

Terms of Reference
Steering Committee on Preventing and Addressing Sexual Violence
November 1, 2021

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.

The Steering Committee on Preventing and Addressing Sexual Violence was created in 2021 to provide oversight and guidance around University policies, procedures, and programs relating to sexual and gendered 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 Vice-President 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

University Secretary

University Legal Counsel

Director of Athletics

Director of Student Housing

Sexual Violence Support and education Coordinator

Appointed Members:

Undergraduate student (1)

Graduate student (1)

Faculty members (2)

Staff members (2)

External member (1)

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 by 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 and 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.