

GSVP REPORT

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LAND ACKNOWLEDGEMENT

McGill University, and by extension, the Student's Society of McGill University, was built on the unceded traditional territory of the Kanien'kehá:ka, or Mohawk people. The Kanien'kehá:ka have served as the custodians of this land since time immemorial. Montreal, or Tiotia:ke, has also been a meeting place for many other Indigenous nations.

We also acknowledge that McGill's founder, James McGill, was a person who claimed ownership of other people, specifically enslaved Black people. Racial violence is inextricable from the establishment of our city and our university.

As a student body which is overwhelmingly composed of settlers, it is crucial that we preface our conversations about campus sexual violence with a reminder of the debt that we owe Indigenous nations. Sexual and gendered violence disproportionately impacts indigenous communities. More specifically, **indigenous women** face astronomical rates of victimization, and are limited in their options for recourse. In addition to this, we must acknowledge that we cannot speak of consent on campuses without also unpacking, and addressing the ongoing non-consensual relationship Canada has with Indigenous communities and their traditional territories.

MESSAGE FROM THE COORDINATORS

Since 2015, discussions of campus sexual violence have dominated campus spaces. These discussions have primarily centered around advocacy for the creation of stand-alone post-secondary sexual violence policies to create adequate and survivor-centric responses avenues for members of campus communities. At McGill, for example, a student Sexual Assault Policy (SAP) working group was created in 2015 and was able to influence the creation of the **McGill Policy Against Sexual Violence** passed in 2016. The passing of this policy, however, was not enough to adequately respond to campus sexual violence. Since 2016, students have advocated that they needed not only a policy to exist, but for it to include clauses that provide meaningful response structures to protect survivors from re-traumatization, in addition to providing adequate funding for prevention and support programs.

In this period of critical reflection of the intersecting complexities that contribute to campus sexual violence a crucial gap has been identified by students - sexual violence perpetrated by those within student unions. Since 2016, we have seen numerous accounts of sexual violence perpetrated by employees and elected student representatives from across the country. These include stories from the **Concordia Arts and Science Federation of Association**, the **Student Federation of the University of Ottawa** and the **University of Prince Edward Island Student Union**.^vAt McGill, the

Students' Society of McGill University was required to address harm perpetrated by leaders of their student union in the winter semester of 2017, whereby **two executive members stepped down** after disclosures of sexual violence committed by them were made public by the **anonymous Community Disclosure Network**.

It was in response to these events that the newly elected SSMU executive team (2017-2018), committed to creating a SSMU Gendered and Sexual Violence Policy (GSVP) to develop a holistic and survivor-centric response to harm perpetrated by their members, employees and representatives within the SSMU environment. This project would not have been possible without the leadership and commitment of the VP External Connor Spencer.

In January 2018, I was hired by SSMU as the Sexual Violence Policy Project Coordinator. My position was full-time and included the main responsibility of producing a draft GSVP and a report with recommendations. Shortly after we hired two student advisors - Bee Khaleeli and Priya Dube - to support the research, consultations and development of the draft and the report.

From the beginning of this project we knew that it would be challenging. We had to navigate SSMU internal policies, various student and administrative stakeholders, and Quebec provincial law. SSMU was creating a novel policy, that has no other model in

Canada. Of course, some student unions in Canada had sexual harassment policies, however, many of them were outdated and didn't include many of the survivor-centric clauses student unions were fighting to be included in their campus sexual violence policies. In five months, we conducted research, held extensive intersectional consultations, sought legal advice on several occasions and wrote the GSVP.

The result of this being a 40 page SSMU GSVP and Implementation Guide (included as Appendix A and Appendix B). As will be outlined in the remainder of this report, this is a holistic, intersectional and survivor-centric internal gendered and sexual violence policy for SSMU. This is the outcome of months of research, several late nights and extensive feedback from SSMU students. However, it is only possible with the continued political and financial support of members of the SSMU executive, Legislative Council and Board of Directors.

This report seeks to ensure that this support continues beyond this executive by outlining key recommendations for broader changes that SSMU can adopt to ensure the implementation of this policy is successful and they are meaningfully continuing to support those who experience gendered and sexual violence.

This is an extensive policy that seeks to not only sensitively respond to campus sexual violence but create concrete commitments to prevention, support and advocacy. Bee, Priya and I are proud of this policy and the work we have done this semester. We look forward to seeing it (hopefully) passed in September by the SSMU Legislative Council and implemented throughout the next year. This policy will begin to fundamentally change the culture within the SSMU context and have wider impacts across Canada by acting as model for other student unions.

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HISTORICAL BACKGROUND

EARLY MCGILL ANTI-SV WORK

Students at McGill have been organizing against sexual violence since the 1980s. The McGill Coalition Against Sexual Violence was formed in 1988 following a gang rape at a fraternity. The Coalition re-emerged as SACOMSS in 1992; part of the new organization's work was advocating for increased sexual violence support and prevention at an administrative level. This advocacy increased substantially when the **Policy on Harassment, Sexual Harassment, and Discrimination Prohibited by Law** was passed by senate in 2005.

More recent advocacy surrounding the need to create a stand-alone campus sexual violence policy began in 2013, with the **McGill Redmen football case**, whereby a Concordia student was assaulted by three players on the team. Charges were dropped and the three perpetrators were not removed from the team. Members of the McGill administration maintained that action was unnecessary because the incident did not occur on McGill campus. One of the perpetrators was later **hired by Athletics to instruct a children's summer camp**. He was only removed from this position when public attention was brought to his continued employment.

This resulted in student mobilization around the issue of campus sexual violence and the need for a campus policy. In winter 2014, stakeholders such as SACOMSS, the Union for Gender Empowerment, Queer McGill, and QPIRG banded together to form a working

group. **An open letter** was released, demanding that the university respond to the incident – this included calls for increased sexual violence prevention and resources and also proposed content for a policy against sexual violence. According to testimony from former members of this group, administration informed students that they would need to write a policy themselves.

