

GENDERED & SEXUAL VIOLENCE POLICY IMPLEMENTATION GUIDE

SSMU has created an intersectional and survivor-centric response to campus gendered and sexual violence within the SSMU community.

The following document provides a breakdown of the draft GSVP, including sections on:

- *Actors involved*
- *Gendered and sexual violence prevention*
- *Support for survivors*
- *SSMU's advocacy role*
- *Responding in the SSMU context*
- *Formal and informal resolutions*
- *Formal complaint flow chart*
- *Outcome possibilities*
- *Timelines*
- *Consultation and review*
- *Other Options*
- *Support Resources*

Questions? Email us at:
svpolicycoord@ssmu.ca



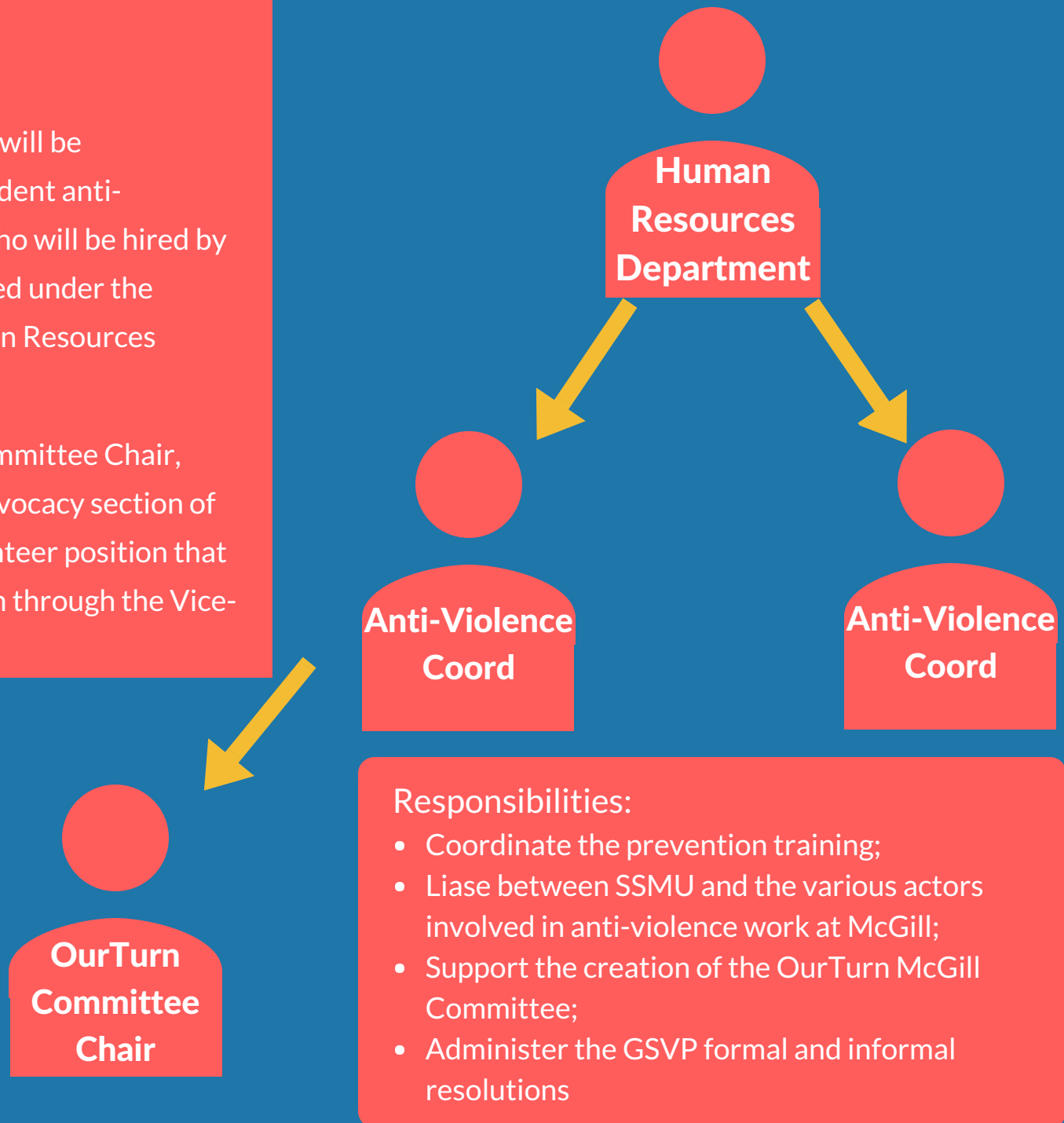
Please note that if you need access to support resources for gendered and/or sexual violence, they are listed on the final page of this guide



ACTORS

All aspects of this policy will be administered by two student anti-violence coordinators who will be hired by SSMU. They will be placed under the supervision of the Human Resources Department.

