

GENERAL FACULTIES COUNCIL
AGENDA

Meeting #596, March 12, 2020, 1:30-4:30 p.m.

ST 147

Item	Description	Presenter	Materials	Estimated Time
1.	Conflict of Interest Declaration	McCauley	Verbal	1:30
2.	Remarks of the Chair	McCauley	Verbal	
3.	Remarks of the Vice-Chair	Marshall	Verbal	
4.	Question Period	McCauley	Verbal	
5.	Safety Moment	Dalgetty ¹	Document	
	Action Items			
6.	Approval of the February 13, 2020 Meeting Minutes	McCauley	Document	
	Discussion Items			
7.	Revisions to the Sexual Violence Policy	Book ² /Bertsch ³	Document	2:00
8.	Changes to the Regulations K. Statement on Principles of Conduct and L. Integrity in Scholarly Activity in the University Calendar (Academic Integrity Statement)	Barker ⁴ /Saweczko ⁵	Document	2:15
	Information Items			
9.	Standing Reports: a) Report on the February 3 and February 24, 2020 Academic Planning and Priorities Committee Meetings b) Report on the February 6, 2020 Senate Meeting c) Policy Development Update	McCauley	Documents	2:30
10.	Other Business	McCauley		
11.	Adjournment Next meeting: April 9, 2020	McCauley	Verbal	2:35

Following the meeting, a 2019-2020 GFC Evaluation Session will be held in lieu of the annual online survey. Attendance is optional, but encouraged.

Regrets and Questions: Elizabeth Sjogren, Governance Coordinator
Telephone: 220-6062 or email: esjogren@ucalgary.ca
Susan Belcher, University Secretary
Telephone: 220-6138 or email: sbelcher@ucalgary.ca

GFC Information: <https://www.ucalgary.ca/secretariat/general-faculties-council>

Presenters

1. Linda Dalgetty, Vice-President (Finance and Services)
2. Deborah Book, Legal Counsel
3. Carla Bertsch, Sexual Violence Support Advocate
4. Susan Barker, Vice-Provost (Student Experience)
5. Angelique Saweczko, Registrar

DRIVING WITH SUN GLARE

Driving while you're struggling with sun glare can be dangerous especially on campus with many pedestrians.

Here are some tips:

- Invest in polarized sunglasses. They can help reduce glare.
- Utilize your sun visor. It can help to block out the sun.
- Leave more following room. When the sun is in your eyes it can be hard to see what the car ahead is doing. This is one more time when it pays to leave more room between you and the next vehicle.
- Drive with your headlights on to increase your visibility to other drivers.
- Keep your windshield clean, inside and out.
- Check your windshield for pitting and cracks.
- Avoid storing papers or other items on the dashboard.
- If you're having a difficult time seeing the road, use lane markings to help guide you.

The draft Minutes are intentionally removed from this package.

Please see the approved Minutes [uploaded separately on this website](#).



UNIVERSITY OF
CALGARY

**GENERAL FACULTIES COUNCIL
ACTION BRIEFING NOTE**

For Approval

For Recommendation

For Discussion

SUBJECT: Revisions to the Sexual Violence Policy

PROPONENT(S)

Deborah Book, Legal Counsel

REQUESTED ACTION

The drafting team is requesting feedback from the General Faculties Council (GFC) on the revised Sexual Violence Policy.

KEY CONSIDERATIONS/POINTS

The drafting team is proposing revisions to improve and clarify the policy, aligning with emerging best practices in responding to sexual violence on university campuses. The proposed revisions will incorporate learnings from operation under the existing policy, and from experience at other institutions, to improve our approach to responding to Sexual Violence at the University. The revisions will also help ensure the policy is aligned with organisational restructuring in the equity, diversity, and inclusion space.

We are bringing the policy to GFC in March to afford an opportunity for early engagement and reflection before the policy comes to GFC for recommendation in late spring. In addition to the discussion with GFC, several stakeholders, including the academic staff harassment advisory committee, will be consulted through the month of March, and a 30-day open consultation will invite feedback from the entire University Community.

The revisions to the policy should have a positive impact on student experience, and the experience of other members of the University Community, by facilitating healing and support for Victim-Survivors while describing a clear and appropriate process for responding to Disclosures and Formal Reports.

RISKS

Incorporating the proposed revisions will help ensure the University continues to follow recommended practices in supporting Victim-Survivors in the University community. These revisions present a significant opportunity to improve the way in which the University supports the health and well-being of University Community members affected by Sexual Violence.

BACKGROUND

In the first part of 2019, following a scheduled review, the Sexual Violence Policy Implementation Committee recommended that the policy be revised. The drafting team then reviewed the entire policy and has brought forward the proposed revisions. The drafting team currently includes individuals from Student Experience, Human Resources, Labour Relations, and Legal Services. The draft also benefitted from the perspective of the former AVP Risk until December 2019.

ROUTING AND PERSONS CONSULTED

<u>Progress</u>	<u>Body</u>	<u>Date</u>	<u>Approval</u>	<u>Recommendation</u>	<u>Discussion</u>	<u>Information</u>
X	General Faculties Council	Mar 12, 2020			X	
	Academic Planning and Priorities Committee	May 4, 2020			X	
	General Faculties Council	May 14, 2020		X		
	Human Resources and Governance Committee	Jun 8, 2020		X		
	Board of Governors	Jun 19, 2020	X			

Other groups that will be consulted include:

- Alberta Union of Provincial Employees
- Provost Team Meeting
- Student Enrolment Services Council
- Extended Deans' Council
- Academic Staff Harassment Advisory Committee
- Management and Professional Staff Executive Committee
- Sexual Violence Policy Implementation Committee
- Students' Union
- Graduate Students' Association
- Postdoctoral Fellows Association
- Mental Health Lens
- Indigenous Lens
- Executive Leadership Team Operations committee

There will also be a 30 Day Open Consultation.

NEXT STEPS

The drafting team will consider feedback from this discussion and revise the policy as appropriate. The policy will be presented to GFC again in May for recommendation.

SUPPORTING MATERIALS

Revised Sexual Violence Policy, and blackline to current policy.

Sexual Violence Policy

Classification Health, Safety & Environment	Table of Contents Purpose 1
Approval Authority Board of Governors	Scope 2
Implementation Authority President	Definitions 3
Effective Date June 1, 2017	Policy Statement 4
Latest Revision June 1, 2017 <u>XXXX, 2020</u>	Responsibilities 5
	Procedures 6
	Related Policies 7
	Related Information 8
	History 9

Purpose

- 1 The purpose of this policy is ~~to set out:~~
 - a) affirm the University's ~~policy~~commitment to addressing Sexual Violence through support for Victim-Survivors, fostering and promoting a culture of consent, and appropriate handling of Disclosures and Formal Reports related to Sexual Violence; and
 - b) ~~through the related procedures, establish~~outline the processes by which the University will respond to ~~allegations~~Disclosures and Formal Reports of Sexual Violence.

Scope

- 2 This policy applies to all members of the University Community.

This policy operates alongside other applicable University policies and procedures. Where there is a conflict or inconsistency between the provisions of this policy and another University policy or procedure, this policy governs to the extent necessary to resolve the conflict or inconsistency. However, this policy does not replace or supersede the provisions of any Collective Agreement. Consequently, if there is a conflict between the provisions of this policy and a Collective Agreement, the Collective Agreement governs to the extent necessary to resolve the conflict.

This policy applies to actions, interactions and behaviours of members of the University Community that take place:

- a) in or on University ~~premises~~Facilities; or

- b) off University ~~premises~~Facilities where a member of the University Community is involved in the business of the University or activities related to the University, or is representing the University; or
- c) off University ~~premises~~Facilities, including through social media or other online means, where such actions, interactions or behaviour have a negative impact on a member of the University Community such that it materially interferes with their University learning, working or living environment.

Definitions

3 In this policy

- a) “Academic Staff Member” means an individual who is engaged to work for the University and is identified as an academic staff member under Article 1 of the applicable Collective Agreement.
- b) “Appointee” means an individual who is engaged to work for the University, or whose work is affiliated with the University, through a letter of appointment, including adjunct faculty, clinical appointments, and visiting researchers and scholars.
- c) “Collective Agreement” means any collective agreement between the Governors of the University of Calgary and (i) the Faculty Association of the University of Calgary, (ii) the Alberta Union of Public Employees, (iii) the Graduate Students’ Association, or (iv) any other association or union representing Employees, in each case, in effect at the relevant time.
- d) “Complainant” means the ~~person~~individual who has made a Formal Report under this ~~policy~~Policy.
- e) “Consent” means the ongoing voluntary agreement of ~~a person~~an individual to engage in the sexual activity in question.
- f) “Contractor” means an individual or a corporation or other entity, who agrees to furnish materials to, or perform services for, the University for consideration.
- g) “Disclosure” means when an individual shares information about a personal experience of Sexual Violence with an Academic Staff Member, Appointee, Employee, Postdoctoral Scholar or Student.
- h) “Employee” means an individual, other than an Academic Staff Member or Appointee, who is engaged to work for the University under an employment contract.
- i) “Executive Leadership Team” means the executive leadership team at the University, which is comprised of the President, Vice-Presidents, and General Counsel.
- j) “Field Stations” means any of the following University Facilities:
 - i. Rothney Astrophysical Observatory;
 - ii. Barrier Lake Research Station;

- iii. R.B. Miller Research Station; and
- iv. Kluane Lake Research Station.

~~j)k)~~ “Formal Report” means a complaint to the University by an individual who is seeking recourse for ~~an~~ alleged violation of this policy.

~~l)~~ “Interim Measures” means restrictions or adjustments implemented in an effort to maintain a positive, productive, and respectful learning, working, and living environment, pending the resolution of a Formal Report, police investigation, or other process. Interim Measures may also be implemented to support a Victim-Survivor who has decided not to proceed with a formal process.

~~j)m)~~ “Postdoctoral Scholar” means an individual who has completed a doctoral degree and is carrying out research at the University under the direction or mentorship of a supervising Academic Staff Member.

~~k)n)~~ “Reprisal” means Retaliatory Measures that are taken against an individual because they have sought advice about making a Disclosure or Formal Report, made a Disclosure or Formal Report in good faith, co-operated in an investigation of a Formal Report, or declined to participate in behavior that would breach this policy.

~~h)o)~~ “Respondent” means the ~~person~~ member of the University Community alleged in a Formal Report to have violated this policy.