The Sexual Assault Policy Working Group (SAP) began consultations, which continued through 2015. Their final draft was rejected by Associate Provost Angela Campbell and Dean of Students Andre Costopoulos – according to SAP internal documents and testimony, Campbell and Costopoulos suggested that they instead create an aspirational document or strike an ad-hoc committee to write a new draft. This rejection sparked **demonstrations by students**, as well as an **open letter penned by the SAP group**. Three demands were put forward: (1) permanent resources for survivors, (2) a transparent review process, and (3) an ad-hoc committee with the Senate.

The McGill Policy Against Sexual Violence was written and passed in fall of 2016, by which point SAP had disbanded. Additionally, the **Office for Sexual Violence Response, Support, and Education** was created. This Office is mandated to support survivors of sexual violence at McGill, particularly in accessing accommodations and seeking recourse-- additionally, it **works to foster a culture of consent on campus**.

CONTINUED ADVOCACY, 2017-2018

Outside of the development of the GSVP, McGill students continued to engage in sexual violence prevention work on campus. Student representatives advocated for improved support and avenues for recourse at an administrative level through two committees created through the passing of the policy: (1) the Committee for the Implementation of the Policy Against Sexual Violence and (2) the Ad-Hoc Panel to Conduct a Campus Study of Sexual Violence.

In October 2017, the SSMU published the **Our-Turn National Action Plan to End Campus Sexual Violence**. This Action Plan, which initially emerged as a result of advocacy by Carleton University students, includes a grading criteria for university sexual violence policies. The OurTurn Campus Sexual Violence Policy Scorecard is a set of 45 different criteria to evaluate campus sexual violence policies on their commitment to survivor-centrism in practice. Working with SSMU, the McGill Policy Against Sexual Violence received a C-. Areas of improvement cited in the Our Turn report centered around McGill's lack of a stand-alone policy, failure to address sexual violence perpetrated by professors, and the overly bureaucratic and inaccessible nature of procedures.

The McGill Policy Against Sexual Violence was in large part influenced by Bill 151, **An Act to prevent and fight sexual violence in higher education institutions**. This Bill, passed in December of 2017, was criticized by many involved in campus sexual violence prevention work because of the limited attention to survivor centred processes. Stakeholders advancing this criticism included the SSMU itself, as well as **AVEQ**

and **Our Turn**. In the period before the passing of the legislation AVEQ, OurTurn and SSMU partnered to write an **open letter** outlining the need to include stronger minimum standards and oversight mechanisms. Despite receiving signatures from over 20 organizations and 327 students, the legislation was passed with no reforms. The passing of Bill 151 mandated that university sexual violence policies cover professor-student relations, which SSMU continues to maintain that the 2016 McGill Policy Against Sexual Violence policy fails to do. These relationships are mentioned in definitions, but there are no clear procedures outlined in the policy that address student-professor relations.

In April of 2018, an **open letter** was published by the SSMU Executives, calling on McGill to launch a third-party investigation into the Office of the Dean of Arts' handling of complaints of sexual violence against professors. Over 2400 students and allies signed on in support of this letter. The **mobilization continued** throughout the month, which including a **walk-out that was attended by over 600 students**. Additionally, a **similar letter** circulated amongst faculty. These efforts produced profound results when on May 10th the Provost Christopher Manfredi sent out an email in which he acknowledged that "the work required to address campus sexual violence is necessarily ongoing and iterative". In addition to this McGill pledged to appoint a **special investigator** for all reports of sexual violence, and an ad hoc committee on intimate relationships between teaching staff and students was struck. The announcement included guidelines on student-professor relationships that were developed by Provost Christopher Manfredi.

THE SSMU CONTEXT

In winter of 2017, due largely in part to the labour of the Community Disclosure Network (CDN), SSMU VP External David Aird was outed as **a serial perpetrator of sexual violence**. The CDN – an ad-hoc collective of survivors and their allies which formed in response to this violence – collected over ten testimonies through an online form regarding Aird’s sexual misconduct. Aird resigned, and later the SSMU President Ben Ger **would do the same** following the public materialization of similar allegations. That summer, CDN released a report calling for SSMU to create a gendered and sexual violence policy.

In October of 2017, Legislative Council passed a **Motion to Acknowledge Rape Culture** on McGill Campus and at SSMU. SSMU Executives began consultations for the GSVP, with a particular focus on stakeholder groups such as SACOMSS and the Union for Gender Empowerment (UGE). The GSVP’s initial draft, released in the fall semester, **came under criticism** for failing to put

forth meaningful forms of recourse. Additionally, many stakeholders felt that the heavy involvement of SSMU Executives in writing this policy was inappropriate. As a result, the GSVP was put on hold until the beginning of the winter semester.

In January, the GSVP Project Team, consisting of a Coordinator and two Advisors, was hired. Caitlin Salvino, the GSVP Coordinator, is a Carleton alumni with a degree in Human Rights and Law. As the Co-founder and National Chair of OurTurn, Caitlin had extensive knowledge of campus sexual violence and survivor-centric policy creation. Priya Dube and Bee Khaleeli, the GSVP Advisors, were both upper-year undergraduates at McGill. Priya has an extensive understanding of campus politics and governance, and Bee has prior experience in support work, peer education, and advocacy relating to sexual violence prevention.

PROCESS OF CREATING THE DRAFT GSVP

In the early stages of the GSVP, the Project Team focused on setting a strong foundation for a survivor-centric and intersectional approach to the policy development process. Project Advisor Bee Khaleeli drafted a **SSMU Survivor Bill of Rights** motion which was passed unanimously by Legislative Council on January 25, 2018. The Survivor Bill of Rights clearly outlines a survivor's rights before, during and after a disclosure. Information regarding available accommodations and avenues for recourse and discipline are also outlined in the Survivor Bill of Rights. Moreover, a comprehensive **resource page** for sexual violence was updated on the SSMU page with clear information on the intersectionality of sexual violence, rape culture on McGill Campus, as well as support, accommodation, and formal complaint options. Finally, the team identified and contacted relevant stakeholders, with particular emphasis placed on services and organizations that represented marginalized students on campus from which consultations were arranged.

