

Professor Faye Mishna
Factor-Inwentash Faculty of Social Work

2025 REVIEW OF THE POLICY ON SEXUAL VIOLENCE & SEXUAL HARASSMENT

WHAT WE HEARD: Summary of Consultation Feedback

CONSULTATION OUTREACH

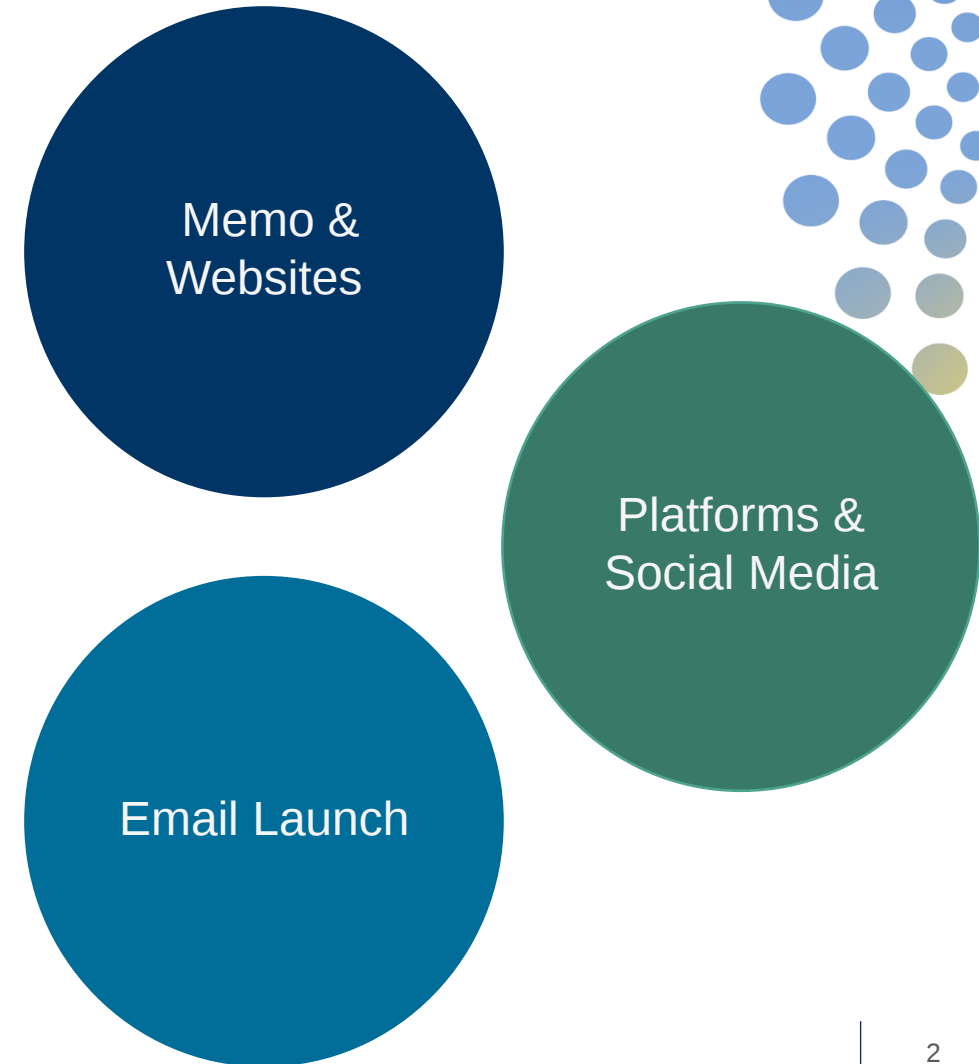
Memo & Website launched January 15, 2025
Provost's Memo and OVPS website.

Email Launch

Many email blasts to key partners (January – March).

Platforms & Social Media

Several platforms, social media & newsletters.



CONSULTATION STATISTICS

- **16 Open Consultation sessions:**
 - Student, staff, faculty member & librarian sessions (tri-campus)
 - Separate sessions for racialized, Indigenous, persons with disabilities, and 2SLGBTQ+ U of T community members
 - Private meetings with individuals and groups
- **19 consultation meetings with key staff groups**
- **Joint submission from UTSU and UTGSU**

