

Members are reminded of the requirement that they give notice of conflict of interest prior to consideration of any matter on the Board open and closed session agendas

**BOARD OF GOVERNORS MEETING**

**1:00 p.m., Thursday, November 21, 2019  
Room 4155, Stevenson Hall**

*A Land Acknowledgement Statement will be read at the beginning of the meeting.*

1. Adoption of Agenda – Open Session
2. Report of the President (Alan Shepard)
3. Unanimous Consent Agenda – **Appendix I**  
Includes [Open Session Minutes of the Meeting of September 24, 2019](#)
4. Business Arising from the Minutes
5. Reports of Committees:
  - Property & Finance Committee – **Appendix II** (Keith Gibbons)
  - Senior Policy & Operations Committee – **Appendix III** (Paul Jenkins)
  - Governance & By-Laws Committee – **Appendix IV** (Rick Konrad)
  - Audit Committee – **Appendix V** (Susan Bennett)
6. Items Referred by Senate – **Appendix VI** (Alan Shepard)
7. Questions from Members
8. Other Business
9. Adjournment to Confidential Session

## SUMMARY OF AGENDA ITEMS – NOVEMBER 21, 2019 - OPEN SESSION

Adoption of Agenda	ACTION
Report of the President	INFORMATION
Unanimous Consent Agenda – <a href="#">Appendix I</a>	ACTION
Minutes of the Meeting of September 24, 2019 – Open Session	ACTION

### **Report of the Property & Finance Committee – [Appendix II](#)**

Scholarships, Awards, and Prizes	INFORMATION
Diabetes Canada Chair in Diabetes Management: Name Change	INFORMATION
John F. Wood Chair in Innovation in Business Education: Name Change	INFORMATION
Report of the Investment Committee	INFORMATION
Semi-Annual Ratio Report on Non-Endowed Funds	INFORMATION

### **Report of the Senior Policy & Operations Committee – [Appendix III](#)**

Revisions to MAPP 1.52 – Policy on Sexual Violence	ACTION
Annual Report on Gender-based and Sexual Violence	INFORMATION
Committee Appointments	INFORMATION

### **Report of the Governance & By-Laws Committee – [Appendix IV](#)**

Results of the 2019 Board of Governors By-Election	INFORMATION
Board Election Schedule for Spring 2020	INFORMATION

### **Report of the Audit Committee – [Appendix V](#)**

Health, Safety, and Wellness Annual Report	INFORMATION
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### **Items Referred by Senate – [Appendix VI](#)**

Amendment to the Appointment Procedures for Senior Academic and Administrative Officers of the University – Addition of a Vice-Provost & Associate Vice-President (Indigenous Initiatives)	ACTION
Amendment to the Appointment Procedures for Senior Academic and Administrative Officers of the University – Change of Title in Section I: Vice-President (External)	ACTION
Renewal of the Articulation Agreement between Western University, King's University College, Huron University College and Fanshawe College Regarding the Transfer of Credit for Students in the Business-Accounting Diploma Program	ACTION
Report of the Academic Colleague	INFORMATION
Questions from Members	

## REPORT OF THE PRESIDENT

To: Board of Governors  
From: Alan Shepard  
Date: November 14, 2019  
Re: President's Report for November 21 Meeting

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Dear Governors,

This report summarizes some noteworthy developments since my last report to the Board of September 17, 2019.

**Anti-racism task force:** I am striking a working group to better understand and counter racism on campus. The recent incidence of online attacks targeting a Western student is deplorable and has galvanized our community to take further action in making our campus a safer and more respectful place to learn, work and live.

**Homecoming, installation and convocation:** October was a memorable month for me for many positive reasons, including my first experience of Western's homecoming. The weekend saw more than 10,000 alumni and their families drawn to campus to celebrate Western's 70<sup>th</sup> Homecoming. Among its highlights we marked the 50<sup>th</sup> anniversary of Saugeen-Maitland Hall, Brescia University College celebrated its centennial, alumnus **David Malloy** (BA'83, MA'86) was installed as King's University College's 9<sup>th</sup> principal, our Mustang football team defeated the Ottawa Gee-Gees to cap an undefeated regular season, and more than 80 reunions took place in London and around the world. Following closely on the weekend's festivities, I was honoured to be installed as Western's 11<sup>th</sup> president and vice-chancellor together with **Linda Hasenfratz** who was installed as our new chancellor. This was a thrilling day for me and I'm grateful to the many family, friends and colleagues who made this such a special occasion. Installation was immediately followed by convocation and my first opportunity to celebrate the achievements of our most recent graduates together with their families and friends. Countless staff, faculty and students contributed to the success of these celebratory events.

**Ministry name change:** On October 21, the provincial government announced that our home Ministry will be renamed the Ministry of Colleges and Universities. The Training portfolio will be moved to the newly renamed Ministry of Labour, Training and Skills Development. **Ross Romano** remains the Minister responsible for universities.

**Federal election:** We congratulate all newly elected and re-elected Members of Parliament, including several local and regional members who are alumni or have other ties to Western, including **Peter Fragiskatos** (London North Centre), **Kate Young** (London West), **Lindsay Mathysen** (London Fanshawe), **Karen Vecchio** (Elgin Middlesex London) and **John Nater** (Wellington Perth). Further afield, other Ontario-based elected members with Western ties include **Bill Morneau** (Toronto Centre), **Filomena Tassi** (Hamilton West Ancaster), **Diane Finley** (Haldimand Norfolk), **Pam Damoff** (Oakville North Burlington) and **Anita Anand** (Oakville). Western and the U15 will continue to advocate for postsecondary education as a member of Universities Canada through a variety of federal venues, including at Universities Canada Day on the Hill scheduled in February.

**Rankings update:** On its recent list of the fastest-rising institutions in producing scientific research papers, *Nature Index* recently ranked Western tops in Canada and among only a small number of universities around the world. Judges noted that Western's national and international research collaborations in recent years helped drive its appearance on the list. The *Nature Index* identifies institutions' authorship and co-authorship in 82 high-quality peer-reviewed science journals. Western's 'fractional count' – a formula derived from the percentage of authors from an institution and the number of affiliated institutions/co-authorships per article – showed the highest increase among Canadian schools between 2015-18.

Western dropped from being ranked 190th last year into the 201-250 range in the 2020 *Times Higher Education World University Rankings*. Although Western's overall score moved only from 54 to 53.2, *THE* rankings officials explained that the Top 200 is sensitive to even seemingly small score variations. In total, nearly 1,400 universities from 92 countries were included in the latest rankings. Western ranked 8th among the 27 Canadian universities included in the survey.

In the 2020 *Maclean's University Rankings* released last month, Western rose one spot up from last year to No. 7 in among Medical Doctoral schools. Among the annual survey's sub-categories, Western ranked highest in scholarship and bursaries (No. 3), student satisfaction (No. 4) and student services (No. 6). Two Western programs, Business and Psychology, were ranked in the top 5. Students ranked Western at No. 4 overall in student satisfaction, with its highest ratings coming in residence living (No. 1), extracurricular activities (No. 2), student life staff (No. 2) mental health services (No. 5) and administrative staff (No. 5, tied).

**Accolades:** The following faculty, students, staff and alumni are among the many members of the Western community recognized with special honours in recent months:

- Professor emeritus **Duncan Hunter** (Chemistry) named by Western's WORLDiscoveries as 2019's Vanguard Innovator of the Year for his work in developing the cancer drug Azedra.
- Special Advisor to the Provost (Indigenous Initiatives) **Candace Brunette-Debassige** and Professor emeritus **Jerry White** (Sociology) honoured with 2019 Atlohsa Peace Awards for their outstanding contributions to the Truth and Reconciliation process through education and advocacy.
- Professor **Ruth Lanius** (Psychiatry) honoured with the Banting Award for Military Health Research for her work to enhance the personalized treatment of veterans suffering from post-traumatic stress disorder.
- Recent graduates **Michael Iacocca** (MSc, Biochemistry), **Ryan Marr** (PhD, Chemistry) and **Kirsten Stefanik** (PhD, Law) named among the Governor General's 2019 Academic Gold Medal recipients.
- Staff members **Andrea Legato** (Health Studies), **Angelica Lucaci** (Geography), **Rebecca Northcott** (History), **Fred Ross** (Schulich School of Medicine & Dentistry), **Julaine Hall** (Research Western), **Robin Keirstead** (Libraries), and the eLearning Technology Team of **Deanna Grogan**, **Shawn Foster**, **Adam Pypstra**, **Jen Sadler** and **Ramon Sanchez** named recipients of the 2019 Western Award of Excellence—the University's highest honour for staff achievement.
- Fourteen students and young alumni were named among *Business London's* 2019 list of "20 In Their 20s," while another 15 Western graduates and faculty members were named among *London Inc.'s* 2019 list of "20 Under 40."
- Professor **Jennifer Irwin** (Health Studies) named one of Ontario's four most outstanding teachers by the Ontario Confederation of University Faculty Association.

- Dean **Jayne Garland** (Health Sciences) named a fellow of the Canadian Academy of Health Sciences for her advances in the neural control of movement—particularly relevant to muscle fatigue and recovery of standing balance and mobility after stroke.
- Professors **Ilka Heinemann** (Biochemistry), **Shih (Susan) Huang** (Medicine & Medical Biophysics), **Naveen Poonai** (Paediatrics), **Martha Dagnew** (Civil & Environmental Engineering) and **Ryan Willing** (Mechanical & Materials Engineering) received Early Researcher Awards from the Ontario Research Fund.
- Professors **Brian Allman** (Anatomy & Cell Biology), **Peter Brown** (Physics & Astronomy), **Tim Bussey** (Physiology & Pharmacology), **Ali Kahn** (Medical Biophysics), **Gordon Osinski** (Earth Sciences), **Rithwik Ramachandran** (Physiology & Pharmacology) and **Ryan Stevenson** (Psychology) awarded infrastructure grants from the Ontario Research Fund.
- Alumnus **Toni Gravelle** (BA'88, PhD'96, Economics) named Deputy Governor of the Bank of Canada.
- Alumnae **Cynthia Qi** (BMSc'19) and **Madelaine Coelho** (BA'19) received gold medals for their best-of-field thesis papers at the 2019 Undergraduate Awards competition.

Recognizing the success of our colleagues is an essential element of telling Western's bigger story to the world. Please join me in celebrating and sharing these stories.

**Senior academic appointments:** Professor **Kathy Hibbert** has been appointed Acting Dean for the Faculty of Education, effective October 1. Prior to this appointment, Kathy was the Associate Dean of Teacher Education as well as Director of the Interdisciplinary Centre for Research in Curriculum as a Social Practice. She is cross-appointed to the Department of Medical Imaging in the Schulich School of Medicine & Dentistry, and is an affiliate member within the Department of Women's Studies & Feminist Research and the graduate program of Health & Rehab Sciences. We are grateful for the leadership Interim Dean **Perry Klein** provided from July 1 through October 1, and wish Kathy well while the decanal selection committee undertakes its work to recruit the next dean.

Professor **Joan Finegan** has been appointed Acting Dean of the Faculty of Social Science, effective January 1, 2020. Joan's appointment will follow **Bob Andersen's** transition from his current role as Dean of Social Science to his new role as Associate Dean at Ivey. Joan has served as the Faculty's Associate Dean, Undergraduate Affairs since 2008. Her past leadership roles have included Acting Director of the Management & Organizational Studies program, Executive Director of the Commercial Aviation Management program, and Associate Chair of the Department of Psychology. We wish Joan well while the decanal selection undertakes its work to recruit the next dean.

**Leadership review and selection:** The work of selection committees for the next deans of the Schulich School of Medicine & Dentistry, Faculty of Education and Faculty of Social Science, as well as the next Vice-President (Research) and the next Vice-Provost & Associate Vice-President (International) either remain underway or are getting underway. The work of the review committee for the Vice-Provost (Academic Planning, Policy & Faculty) also remains underway.

**UNANIMOUS CONSENT AGENDA**

**FOR APPROVAL**

*Any member who wishes to ask a question, discuss, or oppose an item that is listed below may have it removed from the consent agenda by contacting the Secretary of the Board of Governors prior to the meeting or by asking that it be removed before the Chair calls for a mover and seconder for the following motion.*

**Recommended:** That the following items be approved or received for information by the Board of Governors by unanimous consent:

**Minutes**

1. Open Session Minutes of the September 24, 2019	ACTION
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**Report of the Property & Finance Committee – Appendix II**

2. Scholarships, Awards, and Prizes	INFORMATION
3. Diabetes Canada Chair in Diabetes Management: Name Change	INFORMATION
4. John F. Wood Chair in Innovation in Business Education: Name Change	INFORMATION
5. Report of the Investment Committee	INFORMATION
6. Semi-Annual Ratio Report on Non-Endowed Funds	INFORMATION

**Report of the Senior Policy & Operations Committee – Appendix III**

7. Committee Appointments	INFORMATION
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**Report of the Governance & By-Laws Committee – Appendix IV**

8. Results of the 2019 Board of Governors By-Election	INFORMATION
9. Board Election Schedule for Spring 2020	INFORMATION

**Report of the Audit Committee – Appendix V**

10. Health, Safety, and Wellness Annual Report	INFORMATION
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**Items Referred by Senate – Appendix VI**

11. Amendment to the Appointment Procedures for Senior Academic and Administrative Officers of the University – Change of Title in Section I: Vice-President (External)	ACTION
12. Renewal of the Articulation Agreement between Western University, King's University College, Huron University College and Fanshawe College Regarding the Transfer of Credit for Students in the Business-Accounting Diploma Program	ACTION
13. Report of the Academic Colleague	INFORMATION

### The Unanimous Consent Agenda

The Board's parliamentary authority -- *Sturgis Standard Code of Parliamentary Procedure* -- explains the consent agenda:

Organizations having a large number of routine matters to approve often save time by use of a *consent agenda*, also called a *consent calendar* or *unanimous consent agenda*. This is a portion of the printed agenda listing matters that are expected to be non-controversial and on which there are likely to be no questions.

Before taking the vote, the chair allows time for the members to read the list to determine if it includes any matters on which they may have a question, or which they would like to discuss or oppose. Any member has a right to remove any item from the consent agenda, in which case it is transferred to the regular agenda so that it may be considered and voted on separately. The remaining items are then unanimously approved en bloc without discussion, saving the time that would be required for individual votes.

A number of Canadian university Boards have employed the consent agenda format to include not only routine approval items, but also information items. One reason for using this format is to allow the Board to focus on major items of business. While approval of an omnibus motion saves time at Board meetings, Board members will want to review the agenda materials carefully in order that they properly discharge their responsibilities.

#### **How it works:**

The Secretary identifies action and information items that are routine and/or likely non-controversial. In so doing, she may consult with the Chair of the Board, the relevant committee chair, and principal resource persons. In each Committee's report, these items are noted in the list of items at the beginning of the report. Action and information items on the agenda and in committee reports that are not noted on the consent agenda will be presented singly for discussion and voting (when appropriate).

When members receive their Board agendas, they should review all reports in the usual manner. **If any member wants to ask a question, discuss, or oppose an item that is marked for the consent agenda, he or she can have it be removed from the consent agenda** by contacting the Secretary of the Board of Governors prior to the meeting or by asking that it be removed before the Chair calls for a mover and seconder for the motion to approve or receive, by unanimous consent, the items listed.

At the Board meeting, before the unanimous consent motion is presented for approval, the Chair of the Board (1) will advise the Board of items that are to be removed from the list, based on prior requests from Board members; and (2) will ask if there are any other items that should be removed from the list. The remaining items are then unanimously approved *en bloc* without discussion, saving the time that would be required for individual presentation and voting. Those matters that have been struck from the consent agenda will be handled in the usual way as each Committee's report is presented.

The minutes of the Board meeting will report matters approved as part of the consent agenda as "carried by unanimous consent". Information items received as part of the consent agenda will be reported as received.



**MINUTES OF THE MEETING OF THE BOARD OF GOVERNORS**

**SEPTEMBER 24, 2019**

The meeting was held at 1:00 p.m. in the Cherry Room, Ivey Spencer Leadership Centre.

PRESENT: P. Jenkins, Chair  
K. Kwan, Secretary

S. Bennett	M. Robinson
W. Boye	C. Rorabeck
C. Burghardt-Jesson	B. Ross
G. Dick	A. Shepard
K. Gibbons	S. Shortreed
E. Holder	C. Stephenson
C. Karakatsanis	P. Thomlinson
D. Keddy	S. Trosow
R. Konrad	J. Toswell
K. Mequanint	H. Usher
G. Parraga	

By Invitation: K. Cole, A. Hrymak, L. Logan, J. O'Brien, T. Rice, M. Ruddock, S. Prichard

Regrets: S. Chrominska, M. Lerner, K. Sullivan

**Land Acknowledgement**

D. Keddy read a Land Acknowledgement.

**Chair's Remarks**

The Chair welcomed President Alan Shepard, Dr. Samuel Trosow and Dr. Sarah Prichard to the Western University Board of Governors.

BG.19-90

**REPORT OF THE PRESIDENT**

The President discussed the following items:

- Incoming Class – 2019/2020
- 3<sup>rd</sup> Annual World's Challenge Challenge
- *Times Higher Education* Teaching Excellence Summit
- International Association for College Admission Counseling
- 7<sup>th</sup> annual *See the Line* symposium on concussion research
- Congress 2020, scheduled for May 30, 2020 – June 5, 2020
- Next round of Strategic Mandate Agreements (SMA3) for Ontario's postsecondary institutions
- Meetings Ross Romano (Minister of Training, Colleges & Universities), Merilee Fullerton (Minister of Long-Term Care), and David Piccini (Parliamentary Assistant to the Minister)

BG.19-91 **UNANIMOUS CONSENT AGENDA** [Appendix I]

It was moved by H. Usher, seconded by R. Konrad,

That the 14 items listed in Appendix I, Unanimous Consent Agenda be approved or received for information.

CARRIED

BG.19-92 **Minutes of the Previous Meeting**

The open session minutes of the meeting of June 27, 2019 were approved as circulated.

BG.19-93 **Business Arising from the Minutes**

There were no items noted as business arising from the June 27, 2019 minutes.

**REPORT OF THE PROPERTY & FINANCE COMMITTEE** [Appendix II]

Prior to considering the Report of the Property & Finance Committee, K. Gibbons noted that there were no additional details of the Committee's work to add.

