

# Academic Leaders' Responsibilities in Responding to Campus Sexual Violence

**ALF 2016-17**

27 April 2017



**McGill**

# Plan for This Morning

- Overview of the [\*Policy against Sexual Violence\*](#) and the *Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law* and the [\*Code of Student Conduct and Disciplinary Procedures\*](#) (Chris Buddle & Angela Campbell)
- Presentation of McGill's new [\*Office for Sexual Violence Response, Support and Education\*](#) (Émilie Marcotte & Bianca Tétrault)
- McGill's *Policy Against Sexual Violence* Implementation Committee & the Panel to Study Campus Sexual Violence (Lucy Lach & Shaheen Shariff)
- Addressing intimate relationships between faculty and students (Anja Geitmann & Hudson Meadwell)
- Case study discussion & plenary discussion

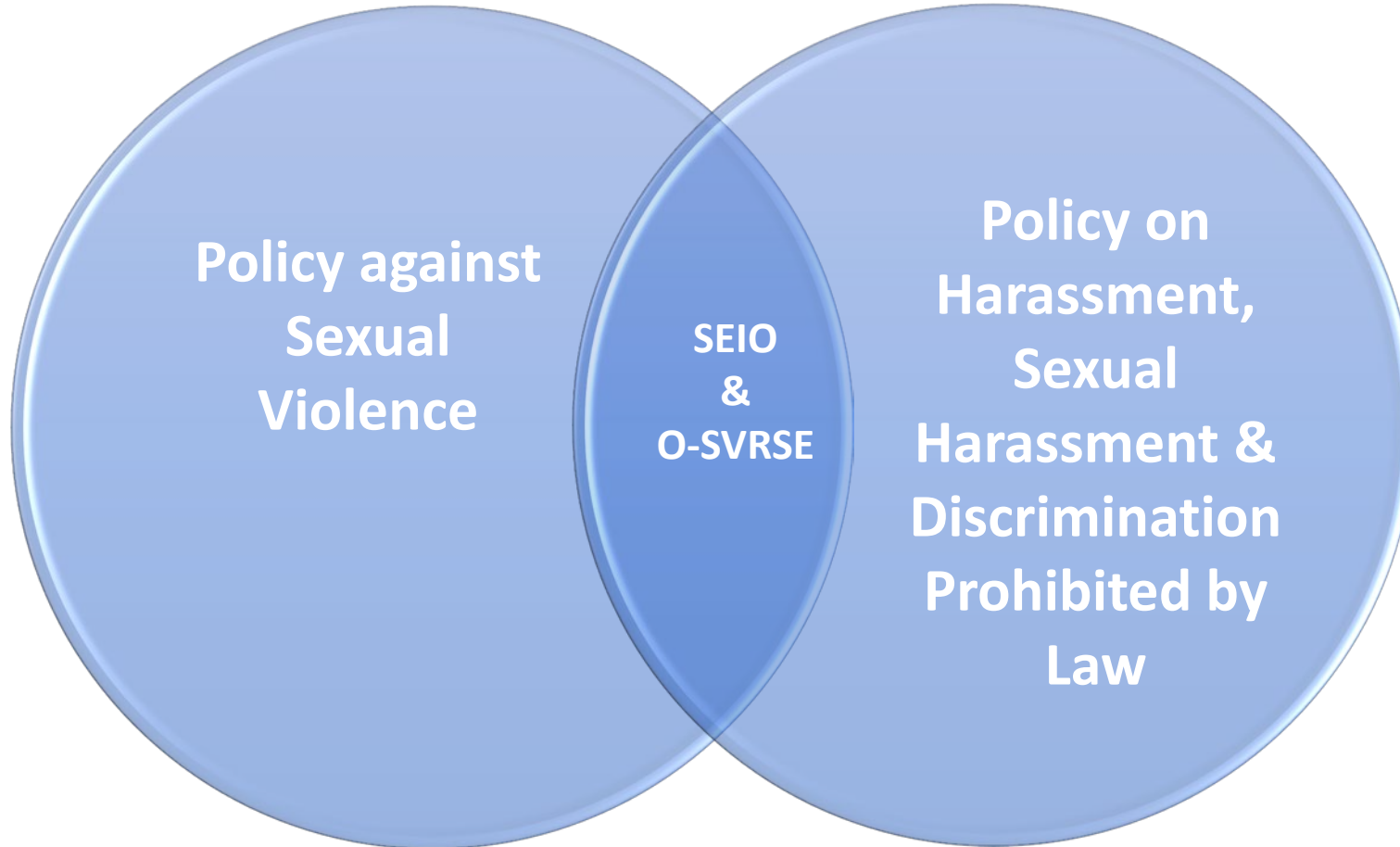
# Policy Harassment, Sexual Harassment & Discrimination