The OurTurn McGill Committee Chair, which falls under the Advocacy section of the GSVP, will be a volunteer position that receives an honourarium through the Vice-President External



Responsibilities:

- Coordinate the prevention training;
- Liase between SSMU and the various actors involved in anti-violence work at McGill;
- Support the creation of the OurTurn McGill Committee;
- Administer the GSVP formal and informal resolutions



ADOPTING A HOLISTIC RESPONSE

SSMU acknowledges that campus gendered and sexual violence occurs in the broader structures of rape culture and victim-blaming. Thus, any approach must adopt a broad holistic response that encapsulates all facets of the issue(s).

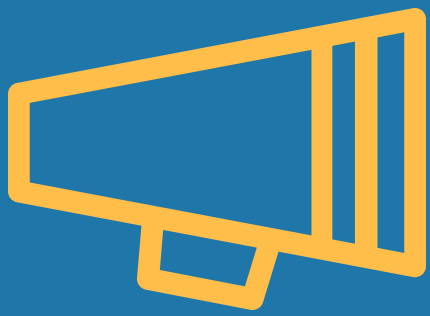
The SSMU GSVP includes clear commitments to act in the following areas:



PREVENT



SUPPORT



ADVOCATE

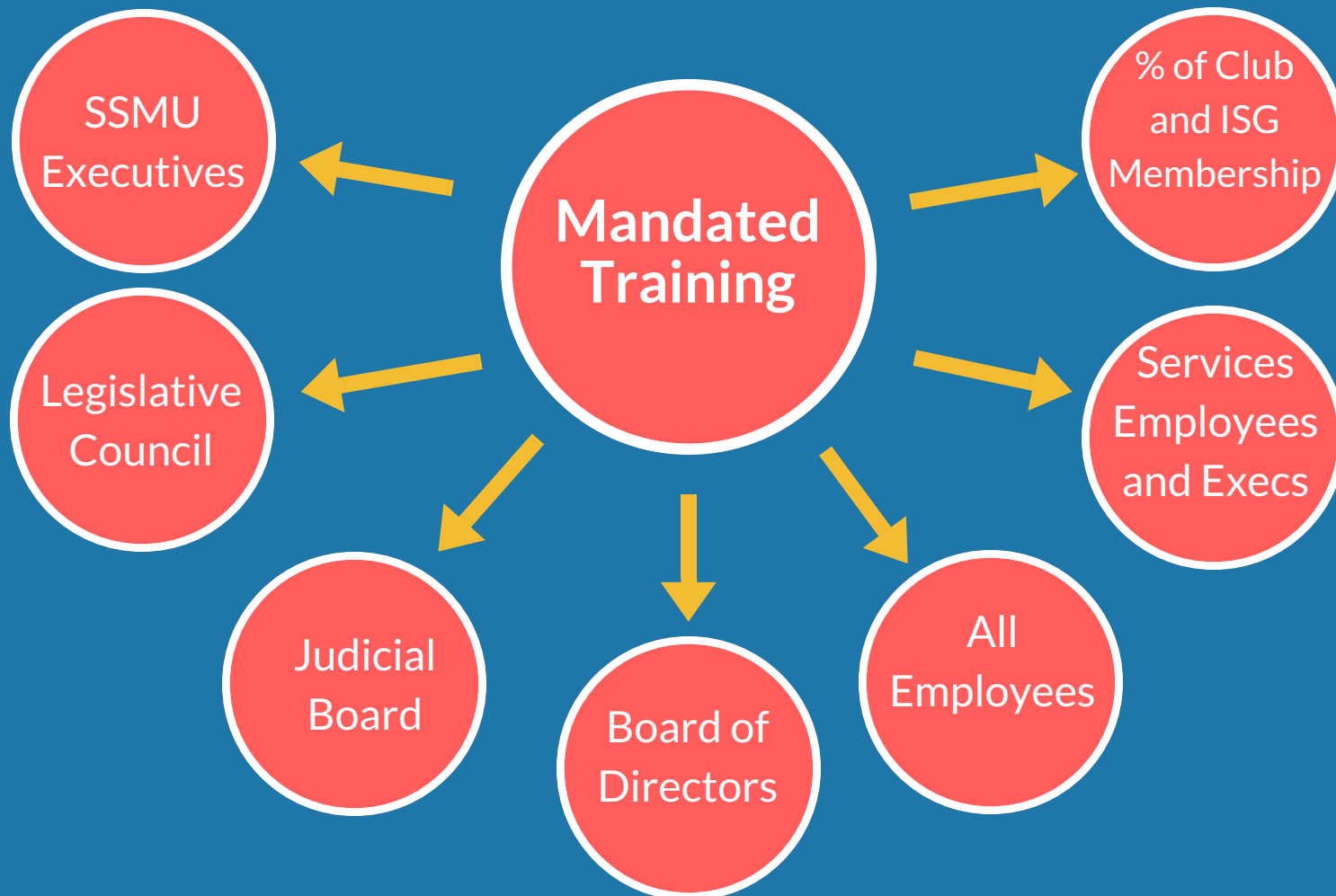


RESPOND

PREVENT



The SSMU GSVP is mandating peer to peer campus gendered and sexual violence prevention and support training for a large portion of its membership. We believe it is essential to ensure that as many students as possible are informed on gendered and sexual violence, affirmative consent, bystander intervention, intersectional impacts, support resources and reporting options.



SUPPORT



SSMU acknowledges that its role is to further support, rather than replicate, the support services provided by professionals for those that experience gendered and/or sexual violence. Thus, SSMU will seek to make information regarding these services accessible and direct individuals to them if they are seeking resources.





ADVOCATE

As the representative body of undergraduate students at McGill, SSMU has a central role in advocating for students who experience gendered and/or sexual violence. The GSVP outlines various advocacy stances that officers at SSMU should adopt. Additionally, the GSVP will interact with the following Executive positions:



