

Sexual Violence Awareness, Prevention, and Response, Policy on

Legislative History:

Approval Authority: Board of Governors

Signature:

Description:

1. Purpose

This policy affirms York University's ongoing commitment to foster a culture where attitudes and behaviors that perpetuate sexual violence are actively discouraged, survivors are effectively supported, and those who commit incidents of sexual violence are held accountable. It replaces the Policy on Sexual Assault Awareness, Prevention and Response.

The policy outlines the supports and services available to those affected by sexual violence, the processes in place to address reports of sexual violence, and the rights and obligations of community members regarding sexual violence.

2. Scope and Application

This policy applies to York University community members including but not limited to students, staff, faculty, librarians, members of the Board of Governors and Senate, visiting professors, postdoctoral fellows, volunteers, contractors, and invited guests.

All community members experiencing sexual violence may access supports through the Sexual Violence Response Office.

The complaint process is available to all community members whether or not the event occurred on campus, off campus or using social media.

A number of other University policies and procedures relevant to the subject of sexual violence should be read in conjunction with this policy, including:

- [Code of Student Rights and Responsibilities](#)
- [Occupational Health and Safety Policy](#)
- [Workplace Violence Policy and Program](#)
- [Workplace Harassment Policy and Program](#)

This Policy is not intended to supersede or interfere with collective agreements or prevailing laws and does not preclude those experiencing sexual violence from seeking recourse through criminal or civil proceedings.

3. Definitions

Complaint:

A formal report of an incidence of sexual violence being filed with a university office.

Complainant:

The role that may be taken by the individual directly impacted by an incident or a concerned University representative.

Consent:

Means active, ongoing, informed, and voluntary agreement to engage in sexual activity; Cannot be given by someone who is incapacitated, unconscious, or otherwise incapable of consenting;

May be initially given but can be withdrawn anytime; and

Cannot be obtained through threats, coercion, or other forms of control and intimidation.

The definition of consent does not vary based on a person's sex, sexual orientation, gender identity or gender expression.

Disclosure:

When an individual who has experienced sexual violence confides in someone about their experience. Disclosure is presumed to be for the purpose of obtaining support and services and/or to learn about options to make a formal report but is different from reporting.

Report:

When an individual who has experienced sexual violence informs someone about their experience through a formal process that involves an expectation that formal action will be taken against the respondent in the context of their membership in the University community. A report involves a declaration of the particulars of the incident (e.g. names, date, details of the incident). Reports can be made internally to the University or externally to bodies such as police services, the Criminal Injuries Compensation Board, the Human Rights Commission, or through civil actions.

Respondent:

The person whose actions are said to constitute sexual violence.

Sexual Violence:

Any sexual act or act targeting a person's sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person's consent and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation.

Sexual Violence Response Office:

The unit with primary responsibility to assist persons affected by sexual violence and to receive reports or complaints of sexual violence. [\[Details\]](#)

Sexual Violence Review Committee:

A group of University personnel selected from offices that are involved in providing support and services and/or who have a responsibility to ensure a coordinated response to incidents of sexual violence. The team is composed of representatives of the Department of Community Safety; Sexual Violence Response Office; Security Services; the Office of Student Community Relations and, in cases involving faculty or staff, relevant human resources representatives.

Support person:

A union representative, legal counsel, friend or other person who accompanies an individual reporting sexual violence during the investigation and/or adjudication process.

Survivor:

Someone who has disclosed experiencing sexual violence. Use of the term "survivor" in this policy does not suggest and is not intended to suggest that the outcome of any investigation or adjudication has already been determined in favour of the individual reporting.

Reporting individual:

Encompasses terms such as survivor, victim, or claimant to reference anyone who brings forth a report of experiencing sexual violence and a violation of the University's Policy.

University Community Member:

A student, staff, faculty member, librarian, member of the Board of Governors or Senate, visiting professor, postdoctoral fellow, volunteer, contractor or invited guest.

4. Commitment and Statement of Principles

York University recognizes that universities can play a significant role in preventing sexual violence, supporting survivors, and holding perpetrators accountable. York University is committed to providing and maintaining an environment in which sexual violence is recognized to be unacceptable and is not tolerated.

York University recognizes that anyone can experience sexual violence. Individuals may encounter increased vulnerabilities based on their identity or perceived identity including such factors as race, economic status, gender identity, gender expression, sexual orientation, language, physical or mental ability and/or immigration status.