~~m)~~ “Retaliatory Measures” mean any act ~~that~~ intending to adversely affects:

~~n)p)~~ the employment, working conditions, or education of the ~~individual who is subject to the act, or,~~ affect an

~~i.~~ the living conditions of the individual who is subject to the act and lives in residence.

~~Examples of Retaliatory Measures include a dismissal, suspension, demotion or transfer, expulsion, change in grade or other penalty; or a threat to do any of those things.~~

~~o)~~ “Senior Officer” means any member of the Senior Leadership Team as well as any director and any department head.

~~p)q)~~ “Senior Leadership Team” refers to the individuals who, at the relevant time, are designated as members of the University’s Senior Leadership Team.

~~q)r)~~ “Sexual Assault” is a criminal offence under the Criminal Code of Canada.

Sexual assault is any type of unwanted sexual act done by one

~~person~~ individual to another that violates the sexual integrity of the individual and involves a range of behaviours from any unwanted touching to penetration.

s) “Sexual Harassment” means unwanted remarks, behaviours or communications of a sexual nature and/or unwanted remarks, behaviours or communications based on sex, gender identity, gender expression, or sexualitysexual orientation, where the personindividual responsible for the remarks, behaviours or communications knows or ought reasonably to know that these are unwelcomeunwanted.

t) “Sexual Violence” means any violence, physical or psychological, that is committed, threatened or attempted against a personan individual without the person’sindividual’s consent through a sexual means or by targeting sex, gender identity, gender expression, or sexualitysexual orientation. This includes, but is not limited to, Sexual Assault, Sexual Harassment, indecent exposure, voyeurism, degrading sexual imagery, and distribution of a sexual imagesimage or video of a University Community member without their consent. It can include a single incident or a pattern of behaviour whether in person, online or via other means.

u) “Sexual Violence ~~Support Advocate (SVSA)~~ Response Office (SVRO)” means an appropriately trained individual who is designated by the University and whose office which is the recommended first point of contact or referral for any University Community member who hasmay have experienced Sexual Violence, and the primary source for expert guidance in responding to Disclosures of Sexual Violence at the University.

v) “Student” means an individual registered in a University course or program of study at the time of the alleged incident of Sexual Violence.

w) “Student at Risk Team” means a multi-disciplinary resource team comprised of University staff members representing Student Wellness, Campus Security (as required), Student Services, Residence Services and ad hoc committee members that coordinates intervention and support in response to At-Risk Behaviour (as defined in the Student-at-Risk Policy).

x) “Student Legal Assistance (SLA)” means the on-campus law clinic staffed by Students.

y) “Student Ombuds” means the Employee who has the title Student Ombuds and provides a safe place for Students to confidentially discuss Student related issues, academic and non-academic concerns, and other matters.

z) “Threat Assessment Committee ~~(TAC)~~” means a multi-disciplinary resource team comprised of University staff members representing Campus Security, Human Resources, Student Services, Student Wellness and Staff Wellness, and ad hoc committee members, that responds to reports of actual or potential workplace violence as provided for in the Workplace Violence Policy

aa) “University” means University of Calgary.

~~aa)~~bb) “University Community” means individuals who are directly connected to any University activities ~~and~~or initiatives and includes all Academic Staff Members, Appointees, Employees, Postdoctoral Scholars, Students, Contractors and Volunteers.

cc) “University Facilities” means all buildings and grounds, including athletic and recreational fields, and Field Stations, owned, leased or operated by the University, except for property managed by West Campus Development Trust.

dd) “Victim - Survivor” means, an individual who has experienced Sexual Violence. Not all people who have experienced Sexual Violence identify with either term. Individuals can choose whether to be referred to as the victim, the survivor or by name in any Disclosure or Formal Report.

~~bb)~~ee) “Volunteer” means an individual who, on a voluntary basis, provides a service or materials to the University.

Policy
Statement

4 General

4.1 ~~The University recognizes that all~~ members of the University Community ~~should be able~~have the right to learn, work, teach and live in an environment where they are free from harassment, discrimination and violence. The University:

- will promote a culture of respect so that those who make a Disclosure or Formal Report ~~of Sexual Violence~~ are treated respectfully;
- has investigation processes that protect the rights of all individuals ~~and hold accountable individuals who have been found to have committed an act of Sexual Violence;~~
- will provide training ~~on how to respond to a Disclosure of Sexual Violence for~~to Academic Staff Members, Appointees, Employees, Postdoctoral Scholars and Students on how to respond to a Disclosure of Sexual Violence; and
- will implement awareness, ~~educational~~education and risk management programs to address the prevention of Sexual Violence.

4.2 The University respects the rights of ~~individuals who have been subjected to Sexual Violence~~Victim-Survivors to choose the services and supports they feel are most appropriate, and to decide whether or not to report to the police ~~and/or~~ to file a Formal Report with the University including. This includes respecting ~~their~~Victim-Survivors’ rights not to report.

4.3 The University’s policies, administrative processes and discipline systems are independent of the civil and criminal justice legal systems. University Community members alleged to have perpetrated Sexual Violence may be subject to the University’s administrative processes and discipline systems in addition to the civil or criminal legal system.

4.4 This Policy will be reviewed every five (5) years.

~~Confidentiality~~

~~4.4~~ Appropriate procedures for responding to a Formal Report alleging Sexual Violence will be followed to ensure due process and, except as set out in 4.5, 4.6, 5.1 and applicable legislation, to avoid breaching the privacy of anyone who reports or is involved in alleged Sexual Violence.

~~4.5.1~~ Everyone involved in a Disclosure or Formal Report will be informed about the processes in place to safeguard confidentiality and the limits of confidentiality. Confidentiality cannot be assured if:

- ~~a) an individual is judged to be at imminent risk of self harm;~~
- ~~b) an individual is judged to be at imminent risk of harming another;~~
- ~~c) there is reason to believe that other University Community members or the broader community may be at risk of harm;~~
- ~~d) reporting or action is required by law; and/or~~
- ~~e) evidence of the alleged Sexual Violence is available in the public realm.~~

~~4.6~~ Subject to 4.5, the names of the Complainant and Respondent and the circumstances of the incident will not be disclosed by the University to any person except where disclosure is necessary for the purpose of investigating and resolving the Formal Report and taking any related disciplinary measures.

~~4.7~~ The University will maintain annual statistics on Disclosures and Formal Reports of incidents of Sexual Violence for the purposes of community education, review of response mechanisms and any legislated reporting that may be required. This data will not include any personal information that would identify a University Community member.

Consent

~~4.84.5~~ The University is committed to providing education on Consent and its relationship to Sexual Violence.

~~4.94.6~~ Consent is the ongoing voluntary agreement of a person an individual to engage in the sexual activity in question. More specifically, Consent:

- a) is not silence or the absence of “no”;
- b) cannot be assumed or implied from previous Consent to similar activities or from anything else;
- c) cannot be given by an individual incapacitated by alcohol, drugs or some other reason, or who is unconscious, under the age of consent or otherwise incapable of providing consent;
- d) can be revoked at any time, whatever other sexual activities have taken place;
- e) ~~can never~~cannot be obtained through an abuse of power, threats, intimidations, coercion or other pressure tactics;
- f) cannot be obtained through manipulation or misrepresentation; and
- g) cannot be obtained if the individual abuses a position of trust or authority.

~~4.104.7~~ It is the responsibility of the initiator of a sexual activity to obtain Consent at all stages of the sexual engagement.

~~4.11~~ ~~The In Canada, the~~ Criminal Code ~~of Canada~~ sets the age of consent to sexual activity at 16 years, with ~~the followingsome~~ exceptions:

~~4.124.8~~ ~~the~~. The age of consent ~~for sexual activity that may be exploitive (prostitution or pornography or sexual activity with a person in is higher where there is a relationship of trust, authority, or dependency such as an instructor, coach, tutor, or mentor) is 18 years;~~

- ~~a) youth of 14 or 15 can consent to sexual activity with a person who is less than five years older;~~
- ~~b) youth of 12 or 13 can consent to sexual activity with a peer who is less than two years older; and~~
- ~~c) children younger than 12 are judged incapable of consenting to any sexual activity with any person, regardless of the person's age.~~

~~4.134.9~~ All sexual acts without Consent constitute Sexual Assault, ~~regardless of age.~~

Sexual Assault

~~4.144.10~~ Sexual Assault:

- ~~a) includes a range of non-consensual sexual activities including oral contact (mouth to mouth, mouth to body part), groping, touching, oral sex, vaginal or anal penetration, and/or penetration with any object or body part;~~
- ~~b) can occur if the alleged perpetrator is the be committed by a spouse, intimate or dating partner, a friend or acquaintance, a known person individual in a position of trust or authority or a complete stranger;~~
- ~~c) can occur regardless of sexual orientation, gender, identity and gender identity expression, or relationship status; and/or~~
- ~~d) can occur occurs when an individual engages in sexual activity with another person individual they know, or reasonably ought to have known, is incapacitated (e.g. by drug or alcohol use, unconsciousness, blackout, or as a result of a disability).~~

Confidentiality

~~4.11~~ Appropriate procedures for responding to a Formal Report alleging Sexual Violence will be followed to minimise the risk of re-traumatising individuals, ensure due process, and, except as set out in 4.11, 4.12, 5.1, and applicable legislation, to avoid breaching the privacy of anyone who reports or is involved in alleged Sexual Violence.

~~4.12~~ Everyone involved in a Disclosure or Formal Report will be informed about the processes in place to safeguard confidentiality and the limits of confidentiality. Confidentiality cannot be assured if:

- a) an individual is judged to be at imminent risk of self-harm;
- b) an individual is judged to be at imminent risk of harming another;
- c) there is reason to believe that other University Community members or the broader community may be at risk of harm;
- d) reporting or action is required by law; or
- e) evidence of the alleged Sexual Violence is available in the public realm.

Disclosing and Responding to Sexual Violence

4.13 The Subject to 4.11, the names of any individual involved in alleged Sexual Violence, and the circumstances of the incident, will not be disclosed by the University ~~has a dedicated website to any person except where disclosure is necessary for Sexual Violence resources~~ the purpose of resolving the Formal Report and taking any related disciplinary measures.

