

Department of Geography

Statement on Appropriate Relationships among Faculty, Staff, and Students

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Preamble: Recent events at different Canadian universities have brought the issue of sexual harassment and violence front and center in the public domain. As a community of students, staff, and faculty in the Department of Geography we aspire and commit to create and sustain an environment that is inclusive and based on interactions of mutual respect. We endeavour to protect members of our community from bullying, harassment, and inappropriate social and sexual behaviour as we conduct our academic activities. As a community, we strive to meet these goals via continuous education regarding acceptable norms and behaviours, and by working with other units at McGill University to provide a safe setting for all.

Department aspirations: The Department of Geography recognizes that romantic or sexual relationships that might be appropriate in other circumstances have inherent dangers when they occur between individuals with different positions of power, real or perceived. As such, the Department of Geography strongly discourages romantic or sexual relationships between individuals in inherently unequal positions (for example, between a professor and student, post-doctoral scholar and student, or TA and student). All members of the Department of Geography are expected to be conscious of and sensitive to such power imbalances.

University policies: There are clear University regulations with regards to sexual violence and harassment. In addition, when a consensual romantic or sexual relationship occurs between individuals in which one individual holds a position of academic authority or influence over another McGill policy states that this is a conflict of interest (see [Processes for Reporting Instances of Sexual Misconduct Involving Faculty Members – 10 FAQs](#)).

Who you can talk to: If you are concerned about a romantic or sexual relationship between individuals at McGill in inherently unequal positions, you can seek advice and support from a member of the Department Equity Committee (current members are listed on the Department website). You can also contact the Chair of the Department, an Harassment Assessor, the Office for Sexual Violence Response, Support and Education, or the Office of the Ombudsperson (for students).

This statement will be reviewed yearly by the Department's Equity Committee.

Other useful resources at McGill University

People to reach out to:

- The Office for Sexual Violence Response, Support and Education (OSVRSE) provides confidential, non-judgmental and non-directional support and education to students, faculty and staff of all genders who have been impacted by sexual violence.
<https://www.mcgill.ca/osvrse/>
- Harassment Assessors (<https://www.mcgill.ca/harass/contact>)
- Office of the Ombudsperson (for students) (<http://www.mcgill.ca/ombudsperson/>)
- Sexual Assault Centre of the McGill Student Society (SACOMSS)
(<http://www.sacomss.org/wp/>)

Policies and other information can be found at the following links:

- Handbook on Student Rights and Responsibilities, Policy on Conflicts of Interest in Academic Supervision and Evaluation
(<https://www.mcgill.ca/students/srr/academicrights/conflicts>)
- McGill Policy On Harassment, Sexual Harassment And Discrimination Prohibited By Law
(https://www.mcgill.ca/secretariat/files/secretariat/harassment-sexual-harassment-discrimination_policy-on.pdf)
- McGill Policy against Sexual Violence
(https://www.mcgill.ca/secretariat/files/secretariat/policy_against_sexual_violence.pdf)