

Work Plan for the Sexual Violence Policy Review (October 9, 2018)

Considerations for Carleton University Sexual Violence Policy Review

After the first year of Carleton University's Sexual Violence Policy, we have heard feedback from key stakeholders. While the Policy has allowed enough flexibility to support survivors, so far, while balancing the requirement for procedural fairness, there are opportunities to further clarify policy language.

In order to address feedback concerning accessing supports and the complaint procedures outlined in the Sexual Violence Policy, consideration should be given to clarify the Policy in the following areas:

- the perceived requirement within the Policy for the Complainant and Respondent to face each other in a formal hearing;
- possibly adding a clause or statement which protects Complainants or those seeking help from punishment for minor violations relating to alcohol or drug use;
- reconciling the perceptions of cross-institutional applications of FIPPA as it relates to sharing information about disciplinary actions or consequences against the Respondent, and;
- clarifying the confidentiality section in the Policy.

Further, stakeholders have identified the following areas which could potentially be addressed through the Policy review process. Stakeholders have asked the University to consider:

- clarifying timelines throughout the Policy;
- whether to include visitors and alumni into the scope of the Policy under the definition of "University Community";
- clarifying the accommodation process and interim measures;
- as the Policy applies both on and off campus, consider specifying how the Policy is applied to incidents which occur off campus;
- reviewing the role of the Director of Equity Services on the Sexual Violence Review Committee;
- reviewing the Section 10 appeal process, and;
- changing the font that the policy is published in to align with CNIB recommended fonts.

In order to do this in the most collaborative way possible, Equity Services, 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 anonymous form here: <http://carleton.ca/sexual-violence-support/sexual-violence-policy-consultation>, or by emailing svpolicy@carleton.ca

In order to provide a transparent review process, all feedback submitted will be made available to the Carleton community on the website: <http://carleton.ca/sexual-violence-support/sexual-violence-policy-consultation>. Members of the Carleton community are encouraged to keep up-to-date on the review process at: <http://carleton.ca/sexual-violence-support/sexual-violence-policy-consultation>,

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Phase	Action	Responsible	Timeline
Process Consultation	Post work plan for input and public consultation about timelines, process, and strategy of the plan	Equity Services and OVPSE	September 12 - September 30, 2018
	Feedback on consultation process can be given in meetings, or online through: http://carleton.ca/sexual-violence-support/sexual-violence-policy-consultation	Equity Services and OVPSE	September 2018
Listening	Provide identified policy areas (as noted in memo) for clarification of language and process to the Campus community, and open an online feedback form about these areas, as well as general comment, for those who wish to participate digitally	Message from the President to the community Supported by Equity Services and OVPSE	October 2018
	Reach out to key stakeholder groups including labour unions, student governments and student groups to receive feedback	Equity Services	October 2018
	Host design-thinking workshops 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	Equity Services	October-November 2018

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	<p>the co-creation of key policy changes.</p> <p>Student consultations will include closed sessions for:</p> <ul style="list-style-type: none"> • Racialized students • Indigenous students • Students with disabilities • International students • 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>		
<p>Tactical</p>	<p>Compile feedback from each event, as well as digital feedback, and sort through responses (Included for policy/Actionable but not for policy/Not applicable)</p>	<p>Equity Services</p>	<p>November 2018</p>
	<p>Assess proposed changes for legal, procedural, and collective agreement impacts; continue to sort through the possible revisions</p>	<p>Equity Services in partnership with key stakeholders including labour unions, student governments and student groups</p>	<p>November-December 2018</p>
	<p>Pull actionable tactics not appropriate for the</p>	<p>Sexual Violence Prevention and</p>	<p>November-December 2018</p>

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	policy into a Campus Strategy on Sexual Violence Prevention, in partnership with key stakeholders including labour unions, student governments and student groups	Education Committee and key stakeholders including labour unions, student governments and student groups	
Drafting	Release draft of the policy to community for digital feedback	Equity Services and OVPSE	Mid-January-February 2019
	<p>Host multiple design-thinking workshops for students, faculty, staff, and administration to review new draft of the policy.</p> <p>Student consultations will include closed sessions for:</p> <ul style="list-style-type: none"> • Racialized students • Indigenous students • Students with disabilities • International students • 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>	Equity Services and OVPSE	Mid-January-February 2019

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Fine-tuning	Review and include applicable feedback	Equity Services and OVPSE	February 2019
	Pull actionable tactics not appropriate for the policy into a Campus Strategy on Sexual Violence Prevention, in partnership with key stakeholders	Sexual Violence Prevention and Education Committee and key stakeholders including labour unions, student governments and student groups	February 2019
Finalization	Release final draft of Sexual Violence Policy to the Board of Governors for approval	OVPSE	April 25, 2019
	Release final Campus Strategy on Sexual Violence Prevention	Sexual Violence Prevention and Education Committee and key stakeholders including labour unions, student governments and student groups	April 2019