4.14 A Complainant will ordinarily be informed of the following steps in resolving a Formal Report if the Formal Report concerns allegations of Sexual Violence committed against ~~that can assist individuals who~~ Complainant:

- a) whether any Interim Measures have been, or will be implemented;
- b) whether the Formal Report will be investigated, or otherwise addressed by the University;
- c) A summary of allegations to be investigated;
- d) the name of any investigator assigned;
- e) when any investigation begins; and
- f) whether the investigator found that the allegations were substantiated or unsubstantiated.

4.15 The SVRO will report annually to the Board of Governors on the number of Disclosures and Formal Reports received. This data will not include any personal information that may identify a University Community member.

4.16 Records pertaining to the administration of this policy are the property of the University and will be retained in accordance with University document retention rules.

Disclosing and Responding to Sexual Violence

4.154.17 ~~subjected to, have witnessed or have knowledge of~~ Members of the University Community with concerns about an incident of Sexual Violence. ~~This website () should contact the SVRO. The SVRO provides information about:~~ confidential support and care for any University Community member impacted by Sexual Violence.

- ~~a) supports that are available; and~~
- ~~b) Formal Reporting options and what to expect for all parties, including Complainants and Respondents.~~

4.164.18 Supports are available to any University Community member making a Disclosure, ~~irrespective of whether that individual also chooses to pursue a criminal complaint or Formal Report.~~ Supports are available no matter when or where the individual experienced or witnessed Sexual Violence, or who may be responsible for the harm. Available supports ~~include:~~ for all members of the University Community making a Disclosure include:

- ~~a) counselling through the SU Wellness Centre or mental health consultation through Staff Wellness;~~
- ~~b) a referral to the Employee and Family Assistance Program;~~
- e)a) health services including sexually transmitted infection and pregnancy testing at Student Wellness Services;

- ~~d) safety planning;~~
- b) Staff Wellness;
- c) the Employee and Family Assistance Program;
- d) support for Indigenous Students through Writing Symbols Lodge;
- e) safety planning;
- e)f) peer supports for Students;
- f)g) residence staff to facilitate facilitation of safe living arrangements for Students living in residence; and
- g)h) workplace ~~or~~and academic accommodations.

~~4.19 The Anyone who receives a Disclosure should provide information on resources available to the individual including information about the Sexual Violence Support Advocate (SVSA) Response Office (SVRO).~~

~~4.174.20 The SVRO is available for anyone with concerns about Sexual Violence, and for anyone who is seeking information about options for making a Disclosure, or Formal Report or is seeking support as a result of being subject to Sexual Violence. The SVSASVRO can assist individuals in accessing supports and in understanding each of the available reporting options available.~~

~~4.184.21 Any individual impacted by Sexual Violence who is represented by a union or an association, has the right to seek the assistance of that union or association.~~

~~4.19 Anyone who receives a Disclosure should provide information on resources available to the individual including information Concerns about the SVSA.~~

~~4.204.22 Senior Officers, Managers, Employees and Students in a position potential violations of trust the University's alcohol, cannabis, or authority who become aware smoking policies should not prevent reporting or disclosure of an incident of Sexual Violence involving a member of the University Community other than as a result of receiving a Disclosure shall promptly alert the SVSA and, where possible in urgent situations, shall contact Campus Security or call 911. Notifying the SVSA of the incident does not constitute a A Disclosure or Formal Report. Subject to 4.5, 4.6, 5.1 and applicable law, the SVSA will keep information confidential only trigger an investigation into alleged violations of those policies if such an investigation is required to ensure the University fulfills its duties in managing its learning, teaching, working, and living environment.~~

~~4.214.23 Where the University becomes aware of incidents allegations of Sexual Violence by a University Community member or against a University Community member, the University will take all reasonable steps to ensure mitigate risks to the safety of individuals involved health and the safety of the University Community, in consultation with the Complainant (if there is a Complainant). This may include interim measures. The SVRO will generally lead these efforts, and will engage relevant expertise at the University, including but not limited to the Threat Assessment Committee or Student at Risk Team, where~~

appropriate. As part of this effort, the University may impose Interim Measures, including:

- a) separation of the academic, living or workplace situations of any individuals allegedly involved in the incident of Sexual Violence;
- b) academic accommodations; or
- c) no-contact orders issued by the University.

4.224.24 A Student who is a Respondent in a Sexual Violence allegation may at any time seek the assistance of ~~the SU Wellness Centre for support, or may seek advice from the Student Ombuds, or may contact Student Legal Assistance (SLA).~~;

Disclosure Records

~~4.23~~ Records pertaining to a Disclosure are the property of the University and will be retained in accordance with University document retention rules.

- a) Student Wellness Services;
- b) the Student Ombuds; or
- c) Student Legal Assistance (SLA).

Formal Reporting of Sexual Violence

4.244.25 A Disclosure is not a Formal Report and will not trigger an investigation unless the University becomes aware of a risk to other members of the University Community.

~~4.25~~ Anyone who has witnessed or has been subject to Sexual Violence has Victim-Survivors have options for filing a Formal Report or criminal complaint ~~in response to the Sexual Violence. No individual who has been subject to Sexual Violence is. Victim-Survivors are not~~ required to file a Formal Report or a criminal complaint.

~~4.26~~ Procedural options for investigating and adjudicating a Formal Report depend on the role of the Respondent (e.g. Student, Employee, Academic Staff, Postdoctoral Fellow, etc.) within the University. All Formal Reporting options follow principles of natural justice and must appropriately protect the rights of both the Complainant and the Respondent. Anyone who experiences or witnesses Sexual Violence may pursue any of the following reporting options: include:

- a) Criminal Reporting Option: individuals may report their allegations independently through the criminal justice system by contacting the Calgary Police Service or, if known, the law enforcement agency in the jurisdiction where the alleged Sexual Violence incident occurred. If an individual ~~chooses this route and~~ would like the support of the University in filing making a report, with the SVSA appropriate law enforcement agency, the SVRO and Campus Security can facilitate making at the report ~~to the police.~~
- b) Non-Criminal, On-Campus Formal Reports must be made to the SVRO. The SVRO will engage appropriate expertise to respond to the Formal Report options. This may include:

- ~~i. reports involving allegations against any member of the University Community can be made through Campus Security;~~
- ~~ii. reports involving allegations against Students and student groups can be made to the Student Conduct Office through the University's Student Non-Academic Misconduct Procedure;~~
- ~~iii. reports involving allegations against Employees can be made through Human Resources under the Workplace Investigation Procedure; and~~
- ~~iv. reports involving allegations against Academic Staff Members, Appointees, Postdoctoral Scholars, Contractors or Volunteers can be made to the Protected Disclosure Advisor through the University's Procedure for Protected Disclosures.~~

- ii. the Student Conduct Office;
- iii. Human Resources;
- iv. the Protected Disclosure and Research Integrity Office; and
- v. resources external to the University.

4.27 There is no time limit for making a Formal Report; however, the University encourages individuals to make a Formal Report as soon as they are able to do so, recognizing that ~~the investigation resolution~~ may be more challenging the longer the period of time between an incident and a Formal Report.

4.28 Formal Reports may be made anonymously but the Complainant should be aware that this may limit the ability of the University to respond and investigate.

4.29 If a Respondent is subject to both a criminal complaint and a Formal Report, the University ~~will~~ may consult with the relevant law enforcement agency before determining whether or when to proceed with the Formal Report. ~~Should the Respondent choose not to participate in the Formal Report investigation, the University may put in place interim measures to ensure the safety of the University Community.~~

4.30 A Complainant has the right to withdraw a Formal Report at any stage of the process. However, the University may have a duty to act on the issue identified in the Formal Report in order to comply with its obligations under this policy ~~and/~~ or its legal obligations. Interim Measures that do not infringe on the Respondent's access to the University may be maintained after a Formal Report is withdrawn.

4.31 The resolution of Formal Reports must appropriately protect the rights of both the Complainant and the Respondent. The SVRO will, in consultation with Legal Services, review all Formal Reports received to determine whether the University has jurisdiction and there is sufficient information to proceed. The SVRO will then discuss options for resolution with the Complainant. If the SVRO, the Complainant and the Respondent agree, a Formal Report may be addressed without an investigation or disciplinary process. This may include:

- a) facilitated dialogue; or
- b) practices aligned with an Indigenous community's world view, in consultation with appropriate traditional knowledge keepers.

4.32 If the Complainant, the SVRO, and the Respondent agree to proceed in accordance with 4.31, the SVRO will appoint a trauma-informed individual trained in the chosen process as a facilitator.

4.33 If there is no agreement on proceeding with a process identified in 4.31, the SVRO will review the Formal Report. If the Formal Report describes allegations that, if substantiated, would be a breach of this Policy, and the Formal Report is brought by the person claiming to have suffered Sexual Violence, the SVRO will refer the matter to the office identified below, who will appoint a trained, trauma-informed investigator, in accordance with the relevant University Procedure:

<u>Member of the University Community (Respondent)</u>	<u>Office</u>	<u>Procedure</u>
<u>Student</u>	<u>Student Conduct</u>	<u>Student Non-Academic Misconduct Procedure</u>
<u>Employee</u>	<u>AVP Human Resources</u>	<u>Workplace Investigation Procedure</u>
<u>Academic Staff Member, Appointee, Contractor, Senior Leadership Team Member excepting Executive Leadership Team Members</u>	<u>Protected Disclosure and Research Integrity</u>	<u>Procedure for Protected Disclosure</u>
<u>Executive Leadership Team Member (excepting the President and Vice-Chancellor)</u>	<u>President and Vice-Chancellor</u>	<u>Procedure for Protected Disclosure</u>
<u>President and Vice-Chancellor</u>	<u>Chair of the Board of Governors</u>	<u>Procedure for Protected Disclosure</u>

4.314.34 This policy does not preclude individuals from filing a complaint in other venues such as under the grievance process of an applicable Collective Agreement, or filing a complaint of harassment or discrimination with the Alberta Human Rights Commission which has its own procedures and timelines, an appropriate tribunal, or in a court of law. Such other venues or processes may impose time limits for filing a complaint.

Investigation of Formal Reports Alleging Sexual ~~Assault~~ Violence

4.324.35 Irrespective of the on-campus Formal Report option chosen, where a Formal Report involves an allegation of Sexual Assault, the University will appoint an investigator, either internal or external to the University, who has completed trauma-informed investigation training to complete the

~~investigation.~~ An investigation of a Formal Report alleging Sexual Assault/Violence will usually include:

- a) interview(s) with the Complainant;
- b) interview(s) with the Respondent;
- c) interview(s) with witnesses and potential witnesses;
- d) collection and review of evidence; and
- e) findings of fact made on the balance of probabilities.

