issue of power dynamics and retaliation in the *Policy* and other related policies and guidelines.

Action items:

- A. Add stronger language about the misuse and abuse of power to the *Policy's* Statement of Commitment.
- B. Undertake a review of the *Policy on Conflict of Interest* and the *Provostial Guideline on Conflict of Interest and Close Personal Relations* to:
  - i. ensure they are up-to-date and aligned with contemporary frameworks of misuse and abuse of power, and
  - ii. more broadly socialized with the relevant stakeholders
- C. Develop a best practices guideline or framework to govern faculty/student supervisory relationships (for example, [Universities Australia Principles for Respectful Supervisory Relationships](#)).
- D. Adjust the language in the *Policy on Sexual Violence and Sexual Harassment* (for example, better alignment of paragraphs 21 & 51) and amplify the University's condemnation and prohibition of retaliation and reprisal through University communications.

# MANDATE 4

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Explore 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.

# R11: Increase transparency and timeliness for complainants and other participants.

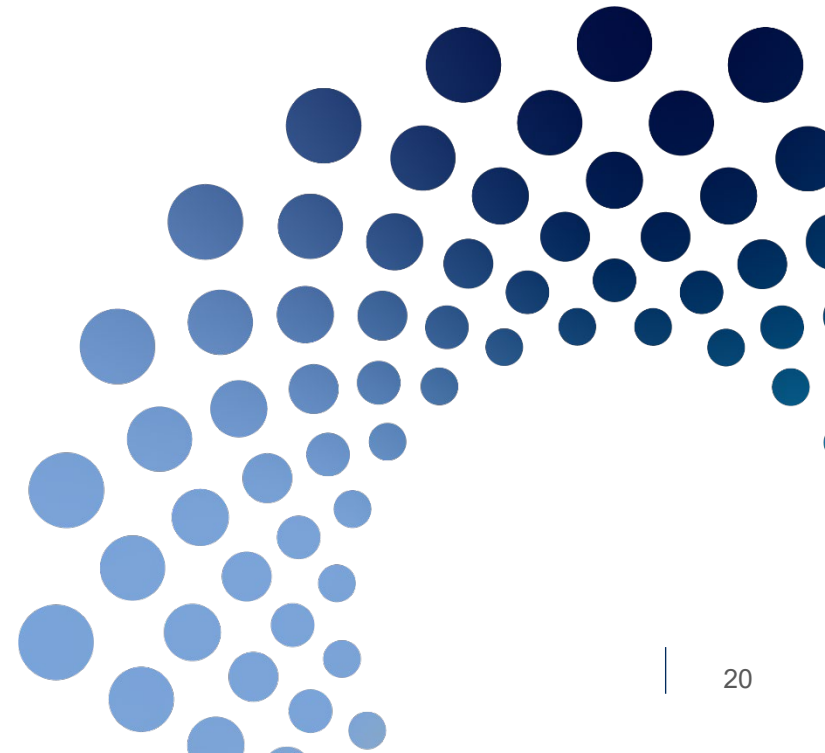
## Action items:

- A. Adjust the *Policy* to formalize information sharing where possible.
  - i. When possible, complainants should be made aware of the outcomes of investigations and what corrective actions have been taken. At minimum, complainants should be notified when a process has concluded.
  - ii. Other participants (e.g., respondents, witnesses) should also be notified when a process has concluded.
- B. The University should consider broadening the OHSa principles around notification of corrective action to follow similar practices for all members of the University community, including students.

# MANDATE 5

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Consider whether the university sector should develop a process for sharing information between institutions about findings of sexual misconduct by faculty members.



## **R12: 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. 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. 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 and/or the U15, to develop sector-wide processes for the Canadian postsecondary sector.

**THANK YOU!**