

## Policy 236 Review Committee

Tuesday, April 06, 2021

1:00pm – 2:00pm

Virtual via Zoom

**Attendees:** Kyle Baillie, Kara Bertram, Jas Braich, Rajdeep Dhaliwal, Stephen Gaspar, Shawn Johnston, Greg Mather, Amanda Morrison, Mary Saudelli, Carol Suhr, Tamzen Trowell, Rebecca Wassef, Chantel Watt, Christine Zapisocki

**Regrets:** Bryanna Anderson, Rebekah Bracket, Anna Cook, Martha Dow, Emily Eglsaer, Sarah Kopan, Jessica Levesque, Lisa Moy, Maureen Murphy, Betty Peters, Zoe Strazza

## Minutes

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The meeting commenced with a territory acknowledgement presented by the chair and the agenda was then reviewed with no comments. The floor was then opened to the committee for feedback on the draft policy thus far.

The individuals that noted some corrections regarding typos and formatting and were ask to send the edits to [Kyle.Baillie@ufv.ca](mailto:Kyle.Baillie@ufv.ca) and [Amanda.Morrison@ufv.ca](mailto:Amanda.Morrison@ufv.ca) for updating.

It was noted that there is a gap in reporting Policy 18 items. The reports are to be sent to the Human Rights Conflict office which is currently closed. It was also noted that reports made by employees fall under policy 18 and conversely, students who report harassment/sexualized violence would fall under Policy 2.04 It was suggested the dual reporting lines need to be made clear.

On the topic of power differentials, it was mentioned to possibly define this word. It was also noted that in one part of the policy, it mentions that power differentials are “highly discouraged” which seemed to contradict its serious nature, especially in other areas of the policy such as the consent definition.

Some committee members thought the current consent definition was too short and in need of rewording. The question was also raised how and if individuals could give consent if they do not understand the nature of the activity. Also, how can the concept that consent as an ongoing and evolving definition be worded?

The second paragraph on confidentiality was said to be contradictory as it first states confidentiality then goes on to say that confidentiality would be maintained on a case by case purpose.

The need for plain and simple language was highlighted and a suggestion of the Hemmingway app be used to make the policy a grade eight to ten level of understanding.

Furthermore, the fact that the victim and survivor are the same person as the complainant was mentioned needing clarity and possibly definition.

Clarification on the working and learning environment under the policy “UFV is committed to” section (second from the bottom) was also said to be needed in regards to the Faculty and Staff Association (FSA).

The interim measures definition was identified as also being in Policy 204 so the suggestion to create a link here to such policies was raised. However, links were said to be added barriers and may discourage people from reporting as they would need to search through many layers to get an answer. It was agreed to make the wording similar to Policy 204, and the decision to keep the definition or remove it tabled until finalizing the policy.

The section regarding unsubstantiated complaints raised concern. It currently states that if a report is not supported by evidence then it will be dismissed. This is thought to discourage people from reporting if they feel there is no evidence to be obtained. One suggestion to change this was to say that supports will be made available to anyone disclosing sexualized violence regardless of evidence.

When discussing what sections to add to the policy, the following suggestions were put forth:

- An accommodations area (with a definition and brief description of supports).
- A separate and explicit statement on intersectionality (brief mention on page five).
- Defining trauma informed approach (if it can be made operational. If not this section could be deleted).
- Translation to other languages or infographics.
- A section at the end for directing complaints or to which policy complaints fall under.
- Using the term IBPOC (such as one of the terms identified in the statement for intersectionality).

Whether to use the term IBPOC or not was debated as the term could change within the policy’s three-year term. Although it supports inclusion, there is a risk of exclusion if a different

term is left out. It could be less risk to use phrases like “such as” or by using broader sub categories such as social economic factors (housing), citizenship status, ancestry and/or race.

**ACTION:** Amanda and Kyle will work on language of broader sub categories.

**ACTION:** Amanda and Kyle will resolve easy edits and consult with others for the harder ones.

**ACTION:** ALL - If anyone identifies or has suggestions for further edits or observations, please connect with Kyle and Amanda.

Before concluding the meeting, an update regarding the Policy 236 website was announced. The webpage is currently live (not publicized) and lists the resources the committee has used in its journey to recreating the policy. Please let Amanda and Kyle know your thoughts on the website.

<https://www.ufv.ca/sexualized-violence-prevention/policy-review/>

\*\*\* The next meeting is **April 27, 2021** at **1pm** via **Zoom**. \*\*\*