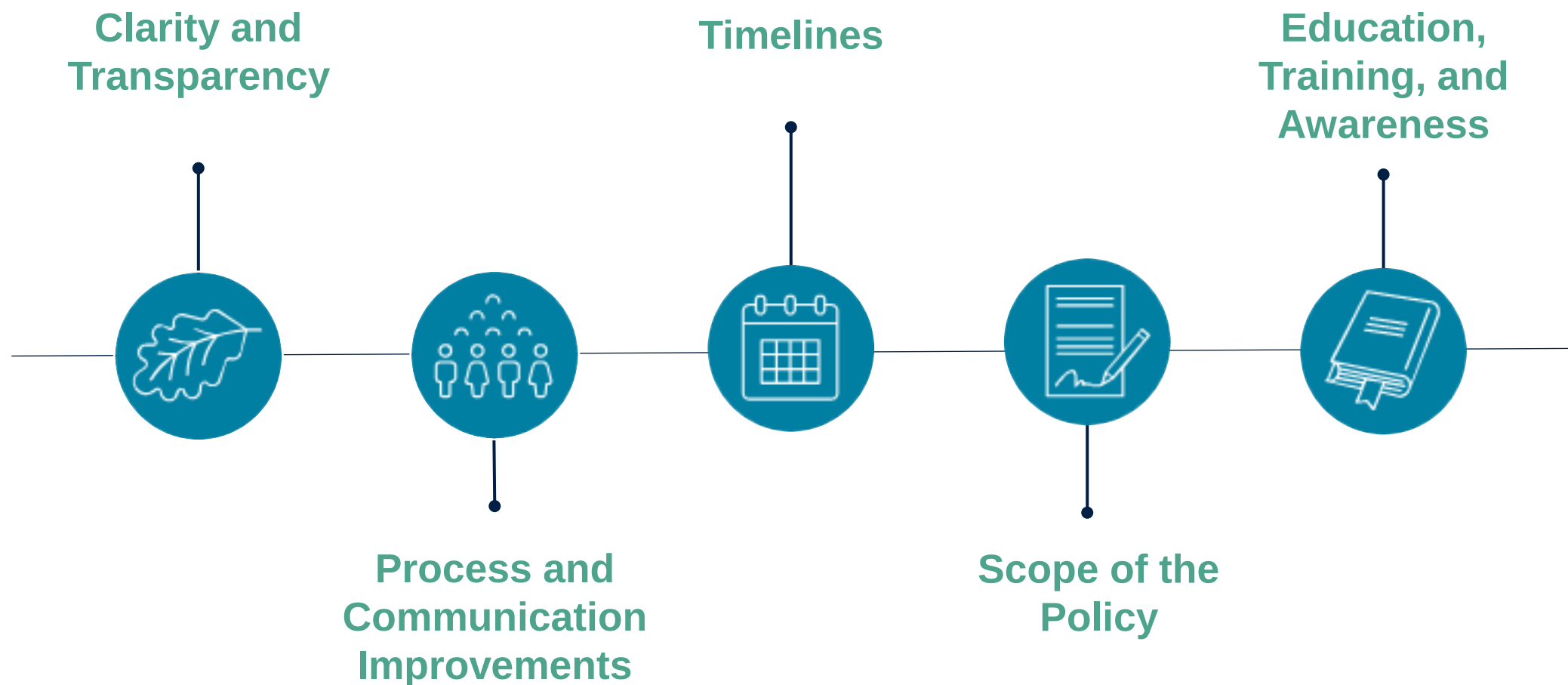


44 hours+ of consultations

Key Partner & Student feedback

200+ participants

WHAT WE HEARD



WHAT WE HEARD: CLARITY AND TRANSPARENCY

CONSIDER:

Support

Establishing strong support for the new online navigation tools for students, staff, faculty members, and librarians.

Definitions

Improving "Definitions" in the Policy.

Statement of Commitment

Improving "Statement of Commitment" section of the Policy.

WHAT WE HEARD: CLARITY AND TRANSPARENCY_(CONT'D)

More Details

- scope of University's authority to act as well as constraints on disclosures
- online sexual harassment and sexual harassment
- anonymous and 3rd-party Reports
- confidentiality and privacy, e.g., constraints on sharing information
- interim measures, conditions, and sanctions
- procedural fairness and due process
- safety planning

WHAT WE HEARD: PROCESS AND COMMUNICATION IMPROVEMENTS

CONSIDER:

Case Managers

Prioritizing one point of contact information and process navigation support.

Respondent supports

Identifying available supports and how to access them.

Review processes

Reviewing internal processes to improve communications, efficiencies, and timeliness.

New decision option for VPS

Creating a new option to impose sanctions for cases where a hearing under the Code of Student Conduct is not warranted.

WHAT WE HEARD: PROCESS AND COMMUNICATION IMPROVEMENTS (CONT'D)

CONSIDER:

Reprisals/retaliation

Creating a clear process for assessing and responding to reprisals/retaliation.

Non-adjudicative resolution

Adding more details regarding non-adjudicative resolution (NAR) goals and processes to facilitate informed decision-making and improve outcomes.

Providing feedback

Adding more information about opportunities for Complainants and Respondents to raise concerns about process fairness and policy application, and to provide feedback about their experiences of the process.

WHAT WE HEARD: TIMELINES

CONSIDER:

Additional guidelines

Adding guideline timeframes to parts of the process.

Institutional report

Increasing awareness of the University's reporting of timelines in the annual institutional Policy report.



WHAT WE HEARD: SCOPE OF THE POLICY

CONSIDER:

Intimate Partner Violence

Clarifying whether all/some forms of Intimate Partner Violence (IPV) are within scope of the Policy under “gender-based violence.”

WHAT WE HEARD: EDUCATION AND TRAINING

CONSIDER:

Mandatory training

Providing training to key University roles that are likely to receive disclosures and/or implement processes and make decisions under the Policy.

In-house education program

Creating an in-house education program for student Respondents where a sanction has been imposed.

Questions or comments?