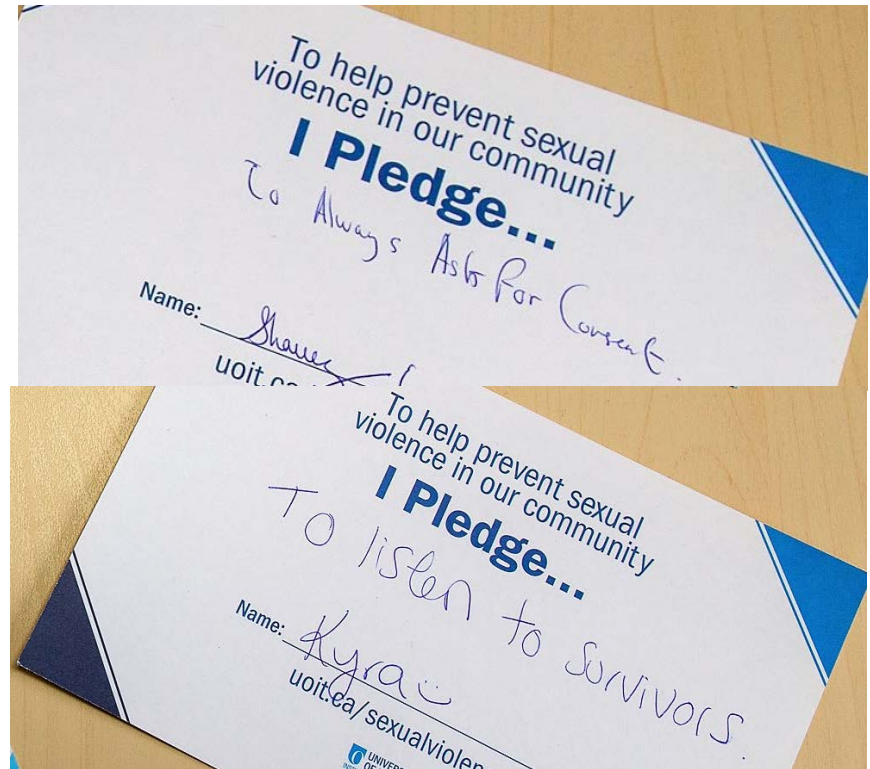


# Student Sexual Violence Policy and Procedures



Advisory Committee on Student Sexual Violence  
Prevention and Support, March 2019

# POLICY - BACKGROUND

- Bill 132 and MTCU Act (2016) - Requires universities to have a policy that addresses student sexual violence:
  - Details how the University will respond to and address incidents and complaints
  - Provides information on supports and accommodates for students affected by sexual violence
  - Involves students in the development and review of the policy
  - Is approved by the Board of Governors

# POLICY REVIEW

- Dec 2017 - University Policy on Sexual Violence approved
- March 2018 - Advisory Committee on Student Sexual Violence Prevention and Support established
- April May 2018 - Initial review of policy through student consultations and determined to undertake a full review of the policy through 2018-19
- Policy re-developed for approval in Spring 2019

# COMMITTEE MEMBERSHIP

- Olga Marques, Assistant Professor, Social Science and Humanities (Chair)
- Dan Hoornweg, Professor, Energy Systems and Nuclear Science
- Akeisha Lari, Equity and Inclusion Advisor
- Nadia Palarchio, Mental Health Counsellor
- Nicole Suss/Emily Laverty, Academic Advisor
- Amr Elziny, USU Vice-President of Student Affairs
- Alisia Palermo, Masters Program in Forensic Psychology
- Chantal Jeremiah, Bachelor Program in Criminology and Justice
- Declan Frampton, Bachelor Program in Nursing
- Hafsa Zia, Bachelor Program in Science
- Rachel Solomon, Bachelor Program in Health Sciences
- Rida Warsi, Bachelor Program in Life Sciences
- Vithusan Arunakirinathan, Bachelor Program in Health Sciences
- Olivia Petrie, Assistant Vice-President, Student Life
- Administrative support provided by Scott Dempsey, Manager, Student Engagement and Equity and Anita Krupa, Executive Assistant, Student Life

# CONSULTATION PROCESS

- Student townhalls and roundtables in April and November 2018
- Stakeholder feedback (Campus Safety, University Counsel, Mental Health Services, Human Resources, etc)
- Community feedback via online
- Recommendations to the Provost in December 2018
  - Process support
  - Training
  - Policy revisions
  - Advisory Committee membership

# KEY RECOMMENDATIONS

- Policy Revisions
  - Clarify definitions and explain key roles
  - Include appeals process
  - Ensure decision-maker has appropriate training
  - Simplify support and resolution processes with specific timelines
  - Re-organize policy to conform to Policy Template

# POLICY COMMITMENTS



# STUDENT-DRIVEN PROCESS

Do I want  
to tell  
someone?

