



**FOR INFORMATION**

**PUBLIC**

**OPEN SESSION**

**TO:** University Affairs Board

**SPONSOR:** Trevor Young, Vice-President & Provost, Division of the Vice-  
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**PRESENTER:** Cheryl Regehr, Professor, Factor-Inwentash Faculty of Social Work  
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**DATE:** April 7 for April 23, 2026

**AGENDA ITEM:** 3

**ITEM IDENTIFICATION:**

Report on the Review of the *Code of Student Conduct (Code)*.

**JURISDICTIONAL INFORMATION:**

Under Section 5.1.4 of its Terms of Reference, the following matters fall under the purview of the University Affairs Board:

*“The Board is responsible for policy concerning multi-campus services campus and student services on the St. George campus and University-wide policies that apply to the St. George, UTM and UTSC campuses. It is also responsible for overseeing their operation.”*

**GOVERNANCE PATH:**

1. UTM Campus Council [for information] (April 13, 2026)
2. UTSC Campus Council [for information] (April 14, 2026)
- 3. University Affairs Board [for information] (April 23, 2026)**
4. Executive Committee [for information] (May 4, 2026)
6. Governing Council [for information] (May 13, 2026)

**PREVIOUS ACTION TAKEN:**

The last review of the *Code* and its processes took place in 2002. Previous administrative updates to ensure alignment with new policies were approved in 2019, but few changes have been made to the *Code*'s content.

## HIGHLIGHTS:

### Consultation

The University's *Code* is an essential component of the way we safeguard the rights, and identify the responsibilities, of members of our community. The *Code* is not a substitute for the *Criminal Code of Canada* or any other applicable law or regulation, but rather a tool that may be employed to protect the rights of U of T students and the integrity and safety of all University activities.

The recent introduction of a policy review framework from the University's Governing Council, as well as sector best practices, suggest the need to undertake an assessment of the *Code* by relevant stakeholders to ensure its continued efficacy.

The consultation phase of this review took place between November 7, 2025 – February 20, 2026, and was chaired by Professor Cheryl Regehr.

### Consultation

The consultation process included the following components:

- **Email solicitation** for feedback from Governing Council, senior faculty and administrative leaders, and student societies representing students on all three campuses.
- **Engagement sessions** from November 2025-February 2026 were held 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 *Code*, including Deans of Students, Registrars, the student crisis response and academic progress teams on the three campuses, the Office of Safety and High-Risk, Campus Safety.
  - University legal counsel and the Office of the Ombudsperson.
- **Open consultation sessions** from January-February 2026 were held with the following groups:
  - Students, faculty, and staff & librarians at all three campuses.

- **An online, anonymous form** through which students, staff, and faculty members could submit written feedback was open and accepted responses over the consultation period until February 28, 2026.

The *Code* review team held 44 hours of consultations over 12 weeks.

### **Summary of What Was Heard**

The following issues were identified:

- Lack of relevance of *Code* to university life.
- Concerns about behaviour that “does not meet the threshold of the *Code*.”
- Decentralized structure for reporting, case management, investigating, and decision-making is problematic.
- Intersections between the *Code* and mental health concerns.

In response to the feedback provided, Professor Regehr is proposing four recommendations:

1. Update the structure of the *Code*.
2. Clarify and broaden the scope of the *Code*.
3. Create a central “Student Conduct Office” with oversight by the Vice-Provost, Students.
4. Create a new mental health diversion pathway.

### **FINANCIAL IMPLICATIONS:**

- There are no direct implications for the University's operating budget at this time.

