

UVIC Sexualized Violence Response and Prevention Policy Review

We acknowledge and respect the Lekwungen peoples on whose traditional territories the university stands and the Songhees, Esquimalt and the W̱SÁNEĆ peoples whose historical relationships with the land continue to this day.

DRAFT POLICY REVIEW GUIDE

YOUR INPUT MATTERS!

All UVic community members have an important role to play in both preventing and responding to sexualized violence. Creating a safe and inclusive environment and fostering a culture of respect and consent is a shared responsibility.

You are invited to review the draft Sexualized Violence Prevention and Response Policy – revisions 2020. This draft is an update to the 2017 Policy. Changes build on information gathered at community consultations over the past two months.

To provide feedback, please send comments to SVPRconsultation@uvic.ca

Tips to help us incorporate your comments:

- Note the section number if you are referring to a specific section or page number if a specific page
- Be as specific as possible
- Focus on the language of the Policy and Procedures—an implementation plan is coming soon.

What we heard...	In response,
Be clearer about the scope or spectrum of wrongdoing covered by the Sexualized Violence Prevention and Response Policy	Added examples to the definition of sexualized violence (e.g., salacious comments; stealthing)
Consider expanding the definition of survivor-centered, to provide a more fulsome explanation of what this means at UVic	The definition of survivor-centered has been enhanced, to include dignity and respect for the survivor's rights, interests, and agency.
Be clear about when a survivor becomes a complainant	Added s.18.2, which states that a survivor will be referred to as a complainant after a report has been approved by the Director for investigation
The policy should include example of interim measures and be clear about who enacts and lifts them	A definition of interim measures has been added to the policy and examples of such measures added to section 21
Informal processes provide a wider range of options for survivors, but the survivor's participation must be fully informed and voluntary and if the process terminates, the survivor must be able to proceed with a report if they wish.	Informal processes have been added to the policy, at section 17. By definition, informal processes are voluntary (Definitions) and sections 17.7, 17.8 and 17.10 of the policy reiterate this, ensuring that the survivor is making an informed decision. These processes are available at any time after a disclosure has been made (filing a Report is not required). Examples of informal processes are provided (section 17.6). To respond to concerns about university's gatekeeping function, the policy identifies the types of circumstances in which the university would likely not agree to an informal process (see section 17.9). The right of the complaint and respondent to engage in informal processes where appropriate has been added to the statement of rights (Appendix B).
Ensure there are processes in place to address multiple disclosures against the same respondent	Section 18.4 (formerly s.12.3) now states that where the Director is aware of a series of incidents and is satisfied there is enough evidence to proceed, the Director may investigate.
Do more to acknowledge intersectionality in the policy and its associated procedures. For example, provide for Indigenous or other culturally relevant supports.	Intersectionality is reflected in the principles of the policy (see s.3.1 to 3.5) and is defined at p.2 of the policy (with age included as a social position). The support procedures now explicitly reference spiritual and cultural support.
There should be more support for persons with disabilities reflected in the policy and its associated procedures.	The definition of intersectional includes 'ability'. Section C32.00 of the procedures has been revised to invite individuals who require accommodation to discuss their needs with the Director.

SUMMARY OF WHAT WAS HEARD AND RELATED POLICY CHANGES

The policy lacks timelines. This is especially problematic in the investigation process.	The Investigation Procedures, section C21.00, now contains a timeline under which the investigator has 90 days from the date of their appointment to complete their Investigator's Report and submit it to the Director, EQHR
There needs to be more clarity around retaliation and how to bring concerns forward	A section on retaliation has been added, to include both how allegations can be made and how it will be addressed (see section 23)
The educational mandate of the SVRO should include systemic forms of oppression	Section 7.4(f) of the policy is new. It requires that education and training provided by the SVRO contextualize sexualized violence and rape culture from its colonial, historical, and sociological roots. A new appendix has been added to the policy, outlining the university's commitment to committees, awareness raising, and prevention programming (see Appendix F)
The amnesty provision needs to be clarified, so that personal use of alcohol or other substances is not a barrier to disclosing/reporting	Section 22 of the policy (formerly section 15) has been revised to clarify that a person who discloses or reports or witness sexualized violence will not be subjected to disciplinary action for their personal use of alcohol or other substances
The confidentiality and privacy sections in the policy can be a barrier to disclosing and reporting. Survivors and others need to understand what will happen to their personal information, including the reasons why the university will in some cases disclose information without the survivor's consent. They also need to understand why the university cannot disclose information. Without a clear explanation, it feels like the university is protecting the perpetrator.	The confidentiality and privacy provisions which were previously in the policy and procedures have been migrated to Appendix E. These provisions have been reorganized into a logical flow, with headings, to make them more accessible and easier to understand. Some context is provided to help survivors, complainants, respondents, witnesses, and others involved in a process under the policy understand their rights and obligations as well as the university's legal obligations.
Survivors should be made aware of other options for support and reporting outside of UVic. Witnesses and bystanders also need information on how to access support	In response, Appendix G has been added to the policy, to list both on-campus and off-campus support services.
The policy and procedures should be more accessible and easy to navigate.	Reorganized the content of the policy to improve readability and flow and eliminate repetition. Added definitions, to provide more clarity

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