

This grid has been developed as a way of tracking and communicating specific actions the university is/will be taking to prevent and respond to sexual violence more effectively, based on input we received from many community members during Fall 2018. These actions are a means of operationalizing the commitments in Dr. MacDonald's letter to the community, following the Sexual Violence Open Forum, which was held on November 5, 2018. Leads roles (listed below) have been identified for each specific action, and these people will be responsible for leading the development and implementation of plans to address concerns in their respective areas. Check the Visible@X website for updates and regular progress reports. We appreciate all the valuable input we have received from community members to date, and we invite and encourage your ongoing engagement in this important work.

Sincerely,
Sexual Violence Prevention Committee

SEXUAL VIOLENCE ISSUES	PERSON/GROUPS RESPONSIBLE	ACTIONS TO BE TAKEN INCLUDING TIMELINES (Short-/ Medium-/ Long-term) (<3 mos./ 3-12 mos./ >12 mos.)	EVIDENCE OF PROGRESS
A. <u>Safety</u>:			
1. Implement a sexualized violence task force staffed by sexual violence legal, academic, and professional experts and a recent graduate who are independent from the University.	<ul style="list-style-type: none"> President 	<p><u>Short Term:</u></p> <ul style="list-style-type: none"> Decision made to implement a three-person Independent Review Panel (IRP) comprised of legal/academic/professional experts. IRP mandate is to review and provide recommendations on all StFX policies and procedures related to sexual violence. IRP members selected and project launched <p><u>Medium Term:</u></p> <ul style="list-style-type: none"> Report submitted 	Independent Review Panel (IRP) created, experts selected, work commenced.
2. Review procedures associated with survivors both who disclose and report, with a goal of supporting them to feel safe, supported and protected.	<ul style="list-style-type: none"> Independent Review Panel (IRP) 	IRP to present their final report in June, 2019. Further required action will be determined following receipt of the report.	
3. Work with experts in this field to improve our University judicial process	<ul style="list-style-type: none"> IRP 	IRP is considering all aspect of the discipline process and will present their recommendations in final report to be delivered in June 2019.	

<p>4. Change access overnight to car lots so individuals can park closer to their residence. More extensive lighting on campus pathways</p>	<ul style="list-style-type: none"> • Director Risk Management 	<p>Short Term:</p> <ul style="list-style-type: none"> • Review Parking data and work with Student Life to determine which residence students belong. • Map demand by building to available spots. (May 2019) • Determine next steps and gaps. <p>Medium Term:</p> <ul style="list-style-type: none"> • Incorporate Parking options into campus parking zones and permit options.(3-12 months) • Discuss options with Campus community 	
<p>5. Increasing resources for Drive U</p>	<ul style="list-style-type: none"> • Students' Union 	<p>Medium Term:</p> <ul style="list-style-type: none"> • StFX Students' Union looking into a GPS system for driveU, so students will know where the vehicle is when they call for a drive, and can then estimate time until pick-up. • Mandatory SV Prevention training to all drivers • Introducing a session to driveU drivers so they can better understand the importance driveU plays on campus in different facets, including sexualized violence prevention. 	
<p>6. Develop a comprehensive implementation plan related to responding to the 11 commitments in the sexualized violence policy.</p>	<ul style="list-style-type: none"> • Sexual Violence Prevention Committee (SVPC) 	<p>Short Term:</p> <ul style="list-style-type: none"> • An Action Plan Subcommittee will be formed and specific actions decided upon based on the SVP commitments, as well as feedback from community forums and letters. 	<p>Action Plan Subcommittee formed. Individuals responsible for each identified area contacted and asked to provide details and timelines for how actions will be carried out in their areas.</p>
<p>B. <u>Survivor-Centred Approach</u></p>			
<p>1. Undertake a comprehensive review of the Code of Conduct with the goal of ensuring that its procedures are survivor-centered and use trauma-informed practices.</p>	<ul style="list-style-type: none"> • CoC Review Committee • IRP 	<p>IRP is giving consideration to having the Sexual Violence Policy be more of a stand-alone document, independent from the Code of Conduct.</p>	

