

Sexual Violence Policy Development

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Robert Castle
September 2016

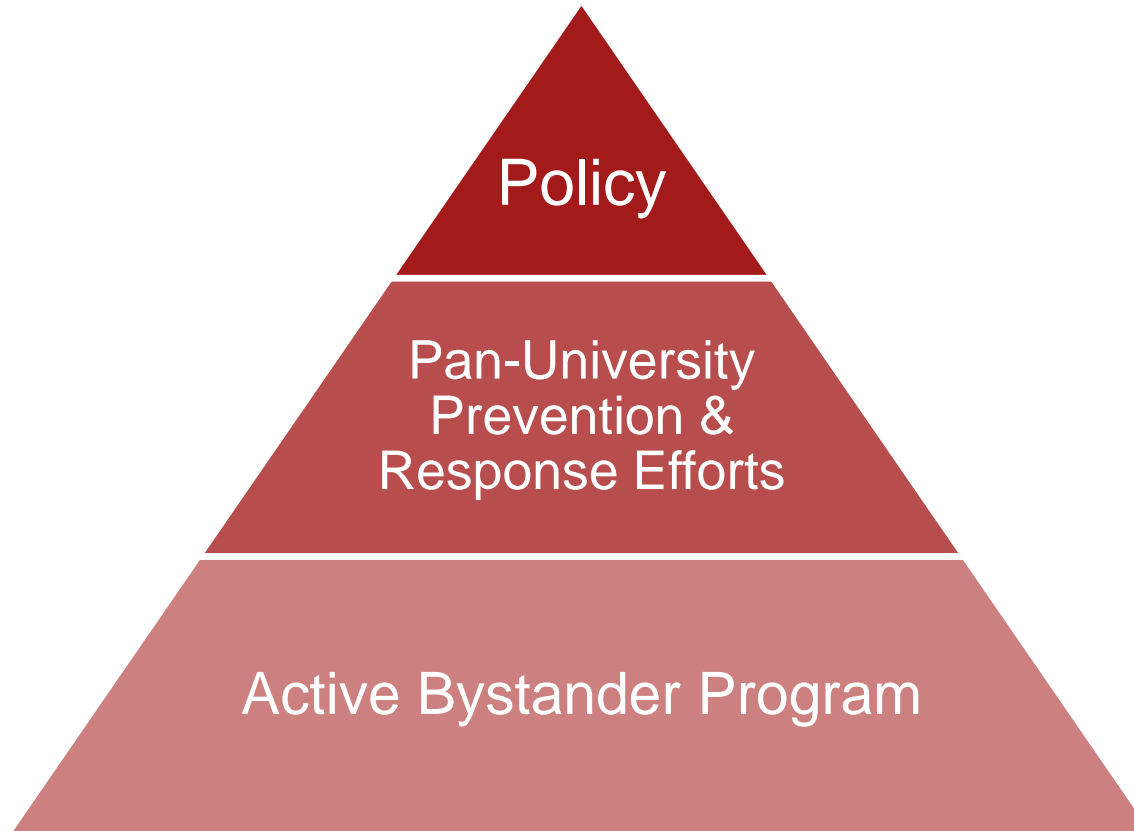
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- Major Initiatives:

Sexual Violence Awareness, Prevention, and Response Policy

Becoming an Active Bystander: Sexual Violence Intervention Program

Sexual Violence Prevention Strategy



Background – Sexual Assault Policy

- Established a Sexual Assault Awareness, Prevention, and Response Policy Working Group in December 2013.
- The Working Group is comprised of 50% students.
- Provided an important opportunity to build dialogue and collaboration around the issue.
- Sexual Assault Awareness, Prevention, and Response Policy was Approved by the Board of Governors in February 2015.