BG.19-94 **Information Items Reported by the Property & Finance Committee**

Appendix II, Report of the Property & Finance Committee, detailed in Appendix II, contained the following items that were received for information by unanimous consent:

- Scholarships, Awards, Prizes
- McEwen Western Integrated Science Professorship

**REPORT OF THE SENIOR POLICY & OPERATIONS COMMITTEE** [Appendix III]

Prior to considering the Report of the Senior Policy & Operations Committee, P. Jenkins indicated that there were no additional details to add.

BG.19-95 **Information Items reported by the Senior Policy & Operations Committee**

Appendix III, Report of the Senior Policy & Operations Committee, contained the following item that was received for information by unanimous consent:

- Committee Appointments

**REPORT OF THE GOVERNANCE & BY-LAWS COMMITTEE** [Appendix IV]

Prior to considering the Report of the Governance and By-Laws Committee, R. Konrad provided a high-level overview of the recent work of the Committee.

BG.19-96 **Principles of Engagement for Board Committee Chairs**

It was moved by G. Parraga, seconded by S. Bennett,

That the Board of Governors approve the *Principles of Engagement for Board Committee Chairs*, as shown in Appendix IV, Annex 1.

CARRIED

BG.19-97 **Information Items reported by the Governance and By-Laws Committee**

Appendix IV, Report of the Governance and By-Laws Committee, contained the following item that was received for information by unanimous consent:

- Board of Governors By-Election Schedule – Fall 2019

**REPORT OF THE AUDIT COMMITTEE** [Appendix V]

Prior to considering the Report of the Audit Committee, S. Bennett provided a high-level overview of the recent work of the Committee.

BG.19-98 **Audited Financial Statements for the Year Ended April 30, 2019**

It was moved by R. Konrad, seconded by G. Dick,

That the Board of Governors approve the draft audited combined financial statements for the University for the fiscal year ended April 30, 2019 (Appendix V, Annex 1, Section 1).

CARRIED

BG.19-99 **Information Items reported by the Audit Committee**

Appendix V, Report of the Audit Committee, contained the following items that were received for information by unanimous consent:

- Financial Statements – Related Companies
- Annual Report on Non-Discrimination/Harassment Policy
- Western Retirement Plans Report September 2019

**REPORT OF THE FUND RAISING AND DONOR RELATIONS COMMITTEE** [Appendix VI]

Prior to considering the Report of the Fund Raising and Donor Relations Committee, C. Stephenson provided a high-level overview of the recent work of the Committee.

BG.19-100 **Information Items reported by the Fund Raising and Donor Relations Committee**

Appendix VI, Report of the Fund Raising and Donor Relations Committee, contained the following item that was received for information by unanimous consent:

- Fund Raising Initiatives Quarterly Report to July 31, 2019

**REPORT OF THE MCINTOSH GALLERY COMMITTEE** [Appendix VII]

BG.19-101 **Information Items reported by the McIntosh Gallery Committee**

Appendix VII, Report of the McIntosh Gallery Committee, contained the following item that was received for information by unanimous consent:

- McIntosh Gallery Report to the Board of Governors – September 2019

**ITEMS REFERRED BY SENATE** [Appendix VIII]

BG.19-102 **Information Items Referred by Senate**

Appendix VIII, Items Referred by Senate, contained the following items that were received for information by unanimous consent:

- Honourary Degree Recipients – Fall 2019
- Institutional Quality Assurance Report – June 2019
- Report of the Academic Colleague
- Academic Administrative Appointments

**ADJOURNMENT**

The meeting adjourned to the confidential session at 1:21 p.m.

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P. Jenkins  
Chair

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K. Kwan  
Secretary

**REPORT OF THE PROPERTY & FINANCE COMMITTEE**

Contents	Consent Agenda
<a href="#">Scholarships, Awards, and Prizes</a>	Yes
<a href="#">Diabetes Canada Chair in Diabetes Management: Name Change</a>	Yes
<a href="#">John F. Wood Chair in Innovation in Business Education: Name Change</a>	Yes
<a href="#">Report of the Investment Committee</a>	Yes
<a href="#">Semi-Annual Ratio Report on Non-Endowed Funds</a>	Yes

FOR INFORMATION

1. **Scholarships, Awards, and Prizes**

At its meeting on November 12, 2019, the Property & Finance Committee approved on behalf of the Board of Governors, the Terms of Reference for new scholarships and awards as outlined in [Annex 1](#).

**Background:**  
See [Annex 1](#)

2. **Diabetes Canada Chair in Diabetes Management: Name Change**

At its meeting on November 12, 2019, the Property & Finance Committee approved a motion that the existing Canadian Diabetes Association Chair in Diabetes Management established in 2006 at the Schulich School of Medicine & Dentistry, be renamed the Diabetes Canada Chair in Diabetes Management.

**Background:**  
The Chair was originally funded through a lead contribution of \$1 million from the Canadian Diabetes Association and was named in the organization's honour as a result of this generous gift. The organization has since changed its name to Diabetes Canada hence the request to change the name of the Chair.

**Effective Date:**  
December 1, 2019

3. **John F. Wood Chair in Innovation in Business Education: Name Change**

At its meeting on November 12, 2019, the Property & Finance Committee approved a motion that the existing John F. Wood Chair in Innovation in Business Learning established in 2018 at the Ivey Business School, be renamed the John F. Wood Chair in Innovation in Business Education.

**Background:**  
The Chair was originally funded through a donation from John F Wood, MBA '64. Mr. Wood's donation of \$7 million funded the Chair, as well as other entities at the Ivey Business School. The Ivey Business School has recently updated the naming of other entities to reflect "Business Education" instead of "Business Learning" and has requested the same update to the Chair name. The donor's family (Mr. Wood is now deceased) was consulted and offered no objection to the name change.

**Effective Date:**  
December 1, 2019

4. **Report of the Investment Committee**

The report of the Investment Committee is provided in [Annex 2](#).

**Background:**

See [Annex 2](#)

5. **Semi-Annual Ratio Report on Non-Endowed Funds**

The Semi-Annual Ratio Report on Non-Endowed Funds is provided in [Annex 3](#).

**Background:**

See [Annex 3](#)

## **New Scholarships and Awards**

### **George P. DeKay Award in Music (Music)**

Awarded annually to a full-time undergraduate student in the Don Wright Faculty of Music, based on a minimum 70% average and demonstrated financial need. Preference will be given to a student in 2nd, 3rd, or 4th year. Online financial assistance applications are available through Student Center and must be completed by September 30th. The scholarship/awards committee in the Don Wright Faculty of Music will select the recipient after the Office of the Registrar assesses the financial need. This award was established with a generous gift from the Estate of Mr. George P. DeKay (BA '72, Psychology).

Value: 1 at \$3,800

Effective Date: 2019-2020 academic year

*George began his teaching career in Thorold, ON and taught in London, ON for many years before retiring in 1993. One of the highlights of his career was teaching in Germany for three years on an RCAF base. During those years he travelled extensively throughout Europe and in parts of Asia and northern Africa. George enjoyed working with all his students and considered them extended family members. His motto was "firm - but fair". George enjoyed many interests; among them music (piano), genealogy and family history, art, and gardening. He also enjoyed spending time at his cottage on Lambton Shores. George died in 2016 at the age of 78.*

### **George P. DeKay Award in Education (Education)**

Awarded annually to a full-time undergraduate student in the Faculty of Education, based on academic achievement and demonstrated financial need. Preference will be given to a student in 1<sup>st</sup> year. Online financial assistance applications are available through Student Center and must be completed by September 30th. The scholarship/awards committee in the Faculty of Education will select the recipient after the Office of the Registrar assesses the financial need. This award was established with a generous gift from the Estate of Mr. George P. DeKay (BA '72, Psychology).

Value: 1 at \$3,800

Effective Date: 2019-2020 academic year

*George began his teaching career in Thorold, ON and taught in London, ON for many years before retiring in 1993. One of the highlights of his career was teaching in Germany for three years on an RCAF base. During those years he travelled extensively throughout Europe and in parts of Asia and northern Africa. George enjoyed working with all his students and considered them extended family members. His motto was "firm - but fair". George enjoyed many interests; among them music (piano), genealogy and family history, art, and gardening. He also enjoyed spending time at his cottage on Lambton Shores. George died in 2016 at the age of 78.*

**George P. DeKay Award in Visual Arts (Visual Arts)**

Awarded annually to a full-time undergraduate student in the Faculty of Arts and Humanities registered in either a Major or Specialization in the Department of Visual Arts, based on a minimum 70% average and demonstrated financial need. Online financial assistance applications are available through Student Center and must be completed by September 30th. The scholarship/awards committee in the Faculty of Arts and Humanities will select a recipient after the Office of the Registrar assesses the financial need. This award was established with a generous gift from the Estate of Mr. George P. DeKay (BA '72, Psychology).

Value: 1 at \$3,800

Effective Date: 2019-2020 academic year

*George began his teaching career in Thorold, ON and taught in London, ON for many years before retiring in 1993. One of the highlights of his career was teaching in Germany for three years on an RCAF base. During those years he travelled extensively throughout Europe and in parts of Asia and northern Africa. George enjoyed working with all his students and considered them extended family members. His motto was "firm - but fair". George enjoyed many interests; among them music (piano), genealogy and family history, art, and gardening. He also enjoyed spending time at his cottage on Lambton Shores. George died in 2016 at the age of 78.*

**Dutkevich Memorial Trust Travel Award (Pathology)**

Awarded annually to full-time or part-time graduate students in Pathology to assist with the costs of attending and presenting at a National or International meeting for which an abstract has been accepted for presentation. Applications will be accepted twice per year (June 15 and December 15) and must be submitted to the Chair of Pathology, Graduate Education Committee. At least one representative of the selection committee must hold membership in the School of Graduate and Postdoctoral Studies. Full application details can be found online. This award was established through generous donations from the Dutkevich Memorial Trust.

Value: Up to 4 at up to \$1,000 each

Effective Date: May 2019 to April 2029

**RBC Scholarship in Data Science (Science)**

Awarded annually to students in year three of the Computer Science, Data Sciences, Mathematics, Applied Mathematics, or Statistical and Actuarial Sciences program within Western Science based on academic achievement and an interest in pursuing a career in big data, data science, artificial intelligence, or advanced analytics. Students will be required to complete an application form in accordance with the deadline announced annually by Science (approx. mid-February). A limited number of applicants will be chosen to participate in an interview. Candidates must be Canadian citizens or eligible to work in Canada. This scholarship will continue for fourth year provided the recipient maintains an 80% average with a full course load. If a recipient selected in year three does not qualify to maintain the scholarship, a replacement recipient in year four will be selected. A selection committee made up of representatives from the Faculty of Science will short list applicants for the scholarship. Short listed candidates will be interviewed by representatives of the Sponsor, members of Undergraduate Services and the Director of the Computer and Data Science Programs, or designate. Final selection of recipients will be made by the Faculty of Science. Recipients will have an opportunity to interview for a work term or internship with the Sponsor in a technology position following year three. Students are not guaranteed a work term or internship with the Sponsor. An offer of full-time employment with the Sponsor may also be extended pending successful completion of the program and work term, at the Sponsor's sole discretion. A recipient is not obligated to participate in the work term or accept employment with the Sponsor following graduation to receive or retain the scholarship. This scholarship was established by the Sponsor to promote and encourage students in STEM to pursue technology careers in banking.

Value: 6 at \$12,500 each, continuing for two years, for a total of \$25,000 per recipient

Effective Date: 2019-2020 to 2020-2021 academic years

**RBC Scholarship in Software Engineering (Engineering)**

Awarded annually to students in year three of the Software Engineering program within Western Engineering based on academic achievement and an interest in pursuing a career in big data, technology, or software engineering. Students will be required to complete an application form in accordance with the deadline announced annually by Engineering (approx. mid-February). A limited number of applicants will be chosen to participate in an interview. Candidates must be Canadian citizens or eligible to work in Canada. This scholarship will continue for fourth year provided the recipient maintains an 80% average with a full course load. If a recipient selected in year three does not qualify to maintain the scholarship, a replacement recipient in year four will be selected. A selection committee made up of representatives from the Faculty of Engineering will short list applicants for the scholarship. Short listed candidates will be interviewed by representatives of the Sponsor, a member of Undergraduate Services, Chair of Electrical & Computer Engineering, and the Director of the Software Engineering Program, or designate. Final selection of recipients will be made by the Faculty of Engineering. Recipients will have an opportunity to interview for a work term or internship with the Sponsor in a technology position following year three. Students are not guaranteed a work term or internship with the Sponsor. An offer of full-time employment with the Sponsor may also be extended pending successful completion of the program and work term. A recipient is not obligated to participate in the work term or accept employment with the Sponsor following graduation to receive or retain the scholarship. This scholarship was established by the Sponsor to promote and encourage students in STEM to pursue technology careers in banking.

Value: 7 at \$12,500 each, continuing for two years, for a total of \$25,000 per recipient  
Effective Date: 2019-2020 to 2020-2021 academic years

**David Eansor Football Award (Any Undergraduate or Graduate Program)**

Awarded annually to a full-time undergraduate or graduate student in any year of any degree program at Western, including the Affiliated University Colleges, who is making a significant contribution as a member of the Men's Football Team. As per OUA and CIS regulations, an entering student athlete must have a minimum admission average of 80% and a non-entering student must have an in-course average of 70%. Candidates must be in compliance with current OUA and CIS regulations. The Western Athletic Financial Awards Committee will select the recipients. This committee will base its decision on its evaluation of academic performance/potential (20%) and the written recommendations from the Head Coach assessing athletic performance/potential and team/campus leadership (weighted as 60% and 20%, respectively). This award was established Mr. N. David Eansor (BSc '81).

Value: 1 at \$1,500  
Effective Date: 2019-2020 to 2023-2024 academic years inclusive

### **Report of the Investment Committee**

This report outlines the performance of the Operating & Endowment Fund and the recent activities of the Investment Committee.

#### **Performance**

The annualized performance of the Operating & Endowment Fund was as follows:

<b>Asset Class</b>	<b>1 Year June 2019</b>	<b>5 Year June 2019</b>	<b>Since Inception</b>
<b>Fixed Income</b>	7.0%	4.2%	7.5%
<b>Equities:</b>			
Canadian	1.6	6.5	8.9
US	6.2	11.3	9.9
International	0.7	7.0	6.7
<b>Private Equity</b>	19.3	19.1	19.3
<b>Real Estate</b>	10.9	8.4	8.7
<b>Infrastructure</b>	3.6	11.4	11.4
<b>Absolute Return</b>	8.6	8.8	8.7
<b>Currency Hedging</b>	0.6	N/A	0.1
<b>Money Market &amp; Cash</b>	3.9	1.5	1.4
<b>Total Fund Return</b>	5.0%	8.1%	8.5%
<b>Benchmark Return</b>	5.5%	6.9%	8.1%
<b>Total Fund Real Return</b>	3.0%	6.5%	6.4%

#### **Operating & Endowment Fund Objectives:**

##### **Real return**

One of the Fund objectives is to maintain the purchasing power of the Fund after payout over the long-term. (I.e. to earn an amount after payout, over the rate of inflation, as measured by the Consumer Price Index). Inflation has averaged 1.6% per year for the five year period.

For the five years ending June 30, 2019, the annualized real return was 6.5%.

##### **Value added**

A second Fund objective is to earn the return produced by the asset mix policy based on the return of the market indices plus a premium to reflect active portfolio management.

Over the five years ending June 30, 2019, the actual annualized return for the Fund was 8.1% and the return generated by the market indices for the portfolio was 6.9% (benchmark return).

The table below provides the classification and market value of the assets held at June 30, 2019:

	Market Value	Target Asset Mix			Actual Asset Mix
		Minimum	Target	Maximum	
<b>Equities</b>					
<i>Canadian</i>	258,423,510	15.0%	20.0%	25.0%	18.4%
<i>US</i>	215,045,051	15.0%	20.0%	25.0%	15.3%
<i>EAFE</i>	291,840,067	15.0%	20.0%	25.0%	20.7%
<i>Private</i>	106,133,573	0.0%	5.0%	10.0%	7.6%
<b>Total Equities</b>	<b>871,442,201</b>	<b>60.0%</b>	<b>65.0%</b>	<b>70.0%</b>	<b>62.0%</b>
<b>Fixed Income</b>					
<i>Core Fixed Income</i>	134,768,053	5.0%	10.0%	30.0%	9.6%
<i>Commercial Mortgages</i>	76,329,275	0.0%	5.0%	10.0%	5.4%
<b>Total Fixed Income</b>	<b>211,097,328</b>	<b>10.0%</b>	<b>15.0%</b>	<b>35.0%</b>	<b>15.0%</b>
<b>Real Assets</b>					
<i>Real Estate</i>	71,949,157	0.0%	5.0%	10.0%	5.1%
<i>Infrastructure</i>	141,780,673	5.0%	10.0%	15.0%	10.1%
<b>Total Real Assets</b>	<b>213,729,830</b>	<b>5.0%</b>	<b>15.0%</b>	<b>20.0%</b>	<b>15.2%</b>
<b>Diversifiers</b>					
<i>Cash &amp; Money Market Absolute Return Strategies, Market Neutral Strategies</i>	55,553,948	0.0%	0.0%	10.0%	4.0%
	44,058,555	0.0%	5.0%	10.0%	3.1%
<b>Total Diversifiers</b>	<b>99,612,503</b>	<b>0.0%</b>	<b>5.0%</b>	<b>15.0%</b>	<b>7.1%</b>
<b>SSgA Dynamic Strategic Hedging</b>	<b>9,467,666</b>				<b>0.7%</b>
<b>Grand Total</b>	<b>1,405,349,528</b>				<b>100.0%</b>

The following chart summarizes the total investments held at June 30, 2019:

Investment Portfolio	Value Invested
<b>Short term</b>	<b>505.9</b>
Operating:	
Obligations	309.5
Surplus	<u>321.7</u>
Total Operating	<u>631.2</u>
Endowed	774.1
<b>Total Operating &amp; Endowed Fund</b>	<b>1,405.3</b>
<b>Segregated Investment</b>	<b>2.1</b>
<b>Total Investments</b>	<b>1,913.3</b>

**Update on Investment Committee Activities**

- The Committee has formed a working group to review the Operating & Endowment Fund strategic asset allocation with the investment consultant, Mercer. The working group will review asset classes, allocation and investigate new potential investment strategies that could either enhance returns or reduce risk in the Fund.
- The Committee has reviewed an updated ESG and Carbon portfolio analysis (last full review in 2015). The results show an overall improvement in the ESG score and Carbon footprint of the Fund since 2015 (13.1% increase and 32.4% decrease, respectively).
- The Committee has been monitoring the implementation of the Mid-Term Portfolio. The Mid-Term Portfolio positions have been funded from the Short-Term Portfolio over the summer and into the early fall of 2019.