### **RECOMMENDATION:**

- For information

### **DOCUMENTATION PROVIDED:**

- Presentation slides

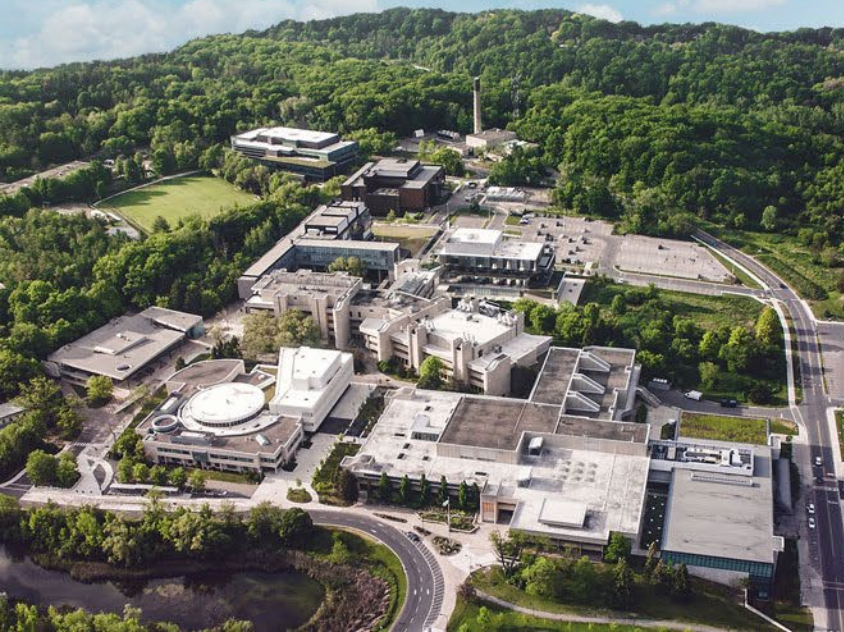
# CODE OF STUDENT CONDUCT REVIEW 2025-26

## Summary of Consultation Feedback & Preliminary Recommendations

April 2026

Presented by:

**Professor Cheryl Regehr**



# CONSULTATION OUTREACH

## **Memo & website launched November 17, 2025**

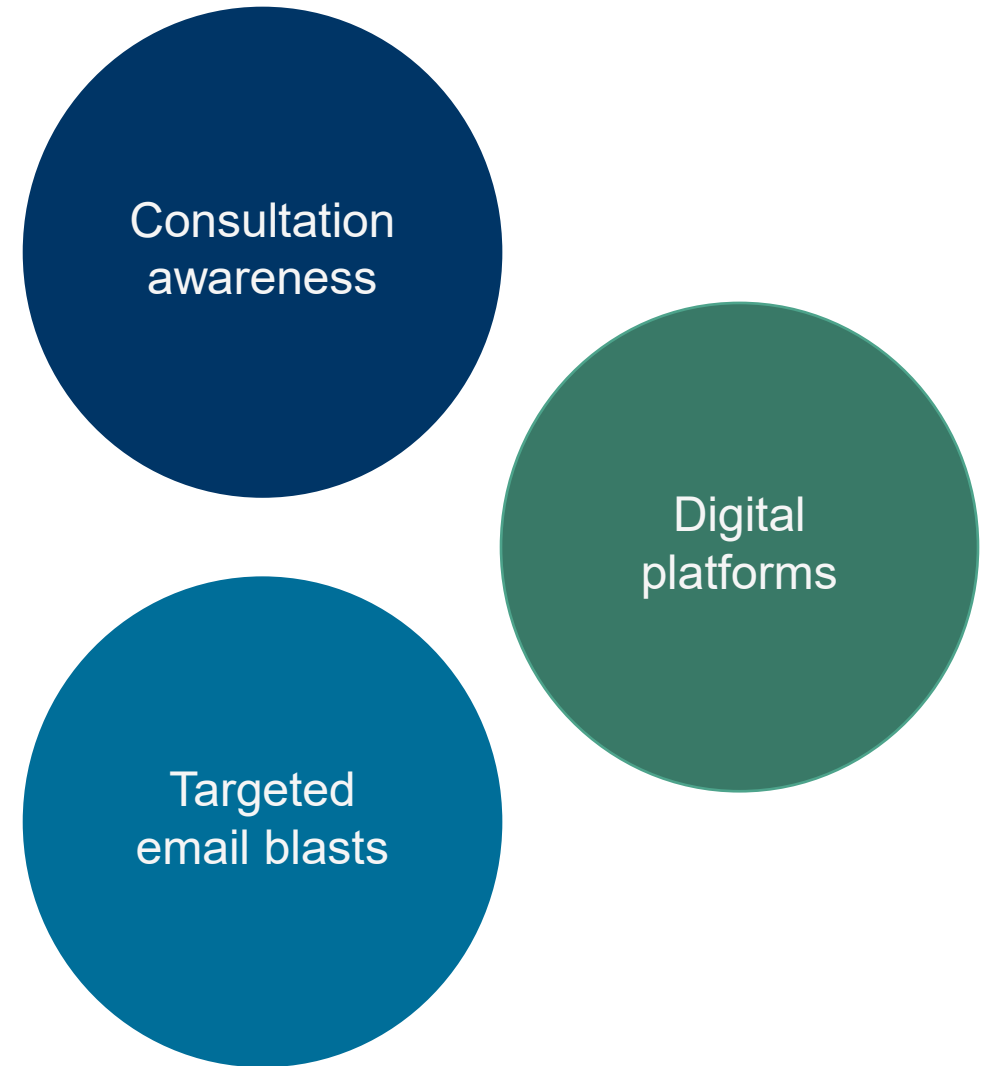
Provost's Memo and OVPS website.