~~4.334.36~~ Upon completion of the investigation, the investigator will prepare a report based on the interview statements and evidence collected. ~~The~~ If an allegation is substantiated, the report will document the impact of the Sexual Violence on the Victim-Survivor. The SVRO will receive the investigator's report and send it to the individual(s) responsible for disciplinary and non-disciplinary processes under the relevant University policies, regulations and Collective Agreements. The table below identifies who will receive the Investigative report and determine appropriate disciplinary measures if an allegation is substantiated:

~~4.34~~ Where a Formal Report involves an allegation of Sexual Assault, the Respondent is a Student and the Procedure for Student Non-Academic Misconduct is applied, the Hearing Board will not include a Student representative and will consist of only individuals who have undertaken trauma-informed adjudication training and who have not previously been involved in the incident in question.

<u>Member of the University Community (Respondent)</u>	<u>Recipient of Investigative Report</u>
<u>Student</u>	<u>Student Conduct Office</u>
<u>Academic Staff Member, Employee, Appointee</u>	<u>Senior Leadership Team Member for the faculty or department</u>
<u>Senior Leadership Team Member</u>	<u>Executive Leadership Team Member to whom they report.</u>
<u>Executive Leadership Team Member</u>	<u>The President and Vice-Chancellor</u>
<u>President and Vice-Chancellor</u>	<u>Chair of the University's Board of Governors</u>
<u>Contractors, Volunteers, Others</u>	<u>Senior Leadership Team Member for the unit, faculty, or department who engaged the Respondent</u>

Unsubstantiated Formal Reports

~~4.354.37~~ If a Complainant, in good faith, makes a Formal Report and the investigator determines that is not supported by evidence gathered during an investigation, that the allegations of Sexual Violence in the Formal Report will be dismissed and are not substantiated, no record of ~~it~~ the Formal Report or the investigator's report will be placed in the Complainant's or Respondent's student or human resource file; ~~however an incident report may remain on file~~ the SVRO will retain a record in compliance with the University's legal obligations.

Reprisals and Sanctions

~~4.364.38~~ ~~Individuals will not take any action in Reprisal against a Complainant or any individual who has co-operated in an investigation of a Formal Report.~~

An individual who is found to have taken action in Reprisal may be subject to disciplinary action up to and including termination of employment, expulsion from the University or termination of any other relationship they have with the University. Disciplinary action will be taken in accordance with the provisions of any applicable Collective Agreement.

~~4.374.39~~ An individual who believes they may be the subject of Reprisal should notify the ~~Protected Disclosure Advisor~~. ~~SVRO.~~

~~4.384.40~~ An individual who ~~through the investigation of a Formal Report~~ is found to have breached this policy may be subject to disciplinary action up to and including termination of employment, expulsion from the University or termination of any other relationship they have with the University. Disciplinary action will be taken in accordance with the provisions of any applicable Collective Agreement. ~~If the Respondent is a Student, the Student Conduct Office will receive the investigator's report and decide whether to invite the Respondent to a hearing to address the appropriate sanction. The Hearing Board will not include a Student, and will consist of individuals trained in trauma-informed adjudication who have not previously been involved in the incident in question~~

~~4.394.41~~ An individual who is found to have made a frivolous or vexatious ~~Complaint~~ ~~Formal Report~~ may be subject to disciplinary action up to and including termination of employment, expulsion from the University or termination of any other relationship they have with the University. Disciplinary action will be taken in accordance with the provisions of any applicable Collective Agreement. A ~~Complaint~~ ~~Formal Report~~ made in good faith that is not substantiated is not a frivolous or vexatious complaint.

- Responsibilities 5
- 5.1 ~~The SVSA~~ All members of the University Community will:
- a) ~~serve as~~ make themselves aware of this policy and their responsibilities under the policy;
 - b) refer anyone with concerns about Sexual Violence to the SVRO;
- 5.2 The SVRO will:
- a) be the recommended first point of contact or referral for any member of the University Community who ~~has~~ may have been subject to or witnessed Sexual Violence; and is seeking support in relation to Sexual Violence;
 - b) provide ~~initial and ongoing~~ support including confidential consultation and assistance in accessing resources both on and off campus;
 - ~~c) maintain confidential records of all known incidents of Sexual Violence;~~
 - c) prepare annual reports on the nature and number of Disclosure and Formal Reports;
 - d) discuss options for resolution
 - e) review Formal Reports;
 - ~~d)f)~~ refer to the Student at Risk Team as deemed necessary ~~in any~~ Disclosures or Formal Reports of Sexual ~~Assault~~ Violence involving ~~students~~ Students; the

Student at Risk Team will respond to a referral in accordance with their procedures;

e)g) refer to the Threat Assessment Committee as deemed necessary in any Disclosures or Formal Reports of Sexual ~~Assault~~Violence involving Employees, Academic Staff, Appointees or Postdoctoral Fellows ~~and as needed in other Disclosures~~; the Threat Assessment Committee will respond to a referral in accordance with their procedures; and

f)h) assist in the creation of educational resources and training initiatives.

5.3 Campus Security will:

a) respond to any calls they receive related to Sexual Violence and refer individuals to the SVRO; and

a)b) provide supports such as safety planning, and, if requested, assisting individuals who choose to report to police in connecting with the appropriate police personnel.

Procedures 6 [Student Non-Academic Misconduct Procedure](#)
[Workplace Investigation Procedures](#)
[Procedure for Protected Disclosures](#)

Related Policies 7 [Harassment Policy](#)
[Student Non-Academic Misconduct Policy](#)
[Student at Risk Policy](#)
[Code of Conduct](#)
[Workplace Violence Policy](#)

Related Information 8 ucalgary.ca/sexualviolencesupport/

History 9 *Approved: May 26, 2017*
Effective: June 1, 2017
Editorial Change: March 8, 2018

Sexual Violence Policy

Classification Health, Safety & Environment	Table of Contents Purpose 1
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Purpose

- 1 The purpose of this policy is to:
 - a) affirm the University’s commitment to addressing Sexual Violence through support for Victim-Survivors, fostering and promoting a culture of consent, and appropriate handling of Disclosures and Formal Reports related to Sexual Violence; and
 - b) outline the processes by which the University will respond to Disclosures and Formal Reports of Sexual Violence.

Scope

- 2 This policy applies to all members of the University Community.

This policy operates alongside other applicable University policies and procedures. Where there is a conflict or inconsistency between the provisions of this policy and another University policy or procedure, this policy governs to the extent necessary to resolve the conflict or inconsistency. However, this policy does not replace or supersede the provisions of any Collective Agreement. Consequently, if there is a conflict between the provisions of this policy and a Collective Agreement, the Collective Agreement governs to the extent necessary to resolve the conflict.

This policy applies to actions, interactions and behaviours of members of the University Community that take place:

- a) in or on University Facilities; or
- b) off University Facilities where a member of the University Community is involved in the business of the University or activities related to the University, or is representing the University; or

- c) off University Facilities, including through social media or other online means, where such actions, interactions or behaviour have a negative impact on a member of the University Community such that it materially interferes with their University learning, working or living environment.

Definitions

3 In this policy

- a) “Academic Staff Member” means an individual who is engaged to work for the University and is identified as an academic staff member under Article 1 of the applicable Collective Agreement.
- b) “Appointee” means an individual who is engaged to work for the University, or whose work is affiliated with the University, through a letter of appointment, including adjunct faculty, clinical appointments, and visiting researchers and scholars.
- c) “Collective Agreement” means any collective agreement between the Governors of the University of Calgary and (i) the Faculty Association of the University of Calgary, (ii) the Alberta Union of Public Employees, (iii) the Graduate Students’ Association, or (iv) any other association or union representing Employees, in each case, in effect at the relevant time.
- d) “Complainant” means the individual who has made a Formal Report under this Policy.
- e) “Consent” means the ongoing voluntary agreement of an individual to engage in the sexual activity in question.
- f) “Contractor” means an individual or a corporation or other entity, who agrees to furnish materials to, or perform services for the University for consideration.
- g) “Disclosure” means when an individual shares information about a personal experience of Sexual Violence with an Academic Staff Member, Appointee, Employee, Postdoctoral Scholar or Student.
- h) “Employee” means an individual, other than an Academic Staff Member or Appointee, who is engaged to work for the University under an employment contract.
- i) “Executive Leadership Team” means the executive leadership team at the University, which is comprised of the President, Vice-Presidents, and General Counsel.
- j) “Field Stations” means any of the following University Facilities:
 - i. Rothney Astrophysical Observatory;
 - ii. Barrier Lake Research Station;
 - iii. R.B. Miller Research Station; and
 - iv. Kluane Lake Research Station.

- k) "Formal Report" means a complaint to the University by an individual who is seeking recourse for an alleged violation of this policy.
- l) "Interim Measures" means restrictions or adjustments implemented in an effort to maintain a positive, productive, and respectful learning, working, and living environment, pending the resolution of a Formal Report, police investigation, or other process. Interim Measures may also be implemented to support a Victim-Survivor who has decided not to proceed with a formal process.
- m) "Postdoctoral Scholar" means an individual who has completed a doctoral degree and is carrying out research at the University under the direction or mentorship of a supervising Academic Staff Member.
- n) "Reprisal" means Retaliatory Measures that are taken against an individual because they have sought advice about making a Disclosure or Formal Report, made a Disclosure or Formal Report in good faith, co-operated in an investigation of a Formal Report, or declined to participate in behavior that would breach this policy.
- o) "Respondent" means the member of the University Community alleged in a Formal Report to have violated this policy.
- p) "Retaliatory Measures" mean any act intending to adversely affect an individual.
- q) "Senior Leadership Team" refers to the individuals who, at the relevant time, are designated as members of the University's Senior Leadership Team.
- r) "Sexual Assault" is a criminal offence under the Criminal Code of Canada. Sexual assault is any type of unwanted sexual act done by one individual to another that violates the sexual integrity of the individual and involves a range of behaviours from any unwanted touching to penetration.
- s) "Sexual Harassment" means unwanted remarks, behaviours or communications of a sexual nature and/or unwanted remarks, behaviours or communications based on sex, gender identity, gender expression, or sexual orientation, where the individual responsible for the remarks, behaviours or communications knows or ought reasonably to know that these are unwanted.
- t) "Sexual Violence" means any violence, physical or psychological, that is committed, threatened or attempted against an individual without the individual's consent through a sexual means or by targeting sex, gender identity, gender expression, or sexual orientation. This includes, but is not limited to, Sexual Assault, Sexual Harassment, indecent exposure, voyeurism, degrading sexual imagery, and distribution of a sexual image or video of a University Community member without their consent. It can include a single

incident or a pattern of behaviour whether in person, online or via other means.

