

Policy 236 Review Committee

Thursday, April 14, 2022

11:00am – 12:00pm

Virtual via Zoom

Attendees: Kyle Baillie, Jas Braich, Martha Dow, Greg Mather, Amanda Morrison, Mary Saudelli, Rebecca Wassef.

Regrets: Bryanna Anderson, Kara Bertram, Rebekah Bracket, Anna Cook, Rajdeep Dhaliwal, Emily Eglsaer, Stephen Gaspar, Shawn Johnston, Sarah Kopan, Nikiel Lal, Jessica Levesque, Ashley McDougall, Lisa Moy, Maureen Murphy, Betty Peters, Zoe Strazza, Tamzen Trowell, Chantel Watt, Christine Zapisocki.

Minutes

The meeting began with a territory acknowledgement and continued into the review process.

Review:

DEFINITIONS:

Added the definition academic mobbing and removed the word “social” from social violence and social attacks since it is still a form of violence, and therefore, encompassed in the word “violence”.

Academic mobbing was also added as an example in the definition of sexualized violence as last discussed.

RESPONSIBILITY FOR PREVENTION, AWARENESS AND RESPONSE:

In the green highlighted section, items “g” and “k” had the wording of “ensuring” changed to “providing” as the committee had last discussed the inability to legally guarantee anything.

RIGHT TO WITHDRAW A COMPLAINT:

The phrase “please consult with us” was changed to “please consult the appropriate office” and directions for students to consult Student Support department and employees the Human Rights office were added.

The last paragraph of this section was moved to the ending of the first paragraph as it was a better fit to the understanding of the policy regarding circumstances in which the university had a duty of care to continue with disclosed information.

The section was then reworded to edit the wording “you” to be congruent with the rest of the policy and as the entire section seemed to be repetitive, it was refined to one paragraph. The paragraph is now:

“The university honours a complainant’s agency and supports victim/survivor choice. This means that complainants will be supported in making a decision that is best for their wellbeing when it comes to choosing whether to make a disclosure or a complaint. A complainant has the right to withdraw a complaint at any stage of the process. However, in certain circumstances where the University has a duty to act to comply with its obligations under applicable policies and/or its legal obligations, the complainant will be informed at the earliest possible time of this duty, and all potential implications of this action. All efforts will be made to ensure that participants are treated with respect, empathy, confidentiality to the degree it is possible in this circumstance. If the reporting individual has any questions or concerns about this, they should consult with the appropriate office prior to sharing any information. Reporting students should consult with the Student Support Office, reporting employees should consult with the Human Rights Office.”

Consultation Process:

The idea is to send the policy for review to a number of stakeholders including those predominantly affected by sexualized violence. Some groups will be consulted in the form of focus groups to get a broad spectrum of consultation in a more active manner. Focus groups would include communities and departments such as IBPOC, Pride, Centre for Accessibility Services, International, etc. The committee would hope to have the work done by September.

The outline consultation process is as follows:

1. Stakeholder feedback and focus groups
2. Website feedback
3. Bring feedback back to committee for additions/revisions
4. Public feedback

The committee agreed that focus groups were a great idea to involve students not just for input, but also has the added benefit of having volunteers and paid professionals educated and familiar with the policy.

It was also raised that the feedback may not be able to be completed by September as many students are burnt out and maybe not able to participate. However, it was also raised that

collaboration with summer classes could be done and reminded to be direct with the questions the committee would like answered.

Regarding the focus groups, it was noted that the facilitator should be a leader in the community or department and accompanied by the chair of the committee to answer any policy questions or concerns.

ACTION: Kyle to create consultation plan and send out to the committee.

Adjournment:

The meeting was adjourned, and the next meeting will be held:

*****May 26, 2021, at 11am via Zoom*****