## **Email & communications outlets**

Many email blasts to key stakeholders and the broader community (Nov 2025 – Jan 2026).

## **Digital platforms**

Several digital displays on all three campuses, local channels, and social media networks.




# CONSULTATION STATISTICS


- **12 Open Consultation sessions:**
  - Student, staff, faculty member & librarian sessions (tri-campus)
- **Over 30 consultation meetings with staff groups**
- **3 consultations with student associations**
- **50+ online submissions**



44 hours+ of consultations



Key Partner &  
Student  
feedback



350+  
participants

# LANDSCAPE SCAN & LEGAL RESEARCH

- Landscape scan of 20+ Canadian institutions
- Legal research on a range of issues
- U of T Code case decisions



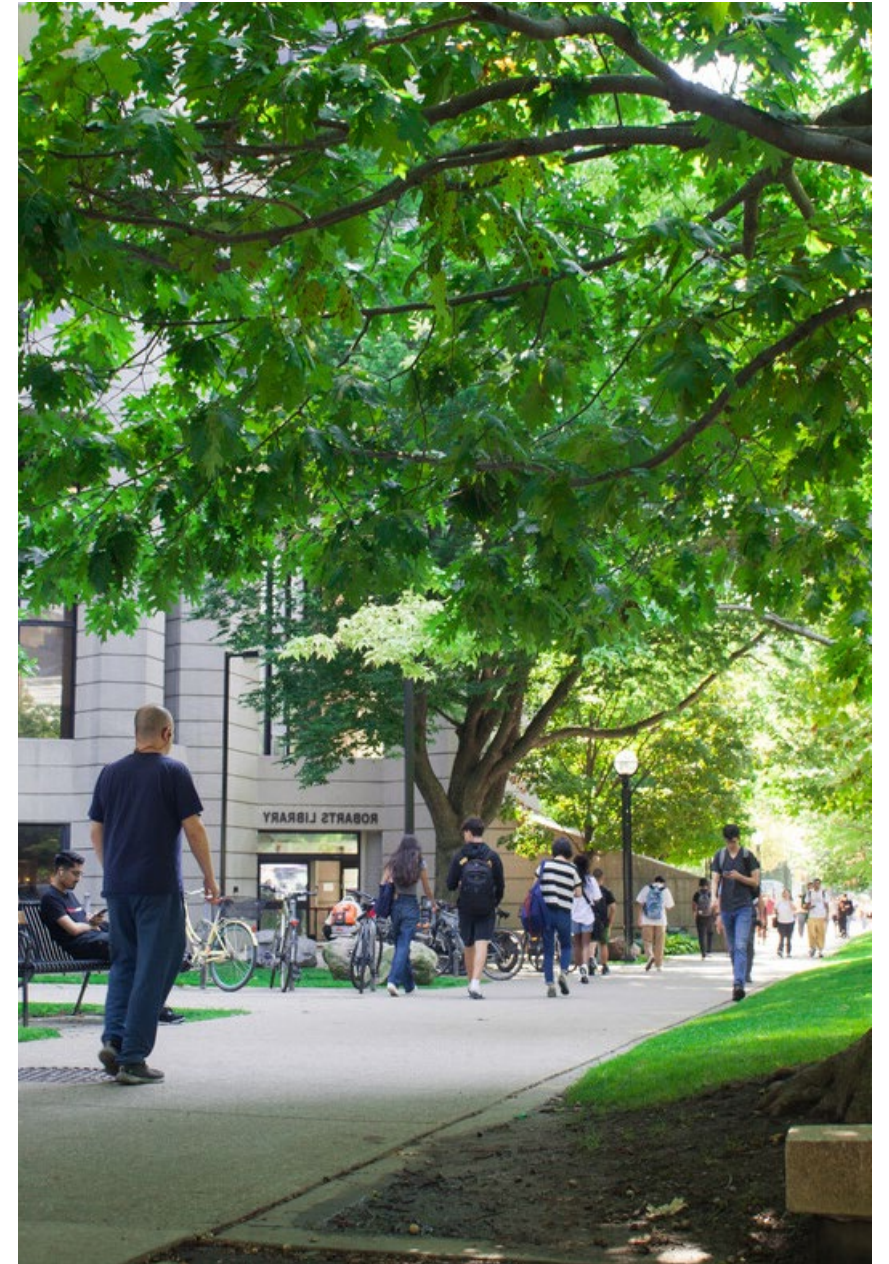
# CODE OF STUDENT CONDUCT CONSULTATIONS

## What we heard

- **Lack of relevance** of *Code* to university life.
- Concerning behaviour that “**does not meet the threshold of the *Code*.**”
- **Decentralized structure** for reporting, case management, investigating, and decision-making is problematic.
- **Intersections between** the *Code* and mental health concerns.