Sexual Assault Policy Overview

- York University:
 - affirms its ongoing commitment to foster a culture where sexual assault and its impact are understood, survivors are supported, and those who commit incidents of sexual assault are held accountable.
 - is committed to providing and maintaining an environment in which sexual assault is recognized to be unacceptable and is not tolerated.
 - shall strive to foster a culture of care and understanding for survivors and to reduce barriers to disclosure and/or to reporting.
- Applies to all York members wherever the incident took place

It's Never Okay

- On March 6, 2015, the Government of Ontario announced “It’s Never Okay: An Action Plan to Stop Sexual Violence and Harassment”
- Bill 132 amends various statutes with respect to sexual violence, sexual harassment, domestic violence and related matters.



IT'S NEVER OKAY:
AN ACTION PLAN
TO STOP SEXUAL
VIOLENCE AND
HARASSMENT
MARCH 2015



Overview of Ontario's Bill 132

The Act requires:

- Colleges and Universities to have a stand alone sexual violence policy
- Policy must outline process of how University will respond to sexual violence
- Collect and provide data to the Government on related information such as requests for supports/ accommodations and number of reported incidents and complaints of sexual violence.

Overview of Ontario's Bill 132

The Act requires (cont'd)

- Student input in policy development
- Universities may be directed to conduct surveys of students and other persons.
- Board of Governors be provided with an annual report.
- Regulatory compliance

Overview of Ontario's Bill 132

The Act requires (cont'd)

- Adding the definition of “workplace sexual harassment”
- Include measures and procedures for workers to report incidents to a person other than the employer or supervisor, if the employer or supervisor is the alleged harasser.
- Outline how incidents or complaints will be investigated and dealt with.

Interim Guideline for Responding to Sexual Violence

The Guideline is in place while the University completes its new sexual violence policy, including the creation of new processes for education, response, and support in compliance with Bill 132 and related regulation which come into effect on January 1, 2017.

- Outlines existing practices and services that address sexual violence and it introduces new measures based on consultations over the past several months.

New Measures

- The introduction of the Sexual Violence Response Office which will be supported in the interim by the Office of Student Community Relations.
 - This Office is designated as the first point of contact for those who have experienced sexual violence and will support all members of the York Community – students, faculty, and staff.
- Notifying police services when a sexual assault is reported will now only occur with the consent of the survivor, unless there is an imminent risk assessed to the safety of an individual or the broader community.

Principles for Supporting Those Who Have Experienced Sexual Violence

- Be treated with compassion, dignity, and respect;
- Be provided with non-judgmental and empathetic support;
- Have confidentiality maintained and any limits to confidentiality explained;
- Be informed of the procedures in place to address sexual violence;
- Be provided with timely safety planning assistance;

Principles (cont'd)

- Be informed about available on and off-campus support services and resources; and to receive survivor-centric information, supports and services appropriate to their social identities including race, sexual orientation, gender identity/expression, faith, disability, and Indigeneity;
- Be provided with necessary academic, workplace, recreational, and/or housing accommodations as appropriate;
- Decide whether to pursue criminal or non-criminal reporting options;

Principles (cont'd)

- Have reporting and/or complaint processes outlined clearly;
- Have reasonable and necessary actions taken to prevent further unwanted contact with the respondent;
- Wherever possible, retain control over the process and any decisions pertaining to their experience.

If You Receive a Disclosure of Sexual Violence:

- Assess Immediate Safety
 - Ask the survivor if their immediate safety is at risk. If the immediate safety of the survivor or any other member of the community is at risk, contact Security Services and/or 911.
- Inform Survivor of Limitations to Confidentiality
- Listen Without Judgment
 - A supportive and validating initial response to disclosures of sexual violence often makes a significant difference for survivors who may be apprehensive about disclosing.
- Referral to the Sexual Violence Response Office

