

**Minutes of a meeting of Senate held on the above date at 1:30 p.m. in the Senate Chamber, Room E3-262 Engineering and Information Technology Complex**

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**Members Present**

Dr. D. Barnard,  
Chair  
Dr. C. Adams  
Prof. B. Albensi  
Prof. A. Alessi-Severini  
Prof. S. Alward  
Prof. C. Anderson  
Prof. B. Austin-Smith  
Prof. M. Bieringer  
Prof. R. Biscontri  
Dean J. Black-Branch  
Mr. M. Block  
Prof. P. Blunden  
Very Rev. R. Bozyk  
Ms. T. Brenan  
Dean. D. Brown  
Prof. S. Buchanan  
Prof. T. Chen  
Prof. N. Cicek  
Prof. S. Clark  
Mr. M. Colley  
Prof. M. Czubryt  
Prof. D. Delay  
Ms. L. Demczuk  
Prof. M. Domaratzki  
Ms. B. Dorais-Fleming  
Dean N. Dyck  
Mr. A. Fischer  
Mrs. L. Forsythe  
Prof. M. Gabbert  
Prof. D. Gardner  
Ms. S. Gottheil  
Dean N. Halden  
Prof. B. Hallman  
Prof. E. Haque  
Prof. J. Hare  
Mr. M. Haroon  
Prof. J. Honeyford  
Dean A. Iacopino  
Prof. T. Ivanco  
Dr. D. Jayas  
Ms. L. Johnson  
Prof. S. Karimi

Mr. J. Kearsey  
Prof. W. Kinsner  
Prof. R. Koop  
Ms. N. Lam  
Ms. M.-L. Linh  
Ms. J. MacKenzie  
Prof. S. McClement  
Ms. K. Macalinao  
Prof. K. Main  
Dean D. Mandzuk  
Prof. B. Mark  
Mr. D. Martens  
Prof. C. Miller  
Dean, T. Mondor  
Ms. L. O'Hara  
Prof. D. Oliver  
Ms. S. Olson  
Prof. J. Paliwal  
Prof. S. Passmore  
Prof. T. Peter  
Dean B. Postl  
Mr. A. Prenovault  
Prof. S. Prentice  
Dean L. Raman-Wilms  
Prof. M. Rastegar  
Prof. T. Reeve  
Ms. C. Reitano  
Prof. G. Restall  
Dr. J. Ristock  
Mr. S. Rizk  
Mr. J. Sanderson  
Prof. C. Schmidt  
Prof. A. Schultz  
Prof. A. Schwann  
Mr. M. Sharma  
Mr. M. Shaw  
Ms. A. Slagerman  
Ms. J. Steffano  
Ms. L. Stoyko  
Prof. R. Tate  
Dean J. Taylor  
Prof. C. Trott  
Ms. V. Truong  
Prof. D. Turcotte  
Dean K. Wittenberg

Ms. L. Zapshala-Kelln  
Mr. J. Leclerc,  
University Secretary  
Dr. S. Coyston,  
Recording Secretary

Mr. G. Sobie  
Dean R. Urbanowski  
Prof. C. Van Winkle  
Prof. P. Wener  
Mr. J. Wilson

**Assessors Present**

Mr. J. Adams  
Ms. S. Bonner-Proulx  
Dr. D. Collins  
Ms. A. Deol  
Mr. S. Dorge  
Dr. D. Hiebert-Murphy  
Prof. R. Lastra  
Dr. L. Lavallée  
Prof. D. McNeill  
Mr. C. Neumann  
Dr. D. Stewart  
Dr. M. Torchia  
Ms. B. Usick  
Prof. X. Wang

**Absent**

Dean J. Beddoes  
Dr. J. Blatz  
Prof. R. Currie  
Ms. J. Dela Cruz  
Dr. J. Doering  
Mr. L. Dojack  
Dr. G. Glavin  
Mr. H. Guzman  
Prof. R. Hechter  
Prof. P. Hess  
Prof. M. Hudson  
Dean G. Jacoby  
Mr. H. Katz  
Mr. A. LeClair  
Acting Dean L. Loewen  
Prof. S. Popowich  
Mr. P. Raghunatha  
Mr. J. Reynolds  
Ms. I. Supel