VP University Affairs
Academic Rights Campaign

VP University Affairs
Facilitating complaints of
sexual violence by professors

VP External
OurTurn McGill Committee

RESPOND



The SSMU GSVP provides individuals who have experienced gendered and/or sexual violence with options to seek accommodations and recourse within the SSMU context. The McGill Policy Against Sexual Violence has limited jurisdiction within SSMU spaces and services. This policy provides both informal and formal recourse mechanisms informed by a survivor-centric approach that takes into account the wishes and needs of the discloser.



Disclose to SSMU Anti-Violence Advocate

An individual's disclosure is confidential and will not result in any action taken without their consent.

Resources and Accommodation Options Discussed

Informal Resolutions

An informal, survivor-centric process for recourse following a disclosure.

Formal Resolutions

A formal written request, to investigate and address an incident(s) that involves gendered and/or sexual violence.

Possible Outcomes:

- *Anonymous documentation;*
- *Space and work accommodations;*
- *Issuing apology and/or delivering an impact statement;*
- *Meeting with the Anti-Violence Advocate to prevent future harm;*
- *Facilitated discussion based on restorative justice principles.*

Possible Outcomes:

- *A conduct contract that holds individual accountable for expected future behaviour;*
- *Participation in anti-oppression and other appropriate trainings;*
- *SSMU Space limitations;*
- *Suspension from SSMU clubs, ISGs & services;*
- *Suspension or dismissal from SSMU employment or representative positions;*

FORMAL RESOLUTION PROCESS



Disclosure

Submit written formal complaint

Investigation launched

Third Party Investigation
For complaints against employees and SSMU political positions

