



THOMPSON
RIVERS
UNIVERSITY

Report to the President:

President's Task Force on Sexual Assault Prevention and Response

August 2016

Note: The general approach to the organization and presentation of this report is based on work done at Ryerson University by Vice-Provost, Heather Lane Vetere, May 2015.

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I. SUMMARY OF RECOMMENDATIONS

The President's Task Force on Sexual Assault Prevention and Response recommends that Thompson Rivers University:

1. Present to the Board of Governors for approval a dedicated policy on sexual violence in our campus community that applies to all members of the community and create an opportunity for the community to give feedback on it before it is finalized in the fall of 2016. A draft policy is attached in Section IV as a starting point for soliciting this feedback.
2. Ensure that definitions for the following terms - sexual violence, sexual assault, sexual harassment, consent, and accused, disclosure, and report/complaint - as outlined in this report be included in the policy on sexual violence to provide clarity and understanding on terminology for all community members.
3. Hire a Sexual Violence Prevention and Response Manager who would be a point person to liaise with campus, community and provincial stakeholders to develop, deliver, and evaluate a sexual violence prevention and response program that reflects best and promising practices.
4. Ensure that the Sexual Violence Prevention and Support Manager works with campus partners, including the Office of Student Affairs and the Human Resources Department, to develop a confidential data collection process to ensure that the institution has current and accurate data on disclosed and reported incidents of sexual violence on campus or experienced by members of our community.
5. Develop mechanisms for ongoing evaluation and response to the implementation of TRU's Sexual Violence Policy. This includes evaluating the sexual violence prevention and education initiatives, as well as the reporting, response and investigation strategies.
6. Develop a sexual violence prevention and awareness program to provide education to the campus community so that students and employees will be able to define sexual violence, understand ways they can help prevent sexual violence, learn ways that they can intervene if someone is in an unsafe situation, and what to do or who to go to if they are concerned about their personal relationships or the relationships of others.
7. Develop a disclosure and response program in which students and employees will learn how to take a disclosure about sexual violence, how to support survivors and where to go to access appropriate resources.
8. Develop peer-leader and employee sexual violence training and support programs to incorporate specific and more in-depth sexual violence prevention, response, and support training for certain population groups on campus.
9. Continue to develop strong community partnerships for prevention and response.

10. Review, revise, and update the current interim protocol according to the recommendations set forth from the Presidential Sexual Assault Task Force and approved by the President. The Interim Protocol should be renamed Sexual Violence Support and Response Protocol to be inclusive of any and all other sex related crimes.
11. Offer a range of disclosure and reporting options to victims/survivors and confirm that they have full control in selecting and changing options as they respond to their trauma.
12. Ensure that, should the victim choose to utilize the university's adjudication process, the university has qualified and appropriately trained staff members or contracted experts to lead the investigation.
- ~~13.~~ Develop and maintain a comprehensive strategy for publishing information about disclosure and reporting procedures.
14. Ensure that orientation programming for new-to-TRU students includes information about consent and links to information about where to disclose and/or report incidents of sexual violence. Peer leaders for orientation should receive by-stander intervention training.

II. BACKGROUND

1. Establishing a Task Force

In July 2015, Dr. Alan Shaver, Thompson Rivers University President and Vice-Chancellor, wrote the university community to communicate TRU's commitment to maintain an environment free of sexual violence, discrimination and harassment, and to foster healthy attitudes and behaviours towards sexuality, sex and gender.

In that communication Dr. Shaver announced both the university's Interim Sexual Assault Support and Response Protocol (www.tru.ca/sexual-assault) and well as the creation of the President's Sexual Assault Prevention and Response Task Force to work on four specific tasks:

- To develop a sexual assault policy and review other policies and procedures that address sexual assault and/or sexual harassment;
- To enhance current sexual assault prevention education programming;
- To develop clear reporting and response protocols; and
- To develop communication plans regarding the three items above.

The Task Force's membership has included students; faculty members from Law, Nursing, Psychology, Counselling and the Wellness Centre; a retired faculty member; members of the RCMP; a nurse from Interior Health, the Coordinator of the Kamloops Sexual Assault and Counselling Centre; and staff from Student Affairs, Risk Management, C'plu'kw'ten, General Counsel's office, Human Resources, Security, TRU World, Athletics, and both university residences. The Task Force has been chaired by Christine Adam, Dean of Students. The terms of reference can be found in Appendix B.

2. A Collaborative Approach to Addressing Sexual Violence

Sexual violence is a widespread social issue, and post-secondary campuses are not immune to its occurrence or its impact. Universities have a particular duty to ensure safety for its students and employees and a supportive environment for those that have been harmed. TRU has been engaged in a number of collaborative groups of post-secondary institutions addressing this issue.

The **Canadian Association for College and University Student Services** has provided numerous forums for this work. In particular, the work of the Student Health and Wellness Community of Practice has coordinated pan-Canadian administration, analysis and interpretation of National College Health Assessment (NCHA) data on a three-year cycle. This survey data provides a basis for campus climate work to inform our programming and the impact of that programming.

The **Western Senior Student Affairs Administrators (WestSSAA)** is an informal venue for senior leaders from western Canadian universities; that group has been exploring ways to address sexual violence on campus since early 2015. Their work acknowledges a shared responsibility to inform and educate campus communities about sexual assault, and to develop strategies for the response to and, ultimately, prevention of sexual assault on campus. Sexual assault is a widespread social issue; with that in mind, members of the group have also been collaborating with their respective community agencies. Specifically, WESTSSAA is investigating the creation of common approaches and shared resources for policy, protocols, procedures, information and education and reporting guidelines and procedures to address the following objectives:

- increasing the amount and quality of information and education to prevent sexual assaults;
- reducing trauma for people who have been hurt;
- improving responsiveness and quality of service for survivors; and
- strengthening the capacity and support for staff whose positions relate to the education, prevention or response to sexual assaults on our campuses.

The **BC Council of Senior Student Affairs Leaders (BC CSSAL)** has worked with senior members of the Ministry of Advanced Education to develop a series of recommendations for BC post-secondary institutions developing policies and procedures for sexual violence prevention and response. At this time, it is unclear how those recommendations will be implemented.

The **Ending Violence Association of British Columbia** asked TRU and three other regional post-secondary institutions (University of Northern British Columbia, Northern Lights College and Vancouver Island University) to partner on a proposal to for BC Civil Forfeiture Funds to provide appropriate training and support on these campuses in partnership with local sexual assault centres. This proposal was accepted, and TRU will benefit from provincial and local expertise in the development and delivery of training in receiving disclosures and bystander education.