## ASSET CLASSES – PERFORMANCE SUMMARY FOR PERIODS ENDING JUNE 30, 2019

ASSET CLASS & FUND <sup>1</sup>	MARKET VALUE	2019 - Q2	YTD	1 YEAR	3 YEAR	5 YEARS	Since Inception	Inception Date
Inflation		0.7%	2.2%	2.0%	1.8%	1.6%		
<b>Total Fund</b>								
Total Fund	\$1,405,508,919	2.2%	10.0%	5.0%	9.4%	8.1%	8.5%	
Total Fund Benchmark		2.2%	10.5%	5.5%	8.7%	6.9%	8.1%	
Excess Return		0.0%	-0.5%	-0.5%	0.7%	1.2%	0.4%	10/1/1988
Real Total Fund Return		1.5%	7.8%	3.0%	7.6%	6.5%		

## ASSET CLASSES – ROLLING ANNUAL PERFORMANCE SUMMARY FOR PERIODS ENDING JUNE 30, 2019

ASSET CLASS & FUND	MARKET VALUE	2019	2018	2017	2016	2015
<b>Total Fund</b>						
Total Fund	\$1,405,508,919	5.0%	9.2%	14.1%	2.2%	10.3%
Total Fund Benchmark		5.5%	8.9%	11.9%	1.0%	7.5%
Excess Return		-0.5%	0.3%	2.2%	1.2%	2.8%

### **Semi-Annual Ratio Report on Non Endowed Funds**

The attached report shows the non-endowed fund quarterly activity from 1999/2000 to the end of the first quarter of 2019/20 (July 31). The balance in the Undistributed Investment Returns Account at July 31, 2019 was \$69.1 million. At July 31, 2019 the 12-quarter moving average of non-endowed investments to the obligations of the portfolio was 1.95 (column 10), well above the target ratio of 1.08.

- ❑ Net returns (column 1) amounted to \$5.1 million for the quarter.
- ❑ Allocations to accounts (column 2), represents income distributed to the non-endowed funds. The non-endowed rate is based on the 30-day Treasury bill rate less administrative and management fees of 0.42%. The rate is adjusted quarterly and is applicable to non-endowed fund balances with the exception of Robarts. The non-endowed rate for the period July 1 to September 30 is 1.26%. In the case of Robarts, in accordance with the operating agreement, the long term portion of their fund balance earned the rate of return generated by the Operating & Endowment portfolio.
- ❑ The allocation to the operating budget (column 3) for fiscal 2020 is zero as approved by the Board.
- ❑ Other Allocations (column 4) for the quarter ending July 31, 2019 totaled \$255.0 million. The amount consists of a \$5.0 million allocation to establish Western Athletics Coaching Matching Fund and a \$250.0 million allocation to establish a Major Strategic Opportunities Fund.
- ❑ The non-endowed investments increased \$9.1 million (column 6) during the quarter.
- ❑ The total market value of the non-endowed fund's portion of the externally managed portfolio at July 31, 2019 amounted to \$613.1 million (column 7).
- ❑ The obligations of the portfolio amounted to \$544.0 million at July 31, 2019 (column 8).
- ❑ The ratio of investments to obligations stood at 1.13 (column 9) at July 31, 2019.

Western University Non-Endowed Funds: Quarterly Values											
Quarter	Net Returns (1)	To Accounts (2)	Allocations To		Change in amount Owed (5)	Net Change (6)	Total Investments (7)	Total Obligations (8)	Ratio of Investments to obligations (9)	Ratio of Investments to obligations Average for 12 Quarters (10)	
			Operating Budget (3)	Other (4)							
1999/2000	2.4	(0.6)	(1.5)	(0.3)	4.0	4.0	88.0	74.3	1.18	1.23	
2000/2001	0.9	(0.8)	(2.1)	(0.2)	5.9	3.7	113.7	101.0	1.13	1.16	
2001/2002	0.8	(0.7)	(1.5)	0.0	5.9	4.6	127.0	125.5	1.01	1.10	
2002/2003	(2.6)	(0.3)	(0.3)	0.0	0.4	(2.7)	120.6	132.3	0.91	1.02	
2003/2004	6.3	(0.5)	0.0	0.0	1.3	7.1	140.7	135.5	1.04	0.99	
2004/2005	2.9	(0.4)	0.0	0.0	3.6	6.2	157.7	141.1	1.12	1.03	
2005/2006	7.0	(0.7)	0.0	0.0	2.9	9.3	199.4	160.4	1.24	1.13	
2006/2007	7.6	(1.2)	(1.3)	0.0	6.2	11.4	236.9	179.1	1.32	1.22	
2007/2008	0.4	(1.0)	(1.6)	(0.3)	2.7	0.2	258.7	197.7	1.31	1.29	
2008/2009	(12.2)	0.3	0.0	(0.2)	(2.5)	(14.6)	213.3	197.7	1.08	1.24	
2009/2010	10.5	(0.7)	0.0	(0.6)	(3.6)	5.7	219.1	181.2	1.21	1.20	
2010/2011	6.9	(0.5)	0.0	(0.4)	(1.0)	5.1	234.5	174.5	1.34	1.22	
2011/2012	1.2	(0.2)	0.0	(0.4)	9.9	10.6	260.9	194.4	1.34	1.30	
2012/2013	10.7	(0.8)	0.0	(0.9)	3.7	12.7	315.1	223.7	1.41	1.37	
2013/2014	15.4	(1.0)	0.0	(1.6)	8.8	21.6	384.4	240.4	1.60	1.46	
2014/2015											
	Q1	13.2	(0.2)	0.0	0.0	1.9	14.9	436.6	263.0	1.66	1.48
	Q2	6.8	(0.2)	0.0	0.0	(3.7)	2.9	439.5	259.3	1.69	1.50
	Q3	22.8	(0.3)	0.0	0.0	(14.5)	8.0	447.5	244.8	1.83	1.54
	Q4	14.0	(2.8)	0.0	(3.5)	5.2	12.9	460.4	250.0	1.84	1.59
2015/2016											
	Q1	12.7	(0.1)	0.0	0.0	14.6	27.2	487.6	264.6	1.84	1.63
	Q2	(9.6)	(0.1)	0.0	0.0	2.2	(7.5)	480.1	266.8	1.80	1.66
	Q3	(6.8)	0.0	0.0	0.0	(1.9)	(8.7)	471.4	264.9	1.78	1.69
	Q4	6.6	0.0	0.0	(1.9)	40.8	45.5	516.9	305.7	1.69	1.71
2016/2017											
	Q1	25.9	0.0	0.0	0.0	14.9	40.8	557.7	320.6	1.74	1.73
	Q2	9.9	0.0	0.0	0.0	(1.8)	8.1	565.8	318.8	1.77	1.75
	Q3	22.3	0.0	0.0	0.0	(15.1)	7.2	573.0	303.7	1.89	1.76
	Q4	27.5	(3.3)	0.0	(0.2)	(17.3)	6.7	579.7	286.4	2.02	1.80
2017/2018											
	Q1	0.7	0.0	0.0	0.0	(5.5)	(4.8)	574.9	280.9	2.05	1.83
	Q2	23.6	(0.1)	0.0	0.0	(11.5)	12.0	586.9	269.4	2.18	1.87
	Q3	16.4	(0.1)	0.0	0.0	(16.6)	(0.3)	586.6	252.8	2.32	1.91
	Q4	0.8	(2.4)	0.0	(49.9)	47.2	(4.3)	582.3	300.0	1.94	1.92
2018/2019											
	July 2018 Q1	21.8	(0.5)	0.0	0.0	5.5	26.8	609.1	305.5	1.99	1.93
	October 2018 Q2	(19.2)	(0.5)	0.0	0.0	(7.5)	(27.2)	581.9	298.0	1.95	1.94
	January 2019 Q3	10.7	(0.6)	0.0	0.0	(15.2)	(5.1)	576.8	282.8	2.04	1.97
	April 2019 Q4	34.6	(4.3)	0.0	(4.4)	1.3	27.2	604.0	284.1	2.13	2.00
2019/2020											
	July 2019 Q1	5.1	(0.9)	0.0	(255.0)	259.9	9.1	613.1	544.0	1.13	1.95

[A] General notes:  
For 1995/96 through to 2012/13 the figures are the average for the four quarters.

Columns (1) to (6) refer to changes during the quarter, column (7) to (10) refer to the end of each quarter. All figures are millions of dollars, except columns (9) and (10). Column (9) is the ratio of column (7) to column (8). Column (10) is the average of the ratios in column (9) over 12 quarters (i.e. over 3 year period).

**Notes:**

- (1) Net investment returns, including changes in unrealized capital gains, net of consulting and investment management fees. This total includes returns on internally managed funds and other sundry investment earnings less overdraft interest and interest paid to employee benefit accounts.
- (2) Allocations from the fund to all accounts and associated companies, except the Operating budget and Other allocations (column 4)
- (3) Allocations to the Operating budget.
- (4) July 2019 allocated \$250.0 to MSOF and \$5.0 million to internal endowed Athletics Coaching Matching Fund
- (4) April 2018 special allocations: \$30.0 to set up sinking funds related to the debenture issues; \$20.0 to capital. The above amount is netted by the year end mark-to-market adjustment on the RBC SWAP interest agreement and the cost to carry related to unused debenture proceeds (0.1).
- (4) The April 2019 amount is related to a year end mark-to-market value adjusted on the RBC SWAP interest agreement (1.1) as well as the cost to carry related to unused debenture proceeds (3.3).
- (5) The change in the amount owed to other funds for the quarter is the net cash flows into the accounts less any transfers to Western's bank account.
- (6) Quarterly net change, is the sum of columns (1) to (5) and is the change in the value of the fund in column (7), which is the change in the market value of investments during the quarter.
- (7) Total non-endowed externally managed funds. Endowed funds are not included.
- (8) Total of the non-endowed externally managed funds that are owed to University accounts and other creditors.
- (9) The ratio of column (7) to column (8).
- (10) The average of this ratio over the previous 12 quarters. The Board target for this ratio is an average of 1.08.

**REPORT OF THE SENIOR POLICY & OPERATIONS COMMITTEE**

Contents	Consent Agenda
Revisions to MAPP 1.52 – Policy on Sexual Violence	No
Annual Report on Gender-based and Sexual Violence	No
Committee Appointments	Yes

FOR APPROVAL

1. **Revisions to MAPP 1.52 Policy on Sexual Violence**

**Recommended:** That the Board of Governors approve the revisions to MAPP 1.52 – Policy on Sexual Violence, effective May 1, 2020, as shown in **Annex 1**.

**Background:**

In January 2017 Western University implemented its Sexual Violence Policy as required under the Ministry of Training, Colleges and Universities Act (the “MTCU Act”). The MTCU Act also mandated that the University review its Sexual Violence Policy every three years. On March 19, 2019, the Ontario Government released a summary report of the 2018 Student Voices on Sexual Violence Survey and directed every university and publicly assisted college to review their sexual violence policies by September, 2019. As many faculty and students would be away during the summer months, the University elected to delay this review until September 2019 in order to ensure full faculty and student participation in the review process. The University advised the Ontario Government of this delay and agreed to have a review completed by its November Board meeting.

The University’s current Sexual Violence Policy is posted here:

[https://www.uwo.ca/univsec/pdf/policies\\_procedures/section1/mapp152.pdf](https://www.uwo.ca/univsec/pdf/policies_procedures/section1/mapp152.pdf)

*Review Process*

In September 2019, the Review Committee was established and its membership included the USC Vice-President, SOGS Vice-President (Advocacy), the Associate Vice-President (Student Experience), the Gender-Based Violence & Survivor Support Case Manager, the Director of Equity & Human Rights Services, the Associate-Vice President (Housing and Ancillary Services), and University Legal Counsel. The Review Committee reviewed the current policy and made the recommendations on amendments.

Community consultation occurred through an online general survey, various focus groups, and a survey soliciting feedback on the draft policy. With respect to the first survey sent to faculty, staff and students, questions were asked about the strength of the current policy; its weaknesses; what should occur if a disclosure of Sexual Violence is made; and an open-ended question to add additional thoughts. Over 400 responses were received which provided guidance on the strengths and weaknesses of the current policy and processes. Seventeen (17) hours of focus groups were then held to solicit direct feedback from the community, both before and after the new draft policy was released. Finally, a second survey was sent to the community soliciting feedback on the draft policy which asked specific questions about the strength of the changes implemented in the draft policy; its weaknesses or what else needs to be included; and an open-ended question to add additional thoughts. Over 100 responses were received from this second survey, noting the improvements being made in the draft policy while suggesting further changes. In summary, the data collected from the two surveys and a series of focus groups provided the following advice and direction:

- Our current process is too complicated and needs to be streamlined;
- The policy and particularly the process need to be more accessible in language and design;
- There needs to be more consistency with how disclosures of sexual violence are handled on campus, connecting students to supports more consistently;
- We need to increase education on sexual violence on campus with a focus on moving upstream to better address culture;
- We need to increase communication about the policy and procedures;
- We need to include language of gender-based as well as sexual violence;
- Students, staff, and faculty are eager for more opportunities to provide ongoing feedback on how the policy is working.

The Gender-Based and Sexual Violence Policy found in [Annex 1](#) represents the final product of the review process and is being recommended to the Board for approval.

Key changes in Annex 1 include:

1. Creating two streams for dealing with complaints of gender-based and sexual violence, with one stream for student respondents, and one for employee respondents:
  1. the procedure for student respondents is now stated in the policy rather redirecting to the Code of Student Conduct; and
  2. the procedure for employee respondents will be as set out in the Harassment Policy, which is consistent with the current process.
2. Including clearer processes for handling a disclosure, and connecting a survivor with support, by centralizing the reporting of all disclosures of gender-based sexual violence to the Gender-Based Violence & Survivor Support Case Manager;
3. Detailing information on how a disclosure and complaint are handled;
4. Clarifying that for student respondents, the AVP Student Experience can investigate a matter or retain an external investigator to investigate (this was already current practice and is consistent with the Harassment Policy process);
5. Highlighting the option of informal resolution of complaints against student respondents;
6. Identifying examples of accommodations and interim measures in responding to disclosures and complaints;
7. Providing examples of support to both survivors and respondents to a formal complaint;
8. Clarifying that a complainant or a witness would not face repercussions when seeking support if they disclosed that they had consumed alcohol or illegal drugs in relation to the incident of gender-based violence;
9. Establishing an appeal process with defined timelines;
10. Allowing both the complainant and the respondent to initiate an appeal;
11. Clarifying that a complaint under this policy would preclude a complaint under the Code or Harassment Policy or the Code of Student Conduct (as it relates to student respondents); and
12. Increasing focus on education and prevention.

As part of the communication and education plan on the new Policy, Student Experience will prepare an infographic explaining how to respond to a disclosure and the process for addressing a formal complaint. Further, it is recommended this policy come into effect on May 1, 2020 to give the University appropriate time to educate the campus community about changes to the policy and to put in place the strategies and mechanisms needed to implement the changes.

FOR INFORMATION

2. **Annual Report on Gender-based and Sexual Violence**

The Annual Report on Gender-based and Sexual Violence is provided in [Annex 2](#).

The University has engaged in a number of strategic activities designed to advance education and prevention of gender-based and sexual violence (GBSV) and increase our capacity to respond to disclosures and complaints. Several steps have already been taken to increase collaboration across the University to improve upon current practices, align with Federal and Provincial Legislation, and continue to strive to be leaders in GBSV prevention and response.

In March 2019, the provincial government mandated post-secondary institutions provide their Board of Governors with an annual report on work underway to address GBSV. The report contained in [Annex 2](#) provides an update on the progress made between January 2017 and April 30, 2019. This report accounts for two cycles of data collection:

Cycle 1: January 1, 2017 - April 30, 2018

Cycle 2: May 1, 2018 - April 30, 2019

Moving forward an annual report will be submitted to the Board in June of each year.

3. **Committee Appointments**

On behalf of the Board of Governors, the following committee appointments were approved by the Senior Policy & Operations Committee, with terms as indicated:

- Kofi Richter to the Governance & Bylaws Committee effective November 13, 2019 until January 31, 2020.
- April Morris, Graduate Student (Don Wright Faculty of Music) and Dr. Aaron Hodgson, Faculty (Don Wright Faculty of Music) to the University Discipline Appeals Committee effective July 1, 2019 to June 30, 2020 and July 1, 2019 – June 20, 2022 respectively.

**POLICY 1.52 – Policy on Gender-Based and Sexual Violence**

<b>Policy Category:</b>	General
<b>Subject:</b>	Gender-Based and Sexual Violence
<b>Approving Authority:</b>	Board of Governors
<b>Responsible Officers:</b>	Provost & Vice President (Academic) Vice-President (Operations & Finance)
<b>Responsible Office:</b>	Equity & Human Rights Services Associate Vice-President (Student Experience)
<b>Related Procedures:</b>	Procedures for the Policy on Gender-Based and Sexual Violence
<b>Related University Policies:</b>	<a href="#">Safe Campus Community Policy</a> , <a href="#">Non-Discrimination/Harassment Policy</a> , <a href="#">Code of Student Conduct</a>
<b>Effective Date:</b>	May 1, 2020
<b>Supersedes:</b>	January 1, 2017; September 23, 2014

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**A. PURPOSE AND SCOPE**

- 1.00 The University is committed to providing and maintaining an environment in which Gender-Based and Sexual Violence is not tolerated. It takes seriously its responsibility to address gender-based and sexual violence that is pervasive in society through education, training, and response. This policy and its related procedures identify ways to recognize and prevent gender-based and sexual violence through policies, resources, education and community support and provide members of the University community with information to help them respond effectively to incidents of Gender-Based and Sexual Violence.
- 2.00 The University recognizes that Gender-Based and Sexual Violence can have serious and lasting impacts on the physical, mental, and emotional welfare of individuals who are affected by Gender-Based and Sexual Violence. The Members of the University Community will treat Survivors with dignity and respect.
- 3.00 This policy applies to all Members of the University Community in their interaction with other Members of the University Community.

**B. Definitions**

- 1.00 The following definitions shall apply to this policy:
  - 1.01 **Adjudicator:** A person appointed by the University's Provost to hear appeals under Section F.
  - 1.02 **AVP-SE:** Means the Associate Vice-President (Student Experience) or designate.