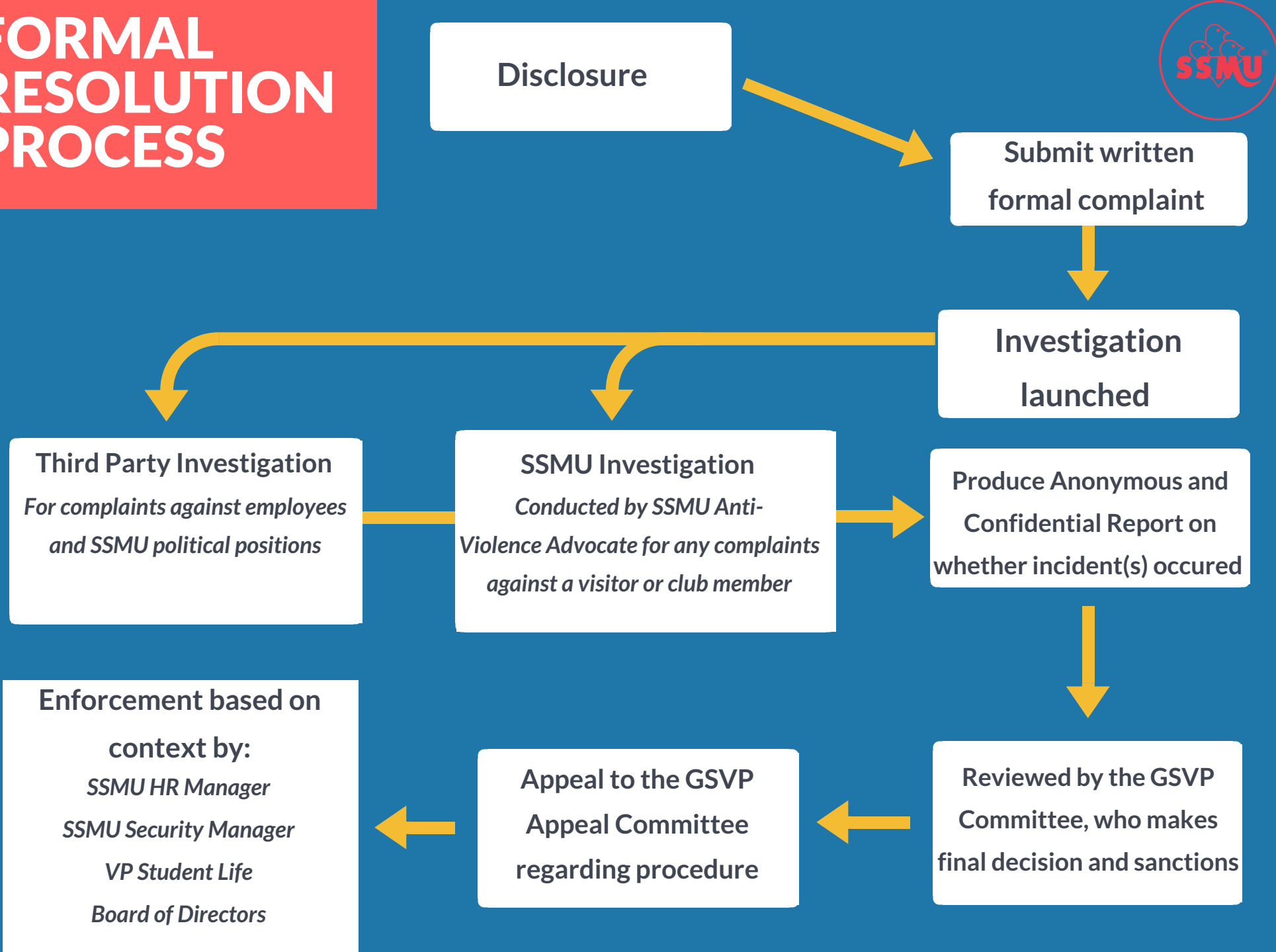
SSMU Investigation
Conducted by SSMU Anti-Violence Advocate for any complaints against a visitor or club member

Produce Anonymous and Confidential Report on whether incident(s) occurred

Enforcement based on context by:
SSMU HR Manager
SSMU Security Manager
VP Student Life
Board of Directors

Appeal to the GSVP Appeal Committee regarding procedure

Reviewed by the GSVP Committee, who makes final decision and sanctions





OUTCOME POSSIBILITIES

Due to the parameters of the SSMU jurisdiction, there are different sanction outcomes based on the relationship between the respondent and SSMU. To ensure that the formal resolution process is as transparent as possible, we are providing individuals with information regarding the outcomes that are possible.

Please note that anyone, regardless of whether they are a SSMU member, have the ability to seek recourse through the SSMU GSVP, so long as the incident(s) has affected their ability to access SSMU services and spaces safely.

1

Visitor who is a non-SSMU member

- Letter of apology;
- Letter of behavioural expectations;
- Restrictions related to accessing SSMU spaces.

2

Any SSMU member

- Letter of apology;
- Letter of behavioural expectations;
- Restrictions related to accessing SSMU spaces;
- Mandated anti-oppression or anti-sexual violence training.

3

Any SSMU club, ISG or service member

- Letter of apology;
- Letter of behavioural expectations;
- Restrictions related to accessing SSMU spaces
- Mandated anti-oppression or anti-sexual violence training
- Restrictions related to accessing club, service, and ISG spaces;
- Removal from club, ISG or service positions.

Outcome Possibilities Continued ...



4 SSMU employees, services employees and General Manager.

- Letter of apology;
- Letter of behavioural expectations;
- Restrictions related to accessing SSMU spaces
- Mandated anti-oppression or anti-sexual violence training
- Administrative leave or suspension without pay;
- Dismissal from their position at SSMU.