3. The Process

The Task Force was established over the summer of 2015 with invitations to relevant TRU employees and students as well as community partners. All Task Force members were asked to read a recent non-fiction book¹ on the topic of campus sexual assault in order to establish a common knowledge base prior to

¹ Krakauer, Jon. Missoula – Rape and the Justice System in a College Town. New York: Doubleday, 2015.

meetings commencing in the fall. The Task Force began meeting in September 2015 and met three more times over the academic year. Four working groups (Policy and Procedures, Education, Response and Support, and Communications) met independently between Task Force meetings and brought forward documentation and recommendations to the Task Force as appropriate.

A Sharepoint site was established for Task Force members to coordinate meetings and share resources. A non-exhaustive list of resources used by the Task Force as a whole and by the working groups is provided in Appendix A.

In April 2016, the Task Force met to review and endorse the 14 recommendations developed by the working groups and to review the content of this report. As the government of British Columbia was poised to introduce legislation (Bill 23: Post-Secondary Sexual Violence and Misconduct Policy), the Task Force chair waited for the legislative process to complete and resulting guidelines/regulations to be released before submitting a final copy of this report.

4. Incidents of Sexual Assault at TRU

In 2015 and 2016, a number of media outlets have polled post-secondary institutions regarding the number of reported sexual assaults on campuses and whether those institutions have sexual assault policies. TRU has responded to those inquiries and, in doing so, has recognized that there has been an historical absence of clear means for reporting and recording incidents of sexual violence that affect our community. This data is essential for better understanding the scope of the harm caused by sexual violence experienced within the community and to develop appropriate programming and procedures.

While we don't have similar statistics about staff and faculty, we do have some data on incidents experienced by students through the American College Health Association's National College Health Assessment (NCHA) that has been conducted twice in the past four years at TRU. This data references the experience of students in the 12 months prior to the completion of the survey and does not restrict the question to experiences after coming to TRU or experiences on campus or related to the TRU community. Regardless of these caveats, this data gives us a much better picture of the number of members of our student community that have experienced sexual assault.

Experience	2013 (n=937)				2016 (n=1316)			
	male	female	UK*	total	male	female	NBU**	total
Sexual touching without their	5.9%	7.2%	10%	6.9%	5.6%	10.8%	21.4%	9.5%

consent								
Sexual penetration attempt without their consent	1.2%	2.2%	0%	1.9%	0.8%	4.8%	10.7%	3.8%
Sexual penetration without their consent	1.2%	1.4%	0%	1.3%	0.6%	2.0%	8%	1.6%
Stalking	5.1%	8.1%	10%	7.3%	3.4%	9.7%	10.7%	7.9%

* UK = Unknown gender; students' whose gender is unknown based on survey responses

** NBU= Non-binary gender or gender unknown – students who do not define themselves as either female or male, or whose gender is unknown. It is important to note that questions about gender in the 2016 version of the National College Health Assessment (NCHA) were expanded to reflect the diverse nature of gender identity, and therefore is more comprehensive.

5. Current Practices at TRU related to Sexual Assault

Currently when individuals disclose that they have been sexually assaulted, they may be referred to a number of locations on campus to seek the support they need and to make decisions on next steps. The University has in place a number of services and processes to support the survivors of sexual violence as outlined in the Interim Sexual Assault Support and Response Protocol.

(www.tru.ca/sexual-assault) The purpose of that protocol is three-fold:

1. To broadly communicate the support services and resources available to members of the University community who may be directly or indirectly affected by sexual assault;
2. To foster a campus environment that is free of discrimination, harassment, and violence; and
3. To guide and support the provision of a swift, coordinated, consistent, fair, and transparent response to disclosures and allegations of sexual assault.

TRU is also dedicated to providing education and awareness about all aspects of sexual health including the prevention of sexual violence. Since 2004, the TRU Wellness Centre has engaged in an annual Sexual Health Week in order to create a safe, open and engaging environment for campus members to discuss

relevant sexual health issues. On the specific topic of sexual violence, the Wellness Centre has consulted and partnered with local, provincial and national agencies such as the Kamloops Sexual Assault and Counselling Centre (KSACC), Sexual Assault Voices of Edmonton (SAVE) and the Student Health Community Practice of CACUSS in order to deliver information and programming that reflects both best and promising practices. For example, issues such as consent for sex, sex and communication, acquaintance sexual assault, drug-facilitated sexual assault, and sexual diversity are all addressed on an on-going basis. The Wellness Centre facilitates these critical discussions through social marketing campaigns (i.e. Don't Be That Guy, TRU Confessions); written materials (i.e. *Bladder Chatter* health and wellness newsletter, blog posts, website content); guest speakers/performances (i.e. *Dissolve, Can I Kiss You?*), workshops (i.e. Sex and Communication, Sex 'n' Soup); and campus-wide information tables and events (i.e. Sexual Health Fair, Consent Tea).

6. Reference to Sexual Assault and/or Sexual Violence in TRU documents

a. Respectful Workplace and Harassment Prevention Policy (BRD 17-0)

Currently, should individuals (students, staff and faculty) at TRU want to make a formal complaint of sexual harassment and seek remedy through an institutional policy as opposed to through the police, these complaints would normally be handled under the Respectful Workplace and Harassment Prevention Policy. This is the only policy where “sexual harassment” is named explicitly and is defined as “Behavior of a sexual nature by a person:

- I. *who knows or ought reasonably to know that the behaviour is unwanted or unwelcome; and*
- II. *which interferes with another person's participation in a University-related activity; or*
- III. *leads to or implies job- or academically-related consequences for the person harassed.”*

The Policy also outlines disciplinary measures to be taken if there is a finding of sexual harassment:

“13. DISCIPLINE

13.1 Where there is a finding of harassment based on a prohibited ground of discrimination or sexual harassment by a member of the University community, the responsible officer for the respondent will decide on appropriate discipline.

13.2 Where the respondent is covered by a collective agreement with a bargaining unit, any discipline will be imposed consistent with the terms of that agreement.

13.3 Where the respondent is a student, the responsible officer will, after taking all the circumstances of the case into consideration make a recommendation regarding discipline to the President. At that point, the provisions of the University's applicable policy with regard to student discipline will apply.

13.4 If the respondent is not covered by either section 13.2 or 13.3 of this policy, the responsible officer will create an analogous process, including a right of appeal.

13.5 Each party will be informed of the final decision. The final decision will be placed in the appropriate personnel file or student file of the party found to have violated the policy."

