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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 3rd-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 VII (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?