## Disclosing

- To a trusted colleague, where students can:
  - Be listened to and believed
  - Receive info about available supports
  - Be referred to a Support Worker or other supports

Do I want  
help for my  
well-being?

## Accessing Support

- From a Support Worker, where students can:
  - Receive confidential support for wellness and healing
  - Receive accommodations through campus services
  - Be referred to other support services
  - Consider making a Report

Do I want to  
explore  
Reporting  
options?

## Reporting

- Through a Case Manager, where students can:
  - Initiate review of incident
  - Consider interim measures or accommodations
  - Explore Informal Resolution pathways
  - Participate in investigation process
  - Receive updates to support safety



# RESOLUTION PROCEDURES

	Stage	Role	Actions	Time
	Reporting	Case Manager	<ul style="list-style-type: none"> <li>Conducts initial assessment and determines policy fit</li> <li>Implements Interim Measures and/or Accommodations</li> </ul>	5 Days
	Proceed to Investigation	Case Manager	<ul style="list-style-type: none"> <li>If policy fit, appoints Investigator and notifies Complainant and Respondent</li> </ul>	
	Informal Resolution	Case Manager	<ul style="list-style-type: none"> <li>May be pursued at any time after report is filed</li> </ul>	--
	Investigation	Investigator	<ul style="list-style-type: none"> <li>Meets with involved parties and witnesses</li> <li>Prepares draft Investigative Report</li> <li>Provides draft to Respondent</li> </ul>	10 Days
	Response	Respondent	<ul style="list-style-type: none"> <li>Provides response in person and/or in writing to Investigator</li> </ul>	5 Days
	Finalize Report	Investigator	<ul style="list-style-type: none"> <li>Finalizes Investigative Report, submits to Provost's delegate</li> </ul>	10 Days
	Decision-Making	Provost's Delegate	<ul style="list-style-type: none"> <li>Reviews Investigative Report</li> <li>Determines appropriate sanctions if policy breach</li> <li>Provides decision to Respondent and Case Manager</li> </ul>	
	Inform Complainant	Case Manager	<ul style="list-style-type: none"> <li>Shares decision with Complainant as appropriate to ensure privacy and safety of Complainant and others</li> </ul>	

# REVIEW AND APPEAL

Stage	Role	Actions	Timeline
<b>REVIEW OF PROCEDURES</b>			
Request Review	Respondent or Complainant	<ul style="list-style-type: none"> <li>Request a review of the investigation or decision making process or where there is a lack of Administrative Fairness</li> </ul>	10 Days
Review of Procedures	Review Officer	<ul style="list-style-type: none"> <li>Determines whether investigation and decision-making process were correctly followed and identify steps to be taken to remediate the flaws up to a hearing</li> </ul>	5 Days
<b>APPEAL HEARING</b>			
Request Appeal	Respondent	<ul style="list-style-type: none"> <li>Submits written appeal where there is new evidence or a fundamental flaw in procedures</li> </ul>	10 Days
Review	Appeal Officer	<ul style="list-style-type: none"> <li>Reviews appeal and if grounds for appeal are met proceeds with hearing (normally in writing)</li> </ul>	5 Days
Response	Provost's Delegate	<ul style="list-style-type: none"> <li>Provides response to Appeal</li> </ul>	10 Days
Final Response	Appellant	<ul style="list-style-type: none"> <li>Provides final written response</li> </ul>	10 Days
Decision	Appeal Officer	<ul style="list-style-type: none"> <li>Issues written decision</li> </ul>	10 Days

# FURTHER CONSULTATIONS

	Reviewers	For April Board
<b>Final Review</b>	SSV Advisory Committee	March 18, 2019
<b>Mandatory Consultation</b>	Administrative Leadership Team	March 12, 2019
<b>Mandatory Consultation</b>	Academic Council	March 26, 2019
<b>Online Consultation</b>	Policy Consultation Notice Board	March 22-April 5, 2019
<b>Policy Assessment</b>	Policy Advisory Committee	April 3, 2019
<b>Deliberation</b>	Board Audit & Finance Committee	April 15, 2019
<b>Approval</b>	Board of Governors	April 24, 2019

# FEEDBACK WELCOME

Via [policy@uoit.ca](mailto:policy@uoit.ca)