**Regrets**

Dean S. Baum  
Mr. C. Bruce  
Mr. J. Chaitram  
Recteur G. Csepregi  
Prof. S. Dhingra  
Prof. W. El-Matary  
Prof. B. Elias  
Prof. A. Farenhorst  
Mr. M. Garrett  
Prof. J. Gilchrist  
Dean G. Hepburn  
Ms. R.-L. Holter-  
Ferguson  
Ms. T. Kriegl  
Prof. L. Landrum  
Prof. D. MacPherson  
Mr. N. Marnoch  
Prof. K. Nixon  
Mr. C. F. Nwaiwu  
Dr. H. Sector

**Also Present**

Mr. J. Danakas  
Ms. C. Davidson  
Prof. R. Field  
Ms. P. Gareau  
Prof. B. Hann  
Mr. G. Juliano  
Dr. K. Schwartz  
Ms. S. Utsunomiya  
Ms. M. Watson  
Ms. M. Yoshida

The Chair informed Senate that the Speaker of the Senate Executive Committee was Professor Annette Schultz, Rady Faculty of Health Sciences.

**I CANDIDATES FOR DEGREES,  
DIPLOMAS AND CERTIFICATES - OCTOBER 2018**

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A copy of the list of graduands was available at the meeting for examination by members of Senate.

Mr. Marnoch said the Faculty of Education was recommending a student for a posthumous Post-baccalaureate Diploma in Education notwithstanding a deficiency of nine credit hours. Dean Mandzuk had noted in the request from the Faculty that the student likely would have been among the October 2018 graduates had she not taken ill.

**Professor Schultz MOVED, on behalf of the Senate Executive Committee, THAT the candidate recommended for a degree notwithstanding a deficiency be approved.**

**CARRIED**

**Professor Schultz MOVED, on behalf of the Senate Executive Committee, THAT the list of graduands provided to the University Secretary by the Registrar be approved, subject to the right of Deans and Directors to initiate late changes with the Registrar up to October 5, 2018.**

**CARRIED**

**II REPORT ON MEDALS AND PRIZES  
TO BE AWARDED AT THE OCTOBER CONVOCATION**

This report was available at the front table in the Senate Chamber for examination by members of Senate.

**Professor Schultz MOVED, on behalf of the Senate Executive Committee, THAT the report on medals and prizes provided to the University Secretary be approved by Senate.**

**CARRIED**

**III MATTERS TO BE CONSIDERED IN CLOSED SESSION**

**1. Report of the Senate Committee on Honorary Degrees  
[August 21, 2018]**

In keeping with past practice, the minutes of this agenda item are not included in the circulated minutes but appear in the original minutes, which are available for inspection by members of Senate.

**IV MATTERS RECOMMENDED FOR CONCURRENCE WITHOUT DEBATE - none**

## V MATTERS FORWARDED FOR INFORMATION

1. Reports of the Senate Committee on Awards
  - a) Part A [June 21, 2018] Page 5
  - b) Part A [August 23, 2018] Page 15
2. Report of the Senate Committee on Appeals [August 31, 2018] Page 21
3. In Memoriam: Dr. Phil Hultin Page 23

On behalf of Dean Baum, Professor Bieringer offered a memorial tribute to Dr. Phil Hultin. Dr. Hultin had joined the Department of Chemistry in 1993, after completing a Ph.D. in Chemistry at the University of Toronto and post-doctoral research at the University of Wisconsin-Madison and Queen's University. He was appointed as Professor in 2006. Dr. Hultin served two terms as Associate Head, Department of Chemistry, was a long-standing and respected member of Senate, from 2003-2017, and Chair of the Senate Committee on Awards from 2008.

Dr. Hultin's research expertise was in the development of new methods for the synthesis of organic compounds focusing especially on metal-assisted reactions. His service to the broader scientific community was varied and extended beyond the University, including as a member of the Canada Institutes of Health Research (CIHR) Pharmaceutical Sciences Grant Review Panel, the Natural Sciences and Engineering Research Council (NSERC) Scholarships and Fellowships Committee, and, for one term, as Chair of the Division of Organic Chemistry of the Canadian Society for Chemistry.

