

**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

**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.

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

**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.

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

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

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

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

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

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

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

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

**R12:** Establish guidelines and processes that allow information on sexual violence and harassment to be shared with other institutions to discourage “passing the harasser.”



**THANK YOU!**