## POLICY 1.52 – Policy on Gender-Based and Sexual Violence

- 1.03 **Complaint:** The sharing of information concerning an act of Gender-Based and Sexual Violence by a Survivor with the intention of initiating a formal process identified in this Policy.
- 1.04 **Complainant:** A Member of the University Community who has filed a Complaint under this policy.
- 1.05 **Consent:** The voluntary agreement of an individual to engage in a sexual activity. Consent is direct, active, voluntary and a conscious choice. Consent can be revoked at any time. Consenting to one kind of sexual activity does not mean that consent is given for another sexual activity. Consent is not obtained where a person is Incapacitated; cannot be obtained under threat or coercion; cannot be given on behalf of another person; and may be compromised where individuals are in a position of power, trust or authority over the person whose Consent is required.
- 1.06 **Disclosee:** means University employees, emeriti, visiting professors, contractors, affiliated persons and Student Leaders who receive a Disclosure but excludes healthcare providers, Health & Wellness employees, and members of the Student Emergency Response Team who receive a Disclosure in the provision of healthcare services to the Survivor.
- 1.07 **Disclosure:** The sharing of information by a Survivor with a Member of the University Community concerning an incident of Gender-Based and Sexual Violence. A Disclosure may or may not be for the purpose of accessing supports, services and/or accommodations.
- 1.08 **Equity & Human Rights Services:** A department of the University that provides support, education, and advice to students, staff, faculty, and academic and administrative leaders on the University's discrimination and harassment policies, as well as on diversity, inclusion and human rights related issues.
- 1.09 **Gender-Based and Sexual Violence:** Any sexual act or act targeting a person's sexuality, gender identity and gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person's Consent, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, cyber harassment and sexual exploitation.
- 1.10 **Gender-Based Violence & Survivor Support Case Manager:** A staff member of the University who provides support to undergraduate and graduate students at the University, or its affiliates, who have been subjected to Gender-Based and Sexual Violence at any time in their life.
- 1.11 **Gender-Based Violence Prevention Education Coordinator:** A staff member in Student Experience who advances education surrounding the spectrum of gender-based violence on campus and is responsible for developing, delivering and evaluating education programs and training aimed at preventing gender-based violence and fostering support for survivors.
- 1.12 **Incapacitated:** An inability to understand the nature of the sexual activity or appreciate the option of declining to participate in the sexual activity. Under this Policy, a person who is significantly impaired (and not merely disinhibited) by alcohol or drugs is deemed to be incapable of consenting, as is a person who is asleep, unconscious or otherwise unable to communicate.

## POLICY 1.52 – Policy on Gender-Based and Sexual Violence

- 1.13 **Manager on Call:** means the manager in the applicable Residence available to offer resources, support and accommodation in accordance with this Policy or the residence contract.
- 1.14 **Members of the University Community:** Includes employees, emeriti, post-doctoral fellows/associates, students, visiting professors, visiting students, contractors and other affiliated persons.
- 1.15 **Normal Business Hours:** Means the hours from 9:00 am to 4:00 pm, Monday to Friday, excluding statutory holidays and other University closures.
- 1.16 **Residence** means a residence operated by the University excepting University owned apartments (e.g. Platt's Lane Estates).
- 1.17 **Resource and Support Adviser:** In the context of disclosures, means either the Gender-Based Violence Prevention and Education Coordinator in the case of a student or visiting student Survivor or Equity & Human Rights Services in the case of a Survivor who is an emeriti, post-doctoral fellow/associate, visiting professor, contractor or other affiliated person.
- 1.18 **Respondent:** A Member of the University Community against whom a Complaint has been filed against under this policy.
- 1.19 **Secretary:** Means the Secretary of the University or designate.
- 1.20 **Student Leaders:** Means residence dons and residence advisors.
- 1.21 **Survivor:** A person who has experienced Gender-Based and Sexual Violence.<sup>1</sup>

### C. PRINCIPLES

- 1.00 Gender-Based and Sexual Violence is prohibited.
- 2.00 Gender-Based and Sexual Violence is a serious societal problem. The University is committed to addressing Gender-Based and Sexual Violence through support, education, training and prevention programs and through the appropriate handling of Disclosures and Complaints.
- 3.00 The University understands that each individual's experience of Gender-Based and Sexual Violence, including the level of risk they face and how they access services and supports, is unique and can be based on, or influenced by, the intersection of Gender-Based and Sexual Violence with discrimination and harassment including, but not limited to sex, ancestry, race, ethnicity, culture, language, disability, creed, age, socioeconomic status, sexual orientation, and gender expression. In particular, the University recognizes that Gender-Based and Sexual Violence often intersects with acts of racism, ableism, homophobia or transphobia. The University is committed to an intersectional approach reflective of and relevant to its diverse University Community.
- 4.00 Any Member of the University Community who commits an act of Gender-Based and Sexual Violence against another Member of the University Community will be held accountable in a manner that recognizes the dignity and needs of the Survivor, the health and safety of Members of the University Community and the educational mission of the University.

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<sup>1</sup> The University uses the term "Survivor" in this Policy but acknowledges that individuals may prefer other terms to define themselves in relation to their experience such as "victim" or "thriver".

## **POLICY 1.52 – Policy on Gender-Based and Sexual Violence**

### **D. REVIEW**

- 1.0 The University will conduct a review of this Policy every three years. Every time the Policy is reviewed or amended, the University shall ensure student input is considered in accordance with any legislative or regulatory requirements.

**PROCEDURE FOR POLICY 1.52 - Policy on Gender-Based and Sexual Violence**

**A. General**

- 1.00 In these Procedures, reference to “the Policy” shall mean the Policy on Gender-Based and Sexual Violence.
- 2.00 These following procedures apply to all matters relating to Gender-Based and Sexual Violence.

**B. Confidentiality**

- 1.00 The University will treat Disclosures and Complaints of incidents of Gender-Based and Sexual Violence in a confidential manner and in accordance with the provisions of the *Freedom of Information and Protection of Privacy Act* and *Personal Health Information Protection Act*.
- 2.00 The University will limit sharing of information to those within the University who have a need to know the information for the purposes of implementing the Policy, including providing support, accommodation and interim measures, and the investigation and decision-making processes.
- 3.00 Confidentiality cannot be maintained where information needs to be disclosed in order to address a risk to the health and safety of a Member or Members of the University Community or where required by law.
- 4.00 Where a Complainant files a Complaint against a Respondent, the name of the Complainant, if known, and the material allegations being made will be disclosed to the Respondent.

**C. Disclosures**

- 1.00 A Disclosure can be made to any Member of the University Community. A Disclosure by a Survivor may involve a perpetrator who is or is not a Member of the University Community. A Disclosure does not initiate a formal Complaint process.
- 2.00 If personal security is an immediate concern, staff at Community Campus Police Services (CCPS) are available on a 24/7 basis and can provide guidance, support and response.
- 3.00 A Disclosure does not result in a Complaint being made and does not initiate a process to address the act of Gender-Based and Sexual Violence. The decision to make a Disclosure and the decision to file a Complaint are separate decisions to be made by a Survivor. A Survivor who has made a Disclosure is not required to file a Complaint and is not required to request or participate in an investigation by the University.
- 4.00 The University recognizes that some individuals may be hesitant to make a Disclosure or Complaint or participate in an investigation process in cases where they have been drinking while under-age or were using drugs at the time the Gender-Based and Sexual Violence took place. A Survivor or witness acting in good faith who makes a Disclosure or Complaint or participates in an investigation process will not be subject to sanctions for violations of the University’s policies related to drug and alcohol use at the time that the Gender-Based and Sexual Violence took place.

## Procedures for the Policy on Gender-Based and Sexual Violence

- 5.00 Any Member of the University Community who receives a Disclosure should listen to the Survivor, inform the Survivor of the Policy and refer the Survivor to the Gender-based Violence & Survivor Support Case Manager and other available supports. For a list of supports, please refer to Schedule A of these procedures.
- 6.00 Members of the University Community who receive a Disclosure should refrain from judging and taking steps to address the alleged act of Gender-Based and Sexual Violence on their own initiative and outside of formal processes. Unless trained in providing counselling to those who have experienced Gender-Based and Sexual Violence, Members of the University Community who receive a Disclosure should refrain from providing counselling.
- 7.00 Except for healthcare providers, Health & Wellness employees, and members of the Student Emergency Response Team who receive a Disclosure in the provision of healthcare services to the Survivor, University employees, emeriti, visiting professors, contractors, affiliated persons and Student Leaders who receive a Disclosure (hereinafter called a "Disclosee") shall follow the following steps:

### How to Respond to a Disclosure Generally

(For Disclosures in Residences outside of Normal Business Hours, see below)

Step 1: The Disclosee should ask the Survivor if they are feeling safe in the current moment and address any immediate danger, including proximity of perpetrator or thoughts of self-harm or suicide. If the Survivor is concerned for their physical safety, the Disclosee should offer to call Campus Community Police Services at 519.661.3300. All Survivors should be offered a referral to medical care, especially if they are injured, express thoughts of self-harm or suicide, or are interested in evidence collection for criminal investigation. The Disclosee should offer to call, or should refer to the Survivor, to one or more of the supports and resources listed in Schedule A.

Step 2: The Disclosee shall explain the limits of confidentiality to the Survivor. In particular,

- Emphasize that you are here to help; part of that help means connecting them with the Resource and Support Adviser on campus who can provide professional support and advice on options moving forward;
- Explain that you will be filling out an online referral to the University's Resource and Support Adviser for the sole purpose of ensuring the Survivor has all of the information they need to make an informed decision; emphasize that the Survivor will get to choose what happens next. Emphasize that an online referral is confidential and that it does not mean a Complaint is filed. Your role is just make sure they have the information to inform their choices.
- Explain that if the Disclosee makes statements disclosing plans to self-harm, harm another person, or end their own life, that you may involve emergency services.

Step 3: The Disclosee shall inform the Survivor that:

- the Resource and Support Adviser will be contacting them with an outreach email or phone call the next business day to offer support and resources; and
- it will be up to the Survivor to decide whether they wish to access supports/resources or to submit a Complaint.

Step 4: The Disclosee shall ask for the Survivor's email address or telephone number and shall collect the email address or telephone number of preference, not necessarily the University email address or telephone number for the Survivor.

Step 5: After receiving the Disclosure, the Disclosee shall complete and submit the online referral form to allow the Resource and Support Adviser to provide outreach and support to the Survivor. [Insert link to online form].

## Procedures for the Policy on Gender-Based and Sexual Violence

Step 6: Upon submitting the form:

- the Survivor will receive an automated email from Resource and Support Adviser outlining support options in the moment, if the Survivor's email was provided; and
- the Disclosee will receive an automated email from the Resource and Support Adviser offering to schedule a meeting to debrief the Disclosure.

### How to Respond to a Disclosure Outside of Regular Business Hours in Residences

Step 1: The Disclosee should ask the Survivor if they are feeling safe in the current moment and address any immediate danger, including proximity of perpetrator or thoughts of self-harm or suicide. If the Survivor is concerned for their physical safety, the Disclosee should offer to call Campus Community Police Services at 519.661.3300. All Survivors should be offered a referral to medical care, especially if they are injured, express thoughts of self-harm or suicide, or are interested in evidence collection for criminal investigation. The Disclosee should offer to call, or should refer to the Survivor, to one or more of the supports and resources listed in Schedule A.

Step 2: The Disclosee shall explain the limits of confidentiality to the Survivor. In particular,

- Emphasize that you are here to help; part of that help means connecting the them with people and resources on campus that can provide professional support and advice on options moving forward; and
- Explain that the only reason you will tell somebody is to make sure they have all of the information they need to make an informed decision; emphasize that the survivor will get to choose what happens next. Your role is just to make sure the Survivor has the information to inform their choices. In the case of a recent incident (something that occurred within the previous two weeks) being disclosed in Residences after Normal Business Hours, let the Survivor know you will let the Manager on Call know when your conversation with the Survivor is over so they can connect them with valuable supports and accommodations, which may include different residence room.

<p>Step 3A: If the incident occurred within the previous two (2) weeks, the Disclosee shall inform the Survivor that the Resource and Support Adviser will be contacting them with an outreach email the next business day to offer support and resources and that it will be up to the Survivor to decide whether they wish to access supports/resources or to submit a Complaint.</p> <p>Step 4A: The Disclosee shall ask for the Survivor's email address or telephone number and shall collect the email address or telephone number of preference, not necessarily the University email address or telephone number for the Survivor.</p> <p>Step 5A: Once your conversation with the Survivor has concluded, contact the Manager on Call and let them know you have received a Disclosure. They will debrief the call with you and let you know if there are any additional steps to take. In some cases, the Manager on</p>	<p>Step 3B: If the incident occurred more than two weeks ago, the Disclosee shall:</p> <ul style="list-style-type: none"><li>• Inform the Survivor that the Resource and Support Adviser will be contacting them with an outreach email the next business day to offer support and resources and that it will be up to the Survivor to decide whether they wish to access supports/resources or submit a report; and</li><li>• If the Survivor does not feel comfortable waiting until the next business day, the Disclosee should offer to contact or refer the Survivor to the Manager on Call or one or more of the supports or resources in Schedule A.</li></ul> <p>Step 4B: The Disclosee shall ask for the Survivor's email address or telephone number and shall collect the email address or telephone number of preference, not necessarily the</p>
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**Procedures for the Policy on Gender-Based and Sexual Violence**

<p>Call may decide to speak to the Survivor directly.</p> <p>Step 5A: The Manager on Call shall</p> <ul style="list-style-type: none"> <li>• Determine whether an immediate response is necessary.</li> <li>• Complete the online referral form as soon as possible to allow Resource and Support Adviser to provide outreach and support to the Survivor [Insert link to online form]</li> </ul> <p>Step 6A: Upon completing the form:</p> <ul style="list-style-type: none"> <li>• the Survivor will receive an automated email from Resource and Support Adviser outlining support options in the moment; and</li> <li>• the Disclosee will receive an automated email from the Resource and Support Adviser offering to schedule a meeting to debrief the Disclosure.</li> </ul>	<p>University email address or telephone number for the Survivor.</p> <p>Step 5B: The Disclosee shall complete and submit the online referral form to allow the Resource and Support Adviser to provide outreach and support to the Survivor</p> <p>Step 6B: Upon submitting the form:</p> <ul style="list-style-type: none"> <li>• the Survivor will receive an automated email from the Resource and Support Adviser outlining support options in the moment; and</li> <li>• the Disclosee will receive an automated email from the Resource and Support Adviser offering to schedule a meeting to debrief the Disclosure and offer supports, if required.</li> </ul>
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- 8.00 In accordance with their professional obligations, University health care providers shall convey any Disclosure to CCPS, the police or another person as they deem necessary for the purpose of eliminating or reducing significant risk of bodily harm to the Survivor or others, in accordance with the healthcare providers' applicable statutory and professional obligations and restrictions.
- 9.00 CCPS shall notify the Gender-based Violence & Survivor Support Case Manager on all Disclosures received by CCPS.
- 10.00 Any Members of the University Community who receive a Disclosure may contact the Gender-based Violence Prevention Education Coordinator (Student Experience) and/or Equity & Human Rights Services to receive further information in order to support the Survivor.

**D. Support and Accommodations**

- 1.00 Supports, services and/or accommodations are available to any Member of the University Community who makes a Disclosure regardless of when or where the Gender-Based and Sexual Violence took place and whether or not a Complaint is made. Support services are available to Survivors, witnesses of Gender-Based and Sexual Violence, support persons and Respondents.
- 2.00 In the case of a Survivor who is a student, they are encouraged to contact the Gender-based Violence & Survivor Support Case Manager or the Manager of Call.
- 3.00 In the case of a Survivor who is an employee (i.e., staff or faculty member), they are encouraged to contact Equity & Human Rights Services.
- 4.00 Respondents may access support, resources and information through the Student Support Case Manager (Student Experience), Equity & Human Rights Services, the Office of the University Ombudsperson, Community Legal Services, the Manager on Call and/or as directed during any investigation proceeding. Schedule A outlines details and contact information for the various on-campus and community support services available.

## Procedures for the Policy on Gender-Based and Sexual Violence

- 5.00 Witnesses to an incident of Gender-Based and Sexual Violence and/or those who are supporting a Survivor or a Respondent may contact either the Gender-based Violence Prevention Education Coordinator (Student Experience) or Equity & Human Rights Services for support.
- 6.00 If needed by a Survivor, the Resource and Support Adviser will provide support (including safety planning), resources and referrals, assistance with accommodation, information about Complaint options or reporting to the police and assistance with preparing a Complaint.
- 7.00 Applicable faculties and departments shall ensure that accommodations are properly implemented. Accommodations for a Survivor who is a student may include, but are not limited to, permission for late submissions of assignments, permission to write a make-up exam or test, waiver of attendance or participation requirements, late withdrawal from a course without penalty, a leave of absence, moving to a different room or residence, moving to a different office, removal from the student directory, etc. Accommodations for a Survivor who is an employee may include, but are not limited to, permission to work remotely, a leave of absence, adjustments to work schedule, moving to a different office, removal from staff directory, assignment of a new telephone number/extension or new email address, etc. The University will provide similar accommodations for Respondents where reasonable and appropriate under the circumstances.

### **E. Complaints**

#### Jurisdiction

- 1.00 The processes available to the University to address Complaints only applies to Complaints where:
- (i) the Complainant was a Member of the University Community at the time of the alleged incident;
  - (ii) the Respondent was a Member of the University Community at the time of the alleged incident;
  - (iii) the Respondent is a Member of the University Community when the Complaint is filed; and
  - (iv) the subject matter of the Complaint has not been previously investigated and determined under the Code of Student Conduct or the Non-Discrimination and Harassment Policy.
- 2.00 If, at any time during the investigation or decision-making process, the Respondent's relationship with the University ends, the University may:
- (i) Suspend the process, with the option of reinstating it if the Respondent rejoins the University; or
  - (ii) Continue with the process to conclusion, whether or not the Respondent chooses to participate.
- 3.00 A student who is also an employee who commits an act of Gender-Based and Sexual Violence may be subject to sanctions both as a student and an employee in accordance with the relevant collective or employment agreement and policies.

#### Submitting a Complaint and Intake

- 4.00 Members of the University Community who experience Gender-Based and Sexual Violence are not required to make a Complaint under this Policy and are not required to request a University investigation in order to receive the Supports and Accommodations outlined in section D. of these procedures.

