



Policy 236 Review Committee

Tuesday April 27, 2021

1:00pm – 2:00pm

Virtual via Zoom

Attendees Bryanna Anderson, Kyle Baillie, Kara Bertram, Rebekah Bracket, Jas Braich, Rajdeep Dhall, Emily Eglsaer, Stephen Gaspar, Greg Mather, Amanda Morrison, Mary Sauer, Carol Suhr, Rebecca Wasse, Christine Zapisocki.

Regrets: Anna Cook, Martha Dow, Shawn Johnston, Sarah Kopan, Jessica Levesque, Lisa Moy, Maureen Murphy, Betty Peters, Zoe Strazza, Tamzen Trowell, Chantel Watt.

Minutes

The meeting began with a territory acknowledgment and appreciation by a committee member. The committee

be presented in seemingly innocent methods but could be intended to inflict threats of violence or sexual harassment to complainant.

- The term sexualized violence is considered/ used in a broad sense, and can include any unwanted act, physical, written and/or verbal, or psychological, carried out through sexual means or targeting sexuality.

The second area for reflection in this definition is the broad use of electronic use. It does not make clear if this is only on UFV devices or includes personal devices. For example, a student's private twitter account. This is found in the following point:

- (j) An act listed in sections (a) to (i) that is done through electronic devices or other means.

3. Consent

The decision to reword the following sentence by possibly including the word intoxication of in was decided

- (a) Unable to consent due to intoxication of drugs or alcohol;

ACTION Greg to look into policy language surrounding intoxication of drugs and alcohol and send to Kyle and Amanda.

4. Trauma Informed Approach

It was suggested that when filing a new word, the term should be used elsewhere in the policy.

The highlighted section in the point below ("choice related to") was seen to need a change of language for clarity. The questions of where a report would go, especially since the Human Rights Office is currently closed when choice can and cannot be provided were brought forth. Some clarity is explained further on in the policy under the confidentiality section but it could need more clarification here as well.

- Provides opportunity

5. Victim/Survivor:

The question was raised ~~of~~ what the implications could be of the line “the University will honour that decision” It was suggested that ~~adding~~ adding a line regarding trauma informed approach here could ~~illustrate~~ illustrate why choice is also given as well as use of the new term in the policy.

6. Interim Measures:

The entire section was highlighted to come back and review this section. It was thought that an FSA and legal perspectives ~~was~~ needed to see how it effects employees ~~as~~ it is only mentioned in Policy 204 for students

Also, the question of timelines for interim measures was raised and it was mentioned that Policy 18 only offers ~~six~~ six-month window to investigate employee ~~complaints~~ complaints. This is thought to be too short of a timeline.

7. Power differentials:

In the last meeting, there was discussion of changing the last part of the sentence below and use of the words “prohibited” or “discouraged”. It has been changed to “potential violations to this policy” and the committee had no ~~comments~~ comments on the changes.

Sexual or intimate relationships between individuals in the following classes of member of the UFV Community where there is a supervisory role or where an individual has influence over a student’s current or future academic activities, work10 (V)-2 (C)(1 Tf 0 Td [(ndillo)-w 33.15 0 TbT8-4 (e)6egh)

ACTION Emily to consult with the FSA regarding power differentials for employees.

Adjournments

Before the next meeting, the committee was encouraged to review the highlighted sections in the attached document "Draft Policy 236 Version 4" and send all thoughts and comments to Kyle and Amanda.

The next meeting will continue to review the "Draft Policy 236 Version 3" finishing the definitions section and continuing with the section on policy.

The next meeting is May 18, 2021 at 1pm via Zoom