



Advisory Group: Sexualized Violence Policy

Member recruitment

Background

The Sexualized Violence Prevention and Response (SVPR) Policy was created in recognition that sexualized violence is a pervasive problem both on and off campus and the university has an important role to play in both preventing and responding to sexualized violence. UVic's initial SVPR Policy was launched in 2016.

In addition to providing UVic's definition of sexualized violence, the policy and its related procedures outline how someone can bring forward reports or concerns of sexualized violence, what support someone who has experienced harm can expect to receive and various options for addressing harm. You can read more about some of the highlights in our current policy [here](#).

The Policy applies to and supports all University community members, including but not limited to:

- students (including credit and non-credit students, distance students and continuing studies students);
- faculty, librarians and staff members;
- post-doctoral fellows and visiting researchers;
- university leaders (including the members of Board of Governors and Senate).

Institutional policies are one way to support culture change and address problematic behaviour. Read more about the policy review at www.uvic.ca/sexualizedviolence/policy/review.

Group role

UVic's new Discrimination and Harassment Prevention and Response (D&H) Policy was drafted based on the structure and procedures of the SVPR Policy meaning the policies share significant similarities. Therefore, given recent review of the D&H Policy and that the SVPR Policy was reviewed in 2020/2021 with extensive community consultation, this year's review will have a focused scope.

To avoid over consulting our university community, we plan to draw on the relevant feedback already gathered and focus public consultation on the areas unique to the SVPR Policy or where there are proposed substantial changes. Campus wide engagement will take place in late September. Engagement is focused on policy definitions, principles, scope and jurisdiction.

The SVPR Advisory Group will meet every two weeks to discuss applying the learnings to community engagement on relevant policy areas.

Eligibility requirements

The Advisory Group will be composed of approximately 20 members who:

- Are a current UVic student (undergraduate or graduate) or employee (e.g. faculty, librarian, staff)

- Are available for an average of 8 hours per month from mid-October to mid-December (including meetings, reading through drafts and preparing feedback)
- Can attend group meetings which will be held in person at the University of Victoria on Wednesday afternoons (dates to be announced)
- Are passionate, experienced in, and/or prepared to learn more about policy frameworks
- Rather than represent a constituency (ex. staff, faculty, or student), are willing to work together to consider the needs of the entire university
- Are aware of issue(s) related to equity, diversity, inclusion, anti-oppression, and sexualized violence and/or brings the perspectives of lived experience as a survivor

Eligibility commitments

In addition to meeting the above criteria, members are asked to commit to the following:

- **Mutual Interest:** The participants have a mutual interest in exploring topics central to the Sexualized Violence Prevention and Response Policy. Each brings distinct and complementary strengths to this initiative.
- **Mutual Respect:** All participants agree to spend time and effort as needed to maintain a mutually respectful, anti-racist, anti-discriminatory, and productive working relationship, including being present, on-time, and committed to the meetings and follow-up activities.
- **Open-Mindedness:** The participants acknowledge that each other's position and opinion is a foundational part of the collaboration. Recognizing the strength in our differences will guide collaboration in the Committee, and we encourage participants to be open to new ways of thinking and viewing challenges and opportunities in this space.
- **Be Changed:** The participants agree to be on a learning journey together, to acknowledge biases, and be willing to be changed or have their opinions challenged, throughout the committee process.

Acknowledgement and compensation

Given the sensitive nature of this work, we ask that participants do the important self-reflection to determine whether they are comfortable engaging in regular conversations on sexualized violence. Ensuring you have support in place may be helpful for those with a personal relationship to this content area. UVic students, staff and faculty have options through their student/employment benefits to access support. If you would like assistance connecting to on or off campus supports, please contact the Sexualized Violence Resource Office.

Ensuring that everybody at the table is fairly supported plays a major role in breaking down barriers to participation and in leveling the playing field between those who are and those who are not paid to engage in the work (Homer, 2019). Therefore, we are committed to ensuring that people who are not otherwise paid to do this work do not incur participation-related expenses by providing honoraria for effort provided.

Interested?

The SVPR Advisory Group committee will meet every two weeks on Wednesdays from mid-October to mid-December. If you are interested in joining, contact policyreview@uvic.ca by **October 10, 2024**. Please email us your name, position at UVic and a short paragraph (max. 150 words) on why you are interested in participating in this group.