




Presented by:
Jennifer Root & Hayley Moody
November 28, 2019

First presented as a Resource Webcast
Learning Network
The Centre for Research & Education on
Violence against Women & Children

Full Disclosure: | Implications for Individuals who
Disclose Sexual Violence in the
University Context



Acknowledging the Land

Objectives & Context

Provide survivors and people who support survivors with information about Ontario University SV/GBV policies

Emphasize sites of contradiction in SV/GBV policy that may (un)intentionally limit survivor control over Disclosure/Report/Complaint procedures

Our Research Team:

Dr. Jennifer Root, RSW
Associate Professor, WLU

Dr. Rebecca Godderis
Associate Professor, WLU

Hayley Moody
Project Coordinator & former SV Counsellor & Advocate, WLU

Joanna Brant
Executive Director, SAC Brant

Sonia Meerai, MSW, RSW
LTA Lecturer & PhD Student

 Social Sciences and Humanities
Research Council of Canada  Conseil de recherches en
sciences humaines du Canada  Canada

LAURIER 
Inspiring Lives.

*This research was
supported by the
Social Sciences and
Humanities Research
Council of Canada*

Giving Thanks

*To all those who are doing this work:
past, present & future.*



Questions for
Participants

Please describe your connection to the post secondary institution nearest your community:

(check all that apply)

Student

Staff - administration (no front line support work with survivors)

Staff - front line support work with survivors (counsellor/advocacy)

Faculty / Instructor

Community agency (sexual assault centre staff, domestic violence shelter staff)

Other

Not connected

Prefer not to answer

My post secondary institution's policy meets the needs of all survivors who study or work on my campus

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

Unsure

Questions we ask you to keep in mind...

Where does my University policy sit/position itself in relation to the information presented today?

How is my University policy similar or different?

What, if anything, do I want to do about my University's SV/GBV policy if these themes resonate with my own experience/understanding?



We will consider this presentation a success if people feel they can return to their campus policy and begin to identify things, and look for contradictions, that might be helpful for survivors to know, before engaging with a SV policy.

Before we get started...



Rationale & Background of the Project

Building on previous disclosure research (Root & Godderis)

Current Research:

- Publicly available, mid-size university, sexual violence policies developed after Bill 132
- Read across policies, individually and as a group
- 50+ hours individual and group analysis

Why are they so hard to understand and read????

- Began documenting types of information that might provide more transparency and information for survivors, before deciding to engage with SV policy
- CDA findings will be published demonstrating contradictions and collision of 2 distinct discourses: human rights discourse and legal discourse



Confidentiality is not protected in the same ways as other helping supports

(ii) it is necessary as part of a disclosure, Restorative Justice Process, Formal Report, investigation, decision making process, review, or appeal ("Procedures") under this Policy; or,

iii. University officials require information for the purposes of implementing this policy (including providing accommodation and interim measures and investigative and decision-making processes);

- here:
- ounds to believe that an individual is at imminent risk of
- able grounds to believe that one or more persons in the
der community may be at risk of harm;
- c) Reporting is required by law;
- d) A non-anonymous Complaint has been filed and thus would be shared to a limited number of people directly involved with processing the Complaint; or
accommodation, support or service is being provided.

