



Memorandum

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TO: Senate

FROM: Professor Christopher Manfredi, Provost and Vice-Principal (Academic)

SUBJECT: Update on the Implementation of the *Policy against Sexual Violence*

DATE: April 20, 2017

DOCUMENT #: D16-60

ACTION INFORMATION APPROVAL/DECISION

REQUIRED:

ISSUE Update on the implementation of McGill’s [Policy against Sexual Violence](#).

BACKGROUND & RATIONALE Senate adopted a *Policy against Sexual Violence* on 23 November 2016 (“Policy”). The Board of Governors subsequently adopted this Policy on 1 December 2016. Commitments within the Policy include:

- * The development of a plan for its implementation through a committee that includes student, faculty and administrative and support staff representation (section 7) (“Implementation Committee”); and
- * A study of sexual violence on campus led by an *ad hoc* panel whose membership holds relevant expertise (section 22) (“Ad Hoc Panel”).

This update presents the terms of reference and membership of the Implementation Committee and *Ad Hoc* Panel. As the Implementation Committee and *Ad Hoc* Panel result directly from requirements under the Policy, and as the Policy resides with the Provost, the latter was responsible for drafting the terms of reference and composition of this Policy, and did so pursuant to extensive consultation (see below). The reports of the Implementation Committee and *Ad Hoc* Panel will be shared with Senate in 2018.

This update will further provide an overview of steps taken since the Policy’s adoption to ensure the Policy’s effective implementation and operationalization, and will outline measures planned for ongoing reflection on, and enhancement of, McGill’s responses to campus sexual violence.

PRIOR CONSULTATION Dean of Students, Sexual Violence Working Group, Office for Sexual Violence Support, Response and Education, SSMU, and PGSS.

SUSTAINABILITY CONSIDERATIONS Campus social sustainability is a central goal of the Policy’s development, review and effective implementation.

**IMPACT OF
DECISION AND
NEXT STEPS**

The Implementation Committee and *Ad Hoc* Panel will carry out their work in the summer and academic year ahead, with their reports presented to Senate in the spring of 2018. These reports will provide the basis for future review of the Policy.

**MOTION OR
RESOLUTION
FOR APPROVAL**

This item is presented for information.

APPENDICES

Appendix A: Committee for the Implementation of the *Policy against Sexual Violence* (Terms of Reference & Membership)

Appendix B: *Ad Hoc* Panel to Conduct a Campus Study of Sexual Violence (Terms of Reference and Membership)

Committee for the Implementation of the Policy against Sexual Violence

Terms of Reference

The Committee for the Implementation of the Policy against Sexual Violence (“the Implementation Committee”) is struck pursuant to Section 7 of the *Policy against Sexual Violence* (“the Policy”). It will oversee the implementation of the Policy in the first year following its adoption, and will make recommendations for the Policy’s robust application in subsequent years.

Specifically, the Committee shall be mandated with:

- a. Strengthening and coordinating current processes and resources focused on sexual violence education and prevention, including those provided through existing orientation sessions for students, academic staff, and administrative and support staff;
- b. Strengthening and coordinating current processes and resources focused on support for survivors, including the provision of information and accompaniment related to disclosure and reporting processes;
- c. Developing communication strategies around the *Policy against Sexual Violence* and related policies that deploys multiple formats (including relevant websites, graphics and social media resources) to raise awareness within the McGill community about all available resources and pathways for obtaining support and reporting incidents of violence;
- d. Developing a confidential monitoring framework for recording the number of disclosures and reports of incidents of sexual violence, gathering feedback and, where possible in view of confidentiality obligations, recording outcomes and follow-up measures taken;
- e. Exploring ways to achieve a goal of mandatory education for all members of the McGill community about sexual violence, its prevention and relevant University policies and resources;
- f. Reviewing procedures in place for responding to reports of sexual violence, specifically, determining how best to ensure that disciplinary officers and assessors appointed under the *Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law*, who are assigned to sexual violence cases, have appropriate training;
- g. Assessing whether appropriate resources, including staffing within the Office for Sexual Violence Response, Support and Education, are in place to provide education, support and response in relation to sexual violence. This will include a study of resources in place at other institutions;
- h. Engaging and consulting with members of its Advisory Group in carrying out its mandate.

The Implementation Committee will make recommendations it deems appropriate in connection with any aspect of its mandate.