York University will provide a range of supports and services to individuals affected by sexual violence regardless of where such incidents occur and will, to the extent possible, ensure survivors can self-determine the supports and services they wish to access and whether they wish to contact police.

York University will ensure that the needs of individuals affected by sexual violence are appropriately accommodated, whether those needs are associated with work, study, on-campus housing, or extra- curricular activities.

York University recognizes that, to create an environment and culture where survivors feel safe to disclose and seek support and accommodation, confidentiality is key.

York University is committed to providing on-going training, education, and initiatives aimed at changing attitudes and behaviors that perpetuate sexual violence. The University will support these initiatives through dedicated staff, programming, and related University resources. The University will ensure that these initiatives are broadly communicated and effectively respond to the needs of the diverse members of the University community.

Reports of sexual violence will be dealt with through University complaint procedures and any member of the York community who is found to have committed sexual violence shall be held accountable. Those who are found to have committed sexual violence shall be subject to sanctions and discipline up to and including expulsion and/or termination of employment where appropriate.

York University recognizes the traumatic effects of sexual violence and is committed to providing appropriate support and information about options available to survivors. York strives for survivors to:

- Be treated with compassion, dignity, and respect;
- Be provided with non-judgmental and empathic support;
- Have confidentiality maintained and any limits to confidentiality explained;
- Be informed of the procedures in place to address sexual violence;

- Be provided with timely safety planning assistance;
- Be informed about on and off-campus supports and services available to them; and to receive survivor-driven supports and services appropriate to their social identities including race, age, language, sexual orientation, gender identity/expression, faith, ability, Indigeneity;
- Be provided with necessary academic, workplace, extracurricular and/or housing/dining accommodations as appropriate;
- Decide whether to pursue criminal or non-criminal reporting options subject to the limits described in this policy;
- Have reasonable and necessary actions taken to prevent further unwanted contact with the respondent;
- Have options for reporting and/or filing a complaint outlined clearly; and
- Wherever possible, retain control over the matter and any decisions pertaining to their experience including reporting to police.

York is committed to ensuring that its processes for addressing complaints of sexual violence are designed to promote fair, just and timely resolution for those filing complaints and for those against whom complaints are made. Both parties will be provided with information explaining the process.

5. Confidentiality

The University recognizes the importance of protecting confidentiality in order to provide an environment in which survivors can disclose sexual violence and obtain support and to ensure reports of sexual violence can be addressed in a fair manner. The University will make every reasonable effort to maintain confidentiality when it becomes aware of an incident of sexual violence.

The University will make every reasonable effort to maintain confidentiality when it becomes aware of an incident of sexual violence. It will limit disclosure of information to those within the University who need to know for the purposes of providing support and addressing incidents.

Disclosures and reports of sexual violence made to the University are considered confidential and are treated in accordance with the *Freedom of Information and Protection of Privacy Act* and relevant collective agreements. Information regarding an incident will be shared only with those individuals who need to know to properly address the situation or as required by law. To the extent possible, the identity of the survivor and the responding person will be anonymized.

The University may be unable to guarantee complete confidentiality if:

- a) an individual is assessed to be at imminent risk of self-harm;
- b) an individual is assessed to be at imminent risk of harming an identified person;

- c) there is reason to believe that members of the University community or the broader community may be at imminent risk of harm; and/or
- d) the University is obligated to investigate or some other reporting/action is required by law.

In cases where complete confidentiality cannot be maintained, the community member disclosing will be advised at the first available opportunity. Further, efforts will be made to minimize the amount of information that is shared to the number of individuals with whom it is shared.

The University will treat all complaints and their investigation as confidential and will not publically release information regarding them unless required to do so by law or as indicated in this policy. Disclosures of information to witnesses during investigations will be limited to what is reasonably necessary to conduct a fair and thorough investigation. Participants in an investigation including witnesses and support persons will be advised of the need to maintain confidentiality to protect the integrity of the investigation and will be advised to refrain from discussing the matter during the investigation and adjudication process. The obligation to keep information confidential does not prevent a person from pursuing counselling and/or other support services.

The University may collect data with respect to incidents of sexual violence for the purpose of research, compliance with statutory reporting requirements or similar purposes.

