

Established May 2021

Terms of Reference – November 1, 2021

Steering Committee on Preventing and Addressing Sexual Violence

Background

The University of Guelph is committed to creating an open and transparent culture around preventing and addressing sexual violence. We know that combatting sexual violence requires communal, collaborative action, including involvement from units and departments across our campuses. The importance of this commitment cannot be over emphasized.

Over the past several years, the University has been reviewing and updating its policies and procedures related to sexual violence. In 2018, the University of Guelph created a [Sexual Violence Policy](#) and associated procedures for students as well as faculty and staff. In addition, in 2020, U of G received two reports with a series of recommendations related to improving our policies and procedures with respect to sexual violence. The first report is from the [Sexual Violence Task Force](#), a group made up of both internal and external members. The second report comes from an external review of the Department of Athletics by [McLaren Global Sports Solutions](#). Together, these reports offer recommendations that can help chart our path forward.

The Steering Committee on Preventing and Addressing Sexual Violence is being established in 2021 to provide leadership, guidance, coordination, and accountability for the collective work occurring across the University to:

- increase awareness and understanding of sexual violence,
- develop, review, and implement policies and protocols to address and prevent sexual violence,
- provide effective programs to support those who have experienced sexual violence.

Mandate

- To provide accountability for provision of education and other initiatives at the University of Guelph to increase awareness and prevention of sexual violence;
- To provide accountability for development and oversight of survivor-centric policies, protocols and programs at the University of Guelph to support those who have experienced sexual violence;
- To provide accountability for work supporting development of an environment at the University of Guelph where students, faculty and staff feel confident seeking support should they experience sexual violence, discrimination, abuse of power, or other inappropriate behaviour, relationships or situations;
- To recognize the broader context of sexual violence, including systems of oppression that enable sexual violence to occur and work in collaboration with other University members, leaders, and groups to address systems of oppression like racism, colonial violence and ableism that make some groups more vulnerable to sexual violence than others.

Committee Responsibilities

- Prioritize, facilitate, monitor, and report on implementation of recommendations from the University's Sexual Violence Task Force, the McLaren Global Sport Solutions report, and any future relevant reports;
- Receive and provide feedback on regular reports from the Sexual Violence Advisory (Students), the Gryphons Athletics Sexual Violence Committee, Human Resources, Faculty and Staff Relations, and the Office of Diversity and Human Rights regarding policies, activities, and gaps regarding preventing and addressing sexual violence;
- Be accountable for provision of ongoing and appropriate sexual violence education and training for faculty, staff and student leaders
- Review University of Guelph policies, procedures, and programs in relation to best practices in sexual violence education, prevention and support and make recommendations for modification and creation of policies, procedures, and programs as needed;
- Provide regular updates, including progress toward implementation of recommendations, to the President, University Leadership Team, Board of Governors. and broader university community.

Membership

Chair: Provost and VP Academic

Ex-Officio Members:

Vice-Provost, Student Affairs

Assistant Vice-President, Faculty and Academic Staff Relations

Associate Vice-President, Diversity and Human Rights

Associate Vice-President, Human Resources

Chief of Staff, Office of the President

University Secretary

University Legal Counsel

Director of Athletics

Director of Student Housing

Sexual Violence Support and Education Coordinator

Appointed Members:

Undergraduate student: one

Graduate student: one

Faculty members: two

Staff: two

External member: one

Members will be appointed following an open call to each constituency for expressions of interest in serving on the committee. Expressions of interest will be reviewed the Provost and Ex-Officio committee members to select a diverse and knowledgeable committee. Members will serve a two-year term. Members who are appointed to the committee in the middle of an academic year will serve will be appointed to terms that end at the end of a subsequent academic year with an end date that will ensure that the entire membership does not turn over at the same time.

Meetings:

The committee will meet 4-6 times per year or as needed.