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1	Date	Format	Content	Response
2	9-Sep-24	Form	<p>Having more training in your special constables when instances of assault do happen. Ensure that a constable is with victims as fast as possible. When my friends and I were threatened and call 911/special constables it took 30minutes for one to get to us. In that 30 minutes we had barricaded ourselves into a room in fear because we had no idea if the man had followed us or was armed. A constable should've been with us within 5 minutes of making the call or less. And they should've been trained in sexual assault and/or been female. The male special constable looked uncomfortable when we were describing what happened which made us feel like we were wasting his time. We completely understand it is an uncomfortable conversation, however it is the line of work they sign up for.</p>	This will be addressed in the Listening Phase through the Feedback Report.
3	9-Sep-24	Form	<p>Thank you for the chance to give feedback. I am entering my fifth year of my PhD program and I am a teaching assistant.</p> <p>I believe section 2.2 "Consensual Romantic or Sexual Relationship Guidelines" must be strengthened. Specifically, I think it needs to disavow consensual romantic and sexual relationships. I see this section recognizes power differences, which, to me, is exactly why the policy cannot allow these relationships. As it stands, instructors, teaching assistants, etc, abusing these power differences would be an unintended consequence of the policy. It is typically considered an abuse of authority for a boss to engage in these relationships with subordinates, even if they remove certain authorities from the situation. One of the important reasons for this is the power difference between them. I think the sexual violence policy needs to adopt the same structure and for much the same reason.</p>	This will be addressed in the Listening Phase through the Feedback Report.
4	9-Sep-24	Form	<p>Thank you for the chance to give feedback. I am entering my fifth year of my PhD program and I am a teaching assistant.</p> <p>I believe section 2.2 "Consensual Romantic or Sexual Relationship Guidelines" must be strengthened. Specifically, I think it needs to disavow consensual romantic and sexual relationships. I see this section recognizes power differences, which, to me, is exactly why the policy cannot allow these relationships. As it stands, instructors, teaching assistants, etc, abusing these power differences would be an unintended consequence of the policy. It is typically considered an abuse of authority for a boss to engage in these relationships with subordinates, even if they remove certain authorities from the situation. One of the important reasons for this is the power difference between them. I think the sexual violence policy needs to adopt the same structure and for much the same reason.</p>	This will be addressed in the Listening Phase through the Feedback Report.
5	9-Sep-24	Form	I think you should solicit feedback from mature students with families (children).	<p>Additional sessions will be made available upon request for any key stakeholder groups and requests can be submitted to svpolicy@carleton.ca. Individuals are also welcome to provide feedback through svpolicy@carleton.ca or through the anonymous form on the Sexual Violence Policy website.</p>

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6	10-Sep-24	Form	<p>I like the plan, :) I only have a few notes;</p> <ol style="list-style-type: none"> In both the listening phase and tactical phase, when hosting information and feedback sessions, please make sure that there is the ability to participate both in person and virtually. For students with disabilities, children, who live far from campus, or students with other circumstances that can make it difficult to come to campus for an in-person session, it would be extremely important to ensure that all students have the opportunity to participate virtually. One way is to host a Zoom meeting at the same time as the in-person one. Those with questions or feedback would raise their hand, and be unmuted in order to participate, in the same manner as an in-person participant would. In regard to the drafting & fine-tuning phase, my only concern is whether the feedback/concerns highlighted in the information/feed-back sessions will be implemented. Please make sure to do so :) Lastly, for transparency, I believe it would be important to highlight changes that resulted from feedback, particularly in the final phases. In order to demonstrate transparency, and show people that their voices are being considered, highlighting what changes have been made as a result of their feedback is important. In regard to that, don't write a small phrase like "reviewed terminology". Show the before and after phrases, along with the applicable feedback that led to those changes. I feel this would be an important step, as this review is based heavily on the voices of Carleton's community... and it is important for that community to know *how* their voices are being heard and used. 	<p>Virtual sessions will be held for students, staff and faculty and are noted on the consultation website. Additional sessions will be made available upon request for any key stakeholder groups and requests can be submitted to svpolicy@carleton.ca.</p> <p>As with previous consultations, feedback reports will be developed and posted on the Sexual Violence Policy website. These reports consolidate all of the feedback received and indicate where revisions, if appropriate, are made. A tracked change versions of the new draft Policy will be posted publicly as per past practice. For information on past consultations including previous feedback reports, please visit carleton.ca/sexual-violence-policy</p>
7	10-Sep-24	Email	<p>Thank you for the important work you are planning to implement much-needed changes to Carleton's Sexual Violence Policy.</p> <p>I read through the plan and would like to suggest that in the Listening Phase, you host sessions for racialized and Indigenous staff and faculty, staff and faculty with disabilities, and international and 2SLGBTQIA+ staff and faculty, as you are with students. I apologize if this is already part of the plan and I didn't note it.</p> <p>Thank you for all of the work that you are doing to make Carleton a safe place for all of us.</p>	<p>At this time, general open sessions are planned for faculty and staff. Additional sessions will be made available upon request for any key stakeholder groups and requests can be submitted to svpolicy@carleton.ca. Individuals are also welcome to provide feedback through svpolicy@carleton.ca or through the anonymous form on the Sexual Violence Policy website.</p>
8	10-Sep-24	Form	<p>There is no language on how fake, unsubstantiated, and malicious complaints are handled. It is a common practice in the Sexual Violence / Harassment Policy for private companies to include language warning that misuse or abuse of the Policy will also be considered an offence under the policy. This language should be included.</p>	<p>This will be addressed in the Listening Phase through the Feedback Report.</p>
9	10-Sep-24	Form	<p>A Complaint should only be accepted when minimal evidence (emails, messages, etc.) is provided. Complaints without any particular allegations or evidence should be returned to the complainant, and the evidence should be requested.</p>	<p>This will be addressed in the Listening Phase through the Feedback Report.</p>
10	10-Sep-24	Form	<p>Investigations should only be initiated after the Complainant provides minimum acceptable evidence. The policy should be amended to prevent it from being weaponized by students and co-workers.</p>	<p>This will be addressed in the Listening Phase through the Feedback Report.</p>