The Project Team conducted multiple consultations with student groups, support professionals (SACOMSS and O-SVRSE) and members of McGill administrative bodies. These consultations began in early February, with two public events soliciting feedback from students. Through these consultations, the Project Team was able to develop a strong understanding of SSMU's obligations in supporting and advocating for survivors, as well as what meaningful and effective processes for recourse would entail. **These consultations** were live-streamed on the **SSMU External facebook page** thereby making them widely accessible to the student body.

A series of closed consultations occurred in tandem with these public events. These were organized in collaboration with Queer McGill, the Black Student's Network, and the Indigenous Students Alliance. The purpose of the closed events were two-pronged. First, these events provided a space for queer and BIPOC students to reflect on the needs of their own communities within a gendered and sexual violence policy. Second, the closed events also enabled the Project Team to develop an informed understanding of the best way to incorporate an intersectional approach within the GSVP. In addition to these consultations, the Project Team reached out to the McGill Office for Students with Disabilities to solicit feedback from students they work with.

The final set of consultations was held with a group of volunteers from SACOMSS, primarily to discuss the logistics of coordinating training as a prevention strategy. Considering that mandated training is a large outcome of this policy, the Project Team devoted significant time to assessing the best avenue to execute the training. Some topics of central consideration in the process included: capacity, resources and institutional knowledge of SSMU.

The Project Team recognized the importance of working in conjunction with other actors engaged in sexual violence prevention on campus. To this effect, the Project Team was also in consultation with administrative bodies including the Office for Sexual Violence Response and Education (O-SVRSE), the Implementation Committee for the McGill Sexual Violence Policy and the

Dean of Students and the Associate Provost for Policies, Procedures and Equity. This process helped identify existing resources, areas for improvement and better facilitation across campus bodies.

In an attempt to centralize anti-sexual violence initiatives across campus organizations, the OurTurn McGill Taskforce was created as the primary advocacy branch for preventing and combating sexual violence on campus. The taskforce, which drew inspiration from the **Our Turn National Action Plan to End Campus Sexual Violence** brought together McGill students across various departments engaged in anti-sexual violence work and provided a space for sharing information, brainstorming collective efforts and identifying areas for further advocacy. The GSVP calls for the continuation of the Taskforce to act as the primary advocacy arm SSMU in its anti-sexual violence work. The mandate will consist of raising awareness through education and advocacy campaigns.

Following the consultation period, a draft of the GSVP was e-mailed on March 29, 2018 to relevant persons including newly elected student leaders and in particular those who included sexual violence prevention in their platform. The GSVP draft was also circulated to members who attended the consultation, filled out the online survey form or expressed an interest in partaking in the policy creation process. The GSVP was presented at SSMU Legislative Council in April 2018 so that outgoing and incoming student leaders are aware of the changes which will impact SSMU following the en-

actment of this policy. The Project Team hosted a focus group on April 10th, with participation from in-coming executives who were given the opportunity to understand how the GSVP will influence the operation of SSMU once implemented as well as their specific roles in fulfilling and upholding provisions of the GSVP. In addition to this on May 11, 2018 the GSVP team met with members of QPIRG McGill who provided thoughtful and important feedback that has been incorporated in the draft GSVP and this report.

Throughout the drafting process, the Project Team sought to learn from the limitations of previous attempts to effectively respond to sexual violence on McGill's campus. It is for this reason that the consultation stage took up a large part of the drafting process. While these consultations were instrumental in helping the team understand the needs of the community and in particular how to include the voices of marginalized groups, the team also faced a challenge of engagement and participation from the wider student community. Despite these challenges, the mass mobilization following the **SSMU open letter regarding complaints against professors** in April ignited a broader engagement from the student community at McGill to respond to sexual violence on campus. As advocacy efforts continue next year with the OurTurn McGill Task Force and the Implementation of the GSVP, it is the GSVP Project Team's sincere hope that more individuals from a variety of communities on campus will engage with anti-sexual violence advocacy occurring on campus.

POLICY SUMMARY

In September 2018 the SSMU Legislative Council will be considering and voting on a motion to adopt the **SSMU Gendered and Sexual Violence Policy**. This policy was developed over a period of five months by a coordinator and student advisors who have extensive experience in the field of sexual violence, campus policies and survivor support services. In addition to our experience, we conducted extensive consultation with various stakeholders from as many McGill student communities and administrative offices as possible. We are proud to have created a policy that is holistic, intersectional and survivor-centric. The following sections will outline the various components of the GSVP. For the completed draft of the GSVP please refer to Appendix A or [this link](#).

PREVENTION

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.

Through the policy the following groups will receive training:

- SSMU Executives;
- Legislative Council;
- Judicial Board;
- Board of Directors;
- All Employees;
- Services Employees;
- 5 members or 50% of Club, ISG and Services executives.

The development and implementation of the training will be staggered over the next two years. In 2018-2019, SSMU will seek to train SSMU Executives, all members of the SSMU Legislative Council, all members of the SSMU Judicial Board, all members of the SSMU Board of Directors and all SSMU employees (including paid service centre coordinators). In 2019-2020, SSMU will be initiating its mandatory training for members of clubs, ISGs and services. The goal is to maximize the number of students who are receiving peer to peer anti-gendered and sexual violence training.

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. These resources include: **SACOMSS** (Sexual Assault Centre of the McGill Students Society), **O-SVRSE** (Office for Sexual Violence Response, Support and Education) and the **Montreal Sexual Assault Centre** (offers support in English and French). It is important to note that the Montreal Sexual Assault Centre offers 24-hour support in both English and French.

