

## Policy 236 Review Committee

Tuesday, November 03, 2021

10am to 11am

Virtual via Zoom

**Attendees:** Bryanna Anderson, Kyle Baillie, Jas Braich, Emily Eglsaer, Greg Mather, Ashley McDougall, Amanda Morrison, Mary Saudelli, Rebecca Wassef, Chantel Watt.

**Regrets:** Kara Bertram, Rebekah Bracket, Anna Cook, Rajdeep Dhaliwal, Martha Dow, Stephen Gaspar, 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 commenced with a territory recognition and a warm welcome to Ashley McDougall, the new Vice President External at the Student Union Society (SUS), who now joins the committee. Welcome, Ashley!

Attached in the meeting invitation is the newest version of the policy (version 11) which had recently been updated by the chair with the revisions highlighted in green.

The first updates were under the section “Responsibility to Prevention, Awareness and Response” and are to sections “(e)” and “(i)” as follows:

- **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 (all);
- Creating accessible systems that promote a person’s willingness to report or to seek support. **Concepts of access, education, confidentiality, and cultural support should be centered;**

The committee had no comment or changes for the above edits.

The next update was added to the beginning of the “Right to Withdrawal a Complaint” section, described below:

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.

While no changes were made to the updated section above, a discussion ensued questioning the procedures involved and if and how a university may still need to proceed to keep the students, staff and or faculty safe from a person suspected of committing sexualized violence. While the process may look different for staff and faculty, it was suggested that the committee investigate this further to make clear what is available to the respondent and complainant in this process, especially to make sure students do not feel betrayed by the institution if an investigation was continued or interim measures enforced.

No changes were made to the additional first sentence under the "Amnesty in Reporting" Section.

Research has shown that alcohol and or drug use is a common factor in sexual violence. This section reaffirms that consent cannot be given while under the influence of drugs or alcohol.

Neither were there any changes to the last two additional paragraphs under the "Multiple Proceedings" section. See below for the additional paragraphs:

The University will follow any external orders issued by the courts, and will attempt to provide reasonable academic accommodations to individuals whose access to education is restricted by such orders.

The University maintains the right to utilize interim measures where it feels appropriate to ensure the safety of the learning environment and of the university community. The complainant will be informed of any interim measures that have direct impact on their safety or wellbeing. The University will make a reasonable effort to inform the survivor/victim of its intentions in relation to university processes.

It was agreed that there would be a link to resource information in the "Response and Resource Information" section so that if resources are changed on website, the policy will not retain outdated information.

There was again a lengthy discussion regarding the "Positionality and Power" section under the heading "Prevention, Education and Action". It was ultimately decided to change the name from "Positionality and Power" to "Structures of Positionality and Power" and the next three below sections would be removed and repositioned under the heading "Responsibility to Prevention, Awareness and Response" as UFV commitments. This would then serve the purpose to embrace dialogue and conversation while also being a fitting place holder for the below:

1. The university will provide 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.

2. The university is committed to understanding the contemporary climate of sexual violence within its community. This will be accomplished through an annual research study of campus sexualized violence and through annual aggregate reporting of sexualized violence disclosures and complaints, to the Office of the President.
3. Our understanding of sexualized violence continues to evolve. This evolution is informed by research on topics and with groups that support the principles of decolonization, consent, and inclusivity. The university does not support research that is sexist, racist or ableist in nature.

The following section was added under the headline, "Review", with only an edit to the VP, Students, job title from "VP, Students and Enrolment Management" to "VP, Students". This additional paragraph was updated to reflect the need to form a committee with broad representation and identities.

UFV is committed to reviewing this Policy every three (3) years to maintain currency and relevance. Under the direction of the VP, Students, a committee will be formed, to include students, faculty, administrators, and staff, to review this policy. The committee will be formed with the best principles and practices of inclusion, diversity, and equity and will seek to include representative intersectional identities.

The chair then outlined the continuation process of the policy:

1. Continue with edits to the policy and when done, the committee will have a few weeks to review before forwarding to the Secretariate department.
2. The Secretariat will provide feedback for issues that could be encountered.
3. Send to the UFV community for consultation and post the draft on the website: <https://www.ufv.ca/sexualized-violence-prevention/policy-review/>.
4. Review and revise the draft policy, including further consultation.
5. Bring the policy to Senate, the Faculty and Staff Association (FSA) and SUS for feedback.
6. Final revisions done by the committee until the Board is ready to signoff on the updated policy.

The target date for the Board to approve will be in June of 2022.

There were no more questions or comments for the policy and the discussion turned to the review of Vector Solution's online sexualized violence training demo.

The committee decided not to go with Vector Solutions as the committee raised lots of concerns over the content and layout of the training. It was suggested that we could create our own content and course and outsource a company to use as a platform, cost and time permitting.

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

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