6. Supports and Services for those Affected by Sexual Violence

A number of supports and services are available to a person affected by sexual violence irrespective of when or where the incident(s) occurred. The Sexual Violence Response Office will maintain an up-to-date list of supports and services offered by the University and in the community. The University will publicize the availability of this information broadly to members of the University community through (URL).

A list of supports and services currently available at the University and in the community is found at Appendix A of this Policy.

It is not necessary to formally report an incident or to make a formal complaint in order to access the services provided by the University. Equally, accessing these services does not constitute reporting or making a formal complaint to the University.

Supports and services are also available to respondents through **[where?]**

7. Sexual Violence Response Office

The Sexual Violence Response Office facilitates supports, services and accommodations based on the circumstances of the incident and the needs and wishes of the person disclosing and/or reporting. The SVRO can:

- Assist with the coordination of safety planning.
- Facilitate referrals to community agencies and University resources.
- Coordinate academic/workplace accommodations through respective offices.
- Coordinate housing relocation for students on campus.
- Coordinate referral to medical services.
- Coordinate emergency financial assistance.
- Coordinate referrals to on and off campus trauma-informed counselling services.
- Provide information about criminal and non-criminal reporting options.
- Assist with decision-making and navigating University processes or legal systems and Manage the flow of information among departments or offices where necessary.

The SVRO can provide confidential assistance in a case where an individual affected does not wish to report sexual violence. The SVRO is also responsible for receiving all formal reports by community members.

The Sexual Violence Response Office may decide to engage the Sexual Violence Review Committee to:

- a) conduct a community threat assessment,
- b) assess the appropriate academic, employment and/or other accommodations the survivor may require,
- c) assess whether interim measures should be pursued against the respondent, and
- d) in situations where the person affected does not wish to pursue a complaint, determine whether the University should still pursue investigation. In making this determination, the Sexual Violence Review Committee will consider all relevant circumstances including, but not limited to:
 - i. the severity of the alleged incident and the harm inflicted,
 - ii. the potential risk to other members of the community,
 - iii. the location of and circumstances in which the alleged incident took place, and
 - iv. the likelihood of effective resolution without the involvement of the person experiencing sexual violence.

8. Disclosure and Reporting

General

“Disclosure” occurs when an individual who has experienced sexual violence confides in another community member about the experience. Disclosure can assist an individual to seek out support and services and to learn about options available to assist them including options to make a formal report.

“Reporting” occurs when an individual pursues a formal process through the Sexual Violence Response Office that involves an expectation that action be taken against the respondent.

Every survivor is entitled to decide whether or not to disclose or report an experience of sexual violence. Subject to the limits of confidentiality described in the Confidentiality section of this policy, the University will support a survivor’s right to decide whether any action will be pursued.

The University recognizes that some individuals may be hesitant to disclose or report sexual violence in cases where they have been drinking while under age or were using drugs at the time the sexual violence took place. They may fear potential consequences for their own actions. A bystander or a survivor acting in good faith who discloses or reports sexual violence will not be subject to actions for violations of the University’s policies related to drug and alcohol use at the time that the sexual violence took place.

Disclosure

Disclosures may be made to any university community member. They may relate to a respondent who is or is not a member of the University community and to incidents that occurred at any time in the past.

All members of the University community to whom sexual violence is disclosed have a duty to advise the individual disclosing of this Policy and the existence of the Sexual Violence Response Office (SVRO). Any community member receiving a disclosure should contact the SVRO and may do so without sharing the identity of the individual who has disclosed.

While disclosure may be made to any community member, survivors are encouraged to disclose directly to the SVRO. That office will provide, on a confidential basis, assistance in obtaining supports and services as well as information regarding options for reporting the incident.

Reporting

In An Emergency

Where there is an imminent threat of sexual violence, an incident is in progress, community members are encouraged to report it immediately through 911 or to York University Security Services

If Security Services is advised of an incident, they may report the matter to Police Services in circumstances of potential harm as described in s. XXX. Persons affected may be contacted by police as part of their investigation into the matter.

Security Services will inform the Sexual Violence Response Office of any reported incident and may follow-up with persons affected.

Reporting Generally

Reporting sexual violence to the University does not prevent a person from reporting through the criminal justice system (i.e. police) or through other available processes such as to the Human Rights Tribunal of Ontario, the Criminal Injuries Compensation Board or through the civil courts. Equally, reporting through police or other mechanisms does not prevent a person from also reporting to the University.

