



MOTION REGARDING ADOPTION OF THE GENDERED AND SEXUAL VIOLENCE POLICY COMMITTEE TERMS OF REFERENCE 2020-01-16

Submitted for: 2020-01-30

Submitted to:	SSMU Legislative Council	Document no.:	LEG-PUB-MOT-2020-01-16-008
Moved by:	Sam Haward <i>Vice-President (Finance)</i>	Current Status:	<input type="checkbox"/> FOR APPROVAL <input checked="" type="checkbox"/> APPROVED <input type="checkbox"/> POSTPONED <input type="checkbox"/> COMMITTED <input type="checkbox"/> NOT APPROVED
Seconded by:	Kevin Franceschini <i>Arts & Science Representative</i>		

Issue The Gendered and Sexual Violence Policy has a mandate to create a GSVP Committee, which will meet regularly during the academic year. These are the committee terms of reference.

Background and Rationale The primary responsibility of the GSVP Committee shall be to review investigations of the Anti-Violence Coordinators (AVCs) or third-party investigators as per the Gendered and Sexual Violence Policy, and to determine appropriate actions when complaints are found to be substantiated.

Alignment with Mission This is mandated by the Gendered and Sexual Violence Policy.

Consultations Completed Various consultations with the Anti-Violence Coordinators, the HR Manager and the SSMU Executives have been conducted in writing the committee terms of reference.



Risk Factors and Resource Implications

Risk factors may include a turnover of members during the year, as members are typically students.

Sustainability Considerations

There are no sustainability considerations.

Impact of Decision and Next Steps

The Anti-Violence Coordinator will be working to ensure the Committee meets as required, and that proper training is provided to all members.

Motion or Resolution for Approval

Be it resolved that the Legislative Council approve the Committee Terms of Reference in Appendix A.

Results of the Vote

In favour	(23)
Opposed	()
Abstain	(1)



Appendix A

1. GSVP Committee

1.1. Oversight

The Gendered and Sexual Violence Policy (GSVP) Committee shall be a Committee of the Board of Directors.

1.2. General

The primary responsibility of the GSVP Committee shall be to review investigations of the Anti-Violence Coordinators (AVCs) or third-party investigators as per the Gendered and Sexual Violence Policy, and to determine appropriate sanctions when complaints are found to be substantiated.

1.3. Responsibilities

The GSVP Committee shall:

- a. review investigative reports as a review panel which will consist of three of the six members of the Committee (there must be one representative from each group listed in 1.5.);
- b. determine whether there is enough evidence to substantiate a complaint that an act of gendered and/or sexual violence occurred and the sanctions to be imposed (as per the GSVP section 11.7);
- c. determine and apply any GSVP sanctions to individual/s, when and if applicable; and
- d. review appeals to imposed sanctions as an appeal panel which will consist of the other three members not on the review panel.

1.4. Confidentiality

The GSVP Committee will be held to a high standard of confidentiality. Details regarding specific complaints and implicated parties cannot be publicly shared by the Committee members. Failure to meet this expectation will result in removal from the Committee, and if applicable, will be reported to the Board of Directors or SACOMSS by the AVCs.

1.5. Membership

The GSVP Committee shall consist of:



- a. two (2) members from the Board of Directors, who are not SSMU Executives, who will be selected by the Board of Directors;
- b. two (2) representatives who are employees at SACOMSS, who will be selected by the SACOMSS membership; and
- c. two (2) student members-at-large from the SSMU community, who will be selected by the AVCs as a result of the open application process begun prior to the Fall General Assembly.

1.6. Mandatory Training

All six members of the GSVP Committee will participate in a training on anti-oppression, sexual violence and responses to trauma, and the GSVP, arranged by the AVCs in partnership with community groups. Members of the GSVP Committee may opt out of sections of training if they have already completed it in other contexts within the last year, at the discretion of the AVCs.

1.7. Meetings

The GSVP Committee will be scheduled to meet every two weeks to review complaints referred to them. If there are no complaints to review, the meeting will be cancelled.. Given the potential absence of Committee members over the summer, meetings may exceptionally occur online.

1.8. Reporting

An annual report will be drafted by the AVCs to be presented to Legislative Council at the end of the academic year.

The Quebec Corporations Act requires that any member of the SSMU Board of Directors or Executive Team be dismissed through a two-thirds majority vote at a Board meeting. In this instance, the AVCs will inform the Board of the GSVP Committee's decision and request that they vote to enforce the decision. This meeting will not entail any discussion of a specific incident details, a complainant's identity, or the legitimacy of an instance of gendered and/or sexual violence. The role of the Board is to enforce the decision which was made by trained representatives.

The Quebec Corporations Act further requires that any dismissal of an officer is ratified by the SSMU General Assembly. In this instance, the officer who the Board has voted to be dismissed will be suspended and an emergency GA will be called. In this instance, the AVCs will inform the GA of the GSVP Committee's decision and Board of Directors decision and request that the GA vote to enforce the decision. This meeting will not entail any discussion of a specific



Office of the Speaker | Bureau du président du conseil

Tel: (514) 398-6800 | Fax: (514) 398-7490 | speaker@ssmu.ca

3600 McTavish St., Suite 1200, Montréal, QC, H3A 0G3

Located on Haudenosaunee and Anishinaabe, traditional territories

incident details, a complainant's identity, or the legitimacy of an instance of gendered and/or sexual violence. The role of the GA is to enforce the decision which was made by trained representatives.

APPROVED