Dr. Hultin devoted significant time and effort to creating original course material and developing the chemistry curriculum, and his contributions to teaching were recognized with various teaching awards. He supervised six Ph.D. students, six M.Sc. students, and thirty-five undergraduate research students, many of whom were now making their own contributions to chemistry research and teaching.

4. In Memoriam: Dr. Jennifer Shay Page 25

Professor Hann, Department of Biological Sciences, offered a tribute to Dr. Jennifer Shay, who had joined the University of Manitoba in 1965 as member of the Department of Botany and who also held a joint appointment in the Department of Landscape Architecture for much of the period between 1975 and 1993. Dr. Shay retired in 1993 and was awarded the title of Professor Emerita in 1995.

Dr. Shay was an environmentalist and influential teacher whose legacy will long be enjoyed by future generations of Manitobans. She completed an M.Sc. and Ph.D. in Botany at the University conducting pioneering research on recovery of wetland vegetation following catastrophic flooding events. She was the founding director of the Delta Marsh Field Station, in 1966, and served in this capacity for twenty years. Over the forty-five years that the Field Station was in operation

there were thirty-seven graduate theses and more than 170 published scientific papers based on research completed at the Field Station. Dr. Shay was a founding member of the Manitoba Museum, was on the Board of the Fort Whyte Nature Centre, and assisted in the creation of the Living Prairie Museum. She was appointed as an Officer of the Order of Canada, in 2001, and was a recipient of the Queen Elizabeth II Golden Jubilee Medal, in 2002, and the Queen Elizabeth II Diamond Jubilee Medal, in 2012.

**5. In Memoriam: Dr. Al Turnock**

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Dean Halden offered a memorial tribute to Dr. Al Turnock, who had earned his M.Sc. in Geology from the University of Manitoba, in 1956, followed by a Ph.D. at Johns Hopkins University. Dr. Turnock was a petrologist and petrographer who published extensively on Mn-Ta-Fe and Nb oxide phase relations and on the phase relations amongst pyroxenes, amphiboles and micas.

As a result of his life-long love of fieldwork, Dr. Turnock worked with many students on mapping projects in northern Manitoba during the course of which he amassed a large number of samples from geologically important areas of the province. The collections underpinned many third and fourth year petrology laboratories and contributed to the education of several generations of students. His dedication to teaching continued even following his retirement, when he could be found in the lab helping students to prepare thin sections for thesis work or identify difficult minerals under the microscope.

**6. Correspondence from the Provost and Vice-President (Academic)**

**a) RE: Implementation of Bachelor of Music  
(Music Education) Degree**

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**b) RE: Implementation of Articulation Agreement,  
University of Manitoba, Bachelor of Science Degrees  
in Agribusiness, Agriculture, Agroecology, and Food  
Science – Lanzhou University, Bachelor of Science in  
Grassland Agriculture**

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**c) RE: Implementation of Articulation Agreement,  
University of Manitoba, Bachelor of Science in  
Agribusiness and Bachelor of Science in Food  
Science – Nanjing University of Finance and Economics,  
Bachelor of Science in Food Science and Engineering**

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**7. Correspondence from President and Vice-Chancellor  
RE: Suspensions of Admissions to Programs,  
President's Approval**

**a) Bachelor of Human Ecology in Family Social Sciences  
and the Bachelor of Human Ecology in Family Social  
Sciences, After Degree Programs**

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b)	<b><u>Post-Baccalaureate Certificate in Applied Leadership (PBCAL)</u></b>	Page 33
c)	<b><u>Extension – Integrated Bachelor of Music/ Bachelor of Education Degree</u></b>	Page 34
d)	<b><u>Extension - B.Sc. in Textile Sciences, P.B.Dip. in Agrology, and Ph.D. in Cancer Control</u></b>	Page 35
8.	<b><u>Report on Research Contract Funds Received, January 1 - June 30, 2018</u></b>	Page 36
9.	<b><u>Items Approved by the Board of Governors [June 26, 2018]</u></b>	Page 42
10.	<b><u>Items Approved by the Board of Governors Executive Committee [August 28, 2018]</u></b>	Page 43

## VI **REPORT OF THE PRESIDENT**

1.	<b><u>October 3, 2018 [Part A]</u></b>	Page 44
2.	<b><u>October 3, 2018 [Part B]</u></b>	Page 51

President Barnard welcomed Senators to the start of another academic year and to the shared work of Senate. Their service to the University was critically important to advancing the teaching, research, and service mission of the institution, and he thanked them for their contributions.

