

## 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.

To do this in the most collaborative way possible, Equity and Inclusive Communities (EIC), in partnership with the Office of the Vice-President (Students and Enrolment) (OVPSE), have consulted on the following work plan. After taking into consideration the feedback received, we will be implementing the work plan as described below. Feedback on the Sexual Violence Policy can be submitted via the [anonymous feedback form](#) or by emailing [svpolicy@carleton.ca](mailto:svpolicy@carleton.ca).

To provide a transparent review process, all feedback submitted will be made available to the Carleton community on our [feedback received webpage](#). Members of the Carleton community are encouraged to keep up to date on the review process through our [consultation website](#).

## Work Plan and Timeline

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 the consultation process can be given in meetings, or online through: <a href="http://carleton.ca/sexual-violence-policy">carleton.ca/sexual-violence-policy</a>	EIC and OVPSE	October 2021

<b>Listening</b>	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 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.  Student consultations will include closed sessions for: <ul style="list-style-type: none"> <li>• Racialized students</li> <li>• Indigenous students</li> <li>• Students with disabilities</li> <li>• International students</li> <li>• Graduate students</li> <li>• Residence students</li> <li>• 2SLGBTQ+ students</li> <li>• Womxn’s Centre</li> </ul>	EIC and OVPSE	November 2021 – January 2022

	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 <a href="mailto:sypolicy@carleton.ca">sypolicy@carleton.ca</a>		
<b>Tactical</b>	Compile feedback from each event, as well as digital feedback, and sort through responses applicable to the Policy or strategy	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	January – February 2022
	Pull actionable tactics not applicable to 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	January – February 2022
<b>Drafting</b>	Release draft of the policy to the community for digital feedback	EIC and OVPSE	Mid-February - March 2022
	Host information and feedback sessions for students, faculty, staff, and administration to review the new draft of the policy.  Any closed sessions will be made available upon request for any key stakeholder groups including labour unions, student governments and	EIC and OVPSE	March 2022

	student groups. Requests can be submitted to <a href="mailto:sypolicy@carleton.ca">sypolicy@carleton.ca</a>		
<b>Fine-tuning</b>	Review and include applicable feedback	EIC and OVPSE	April 2022
	Pull actionable tactics not applicable to 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
<b>Finalization</b>	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