The policy does not address the full range of "sexual misconduct" as defined within the province's *Sexual Violence and Misconduct Policy Act* and so is insufficient in guiding members of the university community regarding processes for complaints about concerns beyond about sexual harassment.

b. Collective Agreements

The TRU - TRU Faculty Association Collective Agreement echoes much of the language in BRD 17-0 regarding sexual harassment:

9.2.2.2 Sexual Harassment is behaviour of a sexual nature by a person who knows or ought reasonably to know that the behaviour is unwanted or unwelcome; and

- (a) which interferes with another person's participation in an institution-related activity; or
- (b) leads to or implies employment, or academically-related consequences for the person harassed; or
- (c) which creates a poisoned environment

The CUPE Collective Agreement states as follows at Article 3(c):

Both parties agree that the work environment shall be free from sexual or personal harassment. Therefore, the Union and the Employer agree to cooperate in resolving any complaints in the following manner:

1. Sexual and personal harassment complaints may be processed as per the Respectful Workplace and Harassment Prevention Policy of the University or may be filed as a grievance at Step 3, and will be handled with dispatch and confidentiality.

Under Article 12 of the CUPE Collective Agreement, sexual harassment is included as a basis for a grievance.

c. Academic Policies

There are no specific references to sexual violence in academic (ED) policies at TRU, but it is possible that students that have experienced sexual violence may seek mid-term and/or final exam deferrals based on domestic affliction as indicated in the Examinations Policy (ED 3-9). Similarly, the Withdrawals Policy (ED 3-0) provides for late withdrawal without academic penalty for reasons of domestic affliction, while the Grading Systems Policy (ED 3-5) provides for the possibility of transcript notations such as AEG and DEF.

d. Residence Agreements

The TRU Kamloops campus has two residences that currently have different contracts with their residents. Sexual assault is addressed in both residences' handbooks and contracts.²

The TRU Residence and Conference Centre's handbook: Residence Community Living Standards indicates the following as a Level 3 offenses under "Violence and Aggression":

- (a) *Any communication or behaviour that is perceived as offensive, abusive, aggressive or threatening.*
- (b) *Any physical aggression or violent behaviour (consensual or not) that causes or has the potential to cause physical, emotional, or property harm. These behaviours include, but are not limited to: sexual assault, hitting, punching, slapping, kicking, pushing, pulling, bullying, stalking, fighting, retaliation and threats of violence.*

University On-Campus Housing (or McGill Residence) currently has a "Student Handbook & Policy Guide" that includes sexual assault in the section outlining "Violent Behaviour" and some other behaviours that could be included as examples of sexual violence under "Harassment."

206. Violent Behavior

Violent behavior toward any resident, guest, resident advisor, or staff is not tolerated in and around On-Campus Housing and TRU. We take this very seriously and act swiftly to ensure a safe and secure environment.

² Note that Campus Living Centres (CLC), which has operated the TRU Residence and Conference Centre since 2006, is now contracted to provide student residence services at the McGill facility. While students at the McGill will be subject to the "Student Handbook and Policy Guide" for the 2016-2017 academic year, it is anticipated that all students in both facilities will be subject to the CLC "Residence Community Living Standards" for the 2017-2018 academic year forward.

The penalty for this violation ranges from a level 2 sanction to an automatic eviction. This includes the following, but not limited to:

- *Threats of physical violence*
- *Fighting*
- *Bullying*

207. Harassment

It is the policy of On-Campus Housing that all employees and students have the right to work, study, and live in an environment that asserts and supports their fundamental rights, personal worth and human dignity. Under the BC Human Rights Act, every person has the right to freedom from harassment, and O.C.H. acknowledges its responsibility in protecting this freedom. We will not tolerate harassment in any form, and consider it to be a serious subject. Harassment Definition The course of conduct directed at a specific person(s) that causes substantial emotional distress in such person and serves no legitimate "purpose" and/or "words, gestures, and actions, which tend to annoy, alarm and abuse (verbally) another person." This includes, but is not limited to:

- *Threats*
- *Abuse*
- *Discrimination*
- *Yelling at residents, employees, Resident Advisors or Security*
- *Stalking*
- *Obscene or harassing communication, phone calls, text messages, or e-mails*
- *Peeping*
- *Hazing*
- *Hate crime(s)*
- *Intimidation*

After receiving a complaint an investigation will be set forward. Depending on the results of the investigation an immediate eviction may apply.

In both residence facilities' documentation, sanctions for the offenses listed above could include eviction from residence. Both residence facilities have procedures for investigating and adjudicated such offenses; these procedures, as outlined in the documents, lie outside of current TRU processes, but do in practice often involve professional involvement from the Office of Student Affairs.

e. Athletics handbook

TRU varsity student athletes (Wolfpack athletes) are provided a handbook that outlines expectations for behaviour at practices, during competitions, while traveling and attending events, etc. There is no direct reference to sexual violence in the handbook. Wolfpack athletes are informed that "[a]ny member of a University team whose conduct puts the reputation of the University,

teammates, coach or themselves in a compromising position may be subject to disciplinary action.”

III. MOVING FORWARD AT THOMPSON RIVERS UNIVERSITY

1. Overall Strategy, Policy and Scope

TRU has a responsibility to provide safe places for our students, staff, faculty and visitors to work and study. Sexual violence is societal issue that can have a profound impact on our community members’ ability to pursue educational, personal and career goals. At worse, it causes serious harm to the victim/survivors.

It is essential that the university:

- communicate clearly that it will not tolerate any form of sexual violence;
- provide prevention programming and education for its faculty, staff and students;
- treat victim/survivors with respect and compassion, offering safety planning and academic accommodations;
- offer victim/survivors options for disclosing and/or reporting, recognizing that a victim/survivor may pursue different options as they move through a recovery process;
- maintain the privacy and other rights of victim/survivors as well as the accused.

On May 19, 2016, Royal Assent was given to the *Sexual Violence and Misconduct Policy Act*, requiring each public post-secondary institution in British Columbia to develop and implement a stand-alone sexual misconduct policy by May 19, 2017. The Act stipulates that the policy must:

- address sexual misconduct, including sexual misconduct prevention and responses to sexual misconduct
- set out procedures for making a complaint or report of sexual misconduct involving a student
- set out procedures for responding to a complaint or report of sexual misconduct involving a student.

The Task Force had established a working group on policy and procedures that had been working on a draft policy throughout the Fall 2015 / Winter 2016 period. The scope of the draft policy applies broadly to all member of the university community.

Ministry of Advanced Education has provided all B.C. post-secondary institutions with a companion document to the *Sexual Violence and Misconduct Policy Act*.

On August 25, 2016, a draft version of “Preventing and Responding to Sexual Misconduct at British Columbia Post-Secondary Institutions” was sent to senior student affairs officers in BC. That document provides addresses many questions that the working group had throughout the past year; we anticipate that as the document moves from a draft to final form, there will be clarity around some issues, such as respondent rights and investigative procedures, that will support the development of a final draft of the TRU policy.

