



Bureau du président du conseil de l'AEUM

Située sur les territoires traditionnels des collectivités Haudenosaunee et Anishinaabe.

SSMU Office of the Speaker

Located on Haudenosaunee and Anishinaabe, traditional territories.

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MOTION REGARDING AN EXTENSION OF THE GENDERED AND SEXUAL VIOLENCE POLICY

2023-05-11

Submitted for: 2023-05-11

Submitted to:	SSMU Legislative Council	Document no.:	LEG-PUB-MOT-2023-05-11-004
Moved by:	<i>Kerry Yang</i> Vice-President (University Affairs)	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:	Benson Wan <i>Medicine Representative</i>		

Issue

To do an adequate consultation for amendment of the policy over the summer months with the Anti-Violence Coordinators, current and incoming Executives, and SSMU Sexual Violence Prevention Services, this motion seeks to extend the expiry date of the SSMU Gendered and Sexual Violence Policy from May 1st 2023 to December 1st 2023.

Background and Rationale

With reduced staffing within the Anti-Violence office along with the orientation of a new full time Equity & Policy Specialist overseeing the Gendered and Sexual Violence Policy as of January, there has not been adequate time to do a full consultation process and amendment work on the Gendered and Sexual Violence Policy before the May 1st expiry date.

To adequately address the amendment needs related to this policy while considering adequate timeline to consult with relevant staff and services it seems reasonable that instead of renewing the policy fully, that a temporary extension of the policy be granted. The majority of this consultation and amendment work would be done across the summer months, with a grace period until December to allow for consultations only available during the school year and adequate time for consideration and debate for members of the Legislative Council.



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Alignment with Mission

By extending the expiry date of the Gendered and Sexual Violence Policy we are assuring that the policy does not expire, which would conflict with the SSMU Mission of providing outstanding services. Without a policy denoting the process for training incoming and current staff on sexual and gendered violence prevention and for investigating complaints of gendered or sexual violence, the SSMU cannot provide required services for staff and student survivors, along with uphold its goal being survivor-centric and trauma informed.

Consultations Completed

At this point, consultations on the reasoning for the request for this policy to be extended opposed to renewed has been conducted with the SSMU HR Director, the VP University Affairs and Anti-Violence Coordinators.

Risk Factors and Resource Implications

Voting in favor of the extension from May 1st to December 1st does cause some concern regarding summer consultation. Over the summer period less staff and service representatives are accessible, which could cause some concern regarding adequate consultation processes. This is part of the reason that the extension is requested to be granted until December 1st, allowing a 3 month grace period for consultation that would only be possible during the school semester. The Summer work-load of amending the GSVP could also have some resource implications related to the hours worked by any SSMU Casual Staff members, including the Anti-Violence Coordinators.

To not vote in favor of extending the expiry of this policy risks the SSMU passing the expiry date of May 1st and subsequently not having a SSMU-specific policy on gendered and sexual violence that is within date.

By doing so, this risks survivors who are seeking an avenue for complaint in the SSMU sphere not having access to a fully fledged complaint procedure.

Across the summer months, the responsibility of amending the Gendered and Sexual Violence Policy and overseeing consultations will primarily fall on the full-time Equity and Policy Specialist, with support from the Anti-Violence Coordinators. The contracts for all of these positions extend across the summer months and are within the resource allocations already provided by the SSMU.



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Sustainability Considerations

To meet our social sustainable goals, policies such as the GSVP must be regularly reviewed, especially with consideration for recent complaint cases and related shortcomings of the policy. Providing time across the summer months assures that the process of renewing this policy is not rushed, subsequently managing the impacts, both positive and negative, of this policy on relevant stakeholders.

Impact of Decision and Next Steps

If action is taken and the proposed resolution is approved, the Equity and Policy Specialist will be overseeing the consultation and amendment process. The Equity and Policy Specialist can give an initial presentation of the amendments of the GSVP during the first Legislative Council in the month of September and take input from any interested councilors at any point in the next few months. The extension of this policy can be communicated publicly at any time at the discretion of the Council.

Motion or Resolution for Approval

Be it resolved that the Legislative Council will approve the motion to extend the SSMU Gendered and Sexual Violence Policy expiry date from May 1st 2023 to December 1st 2023.

Results of the Vote

- In favour (UNANIMOUS)
- Opposed ()
- Abstain ()