

# Revisions to the *Policy on Sexual Violence and Sexual Harassment*



## Cycle 2

November–December 2022

# PLEASE NOTE

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

Coordinators from the Sexual Violence Prevention & Support Centre will be available 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 | 1-855-597-2110

*Students*

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

# Background on the *Policy*

## 2016

- *Policy on Sexual Violence and Sexual Harassment* approved by GC Dec. 2016
- Replaced earlier policy on sexual harassment

## 2019

- First *Policy* review completed
- Made recommendations on Sexual Violence Centre staffing, Student Companion Guide, and clarification of supports

## 2021

- Minor amendments to *Policy* in response to new government requirements, approved Dec. 2021

# 2021/2022 Policy Review

## Mandate and Launch (Fall 2021)

Extended mandate from President Gertler:

- **examine best practices** to support survivors
- **account for power dynamics**
- **provide guidance on information sharing** in sexual violence investigations
- consider how University sector might **share information between institutions** about findings of sexual misconduct by faculty members

# 2021/2022 Review

Oct '21–Mar '22

## Consultations

- 700+ participants
- 42 stakeholder meetings
- 12 tri-campus consultations
- Online form for anonymous responses

Spring '22

## Analysis & Findings

- Feedback distilled into major themes
- Themes and draft recommendations presented to governance

July '22

## Report & Response

- 12 major recommendations
- 25 suggested revisions to *Policy* text
- All accepted by Administration

Sept–Oct '22

## Final Policy Consultation

- Draft revisions posted
- Online feedback form open Sept. – Oct.

# Policy Revisions

## I. Changes to reflect reviewers' recommendations about the *Policy*, such as:

- Public annual report providing statistical information on sexual violence cases
- Increased clarity on non-adjudicative processes
- Stronger language on zero tolerance for reprisals and retaliation

## II. Minor changes to enhance clarity of the *Policy*, such as:

- Alphabetization of definitions

# ***Strengthening Post-Secondary Institutions and Students Act***

Tabled October 27, 2022

- Reflects what U of T already has in place and what is being brought forward today
- Creates additional tools to address sexual violence in post-secondary institutions, specifically between employees and students
- Legislation would come into place July 1, 2023 at earliest

# ***Strengthening Post-Secondary Institutions and Students Act***

## **Policy (already in our *Policy*)**

- Requires universities to have a sexual violence policy that includes:
  - a) “rules with respect to sexual behaviour that involves employees and students”
  - b) examples of disciplinary measures that may be imposed on employees for violating the policy

## **Procedures**

- Discipline/termination deemed “just cause”
- Prevents agreements that prohibit disclosure of findings made by a court/adjudicator
- Prevents re-hiring of employees



# Impact of Policy Revisions

Policy improvement is an iterative process

In this Review:

- Clarity on University supports and processes
- More fulsome and timely communications with participants in sexual violence report processes
- Better articulation of University's responsibilities and obligations
- Meaningful change