The *Sexual Violence and Misconduct Policy Act* requires student consultation in the development of the policy. Though student representative on the Task Force had input into the draft policy, it is essential that all students be made aware of the draft policy as we enter the Fall 2016 semester. Further, as the scope of the policy addresses other members of the university community, a consultation process will include faculty and staff. It is anticipated that consultation in the form of town halls and online submissions will begin in mid-September 2016.

Recommendation 1: Present to the Board of Governors for approval a dedicated policy on sexual violence in our campus community that applies to all members of the community and create an opportunity for the community to give feedback on it before it is finalized in the fall of 2016. A draft policy is attached in Section IV as a starting point for soliciting this feedback.

2. Definition of Terms

The communications working group in the Task Force reviewed policy and other documents at North American post-secondary institutions and, after Task Force review, adopted the following definitions for use in this work.

“Accused”

An individual who is alleged to have perpetrated Sexual Violence.

“Consent”

An active, direct, voluntary, unimpaired and conscious choice and agreement to engage in physical contact or sexual activity. Consent obtained through pressure, coercion, force or threats of force is not voluntary.³

³ An active, direct, voluntary, unimpaired and conscious choice and agreement to engage in physical contact or sexual activity between individuals aged 16 and over and in which there is not relationship of authority, trust, dependency or exploitation between the individuals. If there is a relationship of authority, trust, dependency or exploitation, both individuals must be 18 years of age or older. For individuals 14 or 15 years of age, these same conditions apply AND the partner must be less than five years older than the individual. For individuals 12 or 13 years of age, these same conditions apply AND the other individual must be less than two years older. Consent cannot be obtained under any circumstances from someone younger than 12 years of age.

“Disclosure”

When a Victim/Survivor tells a member of the University Community that he or she has experienced Sexual Violence. This is not the same as a formal report, which will initiate a process for responding to the Sexual Violence.

“Report”

A formal report of an incident of Sexual Violence for the purposes of initiating investigation or adjudication.

“Sexual Assault”

Any kind of sexual contact without a person’s consent. Sexual Assault is a criminal offence under the Canadian *Criminal Code*.

“Sexual Violence”

This includes the following examples of Sexual Misconduct:

- (a) Sexual Assault;
- (b) sexual exploitation;
- (c) sexual harassment;
- (d) stalking;
- (e) indecent exposure;
- (f) voyeurism;
- (g) the distribution of a sexually explicit photograph or video of a person to one or more persons other than the person in the photograph or video without the consent of the person in the photograph or video and with the intent to distress the person in the photograph or video;
- (h) the attempt to commit an act of sexual misconduct;
- (i) the threat to commit an act of sexual misconduct.

“University Community”

This means all University students, faculty members, teaching staff in the Open Learning Division, support and administrative staff, or any person holding a University appointment.

“Victim/Survivor”

An individual who has experienced Sexual Violence.

Recommendation 2: Ensure that definitions for the following terms - sexual violence, sexual assault, sexual harassment, consent, and accused, disclosure, and report/complaint - as outlined in this report be included in the policy on sexual violence to provide clarity and understanding on terminology for all community members.

Throughout the remainder of this document, there are many recommendations that are premised on the presence of an office or person that will be responsible for sexual violence prevention and response. It is essential that these responsibilities lie outside of the Office of Student Affairs or Human Resources as those offices oversee policy interpretation and processes and more than likely deal with the accused. In order to create a clear separation between support for a victim/survivor and any investigation/adjudication processes, it is necessary to identify a specific staff member as the resource to whom the victim/survivor can go for assistance. This staff member should be appropriately qualified to assist the victims/survivors in receiving physical, medical, and psychological care, immediately and for the long term. This staff member should also have expertise regarding the neurological impact of trauma and its manifestations, trauma-informed responses by victims/survivors, and the potential for re-victimization.

It is proposed that this staff member work in close partnership with stakeholders across the institution in the realization of the commitment communicated in this report and in a final policy on sexual violence. This person would need to have expertise in understanding and responding to sexual violence, delivering educational programs related to sexual violence, an understanding of rape culture, and an ability to work in a collaborative way within an anti-oppression framework. They would need to have experience recruiting, selecting, training and supervising student volunteers and working with an advisory committee and multiple stakeholders. This staff member should also maintain statistics on sexual violence at TRU and be responsible for adhering to all reporting requirements related to sexual violence.

Recommendation 3: Hire a Sexual Violence Prevention and Response Manager who would be a point person to liaise with campus, community and provincial stakeholders to develop, deliver, and evaluate a sexual violence prevention and response program that reflects best and promising practices.

Recommendation 4: Ensure that the Sexual Violence Prevention and Support Manager works with campus partners, including the Office of Student Affairs and the Human Resources Department, to develop a confidential data collection process to ensure that the institution has current and accurate data on disclosed and reported incidents of sexual violence on campus or experienced by members of our community.

3. Prevention, Awareness, Education and Training

a. Background

Members of the Prevention and Response Education Working Group reviewed best and promising practices with regards to developing, delivering and evaluating sexual violence prevention and response education programs. The following provides the overall goals, guiding principles and recommendations.

b. Goals

- All community members on the Kamloops and Williams Lake campuses will know that sexual violence is not acceptable and is not tolerated
- Sexual violence will be openly discussed without shame, and with an acknowledgment that is not the fault of the victim.
- Prevention efforts will be effective in creating campus/community dialogue and help to end sexual violence.
- Caring, compassionate, and knowledgeable resources will be provided for survivors to access and will be easy to find.
- Perpetrators will held accountable for their actions, and will be supported in accessing treatment.

(Developing a Response to Sexual Violence: A Resource Guide For Ontario's Colleges and Universities inspired the format of this goal.)

c. Guiding Principles

The development, delivery and evaluation of any sexual violence prevention and response program needs to consider the following:

- **Diversity** - including gender, ethnicity, age, language, sexual orientation, income, cognitive abilities, etc. For example, many international students come from countries where sexual violence may be the norm, may not be openly discussed, and/or may have very different laws than in Canada. Diversity will be considered when communicating prevention and response initiatives to the TRU campus.
- **Empathy** –empathy and personal connection are critical to creating an environment for culture change with regards to sexual violence. We believe that survivors of sexual violence have an empowering voice, and must be a part of the dialogue and program development.
- **Comprehensiveness** - one approach or one program will not deliver the culture change we seek. Strategies must be comprehensive in nature, be long term, involve the entire campus (and hopefully the entire Kamloops/Williams Lake communities), and be evaluated rigorously.