5 SSMU Legislative Council, Judicial Board, Board of Governors and Executive members.

- Letter of apology;
- Letter of behavioural expectations;
- Restrictions related to accessing SSMU spaces
- Mandated anti-oppression or anti-sexual violence training
- Administrative leave or suspension without pay;
- Dismissal from their position at SSMU.

Please note that the enforcement of sanctions imposed on members of SSMU political bodies is further outlined in the GSVP

Formal Complaint Timelines



1. Acknowledge receipt of formal complaint (48 hours)

2. Decide whether to initiate an investigation (1 week)

3. Anti-Violence Advocate investigation completed (2 weeks)

4. External investigation completed (1 month)

5. Reviewed by the GSVP Committee (2 weeks)

6. Informing of Sanctions (24 hours)

7. Enforcement (Immediate)

8. Review by GSVP Appeal Committee (2 weeks)

Maximum total timeline: 2 months

Consultation and Review

Conducting meaningful consultation was central to the development of the GSVP. The SSMU GSVP coordinators and advisors conducted several independent, general and specific consultations to hear feedback from stakeholders within the McGill community.

The stakeholders consulted included:

- SSMU Employees;
- SSMU Officers;
- Members of the McGill administration;
- Survivors;
- SACOMSS;
- O-SVRSE;
- SSMU Services;
- Members at Large.



2 General Public Consultations

3 Anonymous Feedback Forms

4 Specific Consultation with Stakeholders

- ➔ **BIPOC Consultation with Black Student Network and Indigenous Student Alliance**
- ➔ **Consultation with McGill LGTBQ+ community with Queer McGill**
- ➔ **Consultation with the Office of Students with Disabilities**
- ➔ **Consultation with SACOMSS volunteers**



Intersectionality within the GSVP

Intersectionality, a term first introduced by Kimberlé Crenshaw, enables us to understand how different systems of power and oppression intersect to impact an individual's lived experiences. These systems include racism, classism, cis-sexism, homophobia, ableism and xenophobia, among others. They are interconnected and cannot be examined in isolation.

SSMU sought to ensure that intersectionality is practically included in all areas of the GSVP. Thus, clauses implementing an intersectional approach are included throughout the document in all of the areas of prevention, support, advocacy and response.



Inclusion of intersectional experiences and impacts of gendered and sexual violence in mandatory training



Advocating for more resources for support services on campus, particularly to better support individuals with intersecting marginalized identities



Advocating for an intersectional approach to gendered and sexual violence by way of recommending the inclusion of representatives from marginalized groups



Outreach to student groups which represent marginalized students to sit on the GSVP Committee reviewing complaints



Other Options

The SSMU policy does not limit the ability to seek accommodations and recourse through other institutions, systems and policies.

Although we recognize that gendered violence and other forms of violence do not occur in silos, an individual may not file two complaints regarding the same incident under the GSVP and the SSMU Equity policy.

Should an individual feel that their experiences are covered by the SSMU GSVP and the Equity Policy, they may contact either the Anti-Violence Advocates or the SSMU Equity Commissioners in order to arrange for a meeting to discuss the options

All of the information regarding how to access accommodations or other recourse mechanisms can be found at:

<https://ssmu.ca/resources/sexual-violence/>

1 Institutional Accommodations

- Exam/assignment deferral;
- Class or schedule changes;
- Housing changes;
- Financial support;
- No-contact orders.

3 Criminal Law

Individuals may seek recourse through the criminal justice system. Formal criminal reports can be facilitated through O-SVRSE.

2 McGill Policy Against Sexual Violence

Individuals have the ability to file formal complaints against McGill community members through various policies.

4 Human Rights Complaint

If an individual feels that their institution has failed to respond to their needs they can file a complaint with the Commission des Droits de la Personne et des Droits de la Jeunesse.

All contact information for these resources can be located on the SSMU site at:
<https://ssmu.ca/resources/sexual-violence/>.

PEER TO PEER RESOURCES

- SACOMSS
- McGill Peer Support Centre
- Nightline

INSTITUTIONAL RESOURCES

- The Office for Sexual Violence, Response, Support, and Education (O-SVRSE)

COMMUNITY RESOURCES

- The Montréal Sexual Assault Centre
- Tel-Aide
- CIRCLES
- Project 10 (LGBTBQ+ specific)

CRISIS SUPPORT

- Centre pour les victimes d'agression sexuelle de Montréal at 514 934-4504.
- Montreal Sexual Assault Centre at 514-933-9007 or 1 888 933-9007