The decision to report sexual violence is the choice of the person affected. In addition, that individual has the right to subsequently withdraw the complaint at any time and has the right not to participate in any University investigation.

No one is entitled to either directly or indirectly intimidate, threaten, coerce, discriminate against, harass, retaliate, or engage in reprisals against,

- a) an individual reporting an incident of, or making a complaint about sexual violence, or
- b) who is participating in or has co-operated with an investigation under this Policy.

The University may institute measures to prevent reprisal such as separating the parties in the academic or work environment or prohibiting communication between the parties. Anyone engaged in such conduct or who violates a direction to have no contact with an individual may be subject to sanctions and/or discipline including possible termination or expulsion from the University

Reporting Process

The Sexual Violence Response Office is responsible for receiving all non-emergency reports of sexual violence. Any community member experiencing sexual violence by another community member may commence the reporting process by contacting the SVRO in person or electronically (see URL for details). Those reporting will be provided with information regarding supports, services, safety planning, and accommodation,

University complaints processes and other options for reporting having regard to the circumstances of the case.

A complaint is finalized on the date on which it is received by the University in writing and signed by the complainant. The report will include the following:

- name of the Complainant
- name of the Respondent (if known), and
- a description of the incident(s) including date(s), time and location where the incident(s) occurred.

The University has the jurisdiction to investigate reports made against a community member and will do so as expeditiously as possible.

Throughout the complaint process, complainants and respondents have the right to be accompanied by a support person. Anyone acting as a support person must also adhere to the confidentiality requirements of the process.

Complainants and respondents will be provided with appropriate procedural fairness throughout the process.

A formal complaint may be filed if the individual alleged to have engaged in sexual violence (the “respondent”) is a community member at the time of the incident alleged in the complaint. A formal complaint can continue after the complainant’s relationship to or with the University ends if the respondent continues to be a member of the University community. If the respondent’s relationship to or with the University ends before the complaint process has been completed, the process may be suspended. The process may be resumed if the respondent returns to the University at a future date.

The filing of a complaint under this Policy is independent of any criminal investigation or proceeding (i.e. a person may report an incident to both the University and the police). The University’s investigation and decision-making may be suspended pending in the outcome of the criminal proceeding. However, the University may take interim measures to protect the Complainant and/or the University community pending the outcome.

Preliminary Assessment

After a complaint is filed, it will be transmitted to the Sexual Violence Review Committee for preliminary assessment. The Committee will assess whether the complaint falls within the jurisdiction of this policy. If the Committee determines that the complaint is outside the jurisdiction of the policy or decides that the matter should not be investigated, it will notify the Complainant of that determination. A written notice will be sent to both the Complainant and Respondent regarding the decision made above.

A complainant may request reconsideration of a decision by the Sexual Violence Response Team that a complaint is outside the jurisdiction of the policy or that no investigation should be undertaken. A request for reconsideration must be made in writing and submitted to the following:

- a) In a complaint against a student, the Vice Provost, Students.
- b) In a complaint against a faculty member, the Vice Provost, Academic,
- c) In a complaint against a staff member, the Assistant Vice President, Human Resources.

Complaint Resolution – Complaints Against Students

If the Sexual Violence Review Committee determines that the matter should proceed, it will refer the complaint to the Centre for Human Rights for processing.

The Sexual Violence Review Committee may impose interim measures to ensure safety of the person reporting or others in the community, to reduce contact between the parties, to prevent retaliation or to avoid a hostile environment. Interim measures may include “no contact” orders, and/or changes in academic, extracurricular, housing, dining, employment or other arrangements. Both the respondent and the complainant may request modifications to the interim measures and may submit evidence in support of their request.

A copy of the complaint will be promptly forwarded to the Respondent and an opportunity given to provide a written response.

Many cases of sexual violence are not well suited to alternative dispute resolution. However, there may be instances in which the complainant and respondent wish to pursue early resolution through mediation, restorative justice or similar method. The Centre will consider requests for early resolution received from the complainant or when it is proposed by the respondent and consented to by the complainant. The University will not compel the complainant or respondent to engage in an early resolution process. Participation is voluntary and either party may withdraw from the process at any time. If the complaint is not resolved through alternative dispute resolution, the Centre will appoint an investigator to conduct a full investigation. The appointed investigator may be an individual internal to the University or an external person retained for this purpose. In all cases, the individual will be properly trained to conduct investigations into sexual violence complaints.