- **Campus/Community/Provincial Partnerships** – everything that TRU develops with regards to sexual violence prevention and response education must be done in collaboration with campus, community, and provincial partners.⁴ For example, the TRU Dean of Students has been liaising with a provincial leadership group about campus sexual violence policies, reporting mechanisms, response protocols, and prevention strategies. We have a vested interest in learning from and partnering with this group.

Recommendation 5: Develop mechanisms for ongoing evaluation and response to the implementation of TRU’s Sexual Violence Policy. This includes evaluating the sexual violence prevention and education initiatives, as well as the reporting, response and investigation strategies.

Recommendation 6: Develop a sexual violence prevention and awareness program to provide education to the campus community so that students and employees will be able to define sexual violence, understand ways they can help prevent sexual violence, learn ways that they can intervene if someone is in an unsafe situation, and what to do or who to go to if they are concerned about their personal relationships or the relationships of others.

Some specific campaigns/strategies might include:

- What to do/how to help if someone discloses to you they have experienced sexual violence
- Developing consent campaigns using broad based and targeted messages (e.g., Consent Tea, Don’t Be that Guy). This should include consent awareness education at Student Orientation.
- Developing sexual communication workshops open to general campus population including students, staff, and faculty.
- Bystander/Upstander awareness for the general campus population including students, staff, and faculty. This might include a facilitated Bystander/Upstander education session at Student Orientation

⁴ Some of our local campus and community partners, include, but are not limited to, the Kamloops Sexual Assault and Counselling Centre (KSACC), TRU Faculty of Student Development (Counselling, Wellness, Student Affairs, Services for Aboriginal Students, Disability Services, etc.), TRU Risk Management, TRU Human Resources Department, TRU Campus Security, TRU Marketing and Communications, TRU World, TRU Health Services, TRUSU, TRUFA and CUPE unions, and TRU On-campus Housing (McGill) & the TRU Residence. We would also include the City of Kamloops, City of Williams Lake, Interior Health, RCMP, local School Districts, as well as other places/businesses where students congregate such as local bars, pubs, grocery stores, and fitness centres.

- Developing a program that demonstrates the link between alcohol/substance use and sexual violence

Recommendation 7: Develop a disclosure and response program in which students and employees will learn how to take a disclosure about sexual violence, how to support survivors and where to go to access appropriate resources.

Some student and employee roles on campus have a great capacity to help initiate a change in culture, and/or place them in situations where they have a high probability of being disclosed to. This training would involve employees as well as student leaders who by the nature of their volunteer or employment role on campus can be viewed as ‘representing the university’ in some fashion. Of course any other students, faculty or staff who self-identify as wanting/needing this training should also be included.

Some specific training/supports for student leaders and employees might include:

- More comprehensive Bystander/Upstander training
- TRU policies, reporting procedures, and campus response
- What to do/how to help if someone discloses to you they have experienced sexual violence
- How to support/assist/advocate for the person who has disclosed sexual violence
- TRU to develop/offer counselling support for these student and employee ‘helpers’ as this experience can also take an emotional toll on the person who has been disclosed to

Recommendation 8: Develop peer-leader and employee sexual violence training and support programs to incorporate specific and more in-depth sexual violence prevention, response, and support training for certain population groups on campus.

In many of the Task Force’s discussions, we recognized that in order to end sexual violence, the campus community as a whole needs to be part of the solution. As a leader in the broader Kamloops and Williams Lake communities, TRU has a responsibility to reach out to support and collaborate with prevention and response efforts. One example of a way to contribute is to partner with the Kamloops Sexual Assault and Counselling Centre (KSACC) and services in Williams Lake to develop, deliver, and evaluate sexual violence prevention programs for youth in local communities.

Recommendation 9: Continue to develop strong community partnerships for prevention and response.

4. Developing Response, Resources and Procedures

a. Background

Members of the Reporting and Response Working Group reviewed relevant literature, resources, policies and practices from a variety of community resources and postsecondary institutions in order to have a holistic view of the reporting and response options to acts of sexual violence.

The Reporting and Response working group included representation from: TRU Student Affairs (Chair), Interior Health Authority (IHA), Kamloops Sexual Assault and Counselling Centre (KSACC), RCMP, Human Resources, Counselling, Security, Residences, and students. The Reporting and Response working group also heard from a TRU student who was directly affected by an act of sexual assault on campus.

The research demonstrates that many victims/survivors report that they experience barriers to disclosing and reporting, feelings of embarrassment, self-blame, and fear of not being believed; these feelings are wrapped-up in a feeling of societal stigma on those who disclose or report. Many victims/survivors express confusion as to whether their experience qualifies as an act of sexual violence, confusion around reporting options, and/or concern for repercussions (particularly when the offender is someone who is known to them). Even if the victim/survivor does report the act of sexual violence to the police, it is believed that conviction rates are low and that the current judicial system does not support victims (test of victim/survivor credibility) and often times perpetuates re-victimization.

b. Guiding Principles

The working group considered the following guiding principles when designing a reporting and response process for acts of sexual violence:

Victim-Centred Practice

- The victim/survivor should guide and lead the process of disclosure/report and the subsequent response by TRU.
- The victim/survivor must feel heard, believed, reassured, and supported.
- The victim/survivor should be provided choices in order to make an informed decision. These decisions should guide the process in which TRU staff support the victim/survivor through.

Trauma Informed Approach

- Takes into account an understanding of the effects of trauma and places priority on the victim/survivor's sense of safety and choice and control over decisions affecting them.

The current Interim Sexual Assault Response Protocol has served the university community well, but now should be revised to consider recommendations from the Task Force. Ideally, a new protocol, the Sexual Violence Support and Response Protocol, should include support information for partners, friends, family, and concerned individuals who are supporting a survivor of sexual assault or if someone has been a witness to sexual violence. It should also reflect the on-campus services/supports available to the victim/survivor. This includes, but is not limited to, interim safety plans, deferrals, extensions, and other academic or work accommodations. Lastly, the Sexual Violence Support and Response Protocol should also include expectations for providing safety on campus and implications should an individual be in violation of these safety expectations. An act of sexual violence should be addressed in a manner that is consistent with a serious offence.

