

FOR INFORMATION**PUBLIC****OPEN SESSION**

TO: UTSC Campus Council

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PRESENTER: Faye Mishna, Professor, Factor-Inwentash Faculty of Social Work
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DATE: May 7, 2025 for May 26, 2025

AGENDA ITEM: 3

ITEM IDENTIFICATION:

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

JURISDICTIONAL INFORMATION:

Under section 5.6 of its Terms of Reference, *Matters for Information*, the UTSC Campus Council receives, annually from its assessors, reports on matters within its areas of responsibility, including statements of current issues, opportunities and problems, and recommendations for changes in policies, plans or priorities that would address such issues.

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 UTSC Campus Council on November 15, 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

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

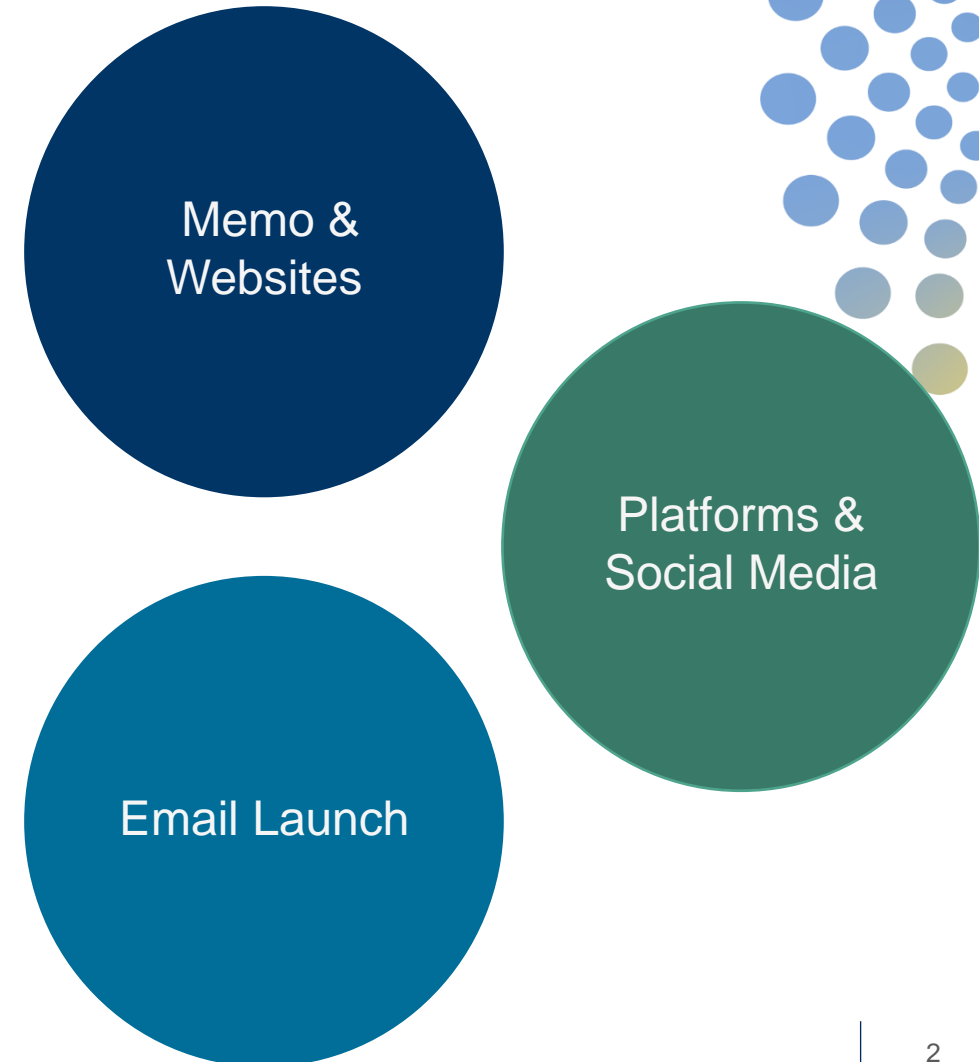
Provost's Memo and OVPS website.

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**

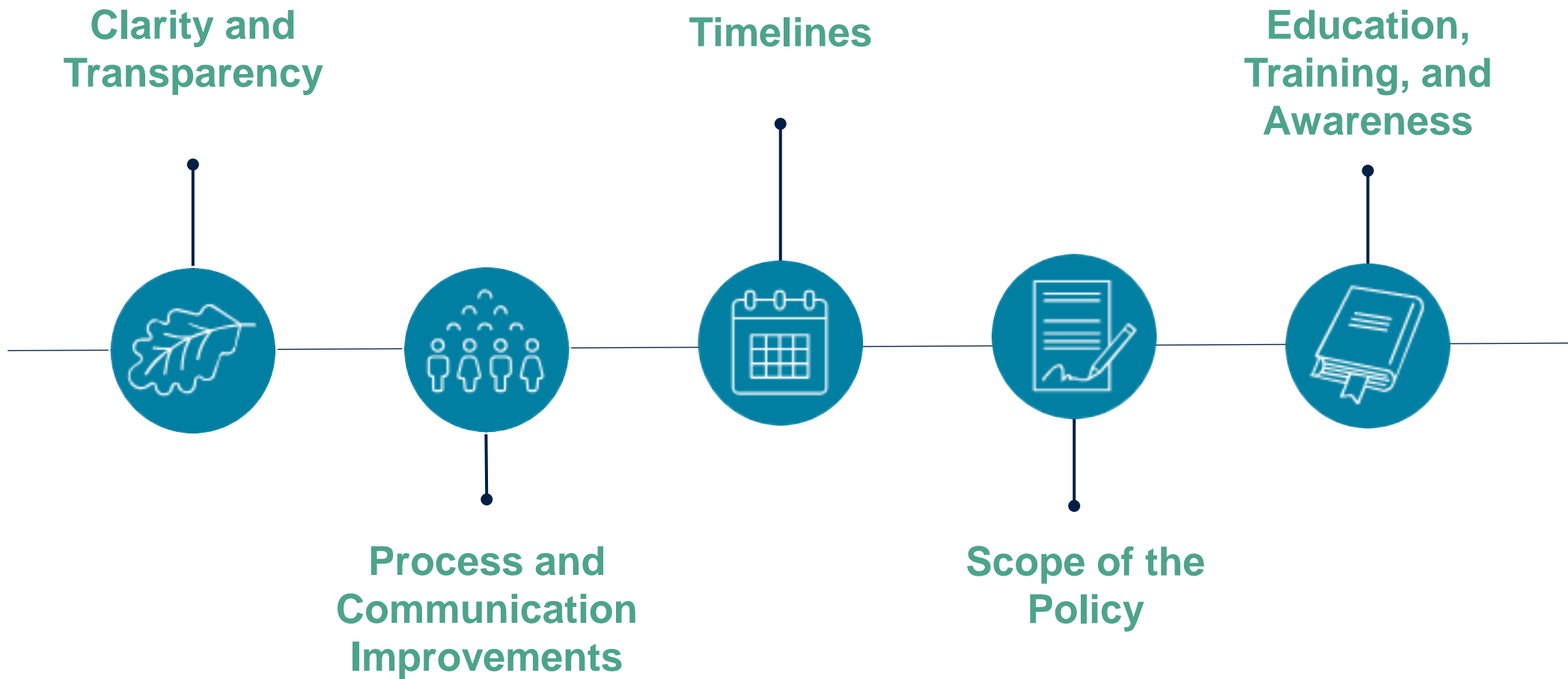


44 hours+ of consultations

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, and faculty.

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?