President Barnard emphasized and reconfirmed that he deeply valued professors for their work. He said the University had outstanding faculty members who respected, engaged, and inspired their students every day, who demonstrated the highest level of professionalism, and who were dedicated to upholding the highest ethical standards.

President Barnard said the University of Manitoba was being challenged, as were all universities and society more broadly, to more fully acknowledge and address sexual violence. Referring to a statement he had issued to the university community on September 5<sup>th</sup> regarding sexual violence on campus and to related media coverage, he said investigations into behavioural misconduct had taken place and continued to take place. He apologized to any students who have experienced inappropriate behaviour.

Dr. Barnard said he had committed to an external review process to make recommendations on how to improve University policies and practices. In addition, he and Ms. Gottheil, Vice-Provost (Students), had outlined measures the University had taken and was taking to promote a culture of safety, respect, consent and prevention. He indicated his commitment to mandatory education on sexual violence, consent and power relationships, and to working with faculty, staff and students to ensure the appropriate levels of support and training were provided.

President Barnard said the requirement to know and abide by the University's policies was a stated term and condition of employment in virtually every offer of employment

issued by the institution, including for both faculty and staff. Many letters of offer specifically referenced the *Respectful Work and Learning Environment* policy and the *Sexual Assault* policy. The University had made a variety of educational opportunities available to employees, to improve their understanding of their rights and obligations under the University's policies, and much of this effort focused on issues related to a respectful and safe environment. This message was reinforced during employee orientation, through leadership and employee development programs, and through performance evaluation processes. Employees from different employee groups and units were exposed to this information at different times, but the opportunities were widespread. While much had been done already, President Barnard said he was committed to ensuring all staff had greater opportunities to learn about these responsibilities.

President Barnard said that, over the previous year, the University had focused efforts on ensuring that individuals in leadership roles had the skills and knowledge necessary to deal with issues of sexual violence. The entire senior leadership team, including deans, associate vice-presidents, vice-presidents, and heads of administrative units had received education on the *Respectful Work and Learning Environment* and *Sexual Assault* policies and on responding to disclosures. All new academic administrators, including department heads, and all new faculty members receive education as part of their orientation; a practice the University had engaged in for over eight years. Work also occurred within units; for example, the College of Medicine and the Faculties of Architecture and Music had received education on recognizing and responding to issues of sexual violence. President Barnard said he was committed to broadening that reach.

President Barnard said a new online module, which would be available early in 2019, would provide fundamental information about the University's policies and about issues such as consent, power relations, responses to disclosures, and available supports. All employees would be asked to complete the module or to take advantage of other more intensive learning opportunities. Dr. Barnard said it was mandatory that all employees understand and abide by the institution's policies, and various opportunities for learning would be provided so employees could fulfil this obligation. The objective would be to provide learning opportunities that were effective in changing behaviour. This would not be accomplished solely through mandatory training or a single module, and thought would be given to how to engage with the university community, to ensure there was a sense of shared responsibility to address this problem.

President Barnard said he believed that universities, including the University of Manitoba, could and must play a role in leading the way to developing meaningful responses to sexual violence. Universities could also set examples for education and prevention and could continue to improve policies to deal more effectively and appropriately with sexual misconduct.

President Barnard said the recent focus in the media had been on misconduct towards students by faculty, but he recognized that the issue of sexual violence was one that deserved everyone's attention, as the misconduct included that directed by students to other students, faculty to faculty, and staff to staff. The *Respectful Work and Learning Environment* and the *Sexual Assault* policies had been developed to protect all members of the University community: students, faculty, staff, and visitors. President Barnard acknowledged that there were sometimes breaches of the policies, involving, in varying ways, all groups on campus, depending on the circumstances of individual cases.