Recommendation 10: Review, revise, and update the current “interim protocol” according to the recommendations set forth from the Presidential Sexual Assault Task Force and approved by the President. The Interim Protocol should be renamed Sexual Violence Support and Response Protocol to be inclusive of any and all other sex related crimes.

c. Disclosure and Reporting Options

Disclosure

A victim/survivor should be able to disclose an act of sexual violence to any TRU faculty, staff or student, with the intention of receiving support while also indicating “no action” to be taken by TRU staff (i.e., no investigation/adjudication of the accused, if identified). The victim/survivor should be referred to the Sexual Violence Prevention and Response Manager who will be able to provide referrals to support services and support any necessary accommodations and safety planning. The victim/survivor should be provided with information of on-campus resources (Counselling, Student Affairs, Wellness Centre, Human Resources, etc.) as well as community resources (IHA, KSACC, RCMP Victim Services). The individual receiving the disclosure should be required to forward the anonymous disclosure to the Sexual Violence Prevention and Response Manager in order to ensure appropriate statistics concerning acts of sexual violence are captured.

Anonymous Reporting (also known as third-party reporting)

A third-party report occurs when the victim/survivor meets with the Kamloops Sexual Assault and Counselling Centre to report their account of the event with no action/follow up from RCMP. The anonymous report is shared with the Kamloops RCMP to review for any possible patterns or trends that may be occurring throughout the community of Kamloops at large.

Formal (Non-Criminal) Report

A victim/survivor may wish to file a formal report regarding an act of sexual violence to the Office of Student Affairs or the Human Resources Department. A formal report to the Office of Student Affairs or Human Resources Department may initiate a process of collecting further information (investigation) and may be addressed through existing policies and procedures (adjudication).

Formal (RCMP) Report

All victims/survivors should be informed about procedures to file a formal report with the RCMP and accompany him/her if that is the option chosen.

d. Disclosure Considerations

- A victim/survivor may choose to disclose to any member of the TRU community about an act of sexual violence, including to a fellow student/friend, instructor, teaching assistant, coach, or employees in offices such as health services, residences, counselling, security, Cplul'kw'ten, or TRU World.
- All acts of sexual violence should be dealt with confidentially and in a sensitive and timely manner.
- All TRU supports should be made available to victims/survivors who disclose or report an act of sexual violence while on study abroad assignments or off-campus travel while representing TRU.
- If a disclosure is made to faculty or staff by an individual seeking support, work or academic accommodations, the faculty or staff should refer the individual to the Sexual Violence Prevention and Response Manager.
- The area/space in which a victim/survivor enters to disclosure or report must feel private, comfortable, and safe. The Wellness Centre has been identified as an example of a comfortable, welcoming, and least stigmatizing area for a victim/survivor to begin their journey of healing.

Recommendation 11: Offer a range of disclosure and reporting options to victims/survivors and confirm that they have full control in selecting and changing options as they respond to their trauma.

e. Interim measures

In order to protect victims/survivors of sexual violence who have disclosed or reported an act of sexual violence, the University may impose interim measures against an Accused person to ensure the safety of the victim/survivor and the campus community. The measures taken should minimize disruption to a victim/survivors education and/or employment while prioritizing safety-related needs. Such interim measures may include adjustment of class or work

schedules and/or restricting access to some or all University facilities. Measures should be developed in consultation with the victim/survivor but should not involve or require direct or indirect contact or communication between victim/survivor and accused.

f. Investigation

Investigating sexual violence and misconduct cases requires specific skills and experience to minimize the potential of re-victimization. Investigators should have prior investigate experience and expertise regarding the neurological impact of trauma and its manifestations, and trauma-informed responses by survivors. Because the Office of Student Affairs oversees processes related to non-academic misconduct and policy interpretation while providing support to students, it is imperative that sexual violence investigations be conducted by professionals outside of the office. During the course of an investigation, the accused should be supported by staff within the Office of Student Affairs or the Human Resources Department, and the victim/survivor should be supported by the Sexual Violence Prevention and Response Manager.

An investigative protocol that is documented, fair, thorough, and timely needs to be developed. Consideration must be given to current internal and external policies, procedures and regulations, such as the Campus Living Centre (TRU Residence) Sexual Assault Response, Respectful Workplace and Harassment Prevention Policy (BRC 17-0) and CUPE Local 4879, TRU Faculty Association and TRU Opening Learning Faculty Association collective agreements.

Recommendation 12: Ensure that, should the victim choose to utilize the university's adjudication process, the university has qualified and appropriately trained staff members or contracted experts to lead the investigation.

5. Information Sharing

A variety of means should be used to inform the TRU community on the various resources and supports available for victim/survivors of sexual violence. While prevention is a key component of our recommendations, campus members must also be aware of the mechanisms TRU has put in place for campus members to disclose and/or report sexual violence and how TRU will respond. Once again partnerships become crucial to effectively communicate this process to students and employees, as well as stakeholders in the local community.

Website

- A centralized website educating on acts of sexual assault and all other acts of sexual violence should be developed.
- It is recommended that the website should further include information important to victim/survivors and the TRU community at large.

- The website should have direct links to all resources and supports available in Kamloops for victims/survivors (e.g., KSACC, IHA, RCMP, Victim Services). In addition, employers should be provided with a link to TRU's Employee Assistance Program.

Phone App

- As mobile technology is one of the most popular means by which faculty, staff and students search for information, a TRU Phone App would allow bystanders and victims/survivors to quickly and confidentially obtain information on how and where individuals can receive help. This safety-related feature could be embedded in a general TRU mobile app.

Pamphlets

- A pamphlet is recommended for those individuals who prefer a quick resource guide that they can refer to privately.
- The pamphlet is a more concise version of the Sexual Violence Support and Response Protocol. The pamphlet should be written in plain language and translated into other languages as appropriate

Business Cards

- A business card is intended to be smaller in size (pocket/wallet size) with the TRU contacts on one side and external community contact information (KSACC, IHA, RCMP, Victim Services) on the other.

Recommendation 13: Develop and maintain a comprehensive strategy for publishing information about disclosure and reporting procedures.

- **Orientation & Transition Programming**

- As first year students, international students, and Aboriginal students are at higher risk to encounter acts of sexual violence, it is critical that these students are provided sexual violence prevention education, including education about consent.

Recommendation 14: Ensure that orientation programming for new-to-TRU students includes information about consent and links to information about where to disclosure and/or report incidents of sexual violence. Peer leaders for orientation should receive bystander intervention training.

IV. Draft Policy

Draft Sexual Violence and Misconduct Policy

POLICY

All members of the University Community have the right to work, teach and study in an environment that is free from any form of Sexual Violence, including any form of Sexual Misconduct.

The University is committed to raising awareness and educating the campus community about Sexual Violence, developing a consent culture, reducing the risk of incidents of Sexual Violence, responding to the needs of Victims/Survivors for support and empowerment, and to responding to incidents of Sexual Violence quickly, effectively and fairly.

