

Sexual Violence Prevention and Response Policy, Procedure & Guidelines

Appendix: Examples of Outcomes

1. Educational Initiatives: Activities that help the respondent to demonstrate they have achieved meaningful learning on issues related to the precipitating incident. Acceptable initiatives require active participation by the learner and include a way of verifying what has been learned.
 - a. Examples of formats for educational initiatives include:
 - i. Participating in a training workshop or community event
 - ii. Researching authoritative information and writing up the findings
 - iii. Making use of a behaviour therapy workbook
 - iv. Enrolling in a relevant course
 - v. Interviewing an expert
 - vi. Participating in a counselling, therapy or peer support group
 - vii. Shadowing an expert to learn more about their lived experience
 - viii. Creating an educational initiative for the community, e.g. a well-researched bulletin board
 - ix. Writing a reflective piece that explores the causes and impact of the behaviour and ensuring it does not reoccur
 - b. Examples of topics for an educational initiative include but are not limited to:
 - i. How alcohol/drug-related situations can escalate unexpectedly and what can be done to mitigate the risk
 - ii. Dynamics surrounding diversity, inclusiveness and oppression
 - iii. Anger management and/or emotional regulation
 - iv. Feminism and gender diversity
 - v. How financial disadvantages affect students
 - vi. Mental health
 - vii. Myths and realities of bullying, coercion and intimidation
 - viii. The impact of sexual violence, harassment and/or sexual objectification
 - ix. Fire safety and emergency response procedures
 - x. Bystander interventions
2. Formal Apology: A written letter of apology, or an oral apology where the respondent and the complainant agree to meet. Effective apologies include the following features:
 - a. Accepting responsibility for one's own conduct
 - b. An explanation of the context that does not minimize the respondent's responsibility
 - c. A genuine acknowledgement of the complainant's perspective and any harm that may have been caused
 - d. Avoiding accusations or blame directed towards others
 - e. Honesty about the facts and emotional significance of what has transpired
 - f. What steps will be taken to ensure the same situation does not repeat itself

3. Behaviour Contract: Where the respondent agrees in writing to any of the following:
 - a. Steps to ensure the safety of self and others
 - b. Limiting contact with the complainant(s)
 - c. Staying away from specific areas of campus where further disruption could be likely
 - d. Avoiding the use of alcohol or illegal drugs
 - e. Undertaking educational initiatives related to the precipitating incident
 - f. Voluntarily withdrawing from activities that may have precipitated the behaviour (e.g. social media)
 - g. Making use of professional support services such as counselling to gain better insight into and control over their behaviour
 - h. Avoiding any additional acts of misconduct
 - i. A specific time-frame for undertaking the tasks outlined in the contract and for when/how the contract will come to a conclusion
 - j. Consequences for non-compliance
4. Community service: A project, activity or on-going commitment where the student volunteers their time to improve the well-being of other students or members of the community more generally. Examples include but are not limited to assisting with:
 - a. An awareness campaign
 - b. Organizing a community event
 - c. Becoming a member in good standing with a relevant community service organization.
5. Warning: A notice in writing to the respondent that the behaviour in question violates institutional regulations and must cease.
6. Loss of privileges: Denial of specific privileges for a designated period of time. For example, restrictions from accessing recreational facilities, participating in certain events, or making use of particular online resources.
7. Restitution: Compensation for loss, damage or injury. This may take the form of appropriate service or monetary/material replacement. In some circumstances this work must be undertaken by a qualified professional.
8. Probation: A written reprimand for misconduct. Probation is for a designated period of time and may be applied in conjunction with additional outcomes. If the respondent is found to have engaged in further act(s) of misconduct during the probationary period, additional outcomes (typically more severe) may be applied.
9. Suspension: Separation of the student from the campus for a specific period of time after which the respondent may be eligible to return. Conditions for readmission will be specified. The term of the suspension will be dependent on the severity of the misconduct.
10. Expulsion: Permanent removal of the student from the University.