ADVOCACY

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:

- **President:** Ensure various members of SSMU political bodies, as well as SSMU employees receive training.
- **VP University Affairs:** Adapt and continuously update the Academic Rights Campaign to include information on survivors' rights.
- **VP External:** Provide monetary support in the form of an honorarium for the OurTurn McGill Taskforce Chair. Responsible for updating the resource page on sexual violence when necessary.
- **VP Student Life:** Coordinates training for clubs, ISG's and Services in conjunction with Anti-Violence Advocates.
- **VP Finance:** Ensure continuous funding for the GSVP.

RESPONSE

SSMU recognizes the varied needs of individuals who seek recourse for gendered and sexual violence. Consequently, the GSVP presents SSMU members with three levels of procedural engagement when reporting an instance of gendered or sexual violence.

- If an individual has experienced sexual or gendered violence, they have the option to make a **Disclosure** to one of two SSMU Anti-Violence Coordinators (AVCs). They will be provided with non-directional, non-judgemental support, and the AVCs will inform them of their options and the various resources which are available. A disclosure does not result in the commencement of any resolution process unless the SSMU is legally obligated to take action.
- An **Informal Resolution** is a procedure facilitated by the AVCs for the purposes of coming to a solution which both parties involved agree to.
- **Formal Resolution** is a procedure facilitated by the AVCs, whereby depending on the status of the individual who the complaint is against and the wishes of the complainant, either the AVCs or a third party will conduct an investigation. This investigation will result in a report being produced and shared with the GSVP committee to decide the outcome and sanctions. The decision may be appealed to the GSVP Appeal Committee.

TIMELINES

Recognizing the often lengthy nature of processes and the timeline requirements of Bill 151 on CÉGEP post-secondary institutions, the Project Team has outlined a detailed timeline that is to be followed by the AVC's when applying the GSVP. The clear guidelines for expected timelines also ensures that parties involved in the process and especially the survivor are aware of the expected timeline for a proceeding. The timeline is outlined below:

1. A receipt of a formal complaint must be acknowledged within **48 hours**.
2. A decision whether to investigate must be decided within **1 week**.
3. The investigation, conducted by the Anti-Violence Coordinators must be completed within **2 weeks**.
4. In the case of an External investigation, the expected timeline is **1 month**.
5. The decision of the investigation should be reviewed by the GSVP Committee within **2 weeks**.
6. Parties involved in the process must be informed of sanctions within **24 hours** of the decision.
7. The enforcement of sanctions will occur **immediately** following the decision.
8. In the event of a request for a review, the GSVP Appeal Committee must conclude a decision within **2 weeks**.

The SSMU GSVP timeline requirements seek to ensure that, barring extraordinary circumstances, formal complaints will be completed within 2 months. Due to the more sensitive and adaptable processes involved in informal resolutions the GSVP did not include specific timelines around these processes – leaving this to the discretion of the AVCs. These individuals will have extensive training not only on sensitively facilitating the GSVP process, but also on the central importance of frequent updates and information provided to parties involved in informal or formal resolution processes.

INTERSECTIONALITY

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.

The application of an intersectional lens is crucial in the production of sexual violence policy. White, middle-class, cisgender women are overwhelmingly centered in cultural conversations vis-a-vis rape culture. This obscures the reality that queer, trans, disabled, working-class, migrant, and racialized persons experience sexual and gendered violence at astronomical rates, and are often denied access to avenues for recourse in implicit or explicit ways. Furthermore, the labour of these individuals is erased and excluded from popular discourse. This is particularly relevant in the age of **#MeToo, a movement created by Tarana Burke**. We must be mindful of how the work of Black women such as Burke is co-opted and erased in white activist circles.

Finally, it is crucial to be critical of what combating campus sexual and gendered violence entails. While the efforts being made at McGill – and other universities in Canada – are important, they benefit very specific groups of people. At an educational institution **built on stolen land** and established by **an individual who once owned slaves**, there are limits inherent to our violence prevention initiatives. Additionally, we maintain that we cannot speak of consent on campuses without also acknowledging, unpacking, and addressing the ongoing non-consensual relationship Canada has with Indigenous communities. We must interrogate our own positionality as students and the ways in which it is reliant on forms of colonial, racial, and economic violence.

The project team sought to apply an intersectional lens to the development of the GSVP. From the initial stages of consultation into the final draft, each section of the policy has been analyzed in accordance with an intersectional lens.

To ensure this, the team held closed consultations with groups such as the Black Students Network (BSN), the Indigenous Students Alliance (ISA) and Queer McGill to understand the different ways in which gendered and sexual violence effects marginalized communities. There were concrete outcomes from the consultation including a commitment to have more representation from different communities around decision tables, whether that be the implementation committee or other advocacy organs. It is important that the groups who are disproportionately affected by these issues have a voice around the table in deciding the best methods for responding to and preventing gendered and sexual violence. Consequently, the GSVP mandates that groups such as the BSN, the ISA, Queer McGill, and the Union for Gender Empowerment are prioritized when recruiting members for the OurTurn McGill Task Force and the GSVP Committee. It is recommended that these members-at-large be given honoraria for their labour.

Additionally, the project team sought to ensure that the definitions and procedures outlined in the GSVP were accessible for survivors from marginalized communities. The policy's conceptualization of "gendered violence", for example, explicitly includes transphobic violence and other attacks on an individual's gender identity and presentation. Our avenues for recourse are similarly inclusive – if an informal resolution process (such as a restorative justice procedure) is desired, a survivor can request it. We sought to ensure that the policy will be implemented in inclusive and accessible ways.

LIMITATIONS & CHALLENGES

The project team encountered limitations and challenges in the drafting of the GSVP. The primary challenge being navigating the provincial legislation that regulates SSMU governance. the **Quebec Corporations Act**, which informs the structure of SSMU, has provisions within it that make it challenging to remove political representatives within the student union. Unfortunately, it became apparent to us early in our research and consultation phases that the Quebec Corporations Act, although it governed SSMU's actions, was not properly structured to address the nuances of student union realities. This include having officers who serve one year mandates and having a membership of over 24,000 students. Due to the limitations of the legislation, SSMU had specific requirements regarding processes and who must decide sanctions. The GSVP sought to creatively work around these restrictions to create a process that

was both survivor-centric and legal. For example, the GSVP Committee has members of the SSMU Board of Directors because ultimately the Board must support and/or ratify any significant sanctions, such as suspension, against SSMU executives. Throughout the semester, the Project Team worked with a lawyer to understand how to navigate these limitations to create the current draft of the GSVP.