<p>2. Develop a stronger framework to support the risk assessment process and make this framework available to the campus on the Visible@X website.</p>	<ul style="list-style-type: none"> SVPC Risk Management Subcommittee (Director Risk Mgt. + Director Student Life) 	<p>Short term:</p> <ul style="list-style-type: none"> Develop risk assessment strategy based on risk assessment and sexual violence risk factor literature. 	<p>Draft comprehensive risk assessment guide ready to be shared with SVPC on April 5th.</p>
<p>3. Director Student Life will make perpetrators' class schedules known to their accusers and also share other interim measures that meet the needs of the survivors for both the disclosure and reporting process.</p>	<ul style="list-style-type: none"> Director Student Life 	<p>Completed</p>	<p>Now regular practice.</p>
<p>4. Engage in working meetings with all individuals tasked with implementing supports for victims/survivors who disclose and report their experiences with sexual violence to ensure all are well versed in their role and how it aligns with others.</p>	<ul style="list-style-type: none"> VP Students 	<p>Short term:</p> <ul style="list-style-type: none"> IRP is considering the disclosure and reporting process. Further actions will be determined once their report is received. <p>Medium Term:</p> <ul style="list-style-type: none"> Meetings will be held with all involved in official disclosure and reporting processes to review new processes. 	
<p>C. <u>Education:</u></p>			
<p>1. Faculty will be provided with information about on-and-off campus resources, as well as training on the disclosure and reporting process, so they can inform survivors about their options.</p>	<ul style="list-style-type: none"> VP Students in collaboration with Academic VP 	<p>Short Term:</p> <ul style="list-style-type: none"> Guidelines/Resource list being developed for all Faculty/Staff that may receive disclosures. <p>Medium Term:</p> <ul style="list-style-type: none"> Training will be provided in Fall of 2019 related to disclosure and reporting processes. 	
<p>2. Specific training for residence life staff about how to support</p>	<ul style="list-style-type: none"> Manager Residences 	<p>Short Term:</p>	

<p>students who disclose, including information about the policy and student life processes that is user friendly.</p>		<ul style="list-style-type: none"> Professional Staff to develop active and passive programming (for residents) – July 2019 Professional Staff to develop new educational training (for student staff) – August 2019 Create a small & discrete easy to read card explaining the policy and available resources. – August 2019 Both training and programming must be based on up to date research and best practices. <p>Medium Term:</p> <ul style="list-style-type: none"> Professional staff will have a system in place to support those who disclose and those student staff who are involved. – August 2019 Focus on implementing new training during staff training week with active and engaging sessions. – Late August 2019 Specific programming must occur early in the semester (within first 2 weeks) for all residence buildings. – Mid September 2019 We must quantitatively examine how effective our educational strategies have been by seeing what students and staff know about the process. – November 2019 <p>Long Term:</p> <ul style="list-style-type: none"> Must revisit training in January with all staff members Training sessions must be ever-evolving. – January 2020 Access to resources and reporting structure must constantly be updated regularly. Maximum every 6 months for review. – March 2020 	
<p>3. Make it a condition of employment that every new staff and administrative member hired be expected to take Break the Silence, Treaty Education/cultural competency and consent training as a condition of employment.</p>	<ul style="list-style-type: none"> Director HR in collaboration with Union Leads, as relevant 	<p>Medium Term:</p> <ul style="list-style-type: none"> Offer Break the Silence, Treaty Education/cultural competency and consent training as part of professional development to campus community. 	
<p>4. Voluntary Break the Silence, and Treaty Education/cultural</p>	<ul style="list-style-type: none"> Director HR in collaboration with 	<p>Medium Term:</p> <ul style="list-style-type: none"> Identify key positions where it can be incorporated into orientation process for future hires. 	