## Procedures for the Policy on Gender-Based and Sexual Violence

- 5.00 Gender-Based and Sexual Violence Complaints must be made in writing and submitted using this online form or submitted directly to the Student Support & Case Management Office (Student Experience). Complaints must:
- (i) identify the Respondent;
  - (ii) set out the relevant facts alleged to constitute Gender-Based and Sexual Violence; and
  - (iii) include any documentation (e.g. text messages, social media posts, emails, letters, notes, etc.) upon which the Complainant relies.
- 6.00 As necessary, Student Experience or the Equity & Human Rights Services Office will provide support and accommodations to those Members of the University Community who are unable to submit complaints in writing without assistance.
- 7.00 A Complaint against a student or visiting student Respondent shall be investigated and determined in accordance with the process in section F. of these procedures. A Complaint against an employee, emeritus, post-doctoral fellow/associate, visiting professor, or contractor Respondent shall be investigated and determined in accordance with the Non-Discrimination and Harassment Policy and the applicable collective agreement and/or employment agreement.
- 8.00 In the case of a Respondent who holds more than one role within the University community (for example a student who is also an employee) or in the case of multiple Respondents who hold different roles, the Provost and Vice-President (Academic), in their sole discretion, will decide which process(es) will apply in the circumstances of the particular case. In the event the Respondent(s) holds more than one role within the University community, they may be subject to more than one process and sanction.

### **F. Process for Resolving Complaints against Student Respondents**

#### Application

- 1.00 The following complaint process outlined in this section F. of these procedures only applies to a Complaint involving a Respondent who is a student or visiting student of the University or where the Provost and Vice-President (Academic) has determined that this process shall apply in accordance with their discretion pursuant to section E. 8.00.

#### Procedural Rights

- 2.00 Procedural rights set out in the following complaint process (the "Complaint Process") apply in place of procedural rights set out in the Code of Student Conduct, the Non-Discrimination and Harassment Policy and all other University policies, including procedural rights related to notice, limitation periods, hearing entitlements and appeals.

#### Participation

- 3.00 No Complainant is required to participate in an investigation or the other aspects of the Complaint Process, including adjudication of a Complaint. However, Complainants should understand that a decision not to participate may prevent the University from investigating a Complaint and making a decision with respect to the same.
- 4.00 No Respondent is required to participate in an investigation or the other aspects of the Complaint Process, including adjudication of a Complaint. However, Respondents should understand that a decision not to participate will not be used against Respondents, but may

## Procedures for the Policy on Gender-Based and Sexual Violence

nevertheless be detrimental to the Respondent and will not deter the University from proceeding with an investigation or making a decision with respect to the Complaint.

### Initial Review

- 5.00 The AVP-SE may decline to refer a Complaint for investigation if the University does not have jurisdiction or if the allegations, if proven to be true, would not constitute a violation of this Policy.
- 6.00 If the AVP-SE determines that the Complaint should be referred for investigation, the AVP-SE shall appoint an internal or external investigator.
- 7.00 If the AVP-SE refers a Complaint for investigation, the referral decision is final and is not subject to review or appeal.

### Interim Measures

- 8.00 Upon a receipt of a Complaint, the AVP-SE may impose interim measures that the AVP-SE deems to be appropriate pending completion of the Complaint Process. Such interim measures shall take into account the interests of the Complainant and the Respondent, the integrity of the ongoing investigation and the Complaint Process and the health and safety of the Members of the University Community. Interim measures are not disciplinary and do not represent a finding of misconduct.
- 9.00 Interim measures may include but are not limited to one or more of the following: removing a Respondent from class or residence; imposing a no-contact directive; a prohibition from attending campus or other University owned property; suspending campus or work related privileges; changing a lab schedule, moving an office to another location and/or providing an escort to the Complainant.
- 10.00 A Respondent who is subject to interim measures can ask the AVP-SE to reconsider whether they are appropriate, in consideration of the factors in section 8.00. The AVP-SE shall advise the Respondent of the AVP-SE's reconsideration decision in writing ordinarily within three business days of the Respondent's request for reconsideration. There is no other right of reconsideration or appeal of the decision with respect to interim measures.

### Notice to the Respondent

- 11.00 The Respondent will be notified in writing of the investigation by the AVP-SE. The notice will:
  - (i) include a summary of all of the allegations;
  - (ii) describe any interim measures and indicate how to seek reconsideration of such measures;
  - (iii) append relevant documents submitted as part of the Complaint; and
  - (iv) identify potential sources of support.

### Investigation

- 12.00 The Investigator will then conduct the investigation. The Investigator will ordinarily:
  - (i) Obtain a written response and documents from the Respondent;
  - (ii) interview the Complainant, the Respondent and any witnesses;
  - (iii) produce a written summary of the interviews (e.g. produce witness statements);
  - (iv) gather additional relevant documents; and
  - (v) produce a written investigation report.

### Procedures for the Policy on Gender-Based and Sexual Violence

- 13.00 Throughout the investigation, a Complainant and a Respondent may invite a support person or advisor (including legal counsel at their own expense) to meetings with the Investigator. Such support persons and advisors are not to answer questions and are not to otherwise interfere with the conduct of the interview.
- 14.00 At the conclusion of the investigation, the Investigator shall prepare an investigation report in which the Investigator shall review the Complaint and determine whether the factual allegations in the Complaint have been established on a balance of probabilities. The investigation report shall not include a determination of whether the Policy has been breached or a recommendation regarding any sanction(s).
- 15.00 The University is committed to the thorough and timely investigation of Complaints and to keeping both the Complainant and the Respondent apprised of the status of investigations.

#### Decision

- 16.00 The investigation report will be reviewed by the AVP-SE, who will determine whether, on the balance of probabilities, Gender-Based and Sexual Violence occurred and, if so, the appropriate sanction(s), having regard to the factors identified in section F. 18.00 below. The AVP-SE may choose to meet with the Complainant and/or the Respondent prior to making a decision. The Respondent and the Complainant will be notified in writing of the decision and the reasons for the decision. The Respondent shall be advised of the proposed sanction(s), if any, to be imposed on the Respondent. The Complainant and the Respondent will also be notified of their right to appeal the decision.
- 17.00 Prior to the AVP-SE making a final decision with respect to the sanction(s) to be imposed on the Respondent, the AVP-SE shall meet with the Respondent to provide the Respondent with an opportunity to make submissions with respect to the appropriate sanction(s).
- 18.00 When imposing sanction(s), the AVP-SE will consider the following:
- (i) the Complainant's and the Respondent's submissions on sanction(s), if requested and provided;
  - (ii) the principle of progressive discipline and the University's role as an educational institution;
  - (iii) the nature and the severity of the incident; and
  - (iv) aggravating, mitigating and any other relevant factors.
- 19.00 Sanction(s) may include, but are not limited to one or more of the following:
- (i) a written warning or reprimand;
  - (ii) educational sanctions such as an apology, an educational program, an assignment or counselling;
  - (iii) a behavioural contract;
  - (iv) exclusion from a class or other area;
  - (v) restriction or denial of University services or privileges;
  - (vi) no Contact Order;
  - (vii) prohibition or limitation of employment;
  - (viii) prohibition from entering onto campus;
  - (ix) forfeiture of University awards of financial assistance;
  - (x) probation;
  - (xi) termination of the residence contract;
  - (xii) suspension; and/or
  - (xiii) expulsion.

### Procedures for the Policy on Gender-Based and Sexual Violence

- 20.00 Following the meeting identified in section F. 17.00 the AVP-SE shall notify the Respondent and Complainant in writing of any sanction(s) imposed on the Respondent along with reasons for imposing the sanction(s).
- 21.00 Where required by a professional licensing body, the decision of the AVP-SE/Adjudicator and sanction(s) imposed on the Respondent may be communicated to that professional licensing body following: (i) the lapse of any appeal period identified in section F. 22.00 without the filing of an appeal; or (ii) the conclusion of all appeal(s) filed prior to the lapse of any appeal period identified in section F. 22.00.
- 22.00 If requested by either the Complainant or the Respondent, the AVP-SE shall provide access to the investigation report, including any witness statements/summaries supporting the report and any other evidence supporting the AVP-SE's decision. Prior to receiving access, the Complainant or the Respondent, as the case may be, shall agree not to photocopy or photograph the report and shall agree to only use its contents for the purposes of considering and/or filing an appeal of the AVP-SE's decision.

#### Appeal

- 23.00 In the event that the Complainant or Respondent wish to appeal the decision of the AVP-SE, an appeal application (the "Appeal Application") must be filed by the Complainant or Respondent with the Secretary within two weeks after the decision with respect to the sanction(s) has been issued or, if the Policy is not found to have been breached, within two weeks after the decision in section 16.00 has been issued. The Appeal Application must contain a copy of the AVP-SE's decision, the grounds for the appeal, the outcome sought, and a full statement supporting each ground for the appeal, and all evidence relied upon by the Appellant in support of their Appeal Application. An Application will not be accepted by the Secretary unless the application is complete.
- 24.00 Filing an Appeal Application will not stay the implementation of any sanction(s) imposed except where the Adjudicator otherwise orders upon application of the Appellant.
- 25.00 Parties to an appeal are the Complainant or Respondent appealing the decision (the "Appellant") and the AVP-SE.
- 26.00 An Appellant may only raise the following grounds for appeal:
- (i) New evidence not available at the time of the earlier decision has been discovered, which casts doubt on the correctness of the decision;
  - (ii) There was a serious procedural error(s) in the hearing of the complaint which was prejudicial to the Appellant;
  - (iii) The decision of the AVP-SE of whether Gender-Based and Sexual Violence occurred was unreasonable or unsupportable on the evidence; or
  - (iv) The sanction imposed by the AVP-SE was unreasonable or unsupportable on the evidence.
- 27.00 Upon receipt of the Appeal Application, the Secretary shall determine whether the Appellant has identified the requisite grounds for an appeal of the AVP-SE's decision. If the Appellant has not identified the requisite grounds for appeal in their Appeal Application or if the Appeal Application has no reasonable prospect of success, the Appeal shall be dismissed by the Secretary and the Appellant shall be notified of the decision in writing.
- 28.00 In the event the Secretary determines that the Appeal Application identifies the grounds of appeal pursuant to section F. 26.00 and the Appeal Application has a reasonable prospect for success, the Secretary shall provide the AVP-SE with a copy of the Appeal Application and attachments. The AVP-SE shall file a concise written response to the Appeal Application,

### Procedures for the Policy on Gender-Based and Sexual Violence

the investigation report and any other documentation and evidence relied upon by the AVP-SE in making their decision (the “Materials”) with the Secretary within ten days of receiving the Appeal Application from the Secretary. A copy of the Materials shall be provided to the Appellant and the Appellant shall be given an opportunity to file a reply within ten days of receipt of the AVP-SE response. The Appellant shall only use the Materials for the purposes of the Appeal and shall strictly follow any directions issued by the Secretary for the secure handling and disposal of the Materials.

- 29.00 The Appellant and the AVP-SE shall file all documentary evidence with the Secretary together with the appeal application, response or reply, as applicable. No documentary evidence will be accepted separate from these submissions. The Adjudicator may waive or vary these timelines under section F. 38.00 where reasonable and appropriate to do so.
- 30.00 A hearing will be scheduled by the Secretary at which the Appellant and the AVP-SE will be heard by the Adjudicator. The Secretary will give the Appellant and the AVP-SE at least 14 days written notice of the hearing. The notice shall explain the purpose of the hearing, explain that the Appellant may be accompanied by legal counsel or another support person and describe the potential consequences of a failure to attend.
- 31.00 The Complainant or the Respondent who is not an Appellant will be invited to attend to answer any questions of the Adjudicator; they shall have the option to participate via video link (or similar technology) and they may be accompanied by legal counsel or a support person.
- 32.00 The Adjudicator will not in the usual course hear from witnesses other than the Complainant and the Respondent. In the event the Adjudicator determines that they need to hear from witnesses other than the Complainant or the Respondent, the witnesses will only attend the hearing to give oral evidence. If either the AVP-SE or the Appellant believes that one or more other witnesses should attend, they shall ask the Adjudicator to invite the witnesses to attend (in writing, explaining why the witness’s attendance is necessary) at least ten days before the hearing. In the event the Adjudicator declines to invite the witness(es) to attend, the Adjudicator shall advise the parties of the decision prior to the commencement of the hearing.
- 33.00 The purpose of the hearing is to allow the Adjudicator to understand the basis for the Appeal and to decide whether to grant or deny the Appeal in accordance with section F. 35.00. The Adjudicator has discretion to control how the hearing is conducted, but will ordinarily conduct the hearing as follows:
- (i) The AVP-SE and the Appellant will give a short (no longer than 10 minutes) opening statement to set out their positions.
  - (ii) The Adjudicator will question the hearing participants (Complainant, the Respondent, the AVP-SE and/or any other witnesses who have been invited to attend).
  - (iii) The AVP-SE and the Appellant may provide questions to the Adjudicator that they would like the Adjudicator to ask any of the hearing participants (Complainant, Respondent, AVP-SE, and any witnesses). All questions shall be provided to the Adjudicator no later than the outset of the hearing. The Adjudicator shall ask all submitted questions that are proper and that seek to elicit relevant evidence that is not already before the Adjudicator.
  - (iv) The AVP-SE and the Appellant will give short (no longer than 20 minute) statements to comment on what was said at the hearing and how what was said supports their positions on the grounds raised in the appeal.
- 34.00 If either the AVP-SE or Appellant believe that the ordinary process should be modified or believe that any particular procedure is required, they may write the Adjudicator in advance of the hearing with a request for modification. Such request shall be provided by the Adjudicator to the other party to the hearing who may object to the proposed modification. The

## Procedures for the Policy on Gender-Based and Sexual Violence

Adjudicator shall consider the request and any objection to it and shall make a determination with respect to the hearing process with a view to conducting a fair hearing. There is no other right of reconsideration or appeal of the Adjudicator's decision with respect to the hearing process.

- 35.00 Subject to the following, the Adjudicator will consider only that evidence that was before the AVP-SE at the time of the decision made under these procedures. Evidence that was not before the AVP-SE will not be considered unless the Adjudicator determines that it is relevant, significant and could not have been available at an earlier stage through reasonable efforts. If additional documentary evidence is submitted, it must be accompanied by a written explanation as to why the evidence is relevant and significant and why it was not previously available. Similarly, if either party asks the Adjudicator to invite a witness whose evidence was not before the AVP-SE, the party must include in the written explanation to the Adjudicator required under section F. 32.00 a description about why such evidence is relevant and significant and why it was not previously available.
- 36.00 The Adjudicator may:
- (i) Deny the appeal.
  - (ii) In the case of an appeal under section F. 25.00 (i) and (ii), grant the appeal and remit the matter back with appropriate directions to the AVP-SE and/or the Investigator.
  - (iii) In the case of an appeal under section F. 25.00 (iii) and (iv), grant the appeal and quash or vary the AVP-SE's decision and/or vary the sanctions.
- 37.00 The Adjudicator's decision, with reasons, shall be filed with the Secretary and copies shall be sent to the parties. The AVP-SE will notify relevant units/Faculties of the decision on a need-to-know basis. The decision of the Adjudicator is final and there is no further right of appeal.
- 38.00 The Adjudicator may waive or vary any time limits specified herein or adopted in any process established by the Adjudicator in a given proceeding.
- 39.00 The parties to the appeal have the right to be represented by legal counsel. The Adjudicator also reserves the right to retain and be represented by counsel.
- 40.00 The parties must bear all their own legal expenses, if any. The Adjudicator will not order the University to pay all or part of the Appellant's costs nor will it order the Appellant to pay all or part of the University's costs.
- 41.00 The Secretary shall provide administrative support and procedural advice to the Adjudicator.

### Informal Resolution

- 40.00 The AVP-SE, in the AVP-SE's discretion, may offer the Respondent and the Complainant the opportunity to participate in the informal resolution process. Informal resolution may take place after the notice of a Complaint is issued to a Respondent, but before the AVP-SE issues a decision, in an effort to resolve the matter by mutual agreement. The informal resolution process shall be conducted by the Director of Equity & Human Rights Services, or such other qualified staff or faculty member designated by the AVP-SE (the "intermediary").
- 41.00 Both the Complainant and the Respondent have the right to end the informal resolution process at any time. Any informal resolution must be acceptable to the Complainant, the Respondent, and the AVP-SE. Even if both the Respondent and Complainant agree to a resolution, the AVP-SE must also agree with the resolution, acting reasonably, for it to be final.

## Procedures for the Policy on Gender-Based and Sexual Violence

- 42.00 If a resolution is reached, the Complainant and the Respondent shall be notified in writing, and the Intermediary will confer with the AVP-SE when creating a written memorandum memorializing the agreed upon resolution and consequences for non-compliance. This memorandum will be included in the Respondent's student record. Once the informal resolution is signed by the Complainant, the Respondent and the AVP-SE, the Complaint shall be dismissed.
- 43.00 If no agreement is reached within a reasonable time, the AVP-SE shall issue a decision in accordance with section F. 16.00; information learned during and directly from the informal resolution process will not be disclosed to the AVP-SE, nor considered by the AVP-SE when making a decision.

### **G. Anonymous Complaints or Complaints made by Someone other than the Survivor**

- 1.00 Although Complaints may be made anonymously or by someone other than the Survivor, the University's ability to respond may be limited by the information available or its ability to provide a fair process to the Respondent.

### **H. Retaliation**

- 1.00 The University will take appropriate steps to protect a person disclosing an incident of Gender-Based and Sexual Violence or making a Complaint from retaliation. This may include, but is not limited to: advising individuals in writing of their duty to refrain from committing or threatening an act of reprisal, sanctioning individuals for a breach of that duty, enforcing non-contact arrangements or excluding an individual from campus or other University owned property. The University may also address the potential for reprisals by providing an accommodation appropriate in the circumstances. Threats of or acts of retaliation will be treated as incidents of Gender-Based and Sexual Violence.

### **I. Education and Training**

- 1.00 Through an intersectional and primary preventative lens, or preventing Gender-Based and Sexual Violence before it happens, the University will provide on-going education and awareness initiatives about Gender-Based and Sexual Violence, including, but not limited to, the exploration of body positivity/neutrality, healthy sexuality and relationship, gendered socialization and intersectionality, rape culture, consent and digital communication, impacts of violence, bystander intervention and disclosure training.
- 2.00 The University will build the capacity of the University community to address Gender-Based and Sexual Violence and play a role in ending Gender-Based and Sexual Violence in our community. As outlined in the Gender-based Violence Prevention Education Framework, the University and our campus partners will:
- Deliver evidence-informed programming;
  - Commit to ongoing and rigorous assessment and research of programming to ensure continuous improvement;
  - Ensure well trained, professional staff deliver content.
- 3.00 The University will maintain a dedicated webpage on Gender-Based and Sexual Violence which will set out particulars of initiatives and programs related to Gender-Based and Sexual Violence that promote awareness of the support and services available to Members of the University Community.
- 4.00 The University will provide and make available to Members of the University community, including students, Student Leaders, employees, and affiliated persons, education and awareness training on this Policy, on the prevention of Gender-Based and Sexual Violence,

## Procedures for the Policy on Gender-Based and Sexual Violence

and responding to incidents of Gender-Based and Sexual Violence, with content tailored to the audience and relevant to their role and responsibility in preventing, responding to, and addressing Gender-Based and Sexual Violence.

