

Policy 236 Review Committee

Thursday, March 3, 2022

11am to 12pm

Virtual via Zoom

Attendees: Kyle Baillie, Anna Cook, Martha Dow, Stephen Gaspar, Greg Mather, Ashley McDougall, Amanda Morrison, Mary Saudelli, Rebecca Wassef, Chantel Watt.

Regrets: Bryanna Anderson, Kara Bertram, Rebekah Bracket, Jas Braich, Rajdeep Dhaliwal, Emily Eglsaer, Shawn Johnston, Sarah Kopan, Nikiel Lal, Jessica Levesque, Lisa Moy, Maureen Murphy, Betty Peters, Zoe Strazza, Carol Suhr, Tamzen Trowell, Christine Zapisocki.

Minutes

The meeting began with a territory acknowledgement and recognition that committee is close to completing the revisions of the policy.

The committee began to review and edit the policy as follows:

RESPONSIBILITY FOR PREVENTION, AWARENESS AND RESPONSE

Under this section, points “a” and “j” to “t” were added and agreed upon.

- (a) Recognizing that sexualized violence is a systemic issue

And (“j” – “t”):

- Empowering individuals to access detailed information and support, such as provision of and/or referral to counselling and medical care, information about legal options, and appropriate academic or other accommodations;
- Ensuring support to those who disclose that they have experienced sexualized violence or are accused of sexualized violence, and those who witness sexualized violence, and that their right to dignity and respect is protected throughout the process of disclosure and institutional response;
- Taking a trauma-informed approach to sexualized violence, recognizing that victims and survivors may be traumatized by their experiences and that the University’s approach needs to be grounded in an understanding that peoples’

experiences will be affected by many factors such as their sex, ancestry, race, ethnicity, language, ability, faith, age, socioeconomic status, sexual orientation, gender identity, citizenship status and other invisible identities;

- Take appropriate action to address sexualized violence threats or risks to the safety of others. This may include taking appropriate measures to prohibit visitors and others from campus that pose a threat to the safety of others;
- Ensuring coordination and communication among the various departments who are involved in the response to sexualized violence on campus;
- Providing information to the University community about our sexualized violence policy and protocols;
- Providing education designed to prevent sexual violence. Completion of this training will be required for all new students, within their first semester on campus, and will be required for staff and faculty on an annual basis;
- Providing appropriate education and training to the University community about responding to the disclosure of sexualized violence;
- Ensuring members of the University community immediately report sexualized violence incidents they witness or have knowledge of, or where they have reason to believe that sexualized violence has occurred or may occur;
- Ensuring that persons in a position of authority, including persons directing the activities of others, shall take immediate action to respond to or to prevent sexualized violence from occurring; and
- Requiring mandatory sexualized violence prevention training for all new students and employees.

It was noted that the word “ensure/ensuring” was often used and suggested to change the wording to “support” as the university could not truly ensure these actions. The committee agreed and the changes were made.

It was also recognized that a need for clear procedures will need to be documented to go along with this policy.

DEFINITIONS:

Under this section a discussion regarding adding “academic mobbing” ensued suggesting that this could be seen as harassment instead of sexualized violence. It was suggested that the definition be in both policies and added to Policy 236 if redefined to fit sexualized violence. Academic mobbing is considered a form of sexual violence since the main targets are female and gender fluid individuals.

Below is a link to academic mobbing:

<https://www.universityaffairs.ca/opinion/in-my-opinion/academic-mobbing-become-campus-tormentors/>

It was suggested to take out the “non-violent” language and to be mindful of the wording so that it explains how it is different than simply harassment. It was also important to include behaviours.

For now, it was suggested to add academic mobbing as a bullet point in the definition of sexualized violence. Afterwards, the definition of academic mobbing could be added.

ACTION: Amanda and Kyle will work on a definition with Mary’s help.

OTHER OPPORTUNITIES:

The latest edition of the Cascade had a very well written article regarding sexualized violence on campus and it was suggested to the committee to read the article if they have time. The author of the article reached out to the chair and asked to speak with the committee. As the policy is at the end of the completion process, it was suggested that it would be better to bring the journalist in as a part of the consultation process.

With no final thoughts and time left, the meeting was adjourned. The next meeting will be:

*****November 25, 2021, at 11am via Zoom*****