## Prohibited by Law;

## Policy against Sexual Violence

### Objectives:

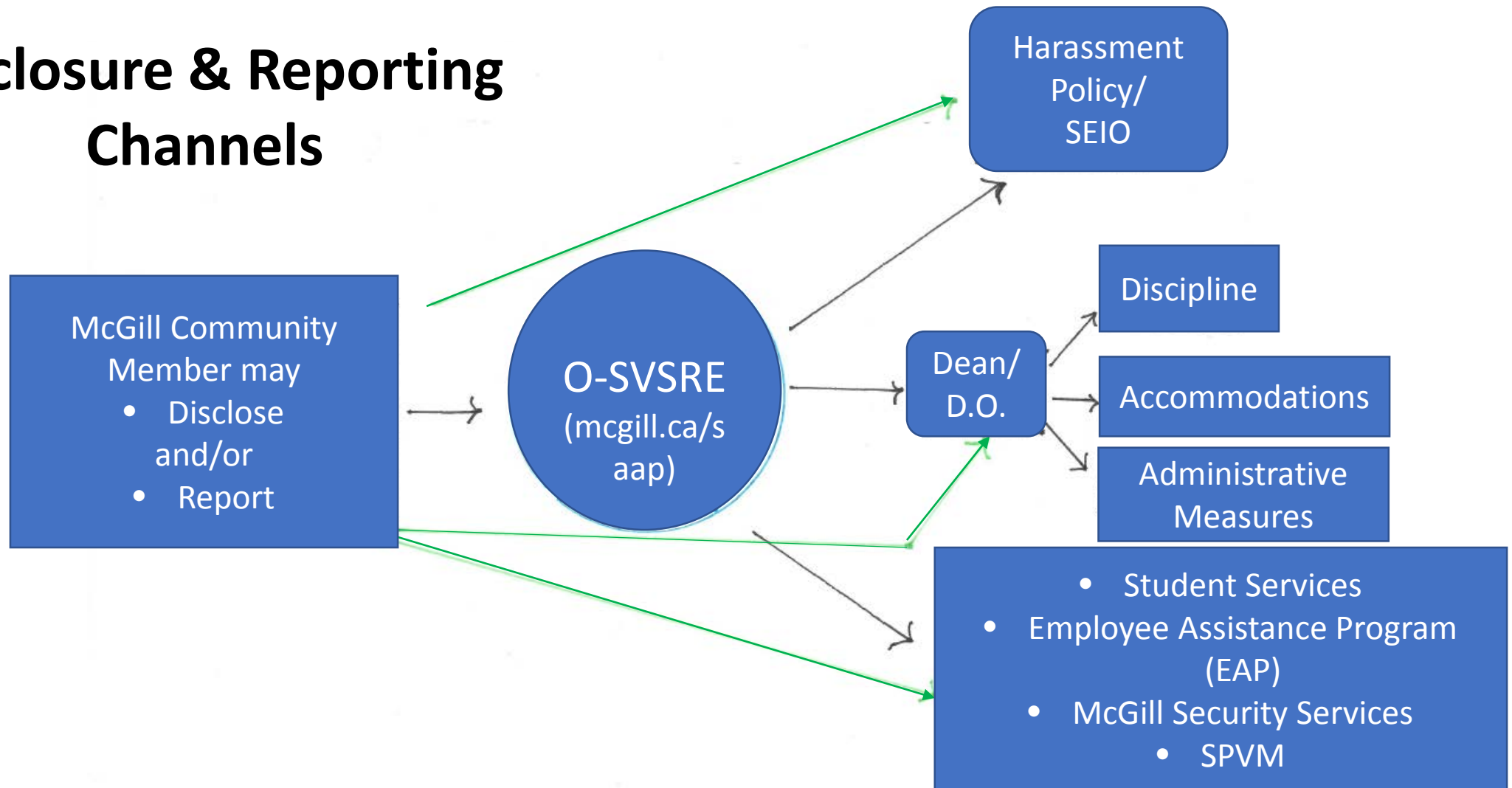
- Prevention and awareness-raising
- Supporting survivors
- Timely response to disclosures and reports



### Objectives:

- Education and prevention
- Establishment of process for complaint resolution (formal and informal)