- u) “Sexual Violence Response Office (SVRO)” means the University office which is the recommended first point of contact or referral for any University Community member who may have experienced Sexual Violence, and the primary source for expert guidance in responding to Disclosures of Sexual Violence at the University.
- v) “Student” means an individual registered in a University course or program of study at the time of the alleged incident of Sexual Violence.
- w) “Student at Risk Team” means a multi-disciplinary resource team comprised of University staff members representing Student Wellness, Campus Security (as required), Student Services, Residence Services and ad hoc committee members that coordinates intervention and support in response to At-Risk Behaviour (as defined in the Student-at-Risk Policy).
- x) “Student Legal Assistance (SLA)” means the on-campus law clinic staffed by Students.
- y) “Student Ombuds” means the Employee who has the title Student Ombuds and provides a safe place for Students to confidentially discuss Student related issues, academic and non-academic concerns, and other matters.
- z) “Threat Assessment Committee” means a multi-disciplinary resource team comprised of University staff members representing Campus Security, Human Resources, Student Services, Student Wellness and Staff Wellness, and ad hoc committee members, that responds to reports of actual or potential workplace violence as provided for in the Workplace Violence Policy
 - aa) “University” means University of Calgary.
 - bb) “University Community” means individuals who are directly connected to any University activities or initiatives and includes all Academic Staff Members, Appointees, Employees, Postdoctoral Scholars, Students, Contractors and Volunteers.
 - cc) “University Facilities” means all buildings and grounds, including athletic and recreational fields, and Field Stations, owned, leased or operated by the University, except for property managed by West Campus Development Trust.
 - dd) “Victim - Survivor” means, an individual who has experienced Sexual Violence. Not all people who have experienced Sexual Violence identify with either term. Individuals can choose whether to be referred to as the victim, the survivor or by name in any Disclosure or Formal Report.

ee) "Volunteer" means an individual who, on a voluntary basis, provides a service or materials to the University.

**Policy
Statement**

4 General

- 4.1** All members of the University Community have the right to learn, work, teach and live in an environment where they are free from harassment, discrimination and violence. The University:
- a) will promote a culture of respect so that those who make a Disclosure or Formal Report are treated respectfully;
 - b) has investigation processes that protect the rights of all individuals;
 - c) will provide training to Academic Staff Members, Appointees, Employees, Postdoctoral Scholars and Students on how to respond to a Disclosure of Sexual Violence; and
 - d) will implement awareness, education and risk management programs to address the prevention of Sexual Violence.
- 4.2** The University respects the rights of Victim-Survivors to choose the services and supports they feel are most appropriate, and to decide whether or not to report to the police or to file a Formal Report with the University. This includes respecting Victim-Survivors' rights not to report.
- 4.3** The University's policies, administrative processes and discipline systems are independent of the civil and criminal justice legal systems. University Community members alleged to have perpetrated Sexual Violence may be subject to the University's administrative processes and discipline systems in addition to the civil or criminal legal system.
- 4.4** This Policy will be reviewed every five (5) years.

Consent

- 4.5** The University is committed to providing education on Consent and its relationship to Sexual Violence.
- 4.6** Consent is the ongoing voluntary agreement of an individual to engage in the sexual activity in question. More specifically, Consent:
- a) is not silence or the absence of "no";
 - b) cannot be assumed or implied from previous Consent to similar activities or from anything else;
 - c) cannot be given by an individual incapacitated by alcohol, drugs or some other reason, or who is unconscious, under the age of consent or otherwise incapable of providing consent;
 - d) can be revoked at any time, whatever other sexual activities have taken place;
 - e) cannot be obtained through an abuse of power, threats, intimidations, coercion or other pressure tactics;
 - f) cannot be obtained through manipulation or misrepresentation; and
 - g) cannot be obtained if the individual abuses a position of trust or authority.

- 4.7** It is the responsibility of the initiator of a sexual activity to obtain Consent at all stages of the sexual engagement.
- 4.8** In Canada, the Criminal Code sets the age of consent to sexual activity at 16 years, with some exceptions. The age of consent is higher where there is a relationship of trust, authority, or dependency such as an instructor, coach, tutor, or mentor.
- 4.9** All sexual acts without Consent constitute Sexual Assault.

Sexual Assault

4.10 Sexual Assault:

- a) includes a range of non-consensual sexual activities including oral contact (mouth to mouth, mouth to body part), groping, touching, oral sex, vaginal or anal penetration, and/or penetration with any object or body part;
- b) can be committed by a spouse, intimate or dating partner, a friend or acquaintance, a known individual in a position of trust or authority or a complete stranger;
- c) can occur regardless of sexual orientation, gender identity and gender expression, or relationship status;
- d) occurs when an individual engages in sexual activity with another individual they know, or reasonably ought to have known, is incapacitated (e.g. by drug or alcohol use, unconsciousness, blackout, or as a result of a disability).

Confidentiality

- 4.11** Appropriate procedures for responding to a Formal Report alleging Sexual Violence will be followed to minimise the risk of re-traumatising individuals, ensure due process, and, except as set out in 4.11, 4.12, 5.1, and applicable legislation, to avoid breaching the privacy of anyone who reports or is involved in alleged Sexual Violence.
- 4.12** Everyone involved in a Disclosure or Formal Report will be informed about the processes in place to safeguard confidentiality and the limits of confidentiality. Confidentiality cannot be assured if:
- a) an individual is judged to be at imminent risk of self-harm;
 - b) an individual is judged to be at imminent risk of harming another;
 - c) there is reason to believe that other University Community members or the broader community may be at risk of harm;
 - d) reporting or action is required by law; or
 - e) evidence of the alleged Sexual Violence is available in the public realm.
- 4.13** Subject to 4.11, the names of any individual involved in alleged Sexual Violence, and the circumstances of the incident, will not be disclosed by the University to any person except where disclosure is necessary for the purpose of resolving the Formal Report and taking any related disciplinary measures.

- 4.14** A Complainant will ordinarily be informed of the following steps in resolving a Formal Report if the Formal Report concerns allegations of Sexual Violence committed against that Complainant:
- a) whether any Interim Measures have been, or will be implemented;
 - b) whether the Formal Report will be investigated, or otherwise addressed by the University;
 - c) A summary of allegations to be investigated;
 - d) the name of any investigator assigned;
 - e) when any investigation begins; and
 - f) whether the investigator found that the allegations were substantiated or unsubstantiated.
- 4.15** The SVRO will report annually to the Board of Governors on the number of Disclosures and Formal Reports received. This data will not include any personal information that may identify a University Community member.
- 4.16** Records pertaining to the administration of this policy are the property of the University and will be retained in accordance with University document retention rules.

Disclosing and Responding to Sexual Violence

- 4.17** Members of the University Community with concerns about an incident of Sexual Violence should contact the SVRO. The SVRO provides confidential support and care for any University Community member impacted by Sexual Violence.
- 4.18** Supports are available to any University Community member making a Disclosure. Supports are available no matter when or where the individual experienced or witnessed Sexual Violence, or who may be responsible for the harm. Available supports for all members of the University Community making a Disclosure include:
- a) health services including sexually transmitted infection and pregnancy testing at Student Wellness Services;
 - b) Staff Wellness;
 - c) the Employee and Family Assistance Program;
 - d) support for Indigenous Students through Writing Symbols Lodge;
 - e) safety planning;
 - f) peer supports for Students;
 - g) facilitation of safe living arrangements for Students living in residence; and
 - h) workplace and academic accommodations.
- 4.19** Anyone who receives a Disclosure should provide information on resources available to the individual including information about the Sexual Violence Response Office (SVRO).
- 4.20** The SVRO is available for anyone with concerns about Sexual Violence, and for anyone who is seeking information about options for making a Disclosure, or

Formal Report. The SVRO can assist individuals in accessing supports and in understanding available reporting options.

4.21 Any individual impacted by Sexual Violence who is represented by a union or an association, has the right to seek the assistance of that union or association.

4.22 Concerns about potential violations of the University's alcohol, cannabis, or smoking policies should not prevent reporting or disclosure of an incident of Sexual Violence. A Disclosure or Formal Report will only trigger an investigation into alleged violations of those policies if such an investigation is required to ensure the University fulfills its duties in managing its learning, teaching, working, and living environment.

4.23 Where the University becomes aware of allegations of Sexual Violence by a University Community member or against a University Community member, the University will take all reasonable steps to mitigate risks to the health and safety of the University Community. The SVRO will generally lead these efforts, and will engage relevant expertise at the University, including the Threat Assessment Committee or Student at Risk Team, where appropriate. As part of this effort, the University may impose Interim Measures, including:

- a) separation of the academic, living or workplace situations of any individuals allegedly involved in the incident of Sexual Violence;
- b) academic accommodations; or
- c) no-contact orders issued by the University.

4.24 A Student who is a Respondent in a Sexual Violence allegation may at any time seek the assistance of:

- a) Student Wellness Services;
- b) the Student Ombuds; or
- c) Student Legal Assistance (SLA).

Formal Reporting of Sexual Violence

4.25 A Disclosure is not a Formal Report and will not trigger an investigation unless the University becomes aware of a risk to other members of the University Community.

4.26 Victim-Survivors have options for filing a Formal Report or criminal complaint. Victim-Survivors are not required to file a Formal Report or a criminal complaint. Reporting options include:

- a) **Criminal Reporting Option:** individuals may report their allegations independently through the criminal justice system by contacting the Calgary Police Service or, if known, the law enforcement agency in the jurisdiction where the incident occurred. If an individual would like the support of the University in making a report with the appropriate law enforcement agency, the SVRO and Campus Security can facilitate making the report.
- b) **Non-Criminal, On-Campus Formal Reports** must be made to the SVRO. The SVRO will engage appropriate expertise to respond to the Formal Report. This may include:

- i. Campus Security;
- ii. the Student Conduct Office;
- iii. Human Resources;
- iv. the Protected Disclosure and Research Integrity Office; and
- v. resources external to the University.