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11	10-Sep-24	Form	<p>The definition of Sexual Violence is too broad and open to interpretation. There should be clear language on what IS NOT sexual violence. For example, It is a common practice in private companies to specify in the Sexual Violence Policy that friendly and respectable interaction between coworkers or between managers and their reports is a part of the workplace culture. Also, the adequate disciplinary action taken by managers regarding their reports IS NOT sexual violence.</p> <p>Another example: at the university, in courses that require a greater level of interaction between faculty and students, such as language courses, communication between faculty and students IS NOT sexual violence.</p>	This will be addressed in the Listening Phase through the Feedback Report.
12	12-Sep-24	Email	Maybe stop promoting birth control and satanism and the problem will go away?	This feedback is not applicable to the Sexual Violence Policy Consultation Process or to the Sexual Violence Policy.
13	13-Sep-24	Form (Part 1)	<ol style="list-style-type: none"> 1. Congratulations for removing identification (name, email) on this feedback form, something I reported in 2018 and was told was not necessary to do. It so obviously IS crucial and fundamental. 2. Language of the Purpose of the Policy – the initial statement lays out that Carleton is a place “where sexual violence will not be tolerated and is treated with the seriousness it deserves.” Can this be changed to underline that the Carleton community is in fact a place where the students, staff, and faculty are dedicated to ELIMINATING sexual violence and teaching all community members how to stop it in the first place, rather than dealing with the consequences. In the Purpose of the Policy perhaps lead with this. E.g., “The Carleton community is an environment where the students, staff, and faculty are dedicated to eliminating sexual violence and teaching all community members how to prevent such violence in order to provide to maintain a positive learning, working and living environment.” Note the language of the sexual assault section on the Equity website: the section is entitled “Sexual Violence Prevention & Survivor Support” [in that order]. 3. Re: reporting process. Is it possible to stipulate how to report sexual violence to the AVP (Student Affairs and Student Life) if the plaintiff and/or the assailant work in the offices of the AVP (Student Affairs and Student Life) or, in fact IS, the AVP? 4. Is it possible to stipulate how to report sexual violence to the Director, Labour Relations if the plaintiff and/or the assailant work in the offices of the Director, Labour Relations in HR or, in fact, IS the Director of LR, or is related to them? 5. Is it possible to stipulate how to report sexual violence to the Director, Labour Relations (Academic), Office of the Deputy Provost, if the plaintiff and/or the assailant work in the offices of the Director, Labour Relations (Academic), or is related to them? 	This will be addressed in the Listening Phase through the Feedback Report.

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			<p>6. In terms of wording around the policy, especially in reference to the website, can the wording be less? This provides no accessible information for someone who is neurodivergent, folks with ADHD, dyslexia etc. I know that perhaps the policy site is not a place students or others will visit when they are seeking support, but as somewhere that outlines their rights and avenues of complaint, it might be better to simplify the language a lot.</p> <p>7. Could we perhaps consider renaming the policy to the Anti-Sexual Violence Policy? Otherwise, it sounds like the senior management is promoting, not attempting to prevent sexual assault. Or take a lead from the name of the committee that governs the policy: Sexual Violence Prevention and Education.</p> <p>8. The policy states 5.1 “The University will build the capacity of the Carleton community to address sexual violence and play a role in ending sexual violence.” What if are more active and state clearly as the opening remark here: “The University will lead in efforts to ending sexual violence.” Give examples.</p> <p>9. Can the policy identify the fact there are areas of ignored or underrepresented support in the community (not specific Carleton, it’s the case in most communities)? For example, we will lead the way in researching and preventing sexual assault and intimate partner violence in queer communities, or committed against members of racialized minorities, those with disabilities, trans folk, etc. and acts of violence enacted by those in positions of power, including those engaged education and research, in religious ministry, and other underrepresented and under-investigated areas.</p> <p>10. Please move this form at the TOP of this web page, NOT under the intro text and tables describing the work plan and timelines. Accessibility is important if you actually want to hear from everyone who wants to give input. Also place a link at the top of the home page of the site – above the intro text – reading “Submit your feedback now” – some people will get the home page and give up.</p>	<p>Items 6-9 will be addressed in the Listening Phase through the Feedback Report.</p> <p>As noted in the communications, we have been seeking feedback on the draft consultation plan in September. As a result, it is important for individuals to review the plan before providing feedback through the anonymous form, however, a link to the form was provided in the introductory paragraph. As we enter the listening phase, the anonymous feedback form will be moved above the consultation work plan. The Sexual Violence Policy home page currently has a button to "Provide Your Feedback" as part of the consultation 2024-2025.</p>
14	13-Sep-24	Form (Part 2)	Thank you	