



FOR INFORMATION

PUBLIC

OPEN SESSION

TO: University Affairs Board

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DATE: May 14, 2025 for May 21, 2025

AGENDA ITEM: 6

ITEM IDENTIFICATION:

Review of the *Policy on Sexual Violence and Sexual Harassment*

JURISDICTIONAL INFORMATION:

Under Section 5.4 of its Terms of Reference, the following matters fall under the purview of the University Affairs Board: *“University-wide matters affecting members of the University community that are not governed by academic policies or employment policies are the responsibility of the Board. These include such matters as non-academic discipline, sexual harassment, freedom of speech, alcohol use on campus, and smoking policies.”*

GOVERNANCE PATH:

1. **University Affairs Board [For Information] (May 21, 2025)**
2. UTSC Campus Council [For Information] (May 26, 2025)
3. UTM Campus Council [For Information] (May 27, 2025)
4. Academic Board [For Information] (May 29, 2025)
5. Executive Committee [For Information] (June 12, 2025)
6. Governing Council [For Information] (June 24, 2025)

PREVIOUS ACTION TAKEN:

The Policy on Sexual Violence and Sexual Harassment was approved by Governing Council on December 15, 2016. Subsequent revisions to the Policy were approved by Governing Council on December 12, 2019, December 16, 2021, and December 15, 2022. Revisions to the *Policy on Sexual Violence and Sexual Harassment* were last received for information by the UTM Campus Council on November 16, 2022.

Section VIII of the *Policy* provides for the University to “conduct a review of this Policy every

three years that will include consultation with Members of the University Community including students, staff and faculty,” and to amend the *Policy* as appropriate. A similar requirement is outlined in Bill 132.

HIGHLIGHTS:

The last review was conducted in 2022. The University launched the current review of the *Policy* on January 15, 2025. This review has two parts: 1) a broad consultation with staff, students and faculty; and 2) an external review by a legal expert. The consultation phase of this review took place between January 15 – March 28, 2025, and was chaired by Professor Faye Mishna.

Consultation

The consultation process included the following components:

- **Email solicitation** for feedback from student societies representing students on all three campuses, UTFA and union leadership, and a student advocacy group.
- **Engagement sessions** with key partners including the following:
 - Academic administrators, including Vice-Presidents, Vice-Provosts, Principals, Deans, Academic Directors, and Chairs
 - Staff members and staff groups involved in operationalizing the *Policy*, including Deans of Students, staff from the Sexual Violence Prevention and Support Centre, the Office of Safety and High-Risk, and HR directors and WPI, Campus Safety Offices
 - University Legal counsel and the Office of the Ombudsperson
 - Equity office directors
- **Open consultation** meetings with the following groups:
 - Students, faculty, and staff & librarians at each campus
 - Racialized community members; Indigenous community members; 2SLGBTQ+ community members; and persons with lived experiences of disability
- **An online, anonymous form** through which students, staff, and faculty members could submit written feedback

The *Policy* review team held 45 hours of consultation over 10 weeks, and a formal submission was received from UTSU and UTGSU.

Summary of What Was Heard

As a result of the feedback received, the following topics were identified:

1. **Clarity and Transparency:** Provide more information in the *Policy*.
2. **Process and Communication Improvements:** Review and improve the *Policy*'s reporting processes and related communications.
3. **Timelines:** Provide more information about how long a process under the *Policy* takes.
4. **Scope of the *Policy*:** Clarify the extent to which the *Policy* may apply to other issues such as intimate partner violence.
5. **Education, Training, and Awareness:** Provide mandatory training to key staff and create a new education program for student Respondents.

FINANCIAL IMPLICATIONS:

- There are no direct implications for the University's operating budget at this time.

RECOMMENDATION:

- For information

DOCUMENTATION PROVIDED:

- Presentation slides