4.27 There is no time limit for making a Formal Report; however, the University encourages individuals to make a Formal Report as soon as they are able to do so, recognizing that resolution may be more challenging the longer the period of time between an incident and a Formal Report.

4.28 Formal Reports may be made anonymously but the Complainant should be aware that this may limit the ability of the University to respond and investigate.

4.29 If a Respondent is subject to both a criminal complaint and a Formal Report, the University may consult with the relevant law enforcement agency before determining whether or when to proceed with the Formal Report.

4.30 A Complainant has the right to withdraw a Formal Report at any stage of the process. However, the University may have a duty to act on the issue identified in the Formal Report in order to comply with its obligations under this policy or its legal obligations. Interim Measures that do not infringe on the Respondent's access to the University may be maintained after a Formal Report is withdrawn.

4.31 The resolution of Formal Reports must appropriately protect the rights of both the Complainant and the Respondent. The SVRO will, in consultation with Legal Services, review all Formal Reports received to determine whether the University has jurisdiction and there is sufficient information to proceed. The SVRO will then discuss options for resolution with the Complainant. If the SVRO, the Complainant and the Respondent agree, a Formal Report may be addressed without an investigation or disciplinary process. This may include:

- a) facilitated dialogue; or
- b) practices aligned with an Indigenous community's world view, in consultation with appropriate traditional knowledge keepers.

4.32 If the Complainant, the SVRO, and the Respondent agree to proceed in accordance with 4.31, the SVRO will appoint a trauma-informed individual trained in the chosen process as a facilitator.

4.33 If there is no agreement on proceeding with a process identified in 4.31, the SVRO will review the Formal Report. If the Formal Report describes allegations that, if substantiated, would be a breach of this Policy, and the Formal Report is brought by the person claiming to have suffered Sexual Violence, the SVRO will refer the matter to the office identified below, who will appoint a trained, trauma-informed investigator, in accordance with the relevant University Procedure:

Member of the University Community (Respondent)	Office	Procedure
Student	Student Conduct	Student Non-Academic Misconduct Procedure
Employee	AVP Human Resources	Workplace Investigation Procedure
Academic Staff Member, Appointee, Contractor, Senior Leadership Team Member excepting Executive Leadership Team Members	Protected Disclosure and Research Integrity	Procedure for Protected Disclosure
Executive Leadership Team Member (excepting the President and Vice-Chancellor)	President and Vice-Chancellor	Procedure for Protected Disclosure
President and Vice-Chancellor	Chair of the Board of Governors	Procedure for Protected Disclosure

4.34 This policy does not preclude individuals from filing a complaint in other venues such as under the grievance process of an applicable Collective Agreement, or filing a complaint of harassment or discrimination with an appropriate tribunal, or in a court of law. Such other venues or processes may impose time limits for filing a complaint.

Investigation of Formal Reports Alleging Sexual Violence

4.35 An investigation of a Formal Report alleging Sexual Violence will usually include:

- a) interview(s) with the Complainant;
- b) interview(s) with the Respondent;
- c) interview(s) with witnesses and potential witnesses;
- d) collection and review of evidence; and
- e) findings of fact made on the balance of probabilities.

4.36 Upon completion of the investigation, the investigator will prepare a report based on the interview statements and evidence collected. If an allegation is substantiated, the report will document the impact of the Sexual Violence on the Victim-Survivor. The SVRO will receive the investigator's report and send it to the individual(s) responsible for disciplinary processes under the relevant University policies and Collective Agreements. The table below identifies who will receive the Investigative report and determine appropriate disciplinary measures if an allegation is substantiated:

Member of the University Community (Respondent)	Recipient of Investigative Report
--	--

Student	Student Conduct Office
Academic Staff Member, Employee, Appointee	Senior Leadership Team Member for the faculty or department
Senior Leadership Team Member	Executive Leadership Team Member to whom they report.
Executive Leadership Team Member	The President and Vice-Chancellor
President and Vice-Chancellor	Chair of the University's Board of Governors
Contractors, Volunteers, Others	Senior Leadership Team Member for the unit, faculty, or department who engaged the Respondent

Unsubstantiated Formal Reports

4.37 If a Complainant, in good faith, makes a Formal Report and the investigator determines that the allegations of Sexual Violence in the Formal Report are not substantiated, no record of the Formal Report or the investigator's report will be placed in the Complainant's or Respondent's student or human resource file; however the SVRO will retain a record in compliance with the University's legal obligations.

Reprisals and Sanctions

4.38 An individual who is found to have taken action in Reprisal may be subject to disciplinary action up to and including termination of employment, expulsion from the University or termination of any other relationship they have with the University. Disciplinary action will be taken in accordance with the provisions of any applicable Collective Agreement.

4.39 An individual who believes they may be the subject of Reprisal should notify the SVRO.

4.40 An individual who is found to have breached this policy may be subject to disciplinary action up to and including termination of employment, expulsion from the University or termination of any other relationship they have with the University. Disciplinary action will be taken in accordance with the provisions of any applicable Collective Agreement. If the Respondent is a Student, the Student Conduct Office will receive the investigator's report and decide whether to invite the Respondent to a hearing to address the appropriate sanction. The Hearing Board will not include a Student, and will consist of individuals trained in trauma-informed adjudication who have not previously been involved in the incident in question

4.41 An individual who is found to have made a frivolous or vexatious Formal Report may be subject to disciplinary action up to and including termination of employment, expulsion from the University or termination of any other relationship they have with the University. Disciplinary action will be taken in accordance with the provisions of any applicable Collective Agreement. A

Formal Report made in good faith that is not substantiated is not a frivolous or vexatious complaint.

Responsibilities	5	5.1 All members of the University Community will: <ul style="list-style-type: none">a) make themselves aware of this policy and their responsibilities under the policy;b) refer anyone with concerns about Sexual Violence to the SVRO; 5.2 The SVRO will: <ul style="list-style-type: none">a) be the recommended first point of contact or referral for any member of the University Community who may have been subject to or witnessed Sexual Violence and is seeking support in relation to Sexual Violence;b) provide support including confidential consultation and assistance in accessing resources both on and off campus;c) prepare annual reports on the nature and number of Disclosure and Formal Reports;d) discuss options for resolutione) review Formal Reports;f) refer to the Student at Risk Team as deemed necessary any Disclosures or Formal Reports of Sexual Violence involving Students; the Student at Risk Team will respond to a referral in accordance with their procedures;g) refer to the Threat Assessment Committee as deemed necessary any Disclosures or Formal Reports of Sexual Violence involving Employees, Academic Staff, Appointees or Postdoctoral Fellows; the Threat Assessment Committee will respond to a referral in accordance with their procedures; andh) assist in the creation of educational resources and training initiatives. 5.3 Campus Security will: <ul style="list-style-type: none">a) respond to any calls they receive related to Sexual Violence and refer individuals to the SVRO; andb) provide supports such as safety planning, and, if requested, assisting individuals who choose to report to police in connecting with the appropriate police personnel.
Procedures	6	Student Non-Academic Misconduct Procedure Workplace Investigation Procedures Procedure for Protected Disclosures
Related Policies	7	Harassment Policy Student Non-Academic Misconduct Policy Student at Risk Policy Code of Conduct Workplace Violence Policy
Related Information	8	ucalgary.ca/sexualviolencesupport/
History	9	<i>Approved:</i> May 26, 2017 <i>Effective:</i> June 1, 2017 <i>Editorial Change:</i> March 8, 2018

DRAFT



**GENERAL FACULTIES COUNCIL
ACTION BRIEFING NOTE**

For Approval For Recommendation For Discussion

SUBJECT: Changes to the Regulations K. Statement on Principles of Conduct and L. Integrity in Scholarly Activity in the University Calendar (Academic Integrity Statement)

PROPONENT(S)

Susan Barker, Vice-Provost (Student Experience), and Angelique Saweczko, Registrar

REQUESTED ACTION

The General Faculties Council is asked to provide feedback on the proposed statement on Academic Integrity which replaces the Statement on Intellectual Honesty that forms part of Regulations K (Statement on Principles of Conduct) and L (Integrity in Scholarly Activity) in the University Calendar.

KEY CONSIDERATIONS/POINTS

When the new Student Academic Misconduct Policy was introduced in July 2019, calendar regulations that related to academic misconduct were either updated or removed from the calendar. Feedback was received from the Academic Planning and Priorities Committee (APPC) that the Statement on Intellectual Honesty was outdated and needed to be updated to be commensurate with current policies and regulations. The old statement and the new revised statement are presented for review and the context in which they appear in the calendar (Regulations K and L) is presented for information. The revised statement was developed with input from Dr Sarah Eaton from Werklund School of Education whose research field is academic integrity as well as input from the Provost Team and Deans.

RISKS

It is important that we provide links to current policies and regulations on integrity and conduct as well as making an institutional commitment to integrity and the seriousness of violations of it.

ROUTING AND PERSONS CONSULTED

<u>Progress</u>	<u>Body</u>	<u>Date</u>	<u>Approval</u>	<u>Recommendation</u>	<u>Discussion</u>	<u>Information</u>
	Calendar and Curriculum Subcommittee	2020-02-20		X		
X	General Faculties Council	2020-03-12			X	
	Academic Planning and Priorities Committee	2020-03-16	X			

These changes have also been discussed at Provost Team (January 13, 2020) and Dean’s Council (January 22, 2020).

NEXT STEPS

Once approved by the APPC, updates will be made the 2020-2021 calendar.

SUPPORTING MATERIALS

New Statement on Academic Integrity and old statement on Intellectual Honesty
Clean copy Sections K and L

Statement on Academic Integrity (proposed new)

Academic integrity is the foundation of academic success and is based on values of honesty, trust, responsibility, and respect. We expect members of our community to act with integrity.

Research integrity, ethics, and principles of conduct are key to academic integrity. Members of our campus community are required to abide by our institutional code of conduct and promote academic integrity in upholding the University of Calgary's reputation of excellence.

Statement on Intellectual Honesty (old)

Intellectual honesty is the cornerstone of the development and acquisition of knowledge. Knowledge is cumulative and further advances are predicated on the contributions of others. In the normal course of scholarship these contributions are apprehended, critically evaluated, and utilized as a foundation for further inquiry. Intellectual honesty demands that the contribution of others be acknowledged. To do less is to cheat. To pass off contributions and ideas of another as one's own is to deprive oneself of the opportunity and challenge to learn and to participate in the scholarly process of acquisition and development of knowledge. Not only will the cheater or intellectually dishonest individual be ultimately their own victim but also the general quality of scholarly activity will be seriously undermined. It is for these reasons that the University insists on intellectual honesty in scholarship. The control of intellectual dishonesty begins with the individual's recognition of standards of honesty expected generally and compliance with those expectations. With respect to student work in a course, it is the responsibility of the instructor to specify the academic requirements of the course.