- 5.00 The University will provide training on the Policy and the resolution of Gender-Based and Sexual Violence Complaints to the AVP-SE, the Adjudicator(s) and any internal investigators.
- 6.00 The University will provide ongoing training on the Policy to Members of the University Community who are likely to receive Disclosures or Complaints to support Survivors with dignity and compassion and to inform them of their options in a safe and supportive manner. Provide the University community with ongoing education and training about sexual violence including information on how to respond to the disclosure of sexual violence with dignity and compassion and to inform them of their options in a safe and supportive manner.
- 7.00 When using external investigators, the University will only use external investigators who have knowledge, training and experience in Gender-Based and Sexual Violence investigations and related issues.

### **J. Gender-Based and Sexual Violence Review Team**

- 1.00 The University recognizes that a coordinated and consistent approach is sometimes necessary to respond to Gender-Based and Sexual Violence incidents and to monitor the efficacy of the University's policy and protocols with respect to Gender-Based and Sexual Violence.
- 2.00 The University will maintain a Gender-Based and Sexual Violence Review Team (SVRT) which will be responsible for the coordination of the University's response to incident(s) of Gender-Based and Sexual Violence, including:
  - (i) Determining the level of risk to the health or safety of the living, academic or employment environment for a member or members of the University Community arising out of an incident of Gender-Based and Sexual Violence and coordinating the University's response;
  - (ii) Coordinating the University's response where the incident(s) is complex and requires the coordination of two or more administrative units to best support the individual(s) involved or to address and respond to the matter of concern;
  - (iii) Providing advice and direction with respect to the University's policies and practices in responding to Gender-Based and Sexual Violence.
- 3.00 Membership of the SVRT shall consist of the following:
  - (i) Director, Equity & Human Rights Services (or designate)
  - (ii) Director, Housing (or designate)
  - (iii) Manager, Student Support & Case Management (or designate)
  - (iv) Director, Campus Community Police Services (or designate)
  - (v) Gender-based Violence & Survivor Support Case Manager (or designate)
  - (vi) Associate Vice-President, Student Experience (or designate)
  - (vii) Legal Counsel (or designate)
- 4.00 Additional persons with specific expertise or knowledge may be may be included in meetings on an ad hoc basis to deal with specific issues.
- 5.00 Members of the SVRT are expected to maintain all information received in the strictest of confidence and at all times respect the needs and wishes of the Survivor(s), subject to the confidentiality provisions outlined in section B. of these procedures.

## Procedures for the Policy on Gender-Based and Sexual Violence

### SCHEDULE A

#### ON-CAMPUS SUPPORT SERVICES

[www.uwo.ca/sexualviolence](http://www.uwo.ca/sexualviolence)

##### **Gender-based Violence & Survivor Support Manager**

A resource for any undergraduate and graduate student at Western, or its affiliates, who has been subjected to Gender-Based and Sexual Violence at any time in their life. The Case Manager can help someone:

- Identify their needs and think through options
- Safety plan
- Navigate campus and community processes
- Understand reporting options (criminal and non-criminal)
- Arrange for academic, living and any other campus accommodations
- Referrals to campus or community counselling, advocacy and medical services
- Self-care resources

519.661.3568  
Western Student Services Building, Room 2150

##### **Campus Community Police Services**

Criminal reporting (sometimes, non-criminal) of incidents of Gender-Based and Sexual Violence, safety planning, crisis intervention. CCPS is obliged to contact London Police Services *in certain instances*. CCPS offers assistance on a 24/7 basis.

911 (on campus phone)  
519 661-3300 (non-emergency line)  
Lawson Hall, Room 1257  
<https://www.uwo.ca/police/>

##### **Health & Wellness Services**

Provides confidential physical, mental, and sexual health services.

To book an appointment call or visit:  
519-661-3030  
UCC, Room 11  
[www.uwo.ca/health](http://www.uwo.ca/health)

##### **Equity & Human Rights Services**

A resource for any staff, faculty or student on main campus. EHRS can explain options under the Non-Discrimination & Harassment Policy and assist with reporting of incidents of sexual harassment through this policy.

Helps individuals access accommodations and supports.

Will provide training and education for the campus community on matters relating to sexual harassment.

[equity@uwo.ca](mailto:equity@uwo.ca)

519-661-3334

Somerville House, Room 2319

[www.uwo.ca/equity](http://www.uwo.ca/equity)

##### **Gender-Based Violence Prevention Education Coordinator (Student Experience)**

Develops programs and strategies for the provision of Sexual Violence Education on campus. This includes:

- Offering student training sessions, workshops and awareness events to raise awareness of sexual violence in our campus community
- Coordinating education programs and training for faculty and staff groups to enhance their ability to receive disclosures of sexual violence and refer student to appropriate campus resources
- Working with campus and community stakeholders, the GBVPEC supports the development and implementation of the Sexual Violence Prevention Education Strategy for Western University.

[dcarr8@uwo.ca](mailto:dcarr8@uwo.ca)

519-661-2111 ext.84934

Wellness Education Centre, Rm. 76C

## Procedures for the Policy on Gender-Based and Sexual Violence

### **Rehabilitation Services**

Rehabilitation Services promotes employee health and wellness. They can assist any Western employee with:

- Work accommodation and supportive Counselling Services
- Injury prevention programs
- Remain at work programs
- Return to work assessment and planning
- Implementation and evaluation of return to work programs
- Documentation on the accommodation process

Support Services Building, Room 4159

[www.uwo.ca/hr/safety/ergo\\_rehab/](http://www.uwo.ca/hr/safety/ergo_rehab/)

### **Peer Support Centre**

Provides non-professional peer-based support to students. A safe space in which students can express their feelings and access resources provided by the university, the city of London, and the USC.

University Community Centre, Room 256

[www.westernusc.ca/peersupport](http://www.westernusc.ca/peersupport)

### **Community Legal Services**

Community Legal Services provides free legal advice and representation to students and members of the community.

[clsinfo@uwo.ca](mailto:clsinfo@uwo.ca)

519 661-3352

Faculty of Law Building, LB 126

### **Office of the Ombudsperson**

Provides a confidential environment in which students can discuss a University-related problem or concern (academic or non-academic).

Works with students to help identify concerns and create strategies for resolving it.

Resource for staff, faculty or parents who want general information regarding the University's various procedures and rules as they apply to students.

[ombuds@uwo.ca](mailto:ombuds@uwo.ca)

519 661-3573

Western Student Services Building, Room 3135

<http://www.uwo.ca/ombuds>

### **Student Support Case Manager**

Assists with the co-ordination of complex, multifaceted student issues.

[anh.brown@uwo.ca](mailto:anh.brown@uwo.ca)

519 661-2111 ext 85985

Western Student Services Building, Rm 2150

## Procedures for the Policy on Gender-Based and Sexual Violence

### OFF-CAMPUS RESOURCES

#### **Regional Sexual Assault &**

##### **Domestic Violence Treatment Centre**

Provides care for women, children, and men experiencing sexual assault and/or domestic violence living in London, Oxford, Elgin, Huron-Perth and Middlesex counties.

Regional unit for all sexual assault and domestic violence services, sexual assault evidence kit, medical attention, STI and pregnancy testing & prevention, free counselling

St. Joseph's Hospital  
Room B0-644  
268 Grosvenor Street, London

Phone: 519 646-6100

Monday to Friday between 8 a.m. to 4 p.m. use extension "64224" to be directly connected

After hours press "0" and ask switchboard to page the nurse-on-call for sexual assault and domestic violence

##### **London Police Service**

Criminal reporting of Gender-Based and Sexual Violence, VICLAS report (anonymous report for crime tracking), Sexual Assault Unit.

24-Hr Emergency: 911  
Non-emergencies: 519-661-5670

In-person: 601 Dundas Street, London  
[www.londonpolice.ca](http://www.londonpolice.ca)

##### **London Abused Women's Centre**

Service available to women and girls over the age of 12 who reside or work in London-Middlesex and who are or have ever been abused in an intimate partner relationship, sexually harassed, and/or prostituted or sex-trafficked. They assist with safety planning, counseling, referrals to other services and resources and access to support groups.

797 York Street - Unit 5  
519 432-2204  
[www.lawc.on.ca](http://www.lawc.on.ca)

#### **Anova**

Offers a 24/7 helpline for survivors of all genders and sexualities, provides counselling and support groups, peer support groups, youth programming, public education, accompaniment to the hospital, police, lawyers, court or other appointments.

255 Horton Street E., 3rd Floor

Phone: 519.642.3003

24-Hr Crisis and Support Line: 519.642.3000

[www.anovafuture.org](http://www.anovafuture.org)

#### **Good 2 Talk**

Confidential helpline providing professional counselling and information and referrals for mental health, addictions and well-being to post-secondary students in Ontario

24-Hr Phone: 1-866-925-5454

<https://good2talk.ca/>

#### **Carrefour des Femmes du Sud-Ouest de l'Ontario (C.F.S.O.O.)**

A Francophone sexual assault centre located in London. They offer services to French-speaking women 16 years of age and older. C.F.S.O.O. provides support to all women regardless of their origin, race, religion, sexual orientation, and physical or social condition.

Phone: 519 858-0954  
Toll Free: 1 (888) 858-0954  
[www.carrefourfemmes.on.ca](http://www.carrefourfemmes.on.ca)

#### **Ontario Coalition of Rape Crisis Centres**

Connects survivors of Gender-Based and Sexual Violence and supporters with Sexual Assault Centres in any region across Ontario.

[www.sexualassaultsupport.ca](http://www.sexualassaultsupport.ca)

#### **LGBT Youthline**

Confidential, non-judgmental, and informed peer support for Ontario LGBTTTQQ2SI youth.

Available: Sunday to Friday @ 4:00PM-9:30PM  
Hotline: 1-800-268-9688 | Text: 647-694-4275  
Email: [AskUs@YouthLine.ca](mailto:AskUs@YouthLine.ca), [www.youthline.ca](http://www.youthline.ca)

# Western's Gender-Based Violence Board Report

## Context

In January 2017 Western University implemented its Sexual Violence Policy. Since then the University has engaged in a number of strategic activities designed to advance education and prevention of Gender-Based and Sexual Violence (GBSV) and increase our capacity to respond to disclosures and complaints. Several steps have already been taken to increase collaboration across the University to improve upon current practices, align with Federal and Provincial Legislation, and continue to strive to be leaders in GBSV prevention and response.

In March 2019, the provincial government mandated post-secondary institutions provide their Board of Governors with an annual report on work underway to address GBSV. This report provides an update on the progress made between January 2017 and April 30 2019. This report accounts for two cycles of data collection:

- Cycle 1: January 1, 2017 - April 30, 2018
- Cycle 2: May 1, 2018 - April 30, 2019

Moving forward an annual report will be submitted to the Board in June of each year.

The report is divided into four sections:

- Section 1: Outlines prevention education underway at Western.
- Section 2: Summarizes the responsive care provided to survivors who disclose incidences of GBSV.
- Section 3: Provides an overview of formal complaints and investigations made under the Sexual Violence Policy including a summary of sanctions imposed.
- Section 4: Discusses implementation, evaluation and next steps planned to increase prevention of and response to GBSV at Western.

## Section 1: Prevention Education

Since 2017, with the assistance of the provincial advisory committee and the Ministry of the Status of Women, Western Student Experience developed a second edition of Upstander, a bystander intervention program as well as a graduate student, faculty and staff module. Western's Upstander program have been rolled out across the province and components of the program have been used throughout Canada and internationally. Since the beginning of this project, Western has supported 26 other Ontario post-secondary institutions in implementing Upstander on their campus and translated the program into French to increase access for our Francophone partners. Now with the project complete, Student Experience is working on a robust research program to test its efficacy and various conditions for increased impact –preliminary data will be available this winter.

In 2018, Student Experience began a journey in developing A Gender-Based Violence Prevention education program and leading a diverse working group to ensure a programmatic approach to prevention is delivered to our campus while increasing access to evidence-informed education.

## Section 2: Responsive Care

Since the implementation of the Sexual Violence Policy, the number of disclosures to Student Experience has increased (See Table 1).

In response to this anticipated rise in disclosures, Student Experience has:

- 2016: Established a Sexual Violence Prevention Education Coordinator.
- 2017: Established a Sexual Violence Policy. The policy was created in collaboration with student input and extensive campus consultation. Each of the Affiliates have a Sexual Violence Policy in place.
- 2018: Based on the success and demand of the Sexual Violence Prevention Education Coordinator role, Student Experience was successful in securing permanent funding from the Student Fee Committee. Because of growing demand on this role, the decision was made to create and invest in two distinct yet complementary roles:

**1)** Gender-Based Violence & Survivor Support Case Manager role was created to offer direct support to students impacted by GBSV; and

**2)** Gender-Based Violence Prevention Coordinator role was created to offer educational programming to students across campus, as well as to engage in educational prevention research and assessment.

Western takes seriously its responsibility to provide intentionally designed Respondent care as well as providing Survivor care. When we invest in designing evidence-informed respondent care, we are intervening into a student's life during a significant life-event, working to ensure meaningful growth and learning occurs for students who are respondents to complaints of GBSV. We recognize that by providing support, information, and care to respondents, we are working to ensure that survivors receive resolutions to their complaints that are meaningful, safe, and trauma informed.

A key measure of the impact of our work is an increased number of disclosures on campus. This increase means that more students are aware of what GBSV looks and feels like, and that the process for disclosure is clear, compassionate and effective. We would expect that over time this initial increase in disclosures will then decrease as the culture on campus adjusts, and the arc of prevention programming comes into full effect.

The following table reflects disclosure to the Gender-based Violence & Survivor Support Case Manager and does not include formal complaints made to the University.

**Table 1: Disclosures**

		Reporting Cycle		
		Cycle i January 1, 2017 - April 30, 2017	Cycle 1 May 1, 2017 - April 30, 2018 <sup>1</sup>	Cycle 2 May 1, 2018 - April 30, 2019 <sup>2</sup>
New Referrals		0	90	122
Student Classification	Domestic Student	0		114
	International Student	0		8
	Undergraduate Student	0		112
	Graduate Student	0		10
Academic Year	1st Year Student	0		32
	2nd Year Student	0		45
	3rd Year Student	0		19
	4th Year Student	0		16
	Graduate Student	0		10
Registration of Student	Main Campus	0		97
	Affiliate Campus	0		25
Referral Source	Campus Partner	0		73
	Community Partner	0		11
	Self-Referral	0		38
Disclosures made to Affiliate Campus Resources	Brescia	0	0	3
	King's	0	4	4
	Huron	0	0	4

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In Cycle 2, the Gender-Based Violence & Survivor Support Case Manager provided 463 hours of direct support to student survivors and received 122 new student referrals. These referrals included students who experienced an incident of GBSV within the past year (83 students), students who experienced a historical incident of GBSV (29 students), and students who had experienced both recent and historical incidences of GBSV (10 students).

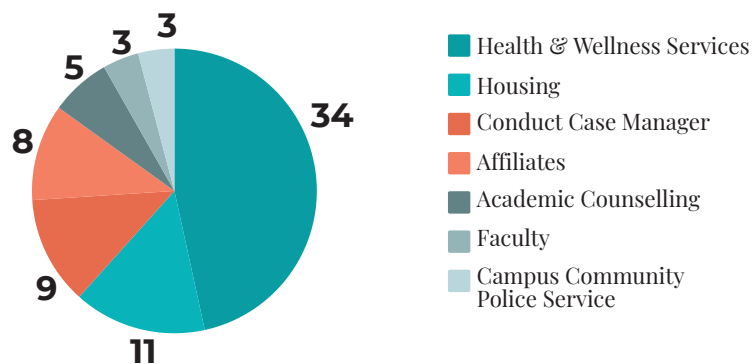
Referrals to the Gender-Based Violence & Survivor Support Case Manager in Cycle 2 came from three sources: Campus Partners (73 referrals) (See Graph 1), Self-Referral (38 referrals), and Community Partners (11 referrals). The Campus Partners that most frequently referred to the Gender-Based Violence & Survivor Support Case Manager were Health & Wellness Services and the Conduct Case Manager. A minimal number of referrals were made by Academic Counselling and Campus Police Services. The Regional Sexual Assault & Domestic Violence Treatment Program was the Community Partner most frequently referring to the Gender-Based Violence & Survivor Support Case Manager. During the month of October there was a significant increase in the number of referrals made to the Gender-Based Violence & Survivor Support Case Manager.

1. January 1, 2017 - April 30, 2017 was included in original cycle based on date of implementation for the Sexual Violence Policy. Due to role transition date from January 1, 2018 - April 30, 2018 is not reflected in Cycle 1. During Cycle 1 data was not tracked in the same manner as Cycle 2. May 1, 2018 - June 30, 2018 data is not reflected in Cycle 2 due to role transition.

3. After Cycle one a decision was made to implement more discrete tracking to better understand the specifics of referrals being made.

4. In the total number of disclosures 7 were associated to the affiliated campuses. Huron data will be added.

Graph 1: Referral sources 2018/2019



Tracking the number of disclosures received on campus remains difficult as there is not currently a centralized reporting mechanism to accurately capture the various areas on campus where students are disclosing. The number of disclosures reported through the Gender-Based Violence & Survivor Support Case Manager is low compared to national rates of GBSV. The Gender-Based Violence & Survivor Support Case Manager collects data on student classification in order to determine trends in student populations accessing formal support on campus. In Cycle 2 the data illustrates Domestic and Undergraduate students accessed the Gender-based Violence & Survivor Support Case Manager office at higher rates.