An additional challenge was the SSMU governance structure. As will be discussed later, the current SSMU governance structures are overly complex and inconsistent with other SSMU obligations. Thus, our project had to navigate both the complexities of provincial law and SSMU governance to develop the GSVP and this report.

RECOMMENDATIONS

Throughout the semester, the GSVP Project Team identified several important recommendations necessary to ensure that the GSVP is properly implemented and enforced. In the following sections we outline the various recommendations for SSMU and the SSMU Summer GSVP Implementation Coordinator.

IN-DEPTH REVISION AND AMENDMENT OF THE SSMU CONSTITUTION

This semester, through research and consultation, it became apparent to us that SSMU should undergo significant constitutional and internal policy reform. Specifically, considering the requirements of the Quebec Corporations Act, it is recommended the Constitution restructure the roles of the Board of Governors and Legislative Council. This should be a reconsideration of which SSMU political body has the role of sanctioning SSMU executives and other members of SSMU. The restructuring should ensure that the sanctions of a complaint of sexual violence do not have to be ratified by the SSMU membership at an AGM. The Constitution should also include consideration of sexual violence complaints through the GSVP by including it as a reason for suspension and dismissal for SSMU executives and other members.

REVISIONS TO THE SSMU EMPLOYEE MANUAL, THE EQUITY POLICY AND INTERNAL POLICIES

It is imperative that other SSMU policies are revised to ensure that they are consistent with the SSMU GSVP. If the GSVP is passed SSMU must revise several policies including the various SSMU employee manuals, the equity policy and internal policies. For the Equity Policy, it must be revised to include a section on concurrent complaints with the GSVP. The GSVP outlines the intersections of the two policies and the processes if a complaint can fall under both the GSVP and the Equity Policy. The Equity Policy should include provisions that also outline the procedures if a complaint fall under both policies. In addition to revising the Equity Policy, other SSMU internal policies should be revised to outline the various training requirements that are outlined in the GSVP.

CONTINUOUSLY ALLOCATE FUNDING TO THE IMPLEMENTATION OF THE GSVP

To ensure that the GSVP is sustainable and properly implemented, SSMU must continuously invest significant resources into the implementation. Thus, in future budgets SSMU should allocate funds, or work with partners to allocate funds, to fully finance the creation of two AVC positions, an honourarium for the OurTurn McGill Taskforce and any additional costs that may be reasonably foreseen in the policy.

DEVELOP AND IMPLEMENT SEXUAL VIOLENCE TRAINING FOR VARIOUS ACTORS

The SSMU GSVP mandates different forms of training for a variety of actors including: (1) general members and employees, (2) the AVCs, Security Manager, HR Manager and GM (3) members of the GSVP Committee.

A. GENERAL ANTI-SEXUAL VIOLENCE TRAINING

First, the SSMU GSVP requires several members of the SSMU community receive specific anti-sexual violence prevention and support training. Within the GSVP we require training for:

- SSMU Executives;
- Legislative Council;
- Judicial Board;
- Board of Directors;
- All Employees;
- Service Employees and Executives;
- 5 members or 50% (whichever is lesser) of club and ISG Membership.

Through our consultations we determined that the process of developing this training would require significant further consultation with various McGill stakeholders. For our initial consultations we determined that this training should be 1.5 hours and should cover the following topics:

- Defining sexual violence, actors involved and consent;
- Specific discussions on consent, alcohol and drug use;
- Discussion on gendered violence, hetero-sexism and transphobia with specific examples;

- Discussion on rape culture and its intersections with gendered and sexual violence;
- Intersectionality and gendered/sexual violence;
- Tools for bystanders to identify gendered/sexual violence and respond;
- Tools for third parties to respond to disclosures and connect individuals with appropriate resources;
- Specific support information including on and off campus support; options,
- explanations of academic (and other) accommodations and an outline of the formal complaint process.

We recommend that this training be developed by the SSMU Summer Implementation Coordinator, in partnership with OurTurn National and in consultation with SACOMSS, O-SVRSE, QPIRG, SSMU Services (BSN, ISA, QM, UGE, etc) and other stakeholders. Additionally, we strongly recommend the use of feedback forms after each training to continue collecting constructive comments and improving the training.

This semester we developed a partnership between SSMU and SACOMSS to collaborate on the implementation of the training throughout the year. SACOMSS has agreed to partner with SSMU to provide volunteers to facilitate the training sessions. Thus, next year the AVC's will have the responsibility to do an in depth training sessions (recommended 1-2 days of training) to train the SACOMSS and SSMU volunteers who will each facilitate 1-2 training sessions (1.5 hours) every 2 weeks. The GSVP team would like to stress the importance of ensuring that the students facilitating the trainings have significant training to not only lead the discussions but respond to a variety of sensitive questions. The GSVP team would also like to stress the importance of providing financial compensation for the trainers. It will be the responsibility of the AVCs to schedule the various training sessions, rather than facilitate them.

In terms of timelines, this report recommends the timelines are staggered to ensure the proper implementation of this training that is not only logistically complex but addresses sensitive topics. Specifically, the training should be staggered in two parts. First, in 2018-2019 the SSMU Executives, SSMU Legislative Council, the SSMU Judicial Board, the SSMU Board of Directors and all SSMU employees (including service employees) should receive the training. Then in 2019-2020, once the training has been developed, adapted and tested, we recommend it is expanded to clubs, ISGs and service executives. Once the program is fully implemented we envision over 1000 McGill student receiving peer to peer sexual violence prevention and support training.