CLEAN VERSION-Proposed for Information

K. Integrity and Conduct

The University of Calgary foundational commitments expressed in the [Eyes High Strategy](#) are to:

- sharpen focus on research and scholarship
- enrich the quality and breadth of learning
- integrate the university with the community

The university seeks to create and maintain a positive and productive learning, working and living environment; an environment in which there is:

- respect for the dignity of all
- fair treatment of individuals
- respect for academic freedom
- respect for university resources and the property of individuals

When representing the university, employees, academic staff members, appointees, students and volunteer appointees are required to act:

- ethically, honestly and with integrity; and
- in accordance with the principles of fairness, good faith, and respect

All members of the University community have a responsibility to familiarize themselves with this Statement on Principles of Conduct and to comply with University of Calgary policies on conduct including:

Code of Conduct: ucalgary.ca/policies/files/policies/code-of-conduct.pdf

Student Non-Academic Misconduct Policy and Procedures:

ucalgary.ca/policies/files/policies/non-academic-misconduct-policy.pdf

ucalgary.ca/policies/files/policies/non-academic-misconduct-procedure.pdf

ucalgary.ca/policies/files/policies/procedure-appendix-1-hearing-board-composition.pdf

K.1 Other Impermissible Conduct

The non-authorized media recording of lectures is inconsistent with the Code of Conduct and may result in discipline in accordance with the [Student Non-Academic Misconduct Policy](#) and Procedure.

K.2. Student Appeals

Appeals relating to student academic and non-academic misconduct will follow the regulations in Section [J. Student Appeals to the University Appeals Committee and University Appeals Tribunal](#).

K.3. Statement on Academic Integrity

Academic integrity is the foundation of academic success and is based on values of honesty, trust, responsibility, and respect. We expect members of our community to act with integrity.

Research integrity, ethics, and principles of conduct are key to academic integrity. Members of our campus community are required to abide by our institutional code of conduct and promote academic integrity in upholding the University of Calgary's reputation of excellence.

Student Academic Misconduct Policy and Procedure (effective July 1st 2019):

ucalgary.ca/policies/files/policies/student-academic-misconduct-policy.pdf

ucalgary.ca/policies/files/policies/student-academic-misconduct-procedure.pdf

Additional information is available on the Academic Integrity Website at

ucalgary.ca/student-services/student-success/learning/academic-integrity

K.4. Research Integrity

All research at the University of Calgary that:

- is conducted by university employees, postdoctoral scholars, or students;
- is undertaken under the auspices of, or in affiliation with, the university;
- or uses university equipment, facilities, space, resources, employees, postdoctoral scholars, or students.

Is governed by the [Research Integrity Policy](#)

The purpose of the Research Integrity policy is to:

- promote integrity in research;
- ensure compliance with applicable law;
- ensure that research is conducted in accordance with the university's expectations for ethical conduct;
- and promote an awareness of research ethics within the university community.

L. Free Expression

All members of the university have the right of free expression, which means the freedom to investigate, comment, listen, gather, challenge and critique subject to the law and, on our campuses, to

university policies and procedures related to the functioning of the university

In 2019, the University of Calgary published a statement committed to the principles of free expression: ucalgary.ca/provost/sites/default/files/StatementonFreeExpression.pdf

ACADEMIC PLANNING AND PRIORITIES COMMITTEE
Report to General Faculties Council (GFC)
for the meeting held February 3, 2020

This report is submitted on behalf of the Academic Planning and Priorities Committee (APPC).

Approval of the Creation of a New Specialization in Mathematical Finance within the MSc and PhD in Mathematics and Statistics

The APPC reviewed the proposal to create a new Specialization in Mathematical Finance within the MSc and PhD in Mathematics and Statistics. The APPC learned that the proposed specialization responds to significant demand from students, many of whom study mathematical finance under the current Specialization in Mathematics. It was noted that the proposed specialization can run with zero impact to current budget and teaching loads.

The APPC discussed the intended audience for the specialization, anticipated student demand and enrolment, work-integrated learning opportunities, and learning opportunities in the finance and energy industries as well as in data science and machine learning.

The APPC suggested that the proponents organize their learning outcomes to demonstrate what all students in the specialization will achieve versus what optional courses will deliver, and that proponents make it clear that students taking optional courses in the Haskayne School of Business will pay a higher rate of tuition than in other courses in the program.

The APPC approved the creation of the Specialization in Mathematical Finance within the MSc and PhD in Mathematics and Statistics.

Approval of Curriculum Revisions to the MSc and PhD in Clinical Psychology

The APPC reviewed the proposed curriculum revisions to the MSc and PhD in Clinical Psychology. The APPC learned that these revisions are proposed in response to extensive consultation with faculty and students, an increase in faculty working in the areas of child psychology and neuroscience, and a growing demand for neuropsychologists in the community. It was noted that the former curriculum was course-heavy and in need of revision to align with changing accreditation requirements. It was also noted that feedback from Risk Management and the Office of the Registrar encouraged the shift to a practicum milestone.

The APPC discussed the differences between the three individually accredited psychology programs on campus.

The APPC approved the curriculum revisions to the MSc and PhD in Clinical Psychology.

Approval of the Creation of the Foreign Trained Lawyers Program Post-Bachelor's Certificate

The APPC reviewed the proposal to create the Foreign Trained Lawyers Program (FTLP) Post-Bachelor's Certificate. The APPC learned that the proposed certificate allows the Faculty of Law to diversify revenue streams and align itself with other law schools in Canada that provide similar training. It was noted that Calgary has one of the highest populations of foreign trained lawyers in the country. It was also noted that FTLP students will take some courses with JD students, and in such cases additional course sections or reconfiguring of current course sections will occur.

The APPC discussed the choice of credential proposed; how the proposed program is distinct from provincial competitors; other pathways to national accreditation in Canada; the low impact anticipated on articling placement for University of Calgary JD graduates; the professional skills embedded in the program that will enable FTLP students to successfully secure articling placements; the diversity of career paths for JD and FTLP graduates; and the Faculty of Law's recruitment plan.

The APPC suggested that the proponents clarify that academic staff cannot be required to teach courses on weekends, that the minimum number of full load equivalencies be clarified, that the proponents address the breakeven point and minimum viability of the program, and that proponents correct reference to a "GFC-approved" tuition revenue sharing agreement.

The APPC approved the creation of the Foreign Trained Lawyers Program Post-Bachelor's Certificate.

Approval of the Curriculum Changes for the Non-Credit Certificate and Diploma Programs in Couple and Family Therapy

The APPC reviewed the proposed curriculum revisions for the Non-Credit Certificate and Diploma Programs in Couple and Family Therapy. The APPC learned that these proposed changes reflect changes to course offerings in the Faculty of Social Work and which courses students are allowed to receive advanced credit for, as well as an increase in the number of practicum hours required in the diploma to align with accreditation requirements. Where students previously completed all practicum hours at the Calgary Family Therapy Centre (CFTC), all students will now complete a 30-hour practicum with the CFTC followed by distance clinical supervision of students' therapy practice in their own workplace.

The APPC discussed the wider variety of problems that students will be able to address in shifting the practicum requirements, the importance of maintaining a 30-hour practicum with the CFTC in expose students to a variety of styles of working, and how distance clinical supervision will be conducted and tracked.

The APPC approved the curriculum changes for the Non-Credit Certificate and Diploma Programs in Couple and Family Therapy.

Approval of Changes to the Academic Regulations: J.1 Continued Registration while Under Appeal

The APPC reviewed the proposal to change the Academic Regulations: J.1 Continued Registration while Under Appeal in the University Calendar. The APPC learned that the changes include clean-up of language and terminology to align with the new Student Academic Misconduct Policy and Student Academic Appeals Policy, as well as additional clarity regarding when a student is able to remain registered while

under appeal.

The APPC discussed the risk of a double penalty when a student appealing a Required to Withdraw (RTW) decision completes coursework during the appeals process and ultimately does not receive credit for this coursework. The proponent clarified that a University Appeals Committee (UAC) or University Appeals Tribunal (UAT) has the discretion to uphold or change an RTW decision, but only in exceptional circumstances would credit completed not be awarded. It was noted that though it is possible for students to complete an entire term of coursework while under appeal to the UAC, this is not likely. It was also noted that students appealing academic progression matters to the UAT are not permitted to remain registered.

The APPC approved the changes to the University Calendar under Academic Regulations: J.1 Continued Registration while under Appeal.

Approval of Changes to A.4.1 Application for Admission, A.15 Auditing Regulations, and B. Registration

The APPC reviewed the proposal to change A.4.1 Application for Admission, A.15 Auditing Regulations, and B. Registration in the University Calendar. The APPC learned that these changes include the removal of redundant information, moving certain regulations to more appropriate sections of the Calendar, and updating terminology for consistency.

The APPC discussed the issue of students accruing credits in a desired program without having been formally admitted to the program; that students must apply and compete for admission to gain re-entry to the University after a stop-out of more than twelve months; that the term “re-apply” has been removed from the Calendar because it was misleading for students; the difference between a “stop-out” and a “leave of absence”; and that Open Studies students do not have to apply for admission to another program at the University, as they are considered transfer students.

The APPC suggested that proponents reincorporate reference to academic staff, post-doctoral fellows and visiting scholars who may audit University of Calgary courses in A.15 Auditing Regulations, clarify that students must obtain written permission from their faculty to take a leave of absence that extends longer than twelve months, and confirm the correct title for the subheading under B. Registration: “Stop-Outs and Leaves of Absence (LOA).” These items were reviewed by the proponents after the meeting and reported on by the Academic Co-Chair at the February 24th APPC meeting.

The APPC approved the changes to A.4.1 Application for Admission, A.15 Auditing Regulations, and B. Registration.

ACADEMIC PLANNING AND PRIORITIES COMMITTEE
Report to General Faculties Council (GFC)
for the meeting held February 24, 2020

This report is submitted on behalf of the Academic Planning and Priorities Committee (APPC).