### Section 3: Formal Complaints & Investigations

Formal reports of sexual violence have been tracked since the launch of Western's Sexual Violence Policy in January 2017. Such reports capture a range of experiences that can include any violence, physical or psychological, carried out through sexual means or by targeting sexuality, gender expression or identity. We recognize that formal reports of sexual violence through our office do not reflect the full scope or picture of students' experiences of sexual violence, as students may choose many avenues to seek support or follow-up after experiencing sexual violence. Since formal tracking began, Western has received 64 formal reports which have included the following categories of incidents as defined by the province of Ontario (See Table 2):

**Table 2:**

Category of Incident		Reporting Cycle		
		Cycle i January 1, 2017 - April 30, 2017	Cycle 1 May 1, 2017 - April 30, 2018	Cycle 2 May 1, 2018 - April 30, 2019
Sexual Assault	TOTAL	7	12	24
	Anonymous Complaints or No action Requested	3	4	7
	Educational Sanctions <sup>5</sup>	1	15	15
	Restrictions on Campus <sup>6</sup>	3	6	10
	Suspension	0	0	1
Sexual Harassment	TOTAL	2	12	5
	Anonymous Complaints or No action Requested	2	1	0
	Educational Sanctions	0	8	3
	Restrictions on Campus	0	5	2
	Suspension	0	1	2
Indecent Exposure	TOTAL	0	1	1
	Anonymous Complaints or No action Requested	0	1	1
	Educational Sanctions	0	0	0
	Restrictions on Campus	0	0	0
	Suspension	0	0	0
Sexual Exploitation	TOTAL	0	0	0
	Anonymous Complaints or No action Requested	0	0	0
	Educational Sanctions	0	0	0
	Restrictions on Campus	0	0	0
	Suspension	0	0	0
Cyber Harassment	TOTAL	0	1	0
	Anonymous Complaints or No action Requested	0	1	0
	Educational Sanctions	0	0	0
	Restrictions on Campus	0	0	0
	Suspension	0	0	0

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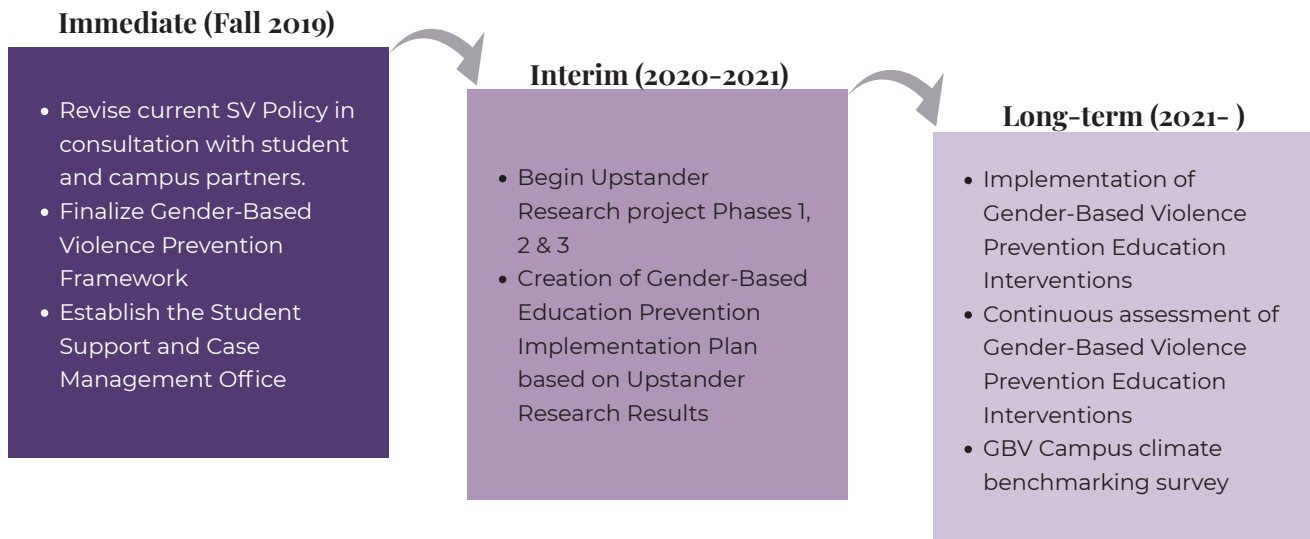
5. Anonymous Complaints are those in which the complainant does not want to participate or the respondent was unable to be identified and as such were unable to be actioned, complaints were always connected to resources.  
 6. Educational Sanctions could include: written apologies, educational seminars, reflection papers and awareness or education programming.  
 7. Outcomes noted above were reached through processes which may have included the respondent's agreement to enter into behaviour contracts (informal resolution) and formal processes which included fulsome investigation with imposed sanctions.  
 8. Complaints may result with multiple sanctions (i.e. Educational and Restrictions)  
 9. Data includes Affiliate Data (King's - 1, Brescia - 0, Huron - 4)

Western recognizes that these numbers are low in contrast to STATSCAN data, which reports 1 in 5 female students will experience sexual violence before they leave university or college. As well, the Department of Justice reports that 83% of sexual assaults go unreported to Police.

## Section 4: Implementation & Evaluation

Over the last 24 months Western has invested resources into the creation of new GBSV programs, and GBSV related staff positions, as well as the creation of an institutional GBSV framework. We anticipate we will be in the position to gather both evaluation and assessment data about these investments over the next 24-month period, that will allow us to understand how our current interventions and investments of resources are working to decrease GBSV in our campus community. Early indicators seem to suggest that we are on the right track in thinking about how we support students moving through GBSV policy and processes. Moving forward we recognize the need for more robust evaluations of all supports and accommodations we provide students under our approach to GBSV. As an institution, we recognize that the work of preventing GBSV is an ongoing and necessarily collaborative effort, that requires our campus ecosystem to work across scales to deliver: 1) consistent educational programming; 2) meaningful policies and procedures, as well as 3) innovative research and assessment in order to understand what impact our work is having on our campus community, and where we need to continue to focus our efforts.

Over the next two years, we commit to engaging in the following next steps:



There are just a few areas we will be directing our efforts to this academic year and beyond, with our campus partners. We look forward to continuing to improve the supports and resources available to students in order that they engage in brave conversations with our diverse community on and off campus, allowing them to thrive throughout their degree and after graduation.

**REPORT OF THE GOVERNANCE & BY-LAWS COMMITTEE**

<b>Contents</b>	<b>Consent Agenda</b>
<b>Results of the 2019 Board of Governors By-Election</b>	Yes
<b>Board Election Schedule for Spring 2020</b>	Yes

**FOR INFORMATION**

1. **Results of the 2019 Board of Governors By-Election**

The results of the by-election for the undergraduate student vacancy (term ending June 30, 2020) are provided in [Annex 1](#).

2. **Board Election Schedule – Spring 2020**

The Board Election Schedule for Spring 2020 is provided for information in [Annex 2](#).



5160 Decarie Boulevard, Suite 502  
Montreal, QC, H3X 2H9 Canada  
1 (800) 585-9694

October 25, 2019

Western University Students' Council  
340 UCC Building  
Western University  
London, ON  
N6A3K7 Canada

To Whom It May Concern:

The following election results are certified by Simply Voting to have been securely processed and accurately tabulated by our independently managed service.

Respectfully yours,

A handwritten signature in black ink that reads "Brian Lack".

Brian Lack  
President  
Simply Voting Inc.

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## Results - Board of Governors By-Election Fall 2019

**Start:** 2019-10-23 08:00:00 Canada/Eastern

**End:** 2019-10-24 20:00:00 Canada/Eastern

**Turnout:** 824 (2.5%) of 32988 electors voted in this ballot.

### Undergraduate Representative

Option	Votes
RICHTER, Kofi	288 (37.0%)
GARABEDIAN, Mark	197 (25.3%)
ROZOVSKY, Aidan	158 (20.3%)
TSVETANOV, Tristan	136 (17.5%)

### VOTER SUMMARY

<b>Total</b>	824
<b>Abstain</b>	45 (5.5%)





## Board of Governors Election Schedule - 2020

Elections will be held for **one representative of the Undergraduate Student Constituency**, and **one representative of the Graduate Student Constituency**, as outlined below. The terms of the student representatives will be for two years (July 1, 2020 - June 30, 2022).

<b>Undergraduate and Graduate Student Constituencies</b>	
Nominations Open	9:00 a.m., Monday, January 6
Nominations Close	4:00 p.m., Wednesday, January 15
Mandatory All Candidates' Advisory Meeting (Organized by the USC - Place TBA)	5:00 p.m., Friday, January 17
Posting of Nominations	Friday, January 17
Campaign Period begins	12:01 a.m., Monday, January 20
Campaign Period ends	11:59 p.m., Monday, February 3
Balloting on the Web - Polls Open	8:00 a.m., Tuesday, February 4
Balloting on the Web - Polls Close	8:00 p.m., Wednesday, February 5
Posting of Results	Thursday, February 6

*Last updated: October 30, 2019*

**REPORT OF THE AUDIT COMMITTEE**

<b>Contents</b>	<b>Consent Agenda</b>
<a href="#">Health, Safety, &amp; Well-being Annual Report 2018/19</a>	Yes

**FOR INFORMATION**

1. **Health, Safety, & Well-being Annual Report 2018/19**

The Health, Safety, and Wellness Annual Report is provided in [Annex 1](#).

## 2018/19 Annual Report



# Human Resources

## Health, Safety & Well-being



*Prepared for the Audit Committee*

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- **Strategic Achievements**
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- **2019/20 Areas of Focus**

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- **Biosafety**
- **Radiation, X-ray, Laser Safety**
- **Environment**
- **General Health & Safety**

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**HAZMAT Emergency Preparedness** .....page 9

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**Rehabilitation & Ergonomics** .....page 11

## Executive Summary

As Western continues to distinguish itself as a leading academic and research intensive university, our Health, Safety and Well-being organization parallels this focus through dedicated programming, innovative strategies, and focus on building a safety culture.

This annual report underlines the department's foundational imperative of risk assessment and management, while ensuring continued compliance and effective delivery of service to improve the organization's overall safety performance and health. The team's focus and results has direct significance on the University's outcomes, reputation, and sustainability such as research funding, talent attraction, student recruitment, staff engagement, efficient operations, and emergency response / preparedness.

Our 2018/19 achievements credit the considerable consultation and engagement by the wider University community in shaping our strategic programmatic approach and implementation of strategies.

### **Achievements 2018/19**

Of prominence, the team saw the culmination of over a five-year effort to design and implement the new ImPaKT containment Level 2 and 3 laboratory facility. In securing the Public Health Agency of Canada certification, Western now operates one of only eighty Level 3 containment labs nationally. The launch of the new ImPaKT lab, and its associated risk management, is integral in securing research funding and attracting key researchers, and distinguishes Western further in globally recognized research.

The team also undertook the implementation of the chemical inventory and reporting system, called HECHMET, which contributes to transparency of risk associated with chemicals on site, and hazardous waste disposal management. In combination with this system, we implemented new workplace labelling, safety data sheets and training that allowed us to achieve compliance with WHMIS 2015. The HECHMET system also informs our supply chain purchasing ensuring good risk management practices.

Operationally, the team advanced new policies and programs that underscore the University's commitment to our community's well-being and health, and also to a continued emphasis on improving service delivery.

The Radiation Safety officer continued to ensure operational continuity through the CNSC recertification of the Tandatron Accelerator, which is essential to Interface Science Western, as a member of the Canadian Charged Particle Accelerator Consortium (CCPAC).

Also of significance, the team furthered our journey in transitioning to a smoke-free environment. This included education and training on our Smoking, Vaping & Tobacco Use policy ([MAPP1.16](#)). Similarly, we consulted, defined and implemented a new cannabis, alcohol and substance use policy ([MAPP3.11](#)) that addressed the enactment of new federal legislation. The success of this effort required considerable organizational consultation and engagement.

The team also introduced a new provider of pathological waste services in April, 2019, providing greater responsiveness to the research community. Additionally, the team trained and ensured risk management related to human blood and bodily fluids clean-up.

### **2019/2020 Areas of Focus**

At our core, the Health, Safety and Well-being function will continue to ensure current regulatory compliance and robust accountability systems are in place to support the University's current leading research programs and the successful attraction of future ones. This includes:

- Renewal of our Tritium H-3 import/export license, which expires in December, 2019, and the decommissioning of two older nuclear devices (gas chromatographs).
  
- New policies and procedures for pets and service animals on campus, which will require tremendous community engagement and consultation.
  
- Support for a high performing organization achieving excellence. Our focus is guided and supported by globally accepted research that an engaged workforce that feels connected to community and colleagues is the most productive and has the highest degree of physical and mental well-being.
  
- Continuing to extend the philosophy of "Living Well" programs, which we adopted in 2018.
  
- Broadened focus on greater well-being for faculty and staff. We are embracing wellness champions for each Faculty and Unit.
  
- Continue to provide training for supervisors that focuses on mental health and return to work supports.
  
- A renewed focus of our musculoskeletal disorder prevention program in Hospitality Services and Facilities Management to decrease the overall accident and injury incidents.

## Safety Program Areas

Western has oversight over multiple safety programs operating within a complex environment of heightened regulatory and legislative oversight (**Appendix B**), significant risk management, and a dynamic universe of faculty, staff, and students. This complexity magnifies the emphasis by each safety program to ensure Western continues to earn the ability to compete nationally and globally on the research stage—attracting and retaining the brightest researchers.

Each of the safety programs under the Health, Safety & Well-being team’s purview ensures oversight, well documented accountabilities, policies and procedures, and training and education.

### Laboratory Safety Program



**Hazardous Materials  
Management Solutions**

With 432 labs, 272 principal investigators, and over 75,000 chemicals added to our HECHMET inventory system, our laboratory safety program necessitates unwavering diligence to maintain consistent practices to comply with best practices and regulations.

An updated workplace hazard management information system (WHMIS 2015) revised our workplace labelling system, replaced our material safety data sheets with more relevant safety data sheets for hazardous products, and reviewed our entire chemical inventory—an enormous undertaking given the scope of research conducted at Western. The HECHMET system has loaded over 75,000 chemicals into our inventory, which provides us visibility at the faculty, department and lab level.

### Biosafety Program

The Biosafety function oversees safety measures related to the effects of biological research on humans, plants and the environment, and specifically monitors the

risk of biohazards such as bacteria and viruses used in laboratories. Other examples of biohazards can include plant pathogens, zoonotic diseases, and human source material.

Western's biological research has propelled Western on the global stage with the launch of the new ImPaKT containment 2 and 3 laboratory focused on infectious disease and immune response monitoring research. This significant effort required the dedicated support and expertise of Western's Biosafety Officer to be integral to the design and implementation of the containment laboratory located on the 6<sup>th</sup> floor of Dental Sciences Building. The Biosafety Officer navigated and ensured Western met all necessary Public Health Agency of Canada and Canadian Council on Animal Care requirements.

The Biosafety Officer ensures the maintenance of licenses, and approves Biological Agent Permit Applications (BAPAs), which numbered 109 last year, in consultation with the Biohazards subcommittee.

Also within the Officer's oversight is incident investigation and review. In 2019, the Officer worked in consultation with experts including the University of Guelph, Ministry of Labour, and Public Health Unit to investigate the definitive source of Q-fever (*Coxiella burnetti*) that appeared during routine medical testing of animals.

### **Radiation, X-ray, Laser Safety**

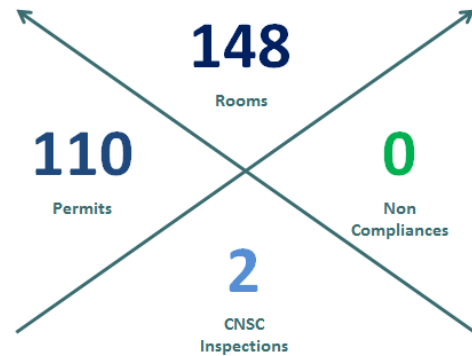
Western's ability as a research intensive institution rests upon securing and renewing essential licences. In 2018-19, we renewed licences essential for our Tandatron Accelerator Facility, a multidisciplinary facility used in several collaborative research projects within the University, nationally and internationally. It is a National Facility supported in part by an NSERC Major Research Support Grant.

Western University currently holds a special import/export license from the CNSC for importing, holding and exporting Tritium, a radioactive isotope of Hydrogen (H-3). In addition to its uses for the nuclear industry, Tritium has many applications. It is a radioactive label that is used in numerous clinical studies as it's effective in tracking the metabolism process as well as the breakdown of drugs, for use in drug development, clinical research and biochemical studies. Over 65 laboratories at Western currently house and use Tritium H-(3) on a regular basis.

The University also achieved zero non-compliances resulting from two Canadian Nuclear Safety Commission (CNSC) inspections. Further, the area secured 110 permits covering 148 rooms. The Radiation Safety Officer continues to meet all CNSC program requirements.

Within our Graphics Services Building, we continue to maintain a secure storage area for decaying of sensitive materials.

The Health, Safety and Well-being team, along with the Facilities Engineering Department, are currently working together with both the Robarts Research Institute and Spencer Engineering Building in redesigning two large X-ray facilities. Both plans were submitted to the Ministry of Labour and recently received approval.



### Environment

Each of our significant programs also require dedicated and thoughtful management and oversight of environmental risk in our operations. Across all our programmatic areas, Western is subject to several regulatory environmental compliance standards, which involve regular inspections and reporting.

### Hazardous Materials and Waste

Western maintains good standing in its hazardous waste disposal program, with all sites in compliance following a Ministry of Environment inspection in January 2019. We continue to partner with RPR Environmental as our external contractor in disposing of weekly hazardous waste. We introduced a new pathological waste (pharmaceutical & biological) services vendor, Daniels Health, in April 2019. Our relationship with this third party provider has them on campus bi-weekly to remove these pathological waste streams for proper disposal and incineration.

As required, the Ministry of Environment received our annual report and cited no concerns related to our hazardous management storage.

### Transportation of Dangerous Goods

Our complex research and campus community also requires diligent oversight of transportation of dangerous goods. In the past year, we trained 16 individuals from key departments (Chemistry, Engineering, Health & Safety, Robarts, Schulich School of Medicine & Dentistry) with a focus on both ground and air regulations. Additional training is scheduled for 2019/20 to address the decentralized shipping/receiving of dangerous goods.