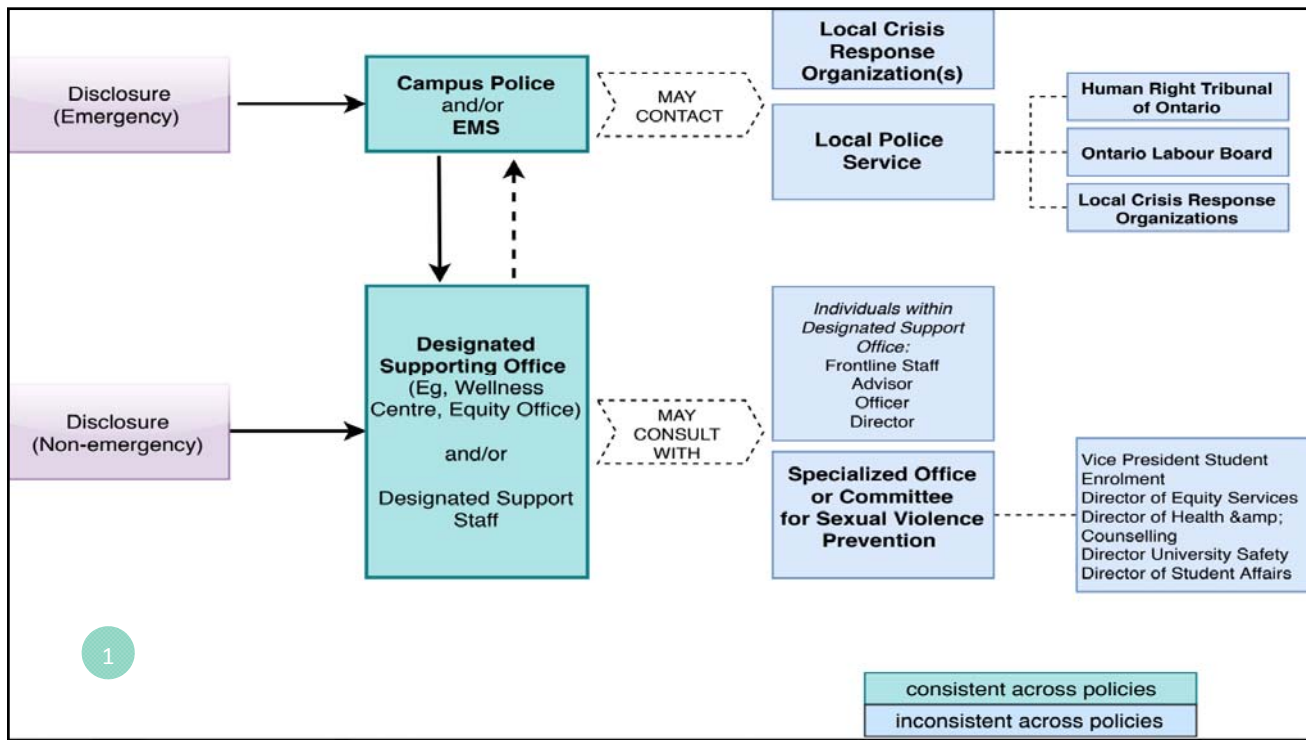
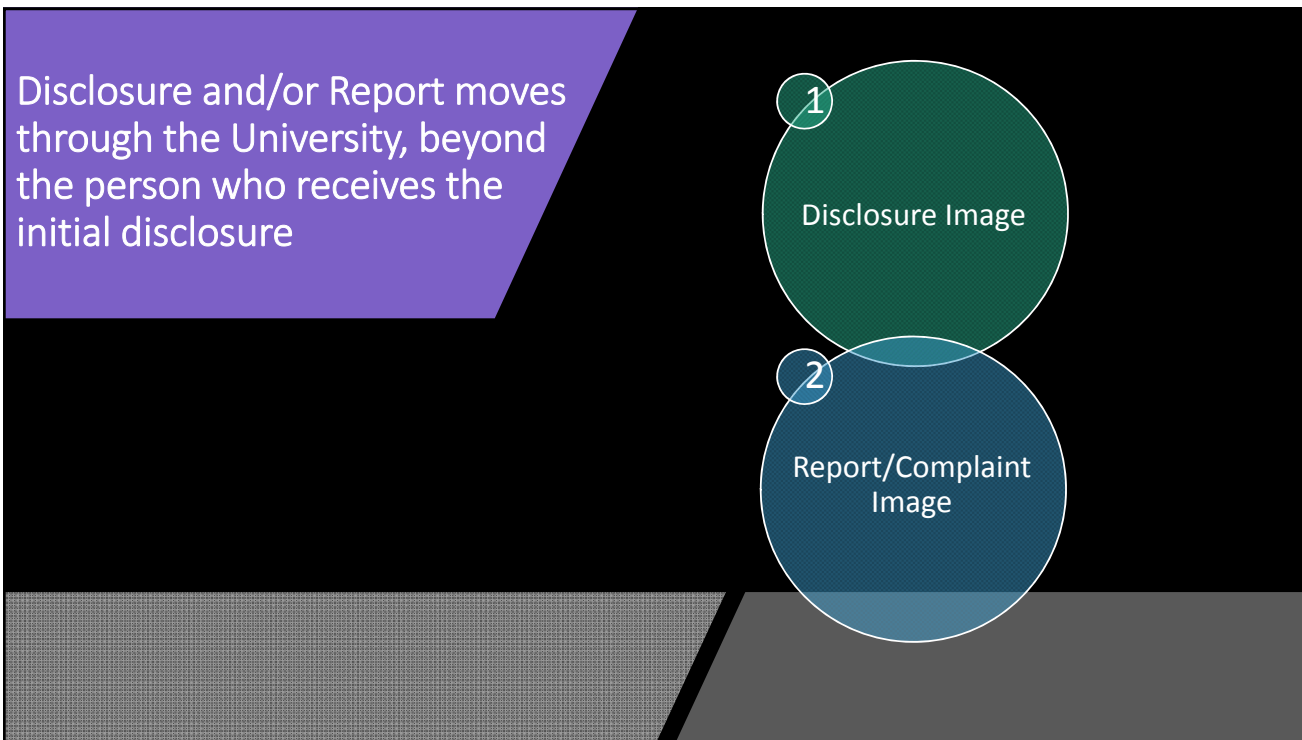
Disclosure can be forced into a formal report/complaint by University