The University seeks to take a Victim/Survivor centered approach to Sexual Violence, recognizing that victims and survivors may be traumatized by their experiences and that the University's approach needs to be grounded in an understanding that peoples' experiences will be affected by many factors such as their sex, ancestry, race, ethnicity, language, ability, faith, age, socioeconomic status, sexual orientation, and gender identity.

REGULATIONS

I. **SCOPE**

1. This policy applies to all members of the University Community.
2. The University's ability to adjudicate Reports of Sexual Violence may be limited according to the relationship between the University and the Accused. In certain circumstances, the University may be able to restrict a person's access to University campuses.
3. This policy is not intended to supersede or interfere with any other University policy, process or collective agreement or applicable laws including the Canadian Criminal Code.
4. Individuals have the right to pursue legal avenues whether or not they choose to proceed under this policy. Individuals may also choose to forego criminal and University investigative avenues, opting to choose confidential disclosure to a counselor for ongoing support.

II. DEFINITIONS

Sexual Violence

This includes the following:

- (a) sexual assault;
- (b) sexual exploitation;
- (c) sexual harassment;
- (d) stalking;
- (e) indecent exposure;
- (f) voyeurism;
- (g) the distribution of a sexually explicit photograph or video of a person to one or more persons other than the person in the photograph or video without the consent of the person in the photograph or video and with the intent to distress the person in the photograph or video;
- (h) the attempt to commit an act of sexual violence;
- (i) the threat to commit an act of sexual violence; and
- (j) sexual misconduct.

Sexual Assault

Any kind of sexual contact without a person's consent. Sexual Assault is a criminal offence under the Canadian Criminal Code.

Consent

An active, direct, voluntary, unimpaired and conscious choice and agreement between adults to engage in physical contact or sexual activity. Consent obtained through pressure, coercion, force or threats of force is not voluntary. Consent may be withdrawn at any time.

Sexual harassment

Behavior of a sexual nature by a person:

- i. who knows or ought reasonably to know that the behaviour is unwanted or unwelcome; and
- ii. which interferes with another person's participation in a University related activity; or
- iii. leads to or implies job- or academically-related consequences for the person harassed.

University Community

This means all University students, faculty members, teaching staff in the Open Learning Division, support and administrative staff, or any person holding a University appointment.

Victim/Survivor

An individual who has experienced sexual violence.

Accused

An individual who is alleged to have perpetrated sexual violence.

Disclosure

When a Victim/Survivor tells a member of the University Community that they have experienced Sexual Violence. This is not the same as a formal Report, which activates the University's duty to investigate.

Report

A formal Report of an incident of Sexual Violence for the purposes of initiating investigative processes

III. EDUCATION and AWARENESS

1. Education of the University Community through a variety of venues, learning opportunities, and training resources is essential for enhancing the culture of safety at the University and preventing Sexual Violence.
2. The University is committed to supporting the development and implementation of ongoing education and awareness initiatives for all members of the University Community about Sexual Violence, Sexual Violence prevention and how to respond to the disclosure of incidents of Sexual Violence.

IV. DISCLOSURE and SUPPORT

1. The University recognizes that Victims/Survivors may require different services, resources, and supports at different stages of their recovery process. As such, the University is committed to providing support mechanisms and treating each individual with compassion.
2. The University will support Victims/Survivors of Sexual Violence in disclosing or reporting incidents of Sexual Violence. Victims/Survivors may choose one or more of the following options: reporting directly to the police; reporting to the police anonymously through a third party arrangement; reporting to the university or simply disclosing to one or more members of the University Community.
3. Individuals who Disclose or Report Sexual Violence should be supported to access support services available on campus or in the community.
4. Assistance will be provided to Victims/Survivors by working with them to determine the level of support, workplace and/or academic accommodation needs, as well as providing referrals to counselling and medical care or other services as required/requested. Support for students will be provided by Student Development and support to employees will be provided through Human Resources. Detailed

information about on and off campus supports will be provided on the TRU website.

5. Support for the Victim/Survivor may include on-campus safety planning provided by the University. Off-campus safety planning may be available from community partners.
6. Victims/survivors need only disclose their experience to seek support and will not be required or pressured to make a formal Report to university authorities or the police. In some cases, where campus or community safety is at risk the University may be required to take some action without the Victim/Survivor's consent. If this is necessary individuals affected will be fully informed and supported at every step of any process.
7. The University is committed to supporting members of the University Community who are Accused of Sexual Violence.

V. INTERIM MEASURES

1. In order to protect Victims/Survivors in the immediate aftermath of a disclosure or report of sexual violence, interim measures that serve to increase the safety of the Victim/Survivor and the broader University Community may be implemented, pending investigative processes. Such interim measures may include: no contact orders, suspension and/or leave provisions, adjustment of class or work schedules, and/or restricting access to some or all University facilities.

VI. REPORTING OPTIONS

1. Victims/Survivors have the right to choose whether or not to Report their experience.
2. To pursue criminal charges, a Victim/Survivor may choose to make a Report to police. Victims/Survivors may do this on their own, or will be assisted in making such a report if they request such assistance. The University will not proceed with any form of investigation or adjudication while there is a criminal investigation underway; however, the University will continue provide supports and interim measures.
3. Victims/Survivors may Report incidents of Sexual Violence under any of the appropriate University policies. To make a Report to the University, and for assistance regarding application of the University's policies, students should contact the Sexual Violence Prevention and Response Manager and University employees should contact Human Resources.

VII. USE OF INFORMATION

1. Confidentiality is of paramount importance to Victims/Survivors of Sexual Violence. The privacy of all individuals involved in a Disclosure or Report of Sexual Violence must be adhered to, and the University will observe this in maintaining the confidentiality of the Victim/Survivor, Accused, and any witnesses.
2. Privacy may not be maintained by the University when compelling circumstances exist that affect someone's health or safety. In such circumstances the University may Disclose confidential information, but only to the extent necessary to protect the safety of one or more people

VIII. **ROLES AND RESPONSIBILITIES**

1. President
 - Report annually to the Board on progress with implementing this policy
2. University Executive
 - Maintain and communicate an ongoing commitment to addressing the issue of sexual violence
3. Dean of Students and the Faculty of Student Development
 - Work in close partnership with the Assistant Vice President, HR and planning on the interpretation and application of this policy.
 - Liaise with internal and external partners to support students who have experienced Sexual Violence.
 - Ensure appropriate supports are in place for student victims/survivors through counselling and other support services.
 - Work with faculty and academic departments to support students with academic accommodations where required.
 - Develop and implement Sexual Violence Prevention and Awareness Programs.
4. Assistant Vice President, HR and Planning and the Human Resources and Risk Management Offices
 - Work in close partnership with the Dean of Students on the interpretation and application of this policy.
 - Ensure appropriate supports are in place for employee victims/survivors through HR benefits, programs and EAP.
 - Work with academic and/or administrative managers and supervisors to support employees with workplace accommodations where required.
 - Ensure appropriate security, safety and emergency management practices and services are provided.