President Barnard said no one should be subjected to inappropriate behaviour. He said he was sorry that anyone had experienced behavioural misconduct, including sexual violence through their association with the University of Manitoba. There were processes in place to deal with these cases, and together, as a community, the University was responsible for constantly improving those processes. He asked members of the University to work together to promote a culture of consent and respect, so that together the community could emerge stronger as it confronted these issues.

President Barnard said, given the importance of the issue, he had asked colleagues, including Dr. Ristock, Provost and Vice-President (Academic), to share additional information about what was being done to address sexual violence at the University.

Dr. Ristock supported President Barnard's message. She said she was committed to addressing sexual violence on campus and creating safe work and learning environments, noting that her own academic research was in the area of gendered violence, specifically in relationships. She remarked that, in the context of broader societal discussions about sexual violence, including as part of the Me Too movement, there was an opportunity for members of the university community to take a collective responsibility to shift the culture. Dr. Ristock informed Senators that, in the 1980s, the University of Manitoba was among the first universities to establish both a policy and an office on sexual harassment. Since that time, the University had continued to build supports and education on issues in that area. Nonetheless, it was necessary to continue to review, renew, and enhance learning and understanding of the issues, in order to shift culture.

Dr. Ristock introduced Dr. Hiebert-Murphy, Vice-Provost (Academic Affairs), Mr. Juliano, Associate Vice-President (Human Resources), and Ms. Gottheil, Vice-President (Students), who were the institutional leads on developing a strategic plan to address sexual violence at the University.

Dr. Ristock invited Dr. Hiebert-Murphy, Vice-Provost (Academic Affairs), to provide an overview on current and future initiatives at the University, to address sexual violence, including available supports and educational initiatives for faculty members, staff, and students. A copy of Dr. Hiebert-Murphy's presentation, "Addressing Sexual Violence at the University of Manitoba: Creating a Safe Environment," is appended to the minutes.

At the close of the presentation, Dr. Hiebert-Murphy observed that no one group alone could deal with the issue of sexual violence at the University; there must be a collective response through a shared responsibility as a community. She said there was an expectation that every member of the University, including faculty, staff, and students, would understand their rights and responsibilities under the University's *Sexual Assault* and *Respectful Work and Learning Environment* policies and would be committed to doing what they could to promote an environment free of sexual violence. Dr. Hiebert-Murphy welcomed feedback on information provided in the presentation and invited input and participation in developing training materials and resources or participating in educational initiatives for faculty, staff, and/or students.

President Barnard thanked Dr. Hiebert-Murphy for her presentation. He said sexual violence was a very important issue for the University and other institutions.

## **VII QUESTION PERIOD**

Senators are reminded that questions shall normally be submitted in writing to the University Secretary no later than 10:00 a.m. on the Friday preceding the meeting.

The following questions were received from Professor Schmidt, Faculty of Education:

If FIPPA prevents the sharing of any personal information about perpetrators of sexual violence who may be employees of the university, how did Steve Kirby's letter of employment come to be shared publicly?

Does UM administration plan to extend its student-centred commitment and apology around issues of sexual violence to employees who have been the targets of harassment and assault in the university workplace? Will similar supports and resources be offered to faculty and staff? If not, why not?

In response to the first question, Dr. Barnard stressed that the letter contained no private information; everything in the letter was information that could have been obtained from public websites. While it was not the University's normal practice to proactively release such a letter, Dr. Barnard said the main reason he made the decision to depart from normal practice, in this case, was the need to correct false information that had been shared with students and through the media; namely, the letter of employment contained more details about the work of the departed professor than the University had previously described. He said that, once he had discovered that the letter had, in fact, contained more than only the barest information, in the interests of the truth and of transparency, he had felt it was important to correct the record. The decision to share the letter of employment was not taken lightly. Dr. Barnard said he had consulted first with the Board of Governors, to seek their advice and approval and to ensure the Board understood why the University was making an exception from normal practice in this particular case.

Responding to the second question, regarding extending sexual violence response supports to faculty and staff, Dr. Barnard said the University currently did, and would continue to seek to improve and enhance those services. Referring to his earlier statement, he apologized to anyone, including faculty, who had experienced sexual misconduct through their association with the University of Manitoba.