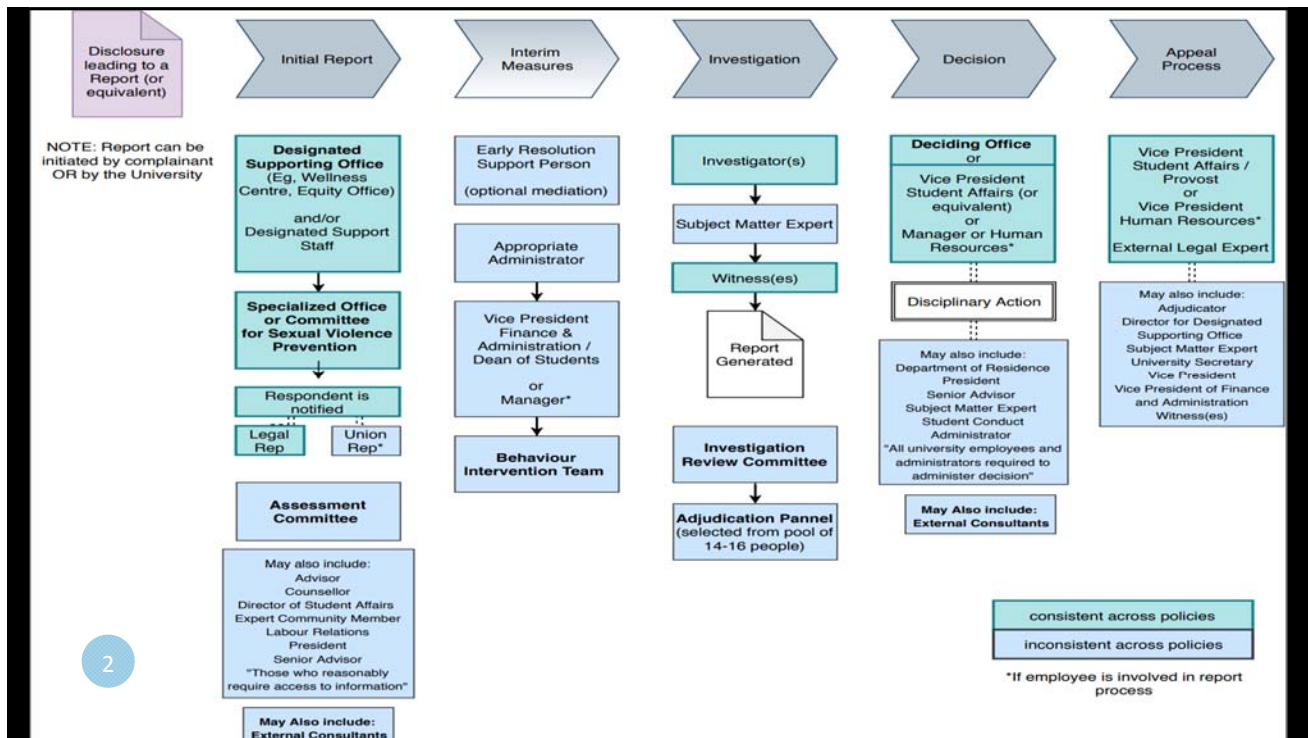
8.3. Typically, a Complaint under this Policy will only be initiated if the individual making the Disclosure wishes to pursue a Complaint. However, the University reserves the right, at its sole discretion, to initiate a Complaint where there are reasonable grounds to believe that there is a safety risk or the University has a legal duty to investigate the matter.

A survivor or bystander may choose to disclose sexual misconduct to any faculty or staff member. Disclosure, in these circumstances, is about seeking support and/or guidance.

This disclosure normally does not trigger an investigation or formal procedure, but may result in accommodation. However, disclosure of sexual misconduct to a member of University administration may trigger an investigation or formal procedure.

The Sexual Violence Risk Assessment Team (the "SVRAT") may commence or continue a University-initiated investigation without the approval of the Survivor or when no Formal Report has been made, if the SVRAT reasonably believes that: a) - c) AND d) Any other considerations that the SVRAT deems relevant.





Survivors can experience silencing

If the Survivor or Respondent refuses to participate in any Procedures under this Policy, the University may proceed in their absence.

"Upon completion of the investigation, the Investigator will send a written confidential report containing the facts and information gathered during the investigation to the Sexual Violence Review Committee. The investigation report will be provided to the Complainant and to the Respondent, with the reminder of the need to protect and keep confidential the personal information of those involved in the investigation and to avoid acts of reprisal. The university considers reprisal at any stage to be a serious offence. A breach of confidentiality by any person with respect to a complaint may also constitute reprisal."

~~"If a person requests that the University not act on a report of sexual violence, the University must weigh that person's request against the University's legal obligation to take action and provide a learning, living and work environment that is safe and free from sexual violence for all members of the University community."~~

Wrapping up for Now...

We recognize there are many different ways to interpret and analyze policies - this is one way

Our hope, and our intention, was to provide folks with as much information as possible about how policies can be enacted BEFORE survivors engage SV policies

Thank you!
Questions!

SVdisclosureproject@gmail.com

