

Summary of U of T's New Policy on Sexual Violence and Sexual Harassment

1. **Who** is covered? All University of Toronto (including TST) students, staff, and faculty are covered by the Sexual Violence and Sexual Harassment Policy¹ and eligible for support from the Sexual Violence Prevention and Support Centre. (Definitions, III.13)
2. **What** is covered? Any incident of sexual violence, including sexual assault, sexual harassment, and gender-based harassment, regardless of whether it occurs on campus, off campus, or online. (Definitions, II.11)
3. **What time period** is covered? There are no time limits, because “the University recognizes that an individual who has experienced an Incident of Sexual Violence may require time and reflection before making the decision as to whether or not they wish to make a Disclosure or a Report.” (VI.31)
4. What is a **Disclosure**? Disclosure is when someone who has experienced sexual violence shares information about it with **any** member of the University community. **Everyone** who hears a Disclosure is expected to direct complainants to the Centre for support and services, and to keep information confidential unless there is a risk of imminent harm. (VI.27, VII.34-35)
5. What is a **Report**? A Report is the sharing of information about an incident of sexual violence with the intent of starting a process that could result in disciplinary action. Only the Centre and the Campus Police can receive Reports. If a Report is made, the complainant’s identity and material allegations must in fairness eventually be disclosed to the respondent. (VI.29, V.25)
6. Is a Report **required**? No. Disclosure and Reporting are separate actions, and “the University will make support and services, including counselling, access or referrals to medical services, and academic and other accommodations, available to Members of the University Community who Disclose.” (VII.32, VII.38)
7. What about **retaliation**? The University does not tolerate retaliation: it will advise “individuals in writing of their duty to refrain from committing an act of reprisal” and will treat “threats of or acts of retaliation” as further incidents of sexual violence. (VIII.A.51)
8. Which academic **accommodations** are available? For students, interim measures may include “separation of the parties, exam or assignment deferral, class and/or schedule changes, emergency bursaries, and/or housing changes.” (VIII.B.55.c.i)
9. What happens **after** a Report? The University will decide whether to commence an investigation and appoint an investigator. The investigator will communicate with parties separately, will “act in a timely, fair, impartial, and professional manner,” and will provide the university with a confidential report including “findings of fact made based on the balance of probabilities.” (VIII.C.a.58, VIII.D.64-81)
10. What **outcomes** are possible? After a review of the report and a hearing, the University may impose a variety of outcomes, including “education and training, corrective action such as relocation or change of duties or supervision, reprimand, suspension, termination or expulsion.” (VIII.E.77)
11. What about **mediation**? The Policy does not require or expect any mediation to take place, and furthermore it states that **any other policy** that insists mediation must be tried first or requires face-to-face meetings between parties is unacceptable. (VIII.E.78)
12. **How** does someone contact the Centre? The Centre can be reached in person at 702 Spadina Avenue, by phone at 416-978-2266, or online at <http://safety.utoronto.ca/sexual-violence-sexual-harassment/>. Complainants can also give permission for someone to contact the Centre on their behalf.

¹ See <http://www.ombudsperson.utoronto.ca/resources/sexualviolenceandharassmentpolicy2017.pdf> for the full policy.