

Association étudiante de l'Université McGill

Située sur les territoires traditionnels des collectivités Haudenosaunee et Anishinaabe

Students Society of McGill University

Located on Haudenosaunee and Anishinaabe, traditional territories

(514) 398-6800 | ssmu.ca | 3600 rue McTavish, Suite 1200, Montréal, QC, H3A 0G3

2. Scope

2.1. This policy applies to all forms of gendered violence, sexual harassment and sexual violence, as defined in section 4 of this policy. This includes whether they are in the University's learning, living or work environment, on or off campus, or interacting through social or other electronic media. Furthermore, this policy applies when the potential consequences of the incident(s) may adversely affect the Complainant's ability to feel safe and to be able to access the SSMU spaces or services, or the safety of SSMU members is compromised based on the actions of the Respondent.

2.2. Due to the context and limitations of the jurisdiction of the SSMU, this policy applies to members of the SSMU community to varying degrees depending on their status within

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initiating or engaging in a sexual activity to obtain clear and affirmative responses at all stages of sexual engagement. Silence or non-communication must never be interpreted as consent. Consent is positive, active and ongoing, and can be revoked at any time. The fact that consent was given in the past to a sexual activity or in the context of a dating relationship does not mean that consent is deemed to exist for all future sexual activity. Recognizing the intersectionality of consent and ability, consent may not be fully obtained if an individual has a disability that limits their verbal or physical means of interaction. In

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4.3. **Complaint:** A written statement made by th

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7.8. The mandate of this task force is:

7.8.1. Harmonize all student-led initiatives on campus and gendered and sexual violence prevention;

7.8.2. Create a culture of consent on the McGill campus through education and events coordinated by the taskforce;

7.8.3. Act as SSMU's consultative body on anti-gendered and anti-sexual violence advocacy and policy reform with a special focus on the McGill Policy Against Sexual Violence and Law

8. Respons

8.1. A Disclosure does not constitute a complaint. AVCs may take an action through accommodations, investigate cases without consent of the Discloser, unless less likely to be manipulated in Art 3 of the G

8.2. The AVCs must identify in a written report recorded for the purpose of statistics.

8.3. A Com... a written

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8.8. If a Complaint falls under the jurisdiction of the Policy, the Complainant may choose to pursue a Formal Investigation or an Alternate Resolution.

8.9. Formal Investigations shall be carried out by either the Anti-Violence Coordinator or a third party Investigator.

8.10. If there is a founded violation of the Policy, the GSVP Committee shall apply sanctions.

8.11. Alternate Resolutions are mutually agreed upon processes that include both the Complainant and the Respondent, in which the parties work to address the harm that was caused without the use of a Formal Investigation or disciplinary procedures.

9. Accommodations and Interim Measures

9.1. For both parties to an Alternate Resolution or Formal

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14.2. At any point in the Complaint, and/or Respondent - may contact the AVCs to receive information, barring confidentiality requirements, about the case.

14.3. At any point, a Complainant may withdraw their Complaint and end the Alternate Resolution or Formal Investigation process(es). If a Respondent decides to not participate in the Complaint process, the formal Complaint process may still be initiated and concluded, in their absence.

14.4. The Respondent, at various points in the process, may be required to provide evidence with respect to the Complaint. The Respondent may be required to provide evidence with respect to the Complaint. The Respondent may be required to provide evidence with respect to the Complaint.

14.5. The Respondent may be required to provide evidence with respect to the Complaint.

14.6. The Respondent may be required to provide evidence with respect to the Complaint.

14.7. The Respondent may be required to provide evidence with respect to the Complaint.

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- b. weigh the evidence;
 - c. make findings of fact based on the evidence;
 - d. produce a written investigative report.
- In an investigation under this procedure, the AVCs el

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21. GSVP Sanctions

21.1. Due to the nature of the SSMU jurisdiction, the sanctions that can be imposed by the GSVP Committee vary.

21.2. For a visitor who is a non-SSMU member, sanctions are to be enforced by the AVCs, in conjunction with the Human Resources Director and Building Director include, but are not limited to:

- a. Letter of apology;
- b. Letter of behavioural expectations signed by the Respondent, AVCs and other appropriate enforcement actors;
- c. Restrictions related to accessing the SSMU building, other leased spaces or SSMU events.

21.3. For a SSMU member, sanctions are to be enforced by the AVCs, in conjunction with the Human Resources Director and Building Director include, but are not limited to:

- a. Letter of apology;
- b. Letter of behavioural expectations signed by the Respondent, AVCs and other appropriate enforcement actors;
- c. Restrictions related to accessing the SSMU building, other leased spaces or SSMU events;
- d. Mandated anti-oppression or anti-sexual violence training coordinated by the AVCs.

21.4. For a SSMU member who is also a member of a club, service or ISG, sanctions are to be enforced by the AVCs, in conjunction with the VP Student Life, Human Resources Director and Building Director include, but are not limited to:

- a. Letter of apology;
- b. Letter of behavioural expectations signed by the Respondent, AVCs and other appropriate enforcement actors;
- c. Restrictions related to accessing the SSMU building, other leased spaces or SSMU events;
- d. Mandated anti-oppression or anti-sexual violence training coordinated by the AVCs;
- e. Restrictions related to accessing club, service, and ISG spaces, including events;
- f. Restriction from participation in a club, service, or ISG, including removal from executive positions.

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22. Enforcement

22.1. The designated individual(s) (Human Resources Director, Human Resources Manager and AVCs) have the obligation to communicate the Committee's decision and/or sanctions to the appropriate group(s) and governing bodies, who will also maintain

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