The steps taken to investigate the complaint may vary depending upon the nature and complexity of the complaint but will generally involve the following:

- (a) the complainant and the respondent are informed in writing that an investigation is being undertaken, describing the allegations and the possible sanctions.
- (b) the respondent is given the opportunity to provide a written response to the complaint and the complainant has the opportunity to reply to the written response;
- (c) the investigator conducts one or more interviews with the complainant and respondent to obtain any additional information;
- (d) relevant documentary and other evidence is compiled; and
- (e) interviews are conducted with witnesses or other individuals who may have relevant evidence.

Either party may decline to be interviewed by the investigator and/or to provide relevant evidence. The investigation report will reflect that a party was given the opportunity to participate in the investigation but did not do so.

During the course of investigation, the investigator will keep the parties apprised of the status of the investigation and the expected time to completion. While the time to investigate and complete an investigation report will vary depending on the circumstances of the case, it is expected that in most cases reports will be finalized within 60 days.

Following completion of the investigation, the investigator will prepare a written report summarizing the evidence obtained. A copy of the investigation report will be provided to the complainant and respondent.

The complainant and respondent will be provided an opportunity to make written submissions with respect to the Investigation Report. Any submissions received by either party will be disclosed to the other. The investigation report and the submissions of the parties will be presented to the Vice Provost, Students for a decision as to whether there has been a violation of this policy.

The Vice Provost, Students may, in that person's discretion, request to hear oral submissions from the complainant and respondent. If this occurs, the parties will not be required to be in the same room together when making submissions.

Based on the investigation report and the submissions of the parties, the Vice Provost, Students will make one of the following decisions based on a balance of probabilities:

- a) That the evidence supports a finding that the respondent violated this policy and that a particular sanction or penalty is imposed;
- b) That the evidence does not support a finding that the Respondent violated the policy and the complaint is therefore dismissed; and/or
- c) That a determination as to whether or not the Respondent violated the policy cannot be made without an oral hearing and, therefore the matter will be referred to the University Tribunal.

The complainant and respondent will be advised in writing of the decision and the reasons for the decision. For reasons of confidentiality, if the Vice Provost, Students determines that the policy has been breached and issues a penalty or sanction, the precise nature of the penalty or sanction will not be shared with the complainant except to the extent required to ensure the complainant's ongoing safety and/or to reduce the possibility of contact between the parties.

Appeals of Decisions of the Vice Provost, Students

A complainant may appeal a decision of the Vice Provost, Students to dismiss the complaint under XX(b). A respondent may appeal a decision of the Vice Provost, Students under s. XX(a) that there has been a violation of this policy and/or may appeal the sanction or penalty imposed. A respondent may also appeal a sanction of suspension or expulsion imposed by the Vice Provost, Students under s XX(a).

An appeal of a decision under this part will be conducted by the University Tribunal in accordance with Part 10 of the Code of Student Rights and Responsibilities.

Referrals to the University Tribunal

If the Vice Provost, Students refers the complaint to the University Tribunal under XX(c), the hearing will be conducted by the University Tribunal in accordance with Part 10 of the Code of Student Rights and Responsibilities.

Complaint Resolution - Complaints Against Faculty Members or Staff

If the Sexual Violence Review Committee determines that the matter should proceed, it will refer the complaint to the Centre for Human Rights for processing.

A copy of the complaint will be promptly forwarded to the respondent and an opportunity given to provide a written response. A copy will also be provided to the Management Supervisor of the respondent.

The Sexual Violence Review Committee may impose interim measures to ensure safety of the person reporting or others in the community, to reduce contact between the parties, to prevent retaliation or to avoid a hostile environment. Interim measures may include “no contact” orders, temporary suspension pending investigation and/or temporary changes in employment. Both the respondent and the complainant may request modifications to the interim measures and may submit evidence in support of their request.

Many cases of sexual violence are not well suited to alternative dispute resolution. However, there may be instances in which the complainant and respondent wish to pursue early resolution through mediation, restorative justice or similar method. The Centre will consider requests for early resolution received from the complainant or when it is proposed by the respondent and consented to by the complainant. The University will not compel the complainant or respondent to engage in an early resolution process. Participation is voluntary and either party may withdraw from the process at any time. Pursuing these early resolution processes does not preclude later use of the formal processes if the early resolution process fails to achieve a resolution acceptable to the parties and to the University.