B. IN DEPTH DISCLOSURE AND INVESTIGATION TRAINING

The GSVP outlines a small number of individuals who must receiving significant training on the GSVP, how to respond to disclosures and sensitive investigations. Although the development of this training is outside of the purview of our mandate we strongly encourage the summer implementation coordinator to work with various stakeholders to develop this training that should be done annually. This training should be in depth and go beyond the basic training being offered to all employees. The stakeholders that should be consulted, and in some cases asked to lead training, should be SACOMSS, O-SVRSE and COCo. The training should also include practice scenarios of people using informal and formal resolution practices in the policy and how each individual should respond. Finally, it is strongly encouraged that there be training(s) on the ways individuals from marginalized groups experience gendered and sexual violence at higher rates and in different ways.

C. TRAINING FOR MEMBERS OF THE GSVP COMMITTEE

The GSVP creates a committee of six individuals to consider and decide formal resolution processes for gendered and sexual violence. These include two individuals from the Board of Governors, two individuals from SACOMMS and two individuals from the SSMU community (selected by the AVCs). It is imperative that these individuals receive significant and continuous training throughout the year. Thus, we recommend that training, similar to that for the AVCs, be developed to ensure that these individuals have a comprehensive and nuanced understanding of gendered and sexual violence. This would include an in-depth understanding of gendered and sexual violence with a focus on survivor-centrism and trauma-informed approaches, training on procedural fairness and the standard of “a balance of probabilities” and scenario practices. Additionally, we support the recommendation by QPIRG that the members of the committee receive monthly or bi-monthly continuous training on a variety of topics, including adopting an intersectional approach to sexual violence with specific trainings by SSMU community organizations, such as a training developed with QM on the ways members of queer and trans communities experience gendered and sexual violence, and how we can improve our approaches to these issues in more inclusive ways.

USE COCO AS INVESTIGATOR

The draft GSVP outlines a formal resolution process that includes the possibility of an external investigator. This report recommends in future use the organization COCo to lead the investigations. **COCo**, or the Centre for Community Organizations, is a Montreal-based non-profit organization which works to support other community organizations. COCo espouses **social justice values** as part of its mandate, and **offers a wide variety of services**. Due to COCo's anti-oppressive principles and expertise in community organization management, it is recommended that they are contacted to serve as an external investigator within the disciplinary processes laid out by the GSVP. Should COCo be unable to fulfill this task, it is imperative that an organization with experience in anti-oppressive practice be chosen in their place.

MOAS WITH ISGS

Currently the jurisdiction of SSMU to impose the GSVP on Independent Student Groups is limited. Thus, it is recommended that SSMU work with the ISGs to sign a joint MOA placing themselves within the jurisdiction of the SSMU GSVP to ensure their members receive training and have access to informal and formal resolution processes.

MANDATING EXIT REPORTS

To support the development of the implementation strategy and training program SSMU has hired a Summer Implementation Coordinator. In addition to this, if passed, the GSVP mandates the creation of two new positions at the SSMU of the AVCs (Anti-Violence Coordinators). To ensure that there is always reflection and improvements made based off feedback, this report strongly recommends including the in requirements of these positions the creation of final exit reports. These final exit reports would include a brief summary of the projects and experiences of the individual(s) in those positions and recommendations for improvements moving forward that SSMU can use to continuously improve their response to campus sexual violence.

IMPLEMENTATION TIMELINE

The GSVP will be considered by the SSMU Legislative Council in September 2018. Thus, SSMU should be prepared to begin implementing sections of the policy in January 2019 and have the GSVP fully in place by September 2019. This will require significant resources and coordination to be in place prior to the passing of the policy. The Summer Implementation Coordinator will have the primary role of developing the training and working with SSMU to ensure the logistical and financial resources are available. However, this will also require the support of the SSMU executive team. This year, we have been fortunate to have an incredibly supportive team as we drafted the GSVP, we hope that this continuous next year to ensure that the legacy of our team, the SSMU 2017-2018 executives and the various grassroots activists continues.

CONCLUSION

We are very proud to put forth the final draft of the SSMU GSVP, and hope to see it implemented this coming fall. However, its passage in Legislative Council will not – and cannot – be the last step that we take in combating campus violence. The process of creating the SSMU GSVP was intensive and often difficult, and we consistently arrived at the same conclusion while conducting our work: this cannot be done alone.

Though the GSVP mandates the hiring of Anti-Violence Coordinators, its successful implementation will require an environmental shift within the SSMU. As outlined in this report, many actors within our student union are directly and indirectly implicated in the functions of the GSVP. In some cases, these parties have the means to remove the bureaucratic impediments which survivors are faced with – this is why our recommendations extend beyond the scope of the policy itself, and into the realm of constitutional change. In order for concrete improvement to take place, we must prioritize the prevention of sexual and gendered violence. This cannot merely be rhetorical. In a political environment where paying lip service to sexual violence prevention is often used to assert moral authority, we want to challenge our student leaders to commit themselves to this work in more material ways. Continuous financial and administrative support is imperative to implementing the GSVP.

Furthermore, community consultation was a major part of the GSVP's creation – many parts of the policy could not have come into existence without stakeholder input. Many groups on this campus have been working tirelessly to prevent sexual and gendered violence. It was essential to ensure that we were not simply replicating work that has already been done within our community. Furthermore, the intersectional mandate of this policy cannot be fulfilled if the communities that it seeks to support – queer, BIPOC, disabled, working-class, and/or migrant student groups – are not given a seat at the table.

We hope that the SSMU is willing to adopt this policy as part of its efforts to prevent campus sexual and gendered violence. Should they choose to do so, it will serve as a blueprint for initiatives within other student unions – ultimately, the work that we have done extends beyond the bounds of our campus. Students across Canada have made it clear that the institutional silence and neglect which plagues our universities cannot be tolerated – to cite Sara Ahmed, this work functions as **“a protest at what we are supposed to cope with”**.