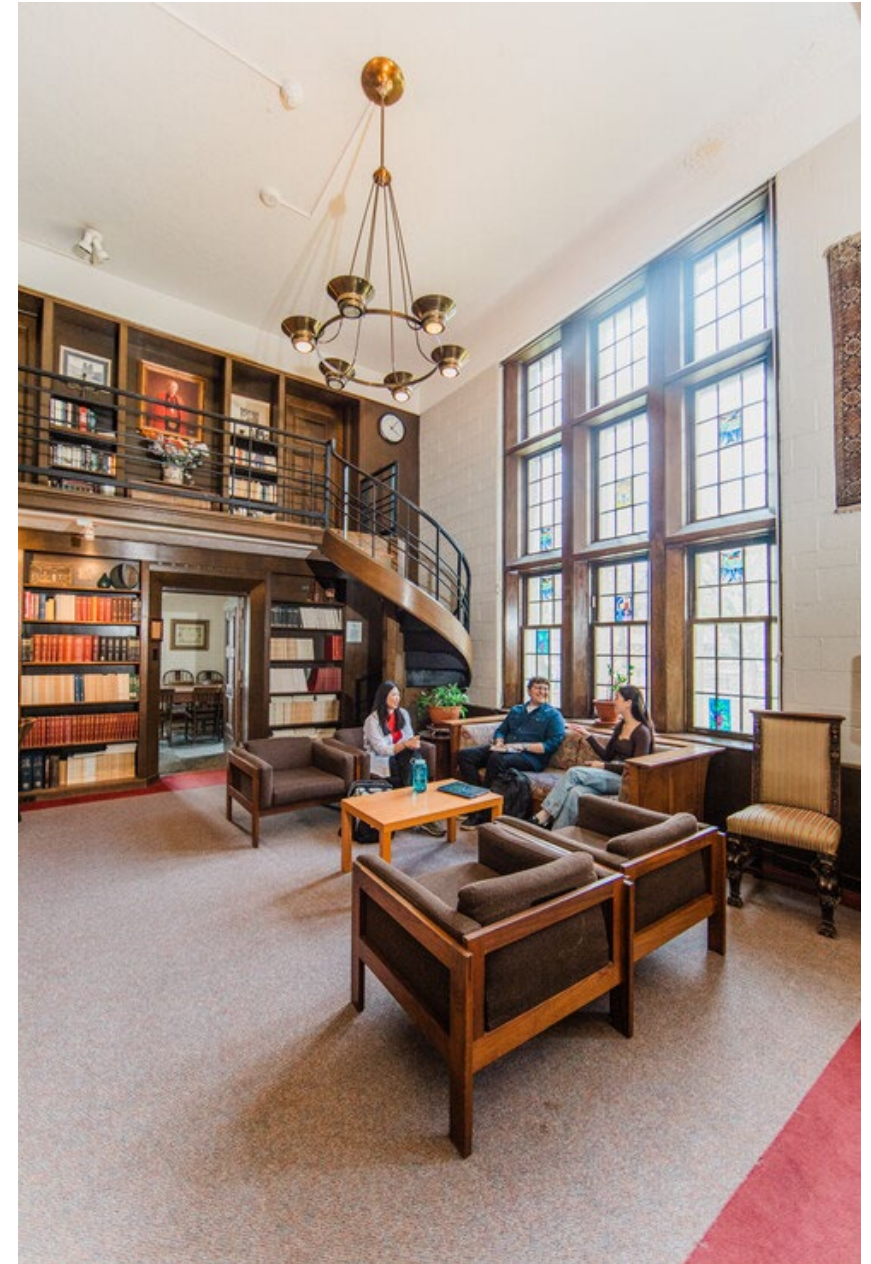
# RELEVANCE OF CODE TO UNIVERSITY LIFE

- **Code structure and language are unclear** – overly legal language reads like the criminal code.
- Processes are **highly structured** for a small number of cases.