Dr. Barnard said the Office of Human Rights and Conflict Management provided a respectful and safe environment for all members of the University community, including faculty and staff, to bring forward concerns about conflict resolution, discrimination, sexual harassment, personal harassment and sexual assault. The Employee and Family Assistance Program (EFAP) could be accessed by employees and their immediate family members, to receive free confidential support for any concern, such as dealing with stress, depression, anxiety, crisis situations and a variety of other supports. In addition, faculty experiencing mental health issues could access supports through Academics at Risk, a free service offered through the Psychological Service Centre, on the Fort Garry Campus. Depending upon the situation, short-term intervention might be available. Consultations were also available to managers or administrators who were seeking guidance about employees with mental health issues. This service was in addition to the services of the Employee and Family Assistance Program or other established mental health services in the community, which academic faculty would still



use for ongoing care. Faculty and staff, unionized and non-unionized alike, could also direct any general inquiries they had to the University's Staff Relations Office.

**VIII CONSIDERATION OF THE MINUTES OF THE MEETING OF JUNE 20, 2018**

**Professor Kinsner MOVED, seconded by Dean Postl, THAT the minutes of the Senate meeting held on June 20, 2018 be approved as circulated.**

**CARRIED**

**IX BUSINESS ARISING FROM THE MINUTES - none**

**X REPORTS OF THE SENATE EXECUTIVE COMMITTEE AND THE SENATE PLANNING AND PRIORITIES COMMITTEE**

**1. Report of the Senate Executive Committee Page 62**

Professor Schultz said the Senate Executive Committee met on September 20, 2018. The comments of the committee accompany the reports on which they were made.

**2. Report of the Senate Planning and Priorities Committee**

Professor Main said the Senate Planning and Priorities Committee had met in August and in September. The committee was reviewing a proposal for a Post-baccalaureate Diploma in Medical Physiology and Pathophysiology. The committee had welcomed a number of new committee members and had reviewed the *2018/2019 Estimates Submission*.

**XI REPORTS OF OTHER COMMITTEES OF SENATE, FACULTY AND SCHOOL COUNCILS**

**1. Reports of the Senate Committee on Awards**

**a) Part B [June 21, 2018] Page 63**

**Dr. Jayas MOVED, seconded by Dean Mandzuk, THAT Senate recommend that the Board of Governors approve the Report of the Senate Committee on Awards – Part B [dated June 21, 2018].**

**CARRIED**

**b) Part B [August 23, 2018] Page 69**

**Professor Austin-Smith MOVED, seconded by Dean Taylor, THAT Senate recommend that the Board of Governors approve the Report of the Senate Committee on Awards – Part B [dated August 23, 2018].**

**CARRIED**

2. **Report of the Senate Committee on Nominations  
[September 24, 2018]**

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Professor Biscontri said the committee had met on September 24<sup>th</sup> to deal with vacancies on two committees, as outlined in the Report.

**Professor Biscontri MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Nominations [dated September 24, 2018].**

**CARRIED**

XII **ADDITIONAL BUSINESS** - none

XIII **ADJOURNMENT**

The meeting was adjourned at 2:24 p.m.

These minutes, pages 1 to 10, together with the agenda, pages 1 to 75, and the presentation, *Addressing Sexual Violence at the University of Manitoba: Creating a Safe Environment*, comprise the minutes of the meeting of Senate held on October 3, 2018.

TRAILBLAZER ADVENTURER  
INNOVATOR DEFENDER CHALLENGER  
ADVENTURER TRAILBLAZER DEFENDER VISIONARY  
VISIONARY ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY

# Addressing Sexual Violence at the University of Manitoba: Creating a Safe Environment

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# Vision for the UM Community

- Our Strategic Plan expresses our commitment to initiatives designed to promote a respectful work and learning environment
- We want a safe campus for our students, faculty, and staff
- We want to create a culture where sexual violence is not tolerated and where those who experience sexual violence are supported



# Provincial Mandate

- Manitoba's *Advanced Education Administration Act* instructs all post-secondary institutions to create sexual violence policies that:
  - Raise awareness of sexual violence
  - Address issues related to consent
  - Include provisions on preventing and reporting incidents of sexual violence
  - Address training
  - Establish complaint procedures and response protocols



