

Considerations for Carleton University Sexual Violence Policy Review

After a robust consultation process in 2018-2019, Carleton University reviewed and made significant revisions to the Sexual Violence Policy. As we approach 2022, we are required to review the policy again, to fulfill the provincial mandate as per Bill 132, but also because policy review every three years helps us to ensure our policy is as responsive and supportive to the community as possible.

The last review of the Policy enhanced survivor support and clarified elements of the policy that were critical for the requirement for procedural fairness.

In order to address the ongoing feedback received since the last review of the Sexual Violence Policy, consideration should be given to clarify the Policy in the following areas:

- Review the provisions on interim measures and confidentiality
- Review section 6.5 (a) for survivor-centric considerations
- Clarify section 9.4 and the steps of investigation
- Review the objectives of the Sexual Violence Prevention and Education Committee
- General updates to titles, department names, etc.

In order to do this in the most collaborative way possible, Equity and Inclusive Communities, in partnership with the Office of the Vice-President (Students and Enrolment) (OVPSE), have proposed the following work plan. We are seeking feedback on the work plan, the timelines, the process, and the areas identified from the campus community. You can provide your feedback online at <https://carleton.ca/sexual-violence-policy/consultation-2021-22>, or by emailing svpolicy@carleton.ca

Phase	Action	Responsible	Timeline
Process Consultation	Post work plan for input and public consultation about timelines, process, and areas of the work plan.	EIC and OVPSE	October 18 – 29, 2021
	Feedback on consultation process can be given in meetings, or online through: carleton.ca/sexual-violence-policy	EIC and OVPSE	October 2021

Listening	Provide identified policy areas for clarification of language and process to the Campus community, and open an online feedback form about these areas, as well as any other areas that may not be previously identified and general comments, for those who wish to participate digitally	Message from the President to the community Supported by EIC and OVPSE	November 2021
	Reach out to key stakeholder groups including labour unions, student governments and student groups to receive feedback	EIC	November 2021
	Host information and feedback sessions for students, faculty (including contract instructors, sessional lecturers, teaching assistants, etc.), staff (including academic and administrative staff), and senior administration. Each event is structured with a facilitator to lead the groups through activities where they work towards the co-creation of key policy changes. Student consultations will include closed sessions for: <ul style="list-style-type: none"> • Racialized students • Indigenous students • Students with disabilities • International students 	EIC and OVPSE	November 2021 – January 2022

Draft Work Plan for the 2022 Sexual Violence Policy Review (September 7, 2021)

	<ul style="list-style-type: none"> • Graduate students • Residence students • LGBTQ+ students <p>Additional closed sessions will be made available upon request for any key stakeholder groups including labour unions, student governments and student groups. Requests can be submitted to svpolicy@carleton.ca</p>		
Tactical	Compile feedback from each event, as well as digital feedback, and sort through responses (Included for policy/Actionable but not for policy/Not applicable)	EIC and OVPSE	January 2022
	Assess proposed changes for legal, procedural, and collective agreement impacts; continue to sort through the possible revisions	EIC in partnership with key stakeholders including labour unions, student governments and student groups	January – February 2022
	Pull actionable tactics not appropriate for the policy into <i>Honouring Each Other: A Campus Strategy on Sexual Violence Prevention</i> , in partnership with key stakeholders including labour unions, student governments and student groups	Sexual Violence Prevention and Education Committee	January – February 2022

Draft Work Plan for the 2022 Sexual Violence Policy Review (September 7, 2021)

Drafting	Release draft of the policy to community for digital feedback	EIC and OVPSE	Mid-February - March 2022
	<p>Host information and feedback sessions for students, faculty, staff, and administration to review new draft of the policy.</p> <p>Any closed sessions will be made available upon request for any key stakeholder groups including labour unions, student governments and student groups. Requests can be submitted to sypolicy@carleton.ca</p>	EIC and OVPSE	March 2022
Fine-tuning	Review and include applicable feedback	EIC and OVPSE	April 2022
	Pull actionable tactics not appropriate for the policy into <i>Honouring Each Other: A Campus Strategy on Sexual Violence Prevention</i> , in partnership with key stakeholders	Sexual Violence Prevention and Education Committee	April 2022
Finalization	Release final draft of Sexual Violence Policy to the Board of Governors for approval	OVPSE	June 9, 2022
	Release revised and updated <i>Honouring Each Other: A Campus Strategy on Sexual Violence Prevention</i>	Sexual Violence Prevention and Education Committee	June 2022