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2025 REVIEW OF THE POLICY ON SEXUAL VIOLENCE & SEXUAL HARASSMENT

Proposed Policy Revisions

COMMUNITY FEEDBACK ON PROPOSED CHANGES FALL 2025



September 23 to October 8, 2025

- **Format: Anonymous online form**
- **Outreach: Emails and broad platforms**
 - U of T senior leadership and student leaders, governance membership, all-employees listserv, UTFA, Labour Relations & Union members
 - Provost's Digest, Bulletin Brief, and Quercus
- **Responses: 25 online and six written submissions**
 - Staff (47%), students (34%), faculty members (13%), staff/students (6%) from all three campuses
 - Written submissions from staff offices and unions



SUMMARY OF FALL 2025 COMMUNITY FEEDBACK



SUGGESTIONS FOR IMPROVED CLARITY:

- Definitions
- Procedural fairness
- Reprisals
- Intimate partner violence
- Confidentiality
- Timelines
- Respondent supports
- Mandatory training
- Interim conditions/measures

SUMMARY OF CHANGES

DEFINITIONS & SCOPE

Added clarity to definitions and the Application & Scope section:

- Consent, Facilitated Resolution Process, Members of the University Community, Procedural Fairness, Reprisal, and Gender-based Violence
- Updated paragraph regarding Intimate Partner Violence

SUBSTANTIVE IMPROVEMENTS

Updated language to several sections:

- Timelines (paragraph 33)
- Respondent supports (paragraphs 40 & 44) and mandatory training (paragraph 42)
- Interim conditions/measures (paragraph 47) and Reprisals (paragraphs 52 & 53)
- When a Report engages more than one policy (paragraph 89) and when a Report is determined not to fall under the Policy (paragraph 93)



Questions or comments?