ACKNOWLEDGEMENTS

The GSVP Team would like to extend their sincere gratitude to the following individuals without whom this Policy would not be possible. In particular, the team would like to recognize the unpaid emotional labour involved in sexual violence prevention and advocacy work that several individuals took on in an effort to make their campus space safer.

The GSVP Project Team thanks the Vice President External of SSMU Connor Spencer for her tireless dedication to the cause of combatting gendered and sexual violence on campus. This policy would not have been possible with VP Spencer's leadership, guidance, support and dedication. The GSVP Team also extends their deepest gratitude to the Vice President University Affairs of SSMU Isabelle Oke for her support in navigating McGill's bureaucracy and providing insightful guidance.

The GSVP team would like to acknowledge the work Community Disclosure Network (CDN) which raised awareness about the harm that was occurring on campus. The GSVP would not have been possible without the grassroots mobilization efforts of the CDN.

The GSVP Team extends a huge thank you to the following groups: BSN, ISA, QM, SACOMSS and QPIRG

who took the time to meet and provide insight throughout the policy development process. The team recognizes that it is not easy to take on additional work amidst the other critical priority areas that such groups work on and is therefore very grateful for the commitment and participation of folks from these groups, who helped implement an intersectional lens throughout the policy. We would additionally like to thank SACOMSS for providing funding for the project team's labour.

Finally, the GSVP Team extends a sincere thank you to O-SVRSE for their support and participation throughout the development of the GSVP. We appreciate the office's presence in consultations and feedback as it related to harmonizing prevention, response and advocacy efforts on campus.

APPENDIX A: DRAFT OF THE GSVP

[LINK](#)

APPENDIX B: GSVP IMPLEMENTATION GUIDE

[LINK](#)

APPENDIX C: EXECUTIVE & EMPLOYEE BRIEFS

PRESIDENT

THE GENDER AND SEXUAL VIOLENCE POLICY (GSVP)

SSMU has created an intersectional and survivor-centric response to campus and gendered and sexual violence within the SSMU Community. The GSVP includes the actors involved, measures for prevention, support for survivors, SSMU's advocacy role, Response in the SSMU context, formal and informal resolutions, complaint processes, outcome possibilities, timeline, consultation, review and support services.

YOUR ROLE

The SSMU President is responsible for ensuring that all SSMU Officers have undergone training. SSMU Officers should be the first group receiving training once it has been developed in partnership between SSMU, OurTurn National and SACCOMS. It is equally the responsibility of the SSMU President to ensure that members of the Board of Directors and the Judicial Board have received GSVP training once the respective bodies have been fully assembled. The SSMU President should be in touch with the Implementation Coordinator over the summer to arrange this training. Additionally, the SSMU President is responsible for overseeing the prevention training run by the following persons: VP Student Life (for clubs, ISG's and Student Services), Anti-Violence Coordinators (for all persons who will receive GSVP training), HR Manager (for all employees of SSMU, new and present as well as full-time and casual staff). It is the President's responsibility to ensure that all persons mandated to receive training have done so. In this supervisory role the President should be diligent in following up with the relevant persons responsible for coordinating the training.

In particular, the President should familiarize themselves with the following section of the GSVP: Section 7 which outlines the process for coordinating GSVP training and the President's specific role as it relates to enforcement of training. In particular, the President will assist the Anti-Violence Coordinators mandate training individuals who persistently miss or ignore the training requirement.

SUMMARY

To summarize your responsibilities under the GSVP:

- Ensure that all SSMU Officers have undergone GSVP training within the start of their mandate;
- Ensure that members of the Board of Directors and Judicial Board complete GSVP training as close as possible to their start date;
- Oversee implementation of prevention training by the Anti-Violence coordinators and VP Student Life (as it relates to clubs and services training), HR Manager and their responsibility for training new employees.

NEED MORE INFORMATION?

If you require more information you may consult the Implementation Guide which is available online at the SSMU Resource page. You may also contact the GSVP Implementation Coordinator who will be working during the summer. You may also reach out the AVC's should you have long-term questions.

VP STUDENT LIFE

THE GENDER AND SEXUAL VIOLENCE POLICY (GSVP)

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YOUR ROLE

The Vice President Student Life is responsible for applying the GSVP as it relates to GSVP training for student clubs, ISG's and Student Services. It is the VP Student Life's responsibility to oversee and coordinate GSVP training in conjunction with the Anti-Violence Coordinators.

All student clubs must undergo GSVP training within the first weeks of school once the clubs are assembled. The training will be provided by SACCOMS. It is the VP Student Life's responsibility to oversee the coordination of this training which is primarily done by the AVC's. It is recommended that the GSVP training be done at the time of the clubs summit. It is important that the VP Student Life follow up and ensure that all clubs, even if they are formed or changed in the winter semester undergo training. For this a periodic review is recommended. The VP Student Life should be aware that some groups may request an exception. For example, some groups already undergo extensive training and can therefore be exempt from GSVP Training. The VP Student Life should work in conjunction with the AVC's to determine when an exemption is appropriate. It is the HR Manager's responsibility to ensure the new employee has received training and is informed about the GSVP as soon as possible following their start date. The HR

Manager should work in conjunction with other SSMU Officers to ensure that SSMU Employees including student staff have all been trained under the GSVP training.

In particular, the VP Student Life should familiarize themselves with the following sections of the GSVP: section 6.3 which defines a club in application of this policy, 6.6 which defines an independent student group in application of this policy, 6.14 which defines a service in application of this policy. Moreover, the VP Student Life should understand Section 7 of the GSVP which outlines prevention and training. This section will be referred to for the coordination and facilitation of training. Prevention and Training of the policy. It is recommended that the VP Student Life maintain a record of the clubs which have undergone training and share these documents with the AVC's to ensure all groups who require training have completed it.

SUMMARY

To summarize your responsibilities under the GSVP:

- Coordinating and ensuring that clubs and services complete their required training as outlined by the GSVP;
- Allow for exceptions where requested by clubs who already have sufficient training for sexual violence prevention. Consult Anti-Violence Coordinators for guidance.