- **Not relevant** to vast majority of people / situations.
- **Very little knowledge** it exists.
- **Lack of clarity** how it intersects with residence codes/athletic codes, etc.



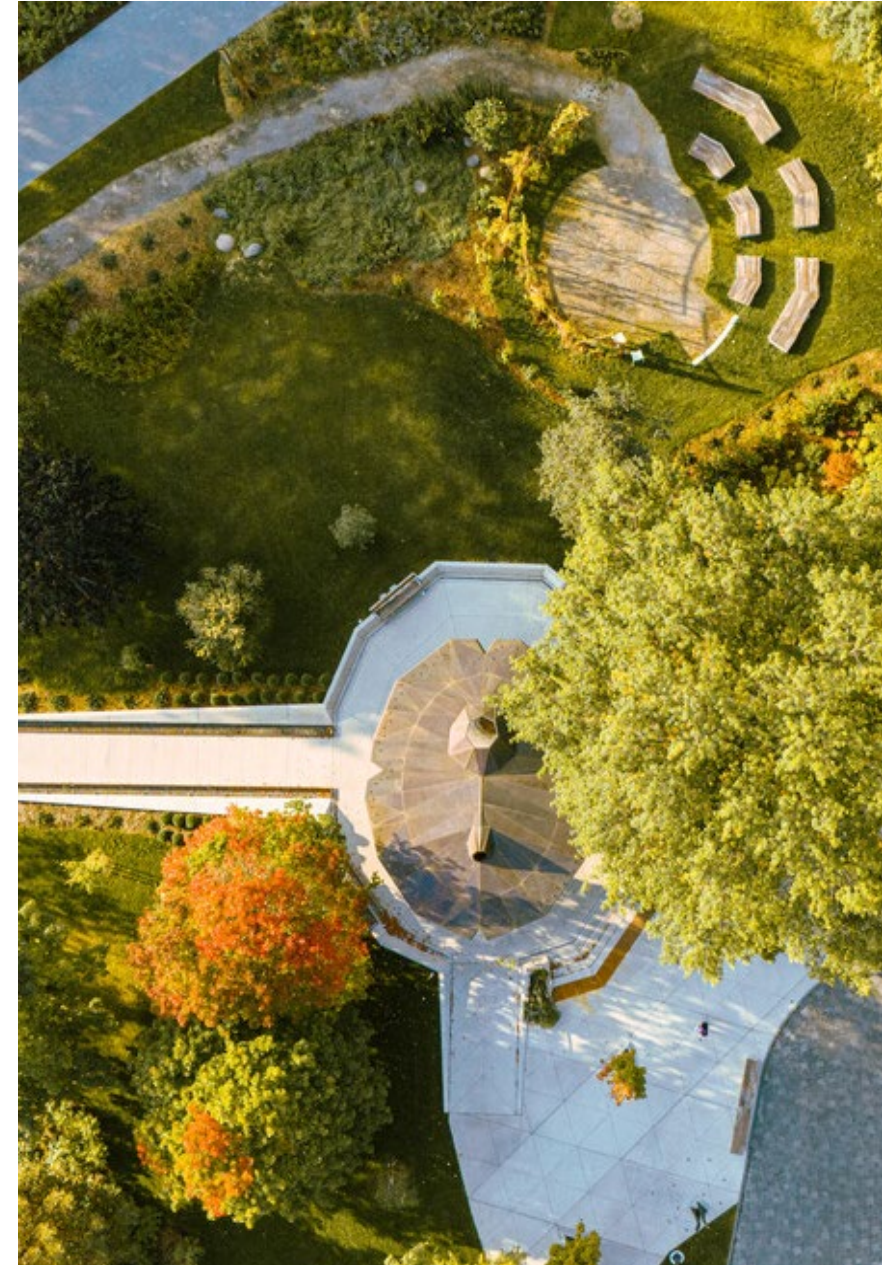
# BEHAVIOUR THAT “DOES NOT MEET THE THRESHOLD”