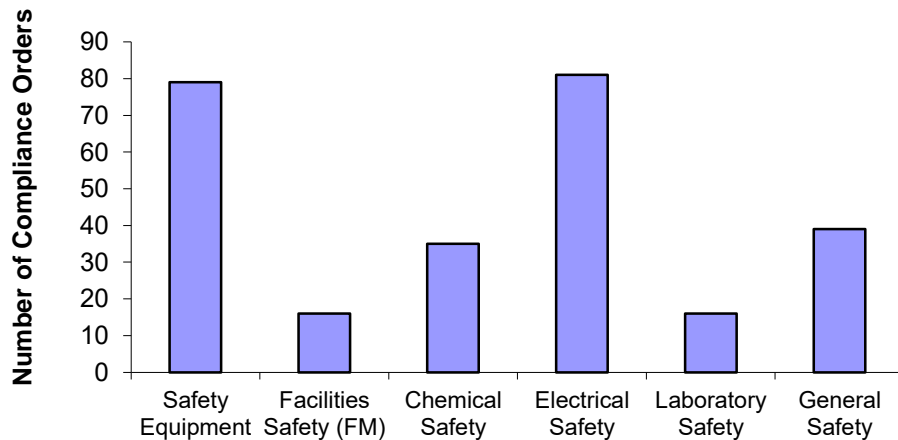
### General Health & Safety

With a scope of over 100 buildings including residences, common areas and off-site locations, and amidst a diverse community of 40,000, the breadth of the General Health and Safety Program is considerable. Under the Occupational Health and Safety Act, the university must inspect the physical condition of the workplace at least once a year, inspecting at least a part of the workplace in each month.

The Office of Health, Safety and Well-being coordinates this program for the Joint Occupational Health and Safety Committee identifying potential hazards and their corrections.

Inspections covering 103 buildings resulted in 270 compliance orders (**Figure 1**) being written and corrected. Common orders included electrical safety such as inappropriate use of power bars, standard safety equipment not being regularly tested such as eye wash stations, and general concerns including unsecured shelves and trip hazards.

**Figure 1** **Total Compliance Orders 2018**



### First Aid Responders

Western partners with the Student Emergency Response Team (SERT), a complement of future health care professionals, to provide first aid coverage to over 100 multi-level buildings. Together, Western and SERT ensured the readiness and training of 257 certified first aid responders.

### HAZMAT Emergency Preparedness

In its commitment to ongoing emergency preparedness, Western works cross functionally with a team of 15 staff to conduct exercises with the London Fire Department. In 2018-29, the Biosafety Officer led six exercises with HAZMAT team members. Additionally, the team responded to a fire incident at Sydenham Hall involving a bromine puck interacting with an oily rag in a waste bin.

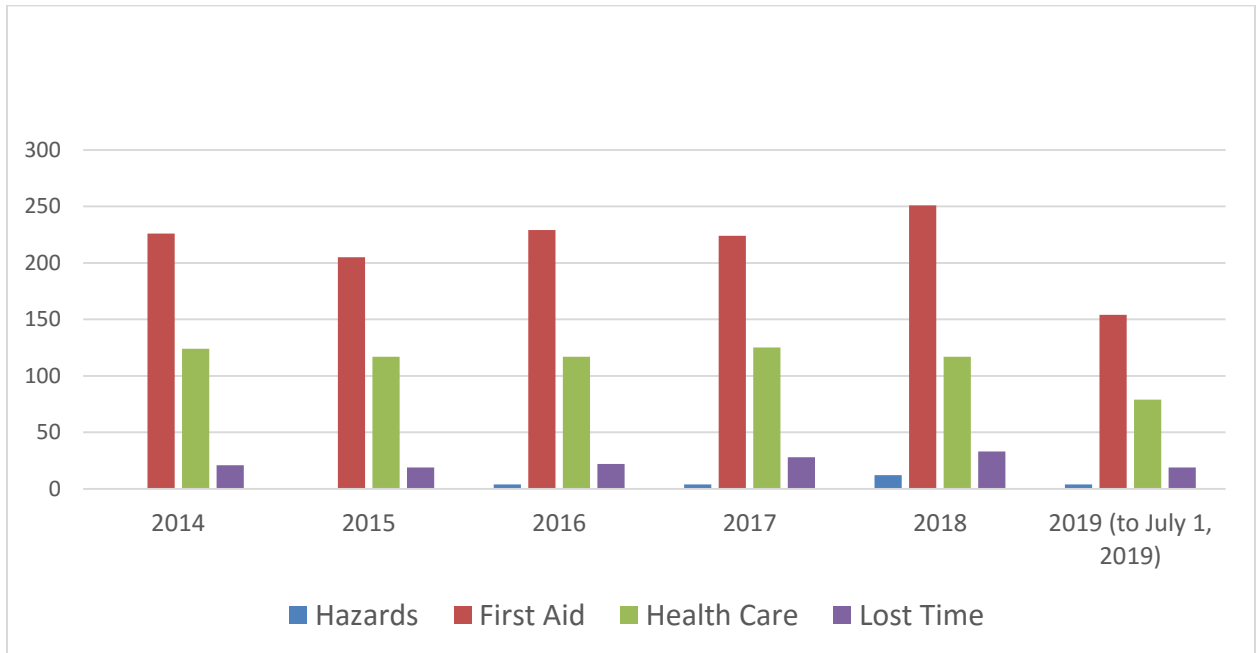
### Training

A key focus in 2019/20 will be the supervisor's role related to prevention, accident/incident investigations, corrective action and continuous improvement. Mental Health training for leaders will also remain a top priority with a particular focus on early identification and intervention. The function also works closely with Facilities Management to provide in-class offerings focused on high risk activities such as Self Contained Breathing Apparatus (SCBA), Confined Space Entry, Ladder Safety, Elevating Work Platforms, and Fall Protection to name a few. Our list of training offerings can be found in **Appendix C**.

### Workplace Accident / Incident Trends

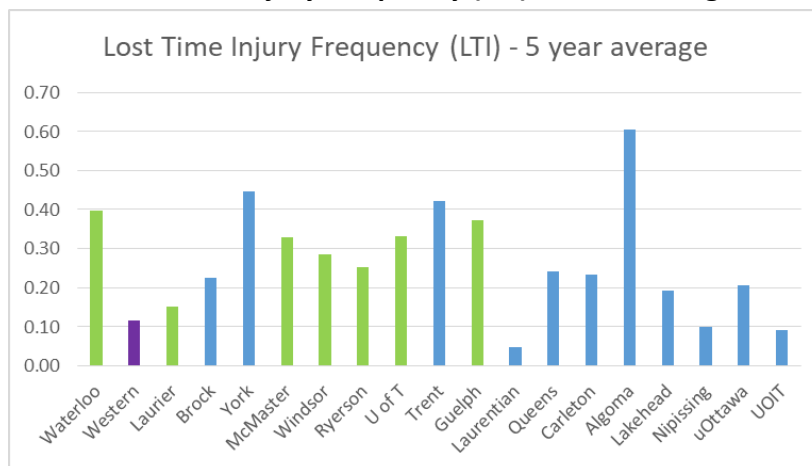
Western is informed by five-year trend patterns (**Figure 2**) that analyze the nature of accidents and incidents so corrective actions and programs can be identified. Our trend lines indicate a strong degree of consistency in affecting lost time, identifying and escalating hazards, and servicing first aid.

**Figure 2 Workplace Accident / Incidents 2014 - 2019**



Western has consistently performed well with our five year Lost Time Injury Frequency (LTIF) average, relative to our peer institutions.

**Figure 3 Lost Time Injury Frequency (LTI) 5 Year Average**



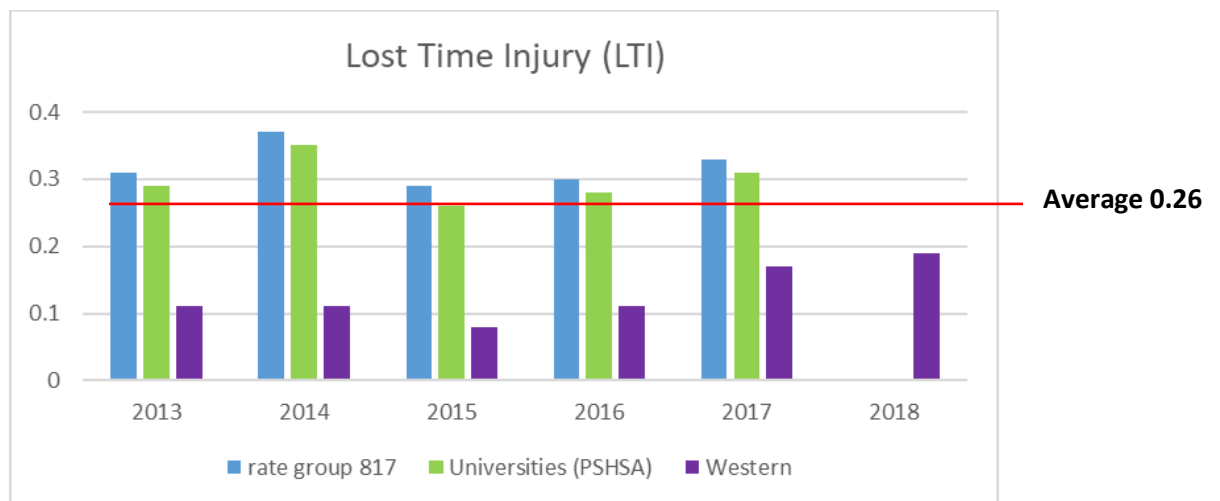
### Lost Time Injury

Human Resources' Stay At/Return to Work Team facilitates the ability of our employees to be productive and contributing in their role. Reducing the occurrence of lost time injuries, as well as their duration, is a continued focus.

In **Figures 3 & 4**, Western's lost time injury frequency is shown as compared to other U-15 universities over the past five years.

In 2019, we expect a new rate framework which will spell an average rate for each industry class based on risk profile. The framework will review individual claim histories relative to others by industry class. This will affect new six-year premiums, weighting most recent years the heaviest.

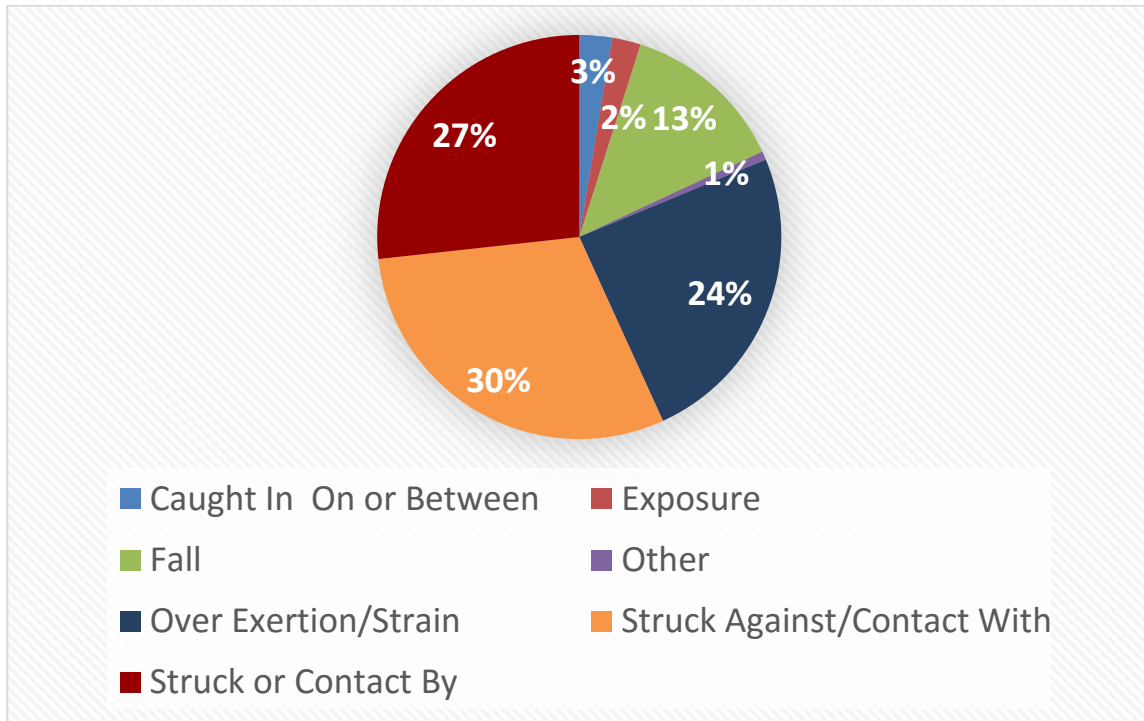
**Figure 4** WSIB – Lost Time Injury Frequency



**Note: Rate Group is a Workplace Safety Insurance Board term  
Rate Group 817 is the Education Sector**

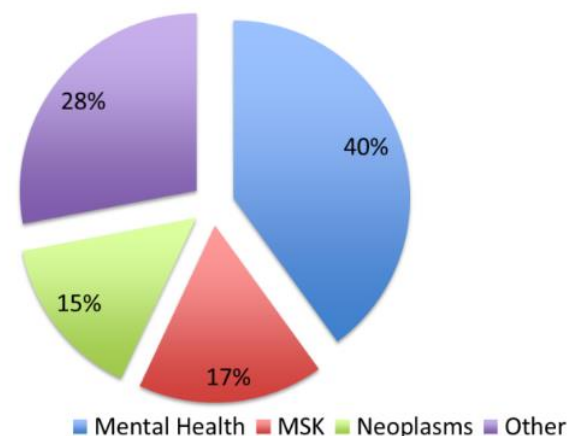
2019/20 will include a specific focus on understanding and correcting leading causes of injuries and accidents within our Hospitality Services function. As seen in **Figure 5**, the majority of incidents (57%) involve cut or burn injuries.

**Figure 5 Hospitality Services Accidents / Incidents by Category 2014-2019**



### Rehabilitation and Ergonomics

One of our core tenets is facilitating the return to work of our employees so they can contribute productively within their area. The rehabilitation team served 1,538 cases between January 1, 2018 – July 1, 2019. The top three short and long-term disabilities continue to be mental health related, musculoskeletal, and neoplasms.



In 2018, we incurred 45 long-term disability claims as compared to 52 in 2017. The average duration of a claim was 26 months as compared to the industry average of 35.3 months.

**ITEMS REFERRED BY SENATE**

Contents	Consent Agenda
<p><b>Amendment to the Appointment Procedures for Senior Academic and Administrative Officers of the University – Addition of a Vice-Provost &amp; Associate Vice-President (Indigenous Initiatives)</b></p>	No
<p><b>Amendment to the Appointment Procedures for Senior Academic and Administrative Officers of the University – Change of Title in Section I: Vice-President (External)</b></p>	Yes
<p><b>Renewal of the Articulation Agreement between Western University, King’s University College, Huron University College and Fanshawe College Regarding the Transfer of Credit for Students in the Business-Accounting Diploma Program</b></p>	Yes
<p><b>Report of the Academic Colleague</b></p>	Yes

FOR APPROVAL

1. **Amendment to the Appointment Procedures for Senior Academic and Administrative Officers of the University – Addition of a Vice-Provost & Associate Vice-President (Indigenous Initiatives)**

**Recommended:** That the Board of Governors approve that the *Appointment Procedures for Senior Academic and Administrative Officers of the University* be revised to include the Vice-Provost and Associate Vice-President (Indigenous Initiatives) as shown below.

Vice-Provost and Associate Vice-President (Indigenous Initiatives)

Composition of Selection Committee

A committee to select a Vice-Provost and Associate Vice-President (Indigenous Initiatives) shall consist of:

- (a) the Provost & Vice-President (Academic), who shall be Chair
- (b) the Vice-President (Research)
- (c) 3 faculty members elected by Senate, one of whom shall be a Dean
- (d) 1 member of the Indigenous faculty or staff university community to be appointed by the Provost & Vice-President (Academic)
- (e) 1 undergraduate student elected by Senate
- (f) 1 graduate student elected by Senate
- (g) Community Co-Chair of the Indigenous Postsecondary Education Council (IPEC) or designate

Procedure

1. The Chair shall convene the Committee.
2. The Chair shall undertake negotiations with prospective candidates.
3. The Chair shall report to Senate through the President & Vice-Chancellor.

### Terms

The term of the Vice-Provost and Associate Vice-President (Indigenous Initiatives) is five years, renewable. In the case of renewal of an appointment where the incumbent takes a Study Leave at the end of the first term, the term of reappointment will be six years.

### **Background:**

In the 2017-18 academic year, the Provost and Vice-President (Academic) assembled a *Task Force on the Implementation of the Indigenous Strategic Plan*, which culminated with a final report released on June 26, 2018. Among key recommendations in the report was an urgent call to create a Senior Role to the Provost Office. Such new senior administrative roles are on the rise across Canadian universities. Fifty percent of Ontario universities and seventy percent of U15 institutions have an Indigenous senior leader in place. In response, the Provost appointed a Special Advisor (Indigenous Initiatives) in September 2018 to outline the mandate and structure for the creation of such an office and senior role at Western.

The Vice-Provost and Associate Vice-President (Indigenous Initiatives) will be responsible for acting as the institutional champion driving ongoing implementation, renewal, reporting and communications related to Western's Indigenous Strategic Plan. The Vice-Provost and Associate Vice-President (VP/AVP, Indigenous Initiatives) will report directly to the Provost and have indirect reporting relationship to the President.

This Office will move Western from an Indigenous student services model to an institution-wide approach, which would move the emphasis from one that is focused on the services provided to Indigenous students, to one where there is a more holistic approach to advancing Indigenous initiatives across broad areas including: governance and decision-making; policy and practice; teaching, learning and curriculum; research and scholarship; physical space planning; workforce planning and student affairs. This approach also provides an administrative structure that elevates Indigenous voices to the executive level and maximizes potential for advocacy, consultation and persuasion. With this change, it is important to understand how Indigenous peoples and ways of knowing (e.g. languages, theories, epistemologies, and methodologies) are systemically marginalized in academic disciplines and organizational hierarchies. This Office will help redress structural inequities and proactively create space for Indigenous peoples and ways of knowing to grow and thrive in our university.

The VP/AVP, Indigenous Initiatives Office will lead system-wide change required to advance truth and reconciliation efforts, achieve equitable outcomes for Indigenous peoples, and implement Western's Indigenous Strategic Plan. The Office will be committed to building and strengthening relationships with Indigenous communities locally, provincially, nationally and internationally, and fostering an academic environment, where all students, staff, faculty and community members experience the university as a welcoming, supportive, culturally-safe environment in which Indigenous languages, ways of knowing, being and doing are respected and supported.

The VP/AVP's Office will lead and/or support the following priority areas:

- strategic planning and implementation
- communications and reporting
- community engagement
- policy development and practice
- space planning and management
- curriculum and training development
- student affairs, access and recruitment strategies
- faculty and staff recruitment and retention strategies
- research and scholarship strategies

2. **Amendment to the Appointment Procedures for Senior Academic and Administrative Officers of the University – Change of Title in Section I: Vice-President (External)**

**Recommended:** That the Board of Governors approