

**York University**  
**Sexual Assault Awareness, Prevention, and Response Policy Working Group**  
**Meeting Notes**

---

**Date:** Wednesday, October 29, 2015

**Time:** 2:00 p.m. – 3:45 p.m.

**Location:** 956 Kaneff Tower

---

**Attendance:** Janet Morrison, Rob Castle, Elana Shugar, Aldo Altomare, Jessica Thyriar, Krista Hunt, Polly MacFarlane, Maureen Armstrong, Siraz Chatha, Liisa Stephenson

**Regrets:** Chenthoori Malankov, Prakash Amarasooriya, CWTP Representative, Deb Hansen, Arden Maaliq, Daulton Scott, Rodney John de Roché, Mina Rajabi Paak, Grace Permaul, Noël Badiou, Catherine Salole

---

### **Review Meeting Notes**

- Changes to the Attendance for Oct 07, 2015 are required

### **Overview of Bill 132**

- Changes to the Attendance for Oct 07, 2015 are required Initiatives of the Provincial Government's Sexual Violence and Harassment Action Plan Act (Bill 132).
  - Investment from the provincial government will be 3.1 million action plan in the next 3 years.
- Part of the Bill: Page 7, Section 7 – “Every college or university described in subsection (2) shall collect information from its students and other persons.. The number of times, supports, services and accommodation relating to sexual violence are requested and obtained by students enrolled at the college or university, and information about the supports, services and accommodations”.
  - As a requirement of the Bill there will be standardized reporting process for universities reporting to the minister on the implementation and effectiveness of the policy.

- With the new report requirements there is complexity of expectations on reporting may demand new changes to York's recent policy development.
- This raises question questions on how do we compile information from so many elements and points of contact within the university.
- Is there the expectation that one policy will capture many definitions of sexual violence? (Stalking, harassment, assault), and what are the challenges that would follow with the reporting structure?
  - How do we decide with data collection what to label a survivor's experience in order to collect data, without labeling a survivor's experiences for them? Do we classify, or do we ask them to classify their own experiences?
    - It is beneficial how broad and encompassing the terminology of sexual violence is, but it also conflates with being put on a continuum, and there will be people on either side who have concerns.
  - When complete there will be a template and consistency across the board that will lead to shared transparency with other institutions.
    - This is adding to the education of public and provincial support for survivors – but will take a while to get there as there is a wide manner of places for a survivor to report.
    - With the disclosure/ reporting piece – There is anxiety built around what disclosure turns into.
    - Will be useful to consider climate survey and creating a broader means of assessing and collecting data on experiences.
  - July 2016 or 6 months after the final reading, when complete will lead to an amendment of our policy.
- Q: Will there be an impact from bill on counselling services with maintaining confidentiality of disclosures?

- A: Privacy implications with data collection mechanisms and reporting on how many people are approaching counselling.
  - Provision in bill for university.
  - Not as concerned with personal information – more concerned with statistics or numbers.
  - How may this impact other agents of the university? (eg. SASSL being a student run service)
- Multiple areas to report
    - How to deal with the duplication of reports internally (if the same survivor reports to OSCR, Security, etc.) knowing if it is considered one case of sexual violence reported by the same student that may be misinterpreted as multiple incidents reported on campus – while maintaining confidentiality of the survivor.
      - May be resolved with by asking if the survivor has accessed or reported an incident anywhere else on campus.
      - It will also allow for a better referral process knowing what services survivors already accessed.

## **New Business**

- In the Excalibur article there was critique on the student bulletins raising interesting issues.
  - Protocol for bulletins – Sent out when there is a deemed ongoing risk to the community, or current investigation.
  - Reports tend to be stranger assaults which only represent 15-20% of sexual assault cases.
  - Finding ourselves experiencing nuances of how protocol works which is not easy to do through media.
- Q: Are there names mentioned in bulletins?
  - A: There have been concerns raised around expectations that a perpetrator should be publicly named before due process.

- Only time someone is named is when they have a suspect in custody, or are actively searching for perpetrator.
  - TPS will infrequently release statements of commentary or names, especially when perpetrator has been charged or located.
- Q: Can the perpetrator be named through TPS attachment since TPS has names in their bulletins?
    - A: That is the only time someone would be named through the York security bulletin.
  - Should make time down the road to have a continuing thoughtful discussion on this matter.
  - It was raised that Windsor has a similar process but is outlined in more detailed on their website being transparent about what their process looks like.

### **Discussion on TPS last Meeting**

- If a survivor does not want to report, why would we encourage survivors to come forward to police if they do not do anything with that information?
  - A: Assessment with regards to community risk, they have access to information that security does not have.
  - Made reference to “Sample Language” Document, when looking at criteria, expectations and limitations of “Responsible employees” that will help to give focus and direction, especially to employees to navigate the “grey space”.
- It is flagged as a problem the number of times survivors have to retell their stories, and we need to think about if there is a preferred process.
- What are the implications for survivors who did not want to report, then decided they want to report? – What concerns and future implications exist for the survivor?

### **Guiding/ Key Principles**

1. Reduce the survivor’s retelling of their story
2. Survivor has the choice of reporting to police
3. Survivor is provided with options

4. Ensure effective and transparent information to survivor
5. Timely process and services
6. Equitable and accessible information – including AODA compliance
7. Response guided in care and compassion; ensuring empathy of response
8. Supports should ensure survivor's success as they define it
9. Process must be clear, well informed, accessible, transparent and grounded in trust
10. Prevention programs/ consent programs must include information on how we respond
11. Equipping first responders (Side point: What to expect? FAQ's)
  - a. Survivor support
  - b. Dynamics of sexual violence
  - c. Knowledge regarding process and resources
  - d. Trauma training
  - e. Impact of first response on trauma
  - f. Off-campus resource options for reporting
12. Support/resources for alleged suspect
  - a. Respect for procedural fairness
  - b. Resources available
  - c. Process outlined
13. Obligation to York Community
  - a. How we inform the community re: risk
  - b. How to best assess risk, what is risk to community
14. Accountability for process
15. Mechanisms for feedback
16. Support survivor and suspects as they navigate “
17. Mechanism for reporting:
  - a. Anonymous
  - b. Confidential
  - c. Full reporting (\*3<sup>rd</sup> Party?)
18. Legislative compliance
19. Mandatory Training

20. Singular point of contact
21. Must address staff and dual affiliations
22. Effective training re: knowledge around process
23. Faculty, admin, academic admin
24. What does reporting to TPS look like – what to expect?
25. Ensure “customer” service
  - a. Service providers following up
26. Attend with survivor/ offer support to attend off campus resources
  - a. Taxi chits
  - b. Food
27. How do we define the limits of support over time
28. Assessing needs vs. wants

### **Next Steps & Moving Forward**

- Next meetings are in November and early December.
- It might be useful to create a basic optimal draft of procedures that could look at ideally what we would like the procedures to look like.