- **Code is not useful for the majority of concerns:** offences out of date, threshold too high, scope too narrow, sanctions too punitive.
- New world of **online harassment and threats.**
- Students **feel unprotected.**
- Significant concerns about **harassment and abuse of staff.**



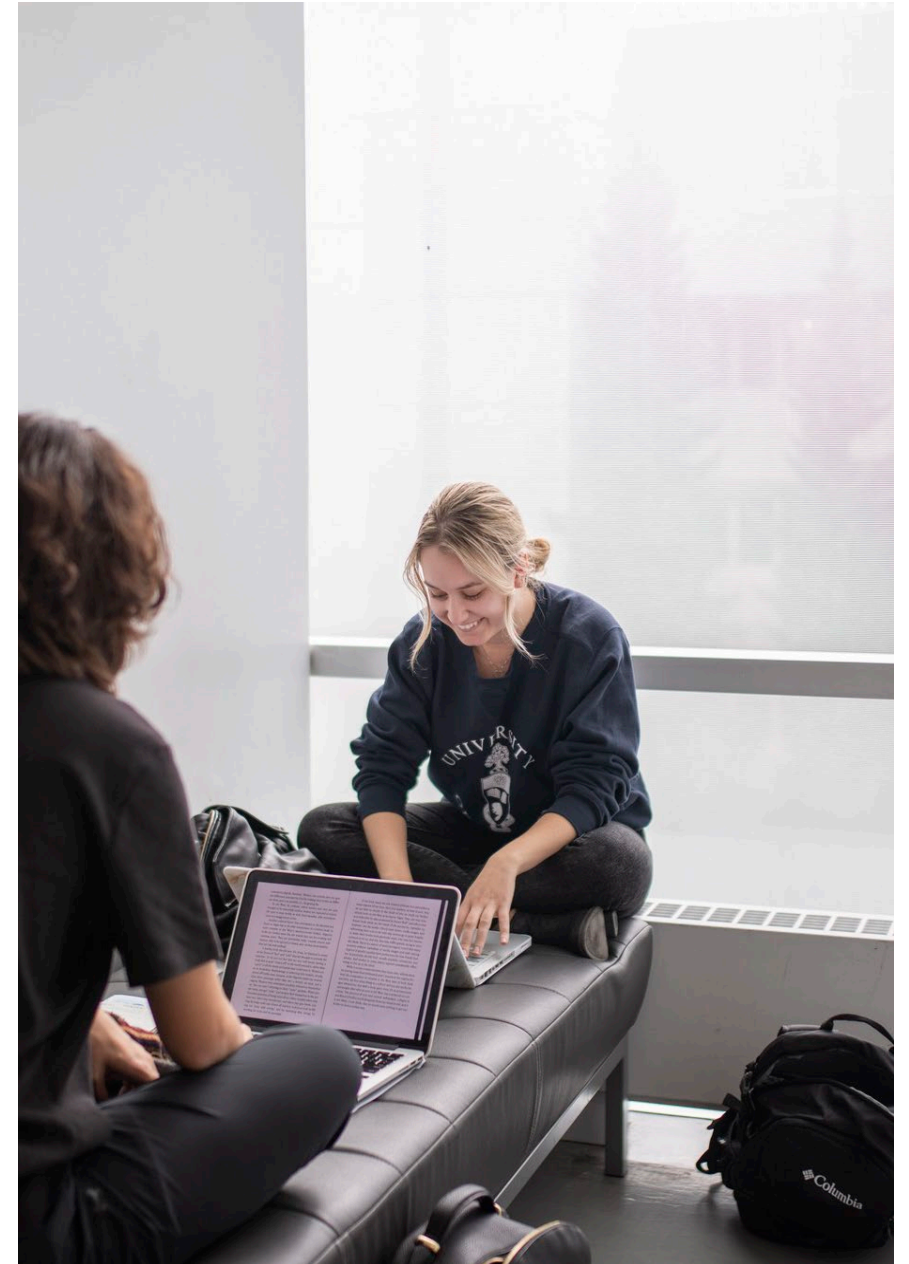
# DECENTRALIZED STRUCTURE FOR REPORTING, CASE MANAGEMENT, AND DECISION-MAKING

- Current reporting structure **creates confusion and obstacles** to making a report.
- Cases are managed by **multiple offices** with insufficient coordination and communication.
- Sanctions are **inconsistently** applied.
- Staff feel **overburdened and unsure** how to manage cases.



# USE OF THE CODE WHERE THERE ARE MENTAL HEALTH CONCERNS

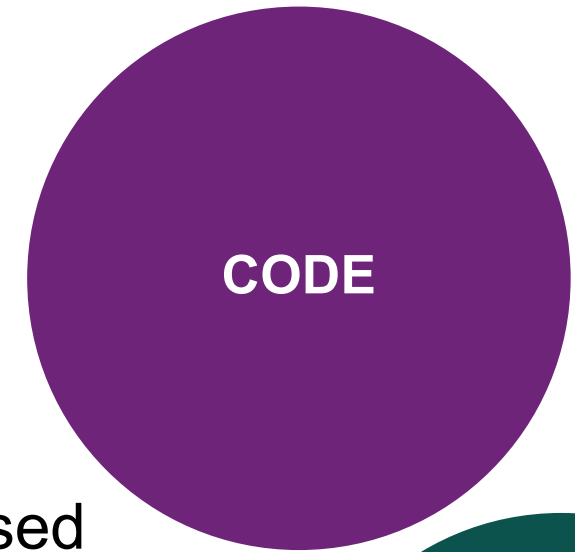
- Unclear **how it intersects** with other mental health policy.
- **Challenging balance between** the duty to accommodate and protecting others.
- Concern that the *Code* is **too punitive**.
- Problematic behaviour **excused or dismissed**.



# RECOMMENDATION 1 – STRUCTURE

New policy structure – create two documents.

- **Code:** Strong preamble with community behaviour expectations, behaviours that contravene these expectations divided into tiers, alternative sanctions based on severity of offence, situational factors, interaction with other policies, confidentiality and information sharing, data tracking, interim measures/conditions, etc.
- **Procedures:** How to make a report, assess reports, case manage, decide, conduct an investigation and hearing, impose interim measures/conditions, decide sanctions, etc.