Approval of the Curriculum Revisions and Load Changes to the Master of Architecture, Master of Landscape Architecture and Master of Planning Programs

The APPC reviewed the proposed curriculum revisions and load changes to the Master of Architecture (MArch), Master of Landscape Architecture (MLA), and Master of Planning (MPLan) programs. The APPC learned that these changes respond to curricula reviews and successful accreditation visits, as well the need for graduates to be able to respond to various social challenges affecting the discipline. The proponents noted changes to work integrated learning opportunities and a change in timeline for students taking the study abroad program. It was also noted that the MPLan load change is the only proposal that will require ministry approval.

The APPC discussed these programs' categorization in the provincial program registry, current enrolment in these programs, and the implications for workload on academic staff members. It was noted that current full-time faculty members are teaching to capacity, and that new courses will be taught by international experts and practicing professionals. It was also noted that as an accredited professional school, it is critical that the School of Architecture, Planning and Landscape have experts teach in the professional programs.

The APPC approved the curriculum revisions and load changes to the Master of Architecture, Master of Landscape Architecture and Master of Planning programs.

Approval of the Addition of the Teachable Subject Area in Early Childhood Education within the Four-Year 120 credit BEd degree (community-based) and Two-Year 60 credit BEd After-Degree (community-based) (Elementary and K-12 Routes)

The APPC reviewed the proposal to add an additional teachable subject area in Early Childhood Education (ECE) to the Four-Year 120 credit BEd degree (community-based) and Two-Year 60 credit BEd After-Degree (community-based). The APPC learned that through consultation with principals in rural and remote communities, it was revealed that an ECE teacher shortage exists in these areas of Alberta.

The APPC discussed the types of consultation conducted and whether current or interested students were consulted, that students can only choose one teachable subject area in the course of their BEd degree, that the Werklund School of Education (WSE) restricts enrolment in each teachable subject area offered, the potential for additional impact on the Registrar and student advising offices, and that residency requirements are fulfilled in the Spring/Summer term. The APPC also discussed the number of colleges with certificates in ECE that are excited about the program, and that the WSE equips all students with the skills necessary to dive deeply into a subject area even if it is not the one they are formally trained in.

The APPC approved the addition of the Teachable Subject Area in Early Childhood Education within the Four-Year 120 credit BEd degree (community-based) and Two-Year 60 credit BEd After-Degree (community-based) (Elementary and K-12 Routes).

Approval of the Addition of the Teachable Subject Area in Social Studies – Revitalization of Indigenous Languages within all BEd Degree Pathways (Elementary and K-12 Routes)

The APPC reviewed the proposed addition of the Teachable Subject Area in Social Studies – Revitalization of Indigenous Languages within all BEd Degree Pathways (Elementary and K-12 Routes). The APPC learned that students will learn the sensibilities required to support the work of revitalizing indigenous languages rather than being trained to be fluent in an indigenous language or to go into an indigenous community to teach community members their language. The WSE aims to make this teachable subject area accessible to all students.

The APPC discussed the interdisciplinary collaboration between the Faculty of Arts and the WSE, the extensive and positive consultation conducted with indigenous communities, and the ways in which students in this teachable subject area may see themselves in the University's Indigenous Strategy.

The APPC approved the addition of the Teachable Subject Area in Social Studies – Revitalization of Indigenous Languages within all BEd Degree Pathways (Elementary and K-12 Routes).

Approval of the Creation of the Bachelor of Science (BSc) in Biomedical Engineering and BSc in Biomedical Engineering Internship Programs

The APPC reviewed the proposal to create the Bachelor of Science (BSc) in Biomedical Engineering and BSc in Biomedical Engineering Internship programs. The APPC learned that these programs aim to train leaders in the health industry, utilizing expertise in the current graduate program and undergraduate minor. The proponents noted that the program has been design to meet the needs of industry, that there is high demand based on enrolment in the current minor, and that there is high demand from industry for trained professionals in this field. The APPC also learned that the Biomedical Engineering program is not a generalist degree applied to a health problem, but provides depth in core engineering areas and a suggested pathway of technology electives for students to specialize in.

The APPC discussed the length of the internship, when it occurs in a student's program, how students can modify it to suit their interests, and the type of VISA international students would need to participate in the internship program. . The APPC also discussed current and anticipated domestic and international student enrolment; the leadership training provided; that no new courses need to be created in order to launch this program; the courses that will require additional funds for sessional teaching; the low anticipated impact on student advising services; and the potential pathway for students from this program to medical school. It was also noted that students currently enrolled in the minor are not able to switch into this program due to high demand and the delay to students' programs.

The APPC suggested that the proponents clarify that departments within the Schulich School of Engineering did not provide approval for this proposal before it went to the SSE Faculty Council and CBRE, that proponents consider increasing the anticipated cost of a laptop to account for software fees, and that the proponents edit the proposal for typos.

The APPC approved the creation of the BSc in Biomedical Engineering and BSc in Biomedical Engineering Internship programs.

University of Calgary – Report from Senate Meeting

Meeting date: February 6, 2020

Overview

3:30 p.m. – registration and refreshments

Location: Clinical Skills Building link

4 – 5 p.m. – Tour of the Spy Hill Campus

5-6 p.m. – Senate meeting

Location: Clinical Skills Building, classroom 101A

Annotated agenda

Approval of the Senate meeting agenda, February 6, 2020

Consent agenda items:

- Senate meeting minutes, December 11, 2019
- Graduate Students' Association
- Students' Union
- Alumni Association
- Senator Development Committee
- Engagement Committee

Other Information:

- Senate recruitment process
- Student mentorship opportunities
- Senate Committee Leadership and Membership Allocation Procedure

Honorary Degree (HD) vote (in camera)

Committee membership operating standard and practice

Honorary Degree host operating standard and practice

Discussion

Remarks: Chancellor Deborah Yedlin

- The board has turned their attention to the budget situation at the university
- DY hosted a breakfast with Ed and donors and stakeholders and was a chance to discuss the impact of the cuts and how we move forward
- We have to change the government's perception that the university should be funded through performance based measures

- This is Anna Shannon's last Senate meeting, leaves University of March 6. Anna was thanked for her service to the University.
- Crowchild Classic
- Women's volleyball March 13th - big game
- New lead for Hunter Hub - coming from Toronto
- DY is moderating a talk with Morneau about economics in Canada
- Simpson Centre launch tomorrow morning (Ag public policy initiative)
- April 23 is Giving Day - Senators can help make calls at 2 pm - volunteers can call people about contributing again. Matching funds up to \$2500.

Remarks: Vice-Chancellor and President, Dr. Ed McCauley

- United Way - set a high target this year.
- We broke another record +\$704,000 was raised on campus - even when the economy is so bad
- Reputational growth
- VIP event in Ottawa - importance of the microbiome
- U of C was the thought leader for the exhibit
- U of C won a \$17M grant to host a major biome centre
- Quantum Canada strategy
- Using the U to convene the regulators and policy makers in Ottawa - bring them here, discuss with entrepreneurs
- CIHR - results - increased to \$33M in grants (up from \$22M last year)

Remarks on the budget

- \$55M cut already in this year
- Cuts will ultimately add up to \$120M – the equivalent of shutting down Faculty of Science and Art
- Govt introducing performance based budgeting starting April 1, 2020
- University is negotiating with government about what metrics are being adopted - metrics very important, we want to be in on selecting the metrics
- 3. Investment Management Agreement - could be good, if done right
- U is ready to provide input into the performance based budget
- Province provides 33% of our total budget - they want to bring it down through cuts and through performance based budget piece
- Q - how can the Senate help and be productive?
- A- champion post-secondary education, promote the value proposition
- Senators can champion the notion of a strong post sec in the province, for economic diversification and quality of life, education is an investment, not an expense

Presentation: University of Calgary Veterinary Medicine - Dr. Baljit Singh (Faculty of Veterinary Medicine) – Key highlights:

- Novel program, set up in a unique way, regularly finessed
- 2008 - first class admitted of DVM, and MSc students
- 2009 - clinical skills building opened
- Founding dean was Dr. Alistair Cribb, strong research orientation
- Only vet school in same place as a medical school
- First class graduated in 2012
- 1:1 ratio of undergrad and grad students
- Largest number of post-docs at any of the 4 vet schools in Canada
- 14 active CIHR grants at any given time
- One Community, One Health Strat Plan (2017-2022) - is the faculty's plan
- Consulted with 3000 people to make the plan
- Expanding from 30 seats to 50 seats in 2020
- More focus on preparing grads for work in smaller communities
- The footprint can handle 60 students per year
- Chose not to build a teaching hospital - instead they partnered with 65+ partners and practice institutions
- 41 core practices provide rotating rotations
- ~76% of grads work in Alberta
- Will use a machine learning platform - using digital platforms
- 8 research chairs
- 3 Canada Research chairs in last 15 months (tons of stem cell research)
- One Health - relationships between animals and humans
- Calgary International Equine Symposium 2018, 2019 - present a \$10,000 cheque for top scientific paper
- Calgary Emerging Veterinary Scholars Summit 2019
- Ranch will be a living laboratory - use it as an international facility
- Educational of next generation of agricultural leaders
- One Health Framework - environment, human, and animal health
- Block week course for students from across campus on solving complex problems
- Anti - Microbial Resistance
- Food production systems
- Goal - among the top 20 vet colleges in the world
- Be the leaders in AI/ML - pulling data from all vet clinics in Alberta on a daily basis
- The vet class does a collaborative project starting in their 2nd year, then they all publish a peer-reviewed paper together
- Strong experiential learning
- There is always a shortage of vets in Alberta
- Vancouver is short 200 vets

Other business and round table:

- HD host recognition – Diane Field was recognized for her work hosting HDs
- Jonah - Student mentoring - emerging leaders program; scholars academy; SU Club mentorship program
- Tim M. - History of senate – More information will be forthcoming soon.
- Lecture of a Lifetime - April 14th – Speaker will be announced soon.

Adjournment

Link to University of Calgary Veterinary Medicine Strategic Plan (as provided by Dr. Baljit Singh, Dean): https://live-vet.ucalgary.ca/sites/default/files/teams/1/stratplan2017_web.pdf

POLICY DEVELOPMENT PLAN (PDP) REPORT

as of 2020-03-02

Below is a list of all University Policies and Procedures currently in Consultation or recently Approved by the applicable Approval Authority.

Title	Stage	Drafting Team
Sexual Violence Policy	Consultation	Deborah Book; Carla Bertsch; Susan Barker; Michael Van Hee; Chris Stanley;