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# 2025 REVIEW OF THE POLICY ON SEXUAL VIOLENCE & SEXUAL HARASSMENT

**UPDATE:**  
**Progress & Proposed Policy Revisions**

# 2025 REVIEW OF THE *POLICY*

## MANDATE:

- Assess the impact of the changes from the 2022 Review
- Identify any further opportunities to improve the *Policy*

## TWO PARTS:

- Consultations with the University community
- External expert review

# COMMUNITY CONSULTATION INPUT

## CLARITY & TRANSPARENCY

Add new definitions and additional information throughout *Policy*; strengthen Statement of Commitment.

## PROCESS & COMMUNICATION IMPROVEMENTS

Offer online navigation guides; broaden Vice-Provost Students decision-making authority; add more details to the non-adjudicative process.

## TIMELINES

Add timelines throughout the *Policy*.

## SCOPE OF THE *POLICY*

Clarify scope of University's authority to act, anonymous and 3<sup>rd</sup>-party Reports, constraints on sharing information, ability to address intimate partner violence, etc.

## EDUCATION, TRAINING & AWARENESS

Enhance training and education programs for staff and Respondents.



# EXTERNAL EXPERT RECOMMENDATIONS

## DEFINITIONS

Add and update current definitions.

## STATEMENT OF COMMITMENT

Update to emphasize impact of sexual violence and mitigate myths.

## REPORTING

Add new ways for members of the University to make a Report of sexual violence.

## NON-ADJUDICATIVE RESOLUTION & PROCESSES

Rename and add details re: purpose, structure, processes, and outcomes.

## TIMELINES

Add timelines to key sections of the *Policy*.

## DECISION MAKING

Broaden the Vice-Provost, Students decision-making authority.

# PROPOSED POLICY REVISIONS

## DEFINITIONS AND INTERPRETATION

Added new definitions (gender-based violence, gender expression, gender identity, intimate partner violence, procedural fairness, reprisal, tech-facilitated sexual violence) and updated others (e.g. consent, sexual violence). Renamed “non-adjudicative resolution”.

## STATEMENT OF COMMITMENTS & ACKNOWLEDGEMENTS

Renamed section, reordered paragraphs to reflect priorities, and added new commitments to provide trauma-informed process (para 5) and accommodations where required (para 10).

## I. APPLICATION AND SCOPE

Formalized current practices: 1) receiving Reports from Complainants who are no longer members of the University Community (para 16), and 2) the University's response to intimate partner violence (para 20).

# PROPOSED POLICY REVISIONS: SECTIONS II-III [CONT'D]

## II. CONFIDENTIALITY AND PRIVACY

- Moved section up to signify importance; clarified limitations re: maintaining confidentiality (para 25); added language creating protocols re: intimate image and document retention (para 26).

## III. PRINCIPLES RESPECTING PROCESS

- Added language about parallel processes (para 28), and a timeline for the resolution of a process (para 33).

# PROPOSED POLICY REVISIONS: SECTIONS IV-V [CONT'D]

## IV. EDUCATION, SUPPORT, AND RESOURCES

- Added new language re: support for those experiencing intimate partner violence (para 37); providing mandatory trauma-informed training (para 42); and added clarity re: supports for Respondents (para 41).

## V. SAFETY, REPRISALS, INTERIM CONDITIONS AND INTERIM MEASURES

- Added new section; new language re: interim conditions and interim measures and the University's response to reprisals (paras 48-54), and safety planning (para 43).

# PROPOSED POLICY REVISIONS: SECTION VIII (A-C) [CONT'D]

## VIII. REPORTING

### A) Reporting Process

- Clarified how to make a Report (para 73), the components of a Report (para 74), what to do in an emergency (para 72); clarified that a Complainant can express a preference for investigation or facilitated resolution (para 79).

### B) University Response to a Report

- Clarified the options the University may offer a Complainant following a Report (para 85).

### C) Assessment

- Clarified University's response when allegations include other University policies (para 89); added timelines re: responding to a Report (para 90); added information about the University's obligation to provide supports to a Complainant even if they decide not to proceed with an investigation or facilitated resolution (para 95).

# PROPOSED POLICY REVISIONS: SECTION VIII (D-F) [CONT'D]

## D) Investigation

- Added language re: investigators having trauma-informed experience (para 96); timelines (para 98); and asking the Complainant and Respondent for their views of investigation results (para 109); clarified scope of investigator's authority (para 107).

## E) Decision-making and Appeal Process

- Expanded decision-making authority of the VPS (para 110); clarified decision makers for different types of Respondents (para 113); added language giving the University authority to make a decision in circumstances where the Respondent is not a member of the University (para 119); and clarified the information the University can share with Complainants re: outcomes (para 117).

## F) Facilitated Resolution Process and Outcomes

- Renamed and added content about purpose, structure, processes, and outcomes (paras 120 – 138).

# PROPOSED POLICY REVISIONS: SECTION VIII (G-H) [CONT'D]

## G) University's Obligation When a Complainant Requests No Investigation/Chooses not to Participate

- Clarified the Complainant's ability to withdraw from a process (para 139); and when the University can act on a Disclosure or Report when the Complainant chooses not to participate in a process (para 140).

## H) University's Obligation When Someone Other than the Complainant Makes a Report/Report is made Anonymously

- Added language about procedural fairness (para 142).

# OTHER PLANNED RESPONSES

## POLICY NAVIGATION TOOLS

- Online navigation tools for student, staff, faculty and librarians

## INTERNAL PROCESS REVIEW

- Analyze related process, workflows, and communications for efficiencies

## TRAUMA-INFORMED PROCESS

- Ensure Case Managers are prioritizing navigation support to participants throughout a process

**Questions or comments?**

