



TO: Senate
FROM: Haley Dinel
SUBJECT: Question Regarding the McGill Harassment Policy
MEETING DATE: May 15, 2013

PREAMBLE: Policies on harassment, sexual harassment, and discrimination prohibited by law at all institutional levels tend to operate via complaint reporting procedures. These policies are ex post facto and therefore deal only retroactively with these issues.

Due to the nature of these concerns, it can often be difficult to institutionalize preventative measures to protect communities. The most important issue in this case is the education and protection of our population at McGill. No true change can take place if people are not informed enough and not guarded by rules and procedures in place.

Given recent events surrounding harassment, it is important that our policy should be addressed. McGill students are particularly concerned about their well-being.

Since the McGill Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law is currently under review:

QUESTION: Could the University update the Senate as to its progress on the revisions to the Policy on Harassment, Sexual Harassment, and Discrimination Prohibited by Law?

What mechanisms are in place to protect students and staff from harassment and discrimination?

Are there any institutional processes in place to actively prevent harassment and discrimination prohibited by law?