# RECOMMENDATION 2 – SCOPE

- Update **code offences** to include online harassment, weapons on campus, etc.
- Create **tiers of offences**:
  - \* **more minor cases** to be dealt with at local level with central guidance and cascading interventions; and
  - \* **more serious cases** to be dealt with centrally.
- Add **more educative and restorative options**.
- Clarify **definition of “Member of the University of Community”** for instance as in sexual violence policy.



# RECOMMENDATION 3 – MANAGEMENT

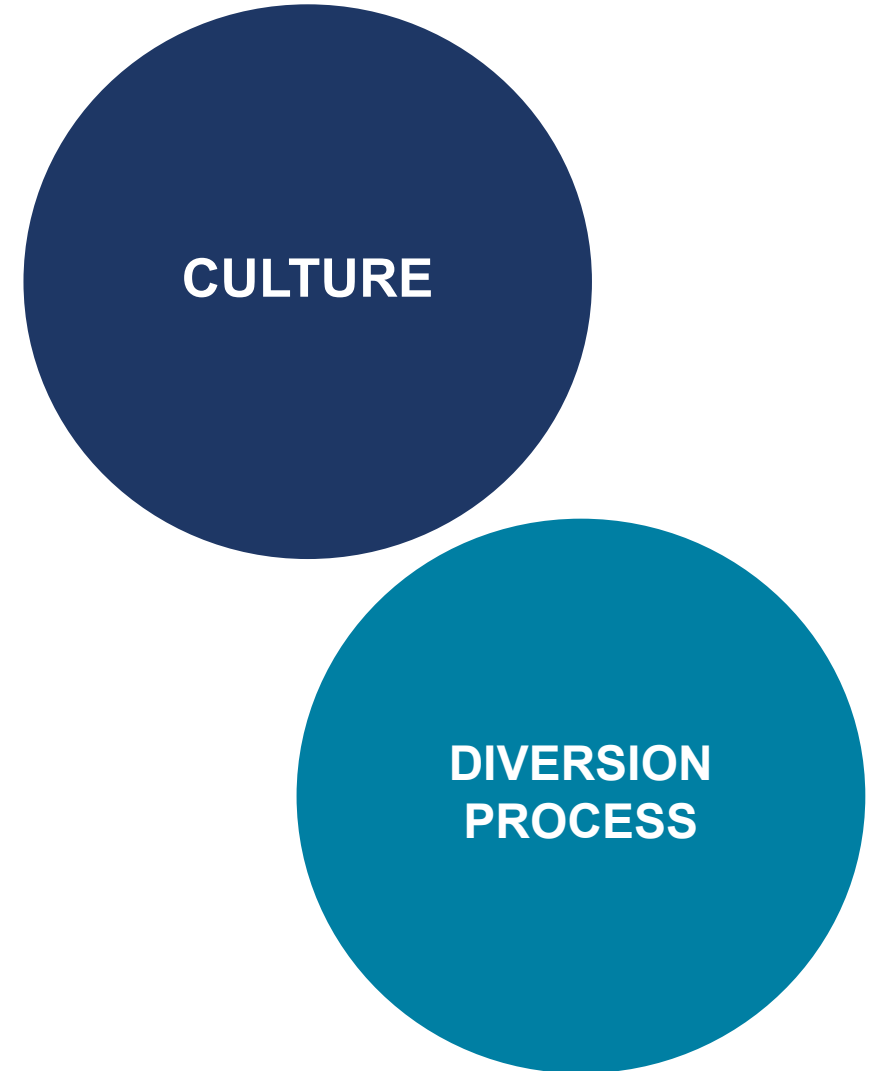
- Create **central “Student Conduct Office (SCO)”** with oversight by the Vice-Provost, Students (VPS).
- Create **centralized reporting process** to new SCO.
- New SCO **assesses complaints, triages responses, and provides guidance.**
- New SCO **tracks numbers and types of cases.**
- Decision-making can be local, with VPS, or through tribunal depending on the severity of the offense and sanctions



# RECOMMENDATION 4 – MENTAL HEALTH

Create a **culture** where people are held **accountable** for their actions.

Create a **mental health diversion process** to use as appropriate.



# YOUR THOUGHTS



# Thank you

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