# Disclosure & Reporting Channels



# Implementation Committee & Panel to Conduct a Campus Study: Mandates

Implementation Committee (s. 7)	Campus Study (s. 22)
<ul style="list-style-type: none"><li>• Strengthen and coordinate processes and resources re: <b>education and prevention</b></li><li>• Strengthen and coordinate current processes and resources re: <b>support</b> for survivors</li><li>• Develop <b>communication</b> strategies</li><li>• Develop a confidential <b>monitoring</b> framework for recording disclosures, reports, outcomes and follow-up measures</li><li>• Explore ways to achieve a goal of <b>mandatory education</b></li><li>• Review procedures for <b>responding</b> to reports</li><li>• Assessing whether appropriate <b>resources</b> are in place to meet Policy goals</li><li>• Engage and consult with <b>Advisory Group</b></li></ul>	<ul style="list-style-type: none"><li>• How do members of the McGill community <b>perceive</b> our campus climate, discourse and awareness in relation to sexual violence and safety?</li><li>• In what <b>contexts</b> has sexual violence occurred at McGill University?</li><li>• Where survivors have disclosed or reported incidents of sexual violence [...], or have refrained from so doing, what <b>factors underlay their decision</b>?</li><li>• What are the <b>experiences</b> of individuals who have disclosed or reported incidents of sexual violence [...]?</li><li>• What is the University's <b>disciplinary jurisdiction</b> over incidents involving Members of the University community that occur off campus?</li><li>• How does the Policy <b>harmonize</b> with other University policies and procedures and where might a lack of harmonization require policy amendment?</li></ul>

# When the alleged perpetrator is a student:

- As an academic administrator, you may be a point of disclosure related to sexual violence, and may know also about alleged perpetrators
  - Be an active listener, be non-judgemental, remain unbiased
- If you learn of a student who is alleged to have committed an act of sexual violence, either connect with or provide a referral to O-SVRSE or the Dean of Students:
  - Depending on the nature of the allegation, the case will be referred to either a Disciplinary Officer (DO) via the [Code of Student Conduct and Disciplinary Procedures](#) or the Harassment Policy (SEIO or Harassment Assessor)
  - DOs, SEIO, and Harassment Assessors have relevant training, experience and expertise

# Professor-Student Relationships

## **s. 1.2 Regulation on Conflict of Interest**

“Conflict of Interest” means any situation in which:

(i) a Member or a Related Party has a personal interest, whether direct or indirect, of which the Member is, or should be, aware, and that in the opinion of a reasonably informed and well advised Person is sufficient to put into question either the independence, impartiality, and objectiveness that the Member is obliged to exercise in the performance of his or her duties or the ability of the Member to act in the best interests of the University; [...]

# Professor-Student Relationships

## s. 2.10 Harassment Policy

Sexual Harassment means:

i) any Conduct of a Sexual Nature by one Member of the University Community towards another Member of the University Community, where sexual activity:

(a) is made an explicit or implicit term or condition of an individual's employment or status in a course, program, or activity; or

(b) is used as a basis for an employment or educational decision affecting an individual;  
or

ii) any Conduct of a Sexual Nature by one Member of the University Community towards another Member of the University Community, the effect of which is to impair that person's work or educational performance where it is known or ought to be known that the conduct is unwelcome.



# Professor-Student Relationships

## **s. 4.1 Policy against Sexual Violence**

“Consent” means free, informed, expressed and ongoing agreement to engage in sexual activity and cannot occur when a person is incapable of consenting to the activity, for example, when a person is rendered incapacitated by alcohol or drugs, is unconscious, or where the sexual activity has been induced by conduct that constitutes an abuse of a relationship of trust, power or authority, such as the relationship between a professor and their student.

# Case Study

A student (A) indicates that she is the subject of sexual harassment and sexual violence inflicted by a professor in her department (Professor Z). Professor Z has never taught or supervised A; they met when Prof. Z gave a guest lecture in one of A's seminar classes, after which he invited students in the class out for a drink.

That evening, Professor Z and A spoke at length about A's interest in graduate studies. A reached out to Professor Z thereafter to seek advice about graduate programs. Professor Z offered to meet A over coffee off campus to talk about her future plans, and she accepted. Professor Z and A met over coffee three times. On the last of these occasions, Professor Z told A she was beautiful and to include a photo of herself with her graduate school applications. According to A, Professor Z touched her arm several times during that meeting.

Since the last coffee meeting (a month ago), Professor Z has emailed A five times inviting her to meet again to discuss graduate school, offering to write her a letter of reference and summer employment as his RA. A has not replied to these emails. She states the messages intimidate her and make her uncomfortable, especially since Professor Z is a senior, respected faculty member in her department.

A worries that lodging a formal complaint against Z will trigger repercussions yet says her current situation is intolerable and harmful to her well-being. How can we respond to A?

# Resources

- Office for Sexual Violence response, Support and Education: [svoffice@mcgill.ca](mailto:svoffice@mcgill.ca)
- Harm Reduction (Liaison Coordinator): [bianca.tetrault@mcgill.ca](mailto:bianca.tetrault@mcgill.ca)
- Sexual Violence Response Advisor: [emilie.marcotte@mcgill.ca](mailto:emilie.marcotte@mcgill.ca)
- Senior Equity & Inclusion Officer: [pascale.legros@mcgill.ca](mailto:pascale.legros@mcgill.ca)
- Dean of Students: [chris.buddle@mcgill.ca](mailto:chris.buddle@mcgill.ca)
- Associate Provost (Equity & Academic Policies): [angela.campbell@mcgill.ca](mailto:angela.campbell@mcgill.ca)
- Legal Services: [line.thibault@mcgill.ca](mailto:line.thibault@mcgill.ca)