Sexual Violence Response Office

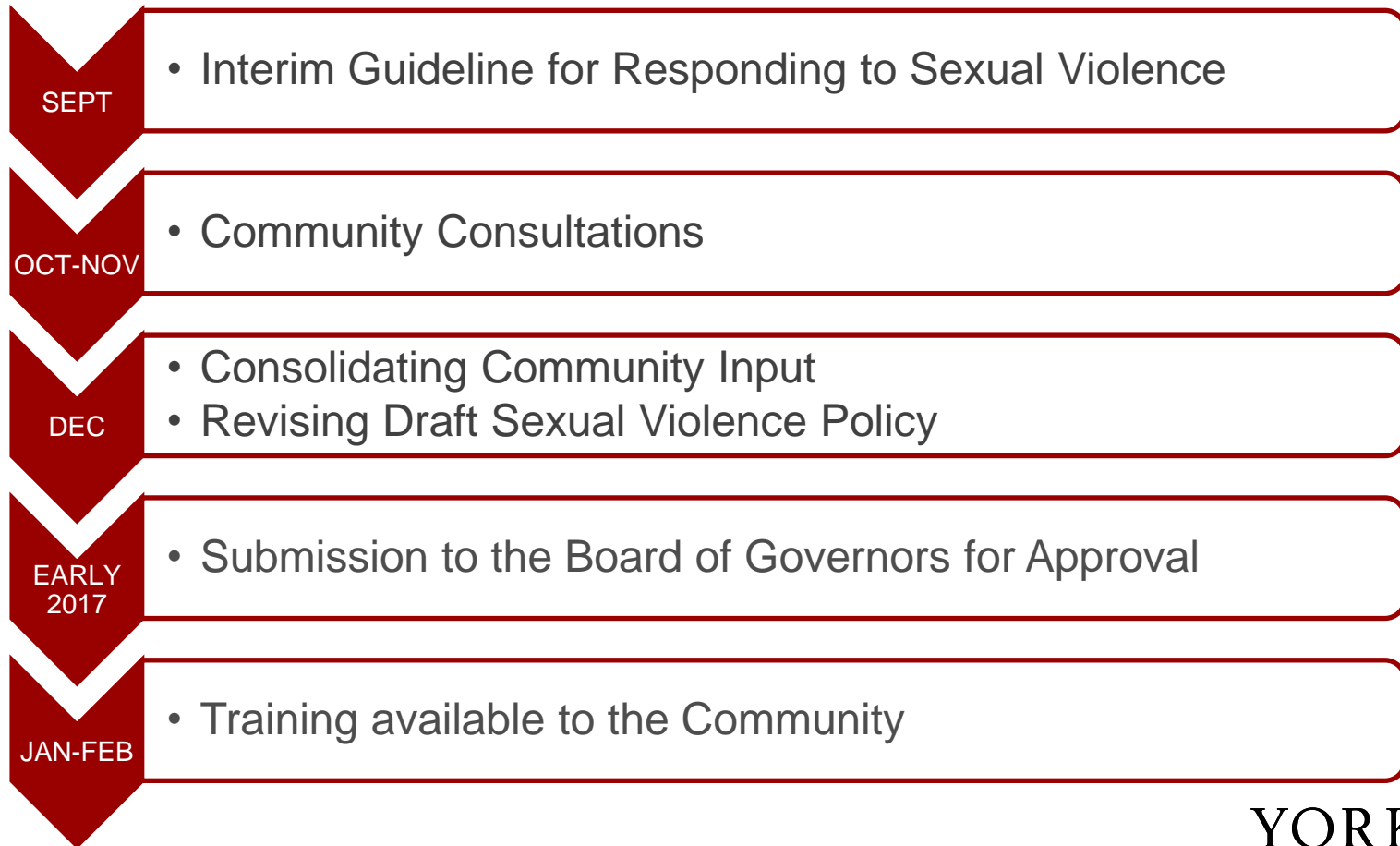
W128 Bennett Centre for Student Services | 416-736-5211

The Office provides the following services as requested by the survivor:

- Facilitate referrals to community agencies, University resources, and medical services.
- Coordinate academic/workplace accommodations through respective offices.
- Assist with the coordination of safety planning, housing relocation for students on campus, and emergency financial assistance.
- Referrals to on and off campus trauma-informed counselling services.
- Provide information about criminal and non-criminal reporting options.
- Assist with decision-making and navigating University processes or legal systems.

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Sexual Violence Awareness, Prevention, and Response Policy Development



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