<p>competency training for current employees</p>	<p>Union Leads, as relevant</p>		
<p>5. Require all new incoming students to take Bystander, Positive Space, and Treaty Education/cultural competency training.</p>	<ul style="list-style-type: none"> VP Students 	<p>Short Term:</p> <ul style="list-style-type: none"> On-line training modules being developed for incoming students to take on a voluntary basis prior to arrival at StFX. <p>Medium Term:</p> <ul style="list-style-type: none"> Training will be provided during first 6 weeks new students are on campus in Fall, 2019 on voluntary basis <p>Long Term:</p> <ul style="list-style-type: none"> Based on results of participation in voluntary training consideration will be given to making training mandatory. 	
<p>6. Student Life will provide background information to incoming students prior to their arrival that relate to “tough topics” (alcohol/substance abuse, consent, and sexual health) and encourage them to discuss these issues with their parents/guardians and will continue to bring these topics up in educational settings.</p>	<ul style="list-style-type: none"> Director Student Life 	<p>Short Term:</p> <ul style="list-style-type: none"> Strengthen on campus orientation and transition curriculum on related topics Multiple touch points and modalities for student engagement in topical conversations and resources <p>Short term:</p> <ul style="list-style-type: none"> Develop and implement online content for new student pre-arrival through moodle Promote breakthesilencens.ca with new students and parents at parent orientation <p>Long Term:</p> <ul style="list-style-type: none"> Provide resources for parents to talk about “tough topics” and preparation for university life 	<p>Orientation and transition curriculum planned over 6 weeks. Sexual health and consent, alcohol and substances, will be revisited multiple times during the transition, through large groups (i.e. orientation week speaker), residence in-house events, bystander training offered and embedded into some first year courses. Online content 90% ready and will be available through moodle for all first year students this June.</p>
<p>D. <u>Resources:</u></p>			
<p>1. Gather information on best practices used by other universities</p>	<ul style="list-style-type: none"> VP Students 	<p>Short Term:</p>	

<p>to communicate related to sexual assault, share our current (new) communication protocol grid on the Visible@X website.</p>		<ul style="list-style-type: none"> • Communication process and related issues are being considered as part of the IRP process. Communication Grid will be placed on the Visible@X website. 	
<p>2. Develop province-wide standards for reporting procedures that reflect best practices in survivor-centered approaches, and communicate and educate the campus community about these procedures, including the Visible@X website.</p>	<ul style="list-style-type: none"> • VP Students 	<p>Medium Term:</p> <ul style="list-style-type: none"> • Provincial reporting standards will be developed in collaboration with other Universities in the Province through the Provincial Sexual Violence Working Group. 	
<p>E. Communication:</p>			
<p>1. The Sexual Violence Prevention Committee will report regularly to the President on its actions and will post regular updates about sexual violence prevention and response at StFX on the Visible@X website.</p>	<ul style="list-style-type: none"> • SVPC 	<p>Completed and ongoing</p>	<p>Now regular practice</p>
<p>2. Share (on the Visible@X website) and invite examination and critique of the current (new) communication grid/protocol. Engage in discussions at Senate, University faculty, and with the public during the winter semester of 2019 about the grid/protocol, with the goal of improving it.</p>	<ul style="list-style-type: none"> • VP Students 	<p>Short Term:</p> <ul style="list-style-type: none"> • Share Communications Grid on Visible@X website. <p>Medium Term:</p> <ul style="list-style-type: none"> • Develop risk assessment process and communication templates to support communications process. Hold open house in the Fall of 2019 to invite input on the communications process. 	

<p>3. The University will report aggregated information related to disclosures and reports of sexualized violence. A process for collecting disclosures will be developed to more accurately reflect the incidences of sexualized violence.</p>	<ul style="list-style-type: none">• VP Students	<p><u>Short Term:</u></p> <ul style="list-style-type: none">• Reporting and disclosure process is being reviewed by the IRP. <p><u>Medium Term:</u></p> <ul style="list-style-type: none">• Develop reporting standards and timelines based on new processes recommended by IRP.	
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