5. Faculty and Academic Departments
 - Cooperate to the extent possible with students or their advocates seeking academic accommodation following an incident of sexual violence
6. All members of the University Community
 - Participate in education and awareness programs
 - Support any individuals who Disclose an incident of Sexual Violence and refer them to appropriate support services
 - Work with faculty, academic departments and administrative departments to support victims/survivors of Sexual Violence when required.

IX. RELATED POLICIES AND PROCEDURES*

Respectful Workplace and Harassment Prevention, BRD 17-0

http://www.tru.ca/_shared/assets/brd17-016383.pdf

Suggested Procedures for Dealing with At-Risk Students, ADM 17-0

[http://www.tru.ca/_shared/assets/Suggested Procedures for At Risk Students5595.pdf](http://www.tru.ca/_shared/assets/Suggested_Procedures_for_At_Risk_Students5595.pdf)

Suspension of Students, ED 7-0

http://www.tru.ca/_shared/assets/ed07-05659.pdf

Information Disclosure, ADM 02-1

http://www.tru.ca/_shared/assets/Information_Disclosure5612.pdf

***(University Policies and Procedures change from time to time. For an up-to-date record of University Policies and Procedures, please go to**

<http://www.tru.ca/policy/allpolicy.html>

V. APPENDIX A: Documents and other materials reviewed by Task Force

1. Krakauer, Jon. Missoula – Rape and the Justice System in a College Town. New York: Doubleday, 2015.
2. American College Health Association-National College Health Assessment II: Canadian Reference Group Data Report Spring 2013. Hanover, MD: American College Health Association; 2013.
3. American College Health Association-National College Health Assessment II: Canadian Reference Group Data Report Spring 2016. Hanover, MD: American College Health Association; 2016.
4. Province of BC, Bill 23 – 2016: Sexual Violence and Misconduct Policy Act
5. The CORE Blueprint, CultureofRespect.org October 2014
6. Developing a Response to Sexual Violence: A Resource Guide For Ontario’s Colleges and Universities, January 2013
7. The Chronicle of Higher Education – Campus Sexual Assault, Fall 2014
8. Campus sexual violence: Guidelines for a comprehensive response. www.endingviolence.org. Status of Women Canada
9. Report to the Provost: Review of Policies, Practices and Protocols related to Sexual Assault at Ryerson University, May 2015
10. Report to the Board of Governors New Policy #131- Sexual Assault, UBC, May 2016
11. University of Saskatchewan, Draft Sexual Assault Prevention Policy
12. Ryerson University Administrative Policies, Sexual Violence Policy, June 2015
13. MacEwan University, Sexual Violence D1215, September 2015
14. Nipissing University, Draft Sexual Violence Prevention Policy, June 2015
15. University of Regina, Policy – Sexual Assault-and-Violence, September 2015
16. TheTYEE.ca – “When Reporting Sexual Violence, Words Matter”
17. CBC “Why Sexual Assault Goes Unreported,” [soundcloud.com/cbc-campus/episode-6](https://www.soundcloud.com/cbc-campus/episode-6)
18. Western University – Sexual Violence Prevention Education Coordinator job description, November 2015

VI. APPENDIX B: Task Force Terms of Reference



President's Sexual Assault Prevention and Response Task Force Terms of Reference

Mandate

The Task Force will provide advice and support to the President and the senior executive as the university acts on its commitment to foster healthy attitudes and behaviours towards sexuality, sex and gender roles; to respond to and support those that experience sexual violence; and to eliminate the incidence of sexual violence in on our campuses.

This task force will recommend policy, protocols, procedures, information and education and reporting guidelines and procedures to address the following objectives:

- increasing the amount and quality of information and education to prevent sexual assaults;
- reducing trauma for people who have been hurt;
- achieving clarity around reporting procedures;
- improving responsiveness and quality of service for survivors; and
- strengthening the capacity and support for staff whose positions relate to the education, prevention or response to sexual assaults on our campuses.

Responsibilities

In order to meet the objectives above, the Task Force will establish four working groups to conduct the following work:

1. Policy and Procedure Development - Develop a draft sexual assault policy and review other policies and procedures that address sexual assault and/or sexual harassment;
2. Prevention Education: Assess and recommend enhancements to current sexual assault prevention education programming and work with other institutional partners to create new programming that reflects best practices;
3. Reporting and Response: Develop and recommend clear reporting and response protocols; and
4. Communication: Recommend communication plans regarding the three items above.

Timelines

The task force will meet every two months between September 2015 and April 2016; it is expected that recommendations and drafts referred to above will be complete by April 2016.

Confidentiality

At times, either the Task Force or working groups will meet in-camera to receive presentations from survivors and/or other stakeholders that require anonymity and confidentiality. All Task Force members will be asked to sign a pledge of confidentiality regarding confidential information that is presented and/or discussed in-camera.

Steering Committee:

The Steering Committee will ensure that working groups will have the resources required to conduct their work and that timelines are being met.

Chairperson: Chris Adam, Dean of Students
Members: Christopher Seguin, VP Advancement
Denis Powers – AVP Human Resources and Planning
Scott Blackford – University Secretariat
Paige Bernard – Student
Admin Support: Sandy Devick, Faculty of Student Development

Task Force Membership

Name	Representing Area
Chairperson	
Christine Adam	Dean of Students
Members:	
Private	student
Charlene Eden	Kamloops Sexual Assault Centre
Chelsea Corsi	Wellness Centre
Denise Weisgerber	Psychology
Diana Skoglund	Marketing & Communications
Evan Hilchey	Student Affairs
Dona Lemieux	Student Affairs
Jacquetta Goy	Risk Management
Joanne Brown	Services for Aboriginal Students
Scott Blackford	Office of the General Counsel
Private	student
Kathy Lauriente	Williams Lake
Ken Olynyk	Athletics
Ken Tessier	Security
Len Hutt	Retired TRU Faculty
Marilee Draney	Counselling

Private	student
Private	student
Tammy Desrochers	On-Campus Housing
Reanne Akers	TRU Rez
Kamaljeet Kaur	TRU World
Teshager Dagne	Faculty of Law
Kiara Card	HR
Tracy Scott	Interior Health
Steven Newport	RCMP
Celina Gammie	RCMP
Jolene Lindsay	Student Affairs
Admin Support	
Sandy Devick	Faculty of Student Development