The Implementation Committee will submit an interim report to the Provost & Vice-Principal (Academic) by **1 November 2017**

The Implementation Committee will submit a written report outlining its activities, findings and recommendations to the Provost & Vice-Principal (Academic) by **15 May 2018**.

Membership

The Implementation Committee will include a central steering committee that is comprised of:

- **Chair:** A member of academic staff who holds, or who has held, the role of Disciplinary Officer under the *Code of Student Conduct and Disciplinary Procedure* (Professor Lucy Lach)

- Associate Director, SEDE: Veronica Amberg
- Liaison Coordinator (Harm Reduction): Bianca Tétrault
- Supervisor – Investigator & Community Relations, Security Services: Alexandra Gregorian
- 2 students from SACOMSS
- 1 undergraduate student
- 1 graduate student

Membership will aim to include diverse and inclusive representation.

Quorum shall be 5 members.

The following community members will be invited to participate in an Advisory Group that provides guidance to the implementation committee:

- Dean of Students or Associate Dean of Students
- Associate Vice-Principal (Human Resources), or delegate
- Director, Teaching and Learning Services
- Director, Internal Communications
- Senior Officer for Equity & Inclusion
- Senior Director, Student Housing & Hospitality Services
- Director, of Athletics & Recreation
- Director, McGill Counselling and Mental Health Services
- A student member from the Sexual Violence Working Group or Silence is Violence McGill
- A representative from Student Advocacy, McGill Legal Information Clinic
- Representatives from faculty, staff and student associations

Members of the Implementation Committee and the Advisory Group may strike working groups focused on different aspects of the Implementation Committee's mandate (e.g., education, support, security, communication) and may consult within and beyond the McGill community as members deem advisable.

***Ad Hoc* Panel to Conduct a Campus Study of Sexual Violence**

Pursuant to Section 22 of McGill's *Policy against Sexual Violence*, an *ad hoc* panel is struck to conduct a study of how sexual violence occurs at McGill University, and how the University can more effectively prevent and respond to incidents of sexual violence.

The panel is charged, effective 1 April 2017, with investigating the following questions:

1. How do members of the McGill community perceive our campus climate, discourse and awareness in relation to sexual violence and safety?
2. In what contexts has sexual violence occurred at McGill University?
3. Where survivors have disclosed or reported incidents of sexual violence to a person holding authority at McGill, or have refrained from so doing, what factors underlay their decision?
4. What are the experiences of individuals who have disclosed or reported incidents of sexual violence to a person holding authority at McGill (e.g., disciplinary officer, counselor, Dean or other administrator)?
5. What is the University's disciplinary jurisdiction over incidents involving Members of the University community that occur off campus?
6. How does the *Policy against Sexual Violence* harmonize with other University policies and procedures and where might a lack of harmonization require policy amendment?

The panel will deploy a combination of quantitative and qualitative methodologies and formats to carry out its study, with a focus on accessibility of participation from all members of the McGill community. Specific methodologies may include: a review and analysis of McGill University policies; qualitative surveys; qualitative interviews or focus groups; and reviews of comparable initiatives at other postsecondary institutions.

The panel will make concerted efforts to hear from survivors of sexual violence and from individuals who have had direct experience with processes for disclosing and reporting incidents of sexual violence.

The panel will consult with individuals and groups with relevant expertise and knowledge, including: the Office for Sexual Violence Response, Support & Education; SACOMSS; Student Advocacy Program; Disciplinary Officers; the Dean or Associate Dean of Students; Committee on Student Discipline; Athletics and Recreation; Student Housing and Hospitality Services; Counseling and Mental Health Services; Security Services; Legal Services; assessors appointed under the *Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law*.

The panel's interviews and deliberations shall be confidential.

The panel will make recommendations emerging from its study.

The panel will submit a report outlining its activities, findings and recommendations to the Provost & Vice-Principal (Academic) no later than **31 March 2018**. This report will be subsequently shared with Senate and with the University community.

Panel Membership

- **Chair:** Professor Shaheen Shariff
- Sexual Violence Response Advisor: Émilie Marcotte
- 1 McGill community member who serves, or has served, as a disciplinary officer or as an assessor under the *Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law*: Jim Ghoshdastidar
- 2 student members of SACOMSS
- 1 student with relevant experience (e.g., MLIC, frosh coordinator, Rez Life facilitator)
- 1 member from a community organization specializing in sexual violence: Jennifer Drummond (Concordia Sexual Assault Resource Centre)

Membership will aim to include diverse and inclusive representation.