# UM's Sexual Violence Strategy

- To increase awareness of sexual violence
- That ensures that policies, procedures, and supports are in place to address sexual violence
- Three-pronged approach to address the needs of students, faculty, and staff



TRAILBLAZER ADVENTURER  
INNOVATOR DEFENDER CHALLENGER  
ADVENTURER TRAILBLAZER DEFENDER VISIONARY  
VISIONARY ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY

# What Are We Doing: Policies, Education, and Support

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# Policies

- Respectful Work and Learning Environment and Sexual Assault Policy
- Conflict of Interest
- Conflict of Interest Between Evaluators and Students Due to Close Personal Relationships





# Education for Students

- Multiple presentations on sexual violence and sexual health including to:
  - New students
  - New students in residence
  - Resident Advisors
  - Bison athletes
- Bringing in the Bystander peer program
- Consent Culture workshops
- Healthy Sexuality Campaign (UMSU)
- HealthyU education program



# Education for Faculty

- Presentations on sexual violence policies and procedures specifically for:
  - New Faculty Members (Orientation and Workshops)
  - Academic Administrators (Orientation and Workshops)
  - Senior Leaders (Retreat in 2017)
- “Responding to Disclosures of Sexual Violence” workshop available through Learning and Organizational Development (LOD)
- Faculty/Department-led initiatives



# Education for Staff

- “Responding to Disclosures of Sexual Violence” (LOD) – available to all staff and provided to all Bison coaches
- Included in the UM Management Fundamentals Program (LOD)
- Included in the UM Leaders Learning Program (LOD)



# Supports for UM Community

- Sexual Violence Support and Education Website
- Office of Human Rights and Conflict Management
- Security Services
- Student/Staff Threat Assessment Triage, Intervention, and Support (STATIS) team



# Additional Supports for Students

- Student Counseling Centre
- Student Support Case Management Unit
- University Health Services
- Health & Wellness Educator
- Student Advocacy Office



# Additional Supports for Faculty & Staff

- Employee & Family Assistance Program
- Employee Wellness
- Staff Benefits programs



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VISIONARY ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY

## Moving Forward

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# Setting Strategy

- Sexual Violence Steering Committee's Terms of Reference are being revised
- Committee will continue to provide advice to the University on matters related to sexual violence and will help coordinate efforts to address sexual violence
- Student, faculty, and staff sub-committees will develop initiatives specific to each of these groups





# Policies & Procedures Review

- Review of the RWLE & Sexual Assault Policy is underway
  - Research and review requirements of new legislation and collective agreements
  - Review best practice
  - Conduct consultations with members of various UM stakeholder groups
  - Make recommendations for changes to RWLE and Sexual Assault policies and procedures (by May 2019)



# New Guidelines - Conflict of Interest

- New guidelines are being developed to clarify policies and procedures pertaining to relationships between instructors and students
- Guidelines will emphasize:
  - That these relationships are strongly discouraged
  - If such a relationship exists, what needs to be declared, by whom, to whom, and when



# New Educational Resources for UM Community

- New on-line modules and fact sheets are in development to help UM community better understand
  - What sexual violence is
  - Consent, trauma, power dynamics, and conflicts of interest
  - Appropriate responses to disclosures
  - Roles and responsibilities once a disclosure is made
- Everyone is strongly encouraged to review the new on-line modules once available (by January 2019)



## Additional Initiatives

- Results of the Sexual Violence Survey of students (2018) will inform new programming for students
- Each faculty is identifying a faculty member to participate in the development of educational materials and will be encouraged to develop unit-level initiatives
- Faculty Development Initiatives (FDI) Fund November competition will support unit-level EDI and sexual violence prevention efforts
- Additional on-line modules being developed that address the specific needs of staff



# Expectations for the UM Community

- Creating a safe environment is a collective responsibility
- Every member of the UM community is expected to know their rights and responsibilities related to sexual violence – we need to ensure that students, faculty, and staff know UM policies and how to access supports



TRAILBLAZER ADVENTURER  
INNOVATOR DEFENDER CHALLENGER  
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