If the complaint is not resolved through alternative dispute resolution, the Centre will appoint an investigator to conduct a full investigation. The appointed investigator may be an individual internal to the University or an external person retained for this purpose. In all cases, the individual will be properly trained to conduct investigations into sexual violence complaints.

The steps taken to investigate the complaint may vary depending upon the nature and complexity of the complaint but will generally involve the following:

- (f) the complainant and the respondent are informed in writing that an investigation is being undertaken, describing the allegations and the possible sanctions.
- (g) The respondent is given the opportunity to provide a written response to the complaint and the complainant has the opportunity to reply to the written response;
- (h) The investigator conducts one or more interviews with the complainant and respondent to obtain any additional information;

- (i) Relevant documentary and other evidence is compiled; and
- (j) Interviews are conducted with witnesses or other individuals who may have relevant evidence.

Either party may decline to be interviewed by the investigator and/or to provide relevant evidence. The investigation report will reflect that a party was given the opportunity to participate in the investigation but did not do so.

During the course of investigation, the investigator will keep the parties apprised of the status of the investigation and the expected time to completion. While the time to investigate and complete an investigation report will vary depending on the circumstances of the case, it is expected that in most cases reports will be finalized within 60 days.

Following completion of the investigation, the investigator will prepare a written report summarizing the evidence obtained. A copy of the investigation report will be provided to the complainant and respondent.

The complainant and respondent will be provided an opportunity to make written submissions with respect to the investigation report. Any submissions received by either party will be disclosed to the other. The Investigation Report and the submissions of the parties will be presented to the Vice Provost, Academic in the case of complaints against a faculty member or the Assistant Vice President, Human Resources in the case of complaints against staff members, for a decision as to whether there has been a violation of this policy.

The Vice Provost, Academic or the Assistant Vice President, Human Resources, as the case may be, may in that person's discretion, request to hear oral submissions from the Complainant and Respondent. If this occurs, the parties will not be required to be in the same room together when making submissions.

Based on the investigation report and the submissions of the parties, the Vice Provost, Academic or the Assistant Vice President, Human Resources will make one of the following decisions:

- x) That the evidence supports a finding that the respondent violated this policy and that a particular sanction or penalty is imposed; or
- y) That the evidence does not support a finding that the respondent violated the policy and the complaint is therefore dismissed; and/or

The complainant, respondent and the respondent's management supervisor will be advised in writing of the decision and the reasons for the decision. For reasons of confidentiality, if it is determined that the policy has been breached and a penalty or sanction is imposed, the precise nature of the penalty or sanction will not be shared with the complainant except to the extent required to ensure the complainant's ongoing safety and/or to reduce the possibility of contact between the parties.

Records of Investigations and Outcomes

Written records will be retained with respect to a complaint investigation and its resolution. The University will comply with all criminal legal subpoenas, civil court ordered requests for records, or as required under FIPPA.

10. Training and Education *(TBD whether to include in policy. Not required)*

The University will offer training and education to the University community aimed at preventing sexual violence and improving supports to survivors. This will include, but will not be limited to:

- a) Training on the content of the Sexual Violence Policy, including processes for responding to and addressing sexual violence, for members of the governing board and senior administrators; faculty, staff and other employees and contractors; and for students.
- b) Education programs/campaigns for the University community to promote a change in the attitudes and behaviours that perpetuate sexual violence and to create a more supportive environment for survivors. (e.g. to encourage appropriate bystander intervention; to dispel rape myths/culture; to promote "consent" and sex positivity. These programs/campaigns will take an intersectional, anti-oppression approach to promoting healthy, equal relationships. Opportunities will be provided to the University community to provide input to the development of these programs/campaigns.

11. Authority to Amend Policy and Create Procedures

The President or delegate is authorized to amend this policy without the prior approval of the Board to revise the following:

- a) the supports and services available at the University or in the community;
- b) the identity of officials, offices and departments at the University who can provide supports, services and/or accommodation; and
- c) the identity of officials, offices and departments at the University to whom reports of sexual violence should be made or who are involved in each stage of the investigation and decision-making processes

The President or delegate is authorized to make and amend procedures, protocols or guidelines pursuant to this policy without the prior approval of the Board.

12. Policy Review and Amendment

This policy will be reviewed at least once every three years commencing from the date of its approval.

The review and amendment process will include consultation with representatives of the University's elected student governments and with consideration of input from a diverse selection of students.

Confidential Draft