NEED MORE INFORMATION?

If you require more information you may consult the Implementation Guide which is available online at the SSMU Resource page. You may also contact the GSVP Implementation Coordinator who will be working during the summer. You may also reach out the AVC's should you have long-term questions.

VP UNIVERSITY AFFAIRS

THE GENDER AND SEXUAL VIOLENCE POLICY (GSVP)

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YOUR ROLE

The Vice President University Affairs is responsible for applying the GSVP as it relates to updating the Know Your Rights page to include information on gendered and sexual violence.

In particular, the University Affairs should familiarize themselves with the following sections of the GSVP: section 9.5 which empowers the VP University Affairs, in conjunction with the AVC's to receive anonymous information regarding faculty, staff and administration who commit acts of violence. With this information, the VP UA will pass it along, whilst respecting confidentiality requirements to the appropriate body for response.

SUMMARY

To summarize your responsibilities under the GSVP:

- Update know your rights website and campaign to include initiatives and information related to the GSVP;
- Convey information regarding violence or inappropriate actions from professors to the administration (recognize that this may be simply a communication but do your due diligence to at the least convey the information).

NEED MORE INFORMATION?

If you require more information you may consult the Implementation Guide which is available online at the SSMU Resource page. You may also contact the GSVP Implementation Coordinator who will be working during the summer. You may also reach out the AVC's should you have long-term questions.

VP EXTERNAL

THE GENDER AND SEXUAL VIOLENCE POLICY (GSVP)

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YOUR ROLE

The Vice-President External is responsible the coordination of the OurTurn McGill taskforce, specifically the selection and honorarium of the Chair. The OurTurn McGill taskforce will serve as the main advocacy arm of the GSVP. It will bring together stakeholders engaged in anti-sexual violence work on campus to unify approaches. The taskforce will be the main organ responsible for public education regarding the policy and will run awareness campaigns throughout the year. The OurTurn taskforce will consult the OurTurn National Action Plan for direction.

In particular, the External should familiarize themselves with the following sections of the GSVP: Section 9 which outlines the advocacy elements of the GSVP. The mandate of the OurTurn Taskforce is outlined in this section including suggested members of the committee, actions for which the Taskforce should advocate for and general responsibilities of the advocacy arm.

SUMMARY

To summarize your responsibilities under the GSVP:

- Select a Chair for the OurTurn McGill Taskforce and coordinate its development;
- Select and provide (from VP External budget) the honorarium for the chair of the Our Turn taskforce;
- Oversee and coordinate with various stakeholders for the ongoing advocacy efforts under the GSVP.

NEED MORE INFORMATION?

If you require more information you may consult the Implementation Guide which is available online at the SSMU Resource page. You may also contact the GSVP Implementation Coordinator who will be working during the summer. You may also reach out the AVC's should you have long-term questions.

VP FINANCE

THE GENDER AND SEXUAL VIOLENCE POLICY (GSVP)

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YOUR ROLE

The Vice-President Finance is responsible for applying the GSVP as it relates to allocating the adequate funding for the Anti-Violence Coordinators and the honorarium for the Our Turn Chair. As the primary officer in charge of the financial affairs of the Students Society of McGill, the Vice-President Finance is responsible for preparing the organization's budget according to the financial requirements of the GSVP.

To achieve this objective the VP Finance should work in conjunction with the President and the HR Manager to ensure that the appropriate funds are allocated for the paid employees who will oversee the implementation of the GSVP.

SUMMARY

To summarize your responsibilities under the GSVP:

- Allocate the appropriate funds on a yearly basis for the Anti-Violence Coordinators;
- Allocate the appropriate funds in the VP External budget to provide for an honorarium for the Our Turn Chair;
- Ensure that the annual budget of SSMU accounts for the implementation and application of the GSVP.

NEED MORE INFORMATION?

If you require more information you may consult the Implementation Guide which is available online at the SSMU Resource page. You may also contact the GSVP Implementation Coordinator who will be working during the summer. You may also reach out the AVC's should you have long-term questions.

HUMAN RESOURCES MANAGER

THE GENDER AND SEXUAL VIOLENCE POLICY (GSVP)

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YOUR ROLE

The Human Resources Manager is responsible for applying the GSVP as it relates to GSVP training for employees and recourse mechanisms in the Employee Manual for full-time and casual staff pursuant to the GSVP. The HR Manager is the direct supervisor of the Anti-Violence Coordinators and assists the AVC's with implementing the GSVP.

Once an employee has been hired, they should undergo GSVP training within the first weeks following their start date. The training will be provided by SACCOMS. It is the HR Managers responsibility to oversee the coordination of this training which is primarily done by the AVC's. It is the HR Manager's responsibility to ensure the new employee has received training and is informed about the GSVP as soon as possible following their start date. The HR Manager should work in conjunction with other SSMU Officers to ensure that SSMU Employees including student staff have all been trained under the GSVP training.

In particular, the HR Manager should familiarize themselves with the following sections of the GSVP: to understand Section 7: Prevention and Training of the

policy. The HR manager themselves will undergo extensive training to properly understand how to oversee the implementation of the GSVP as it relates to training and the work of the anti-violence coordinators. The HR manager is also responsible for updating the HR Employee Manual for full-time and casual staff as well as the Employee Contract Checklist to include GSVP training. The HR Manager should take this action with the support of the AVC's.

SUMMARY

To summarize your responsibilities under the GSVP:

- Update HR manuals for both long-term and short term employees;
- Add GSVP training to part of HR checklist to be completed at the start of employment;
- Supervise and support the Anti-Violence Coordinators in their implementation of the GSVP;
- Ensure and follow up that all new employees receive GSVP training from SACCOMS.

NEED MORE INFORMATION?

If you require more information you may consult the Implementation Guide which is available online at the SSMU Resource page. You may also contact the GSVP Implementation Coordinator who will be working during the summer. You may also reach out the AVC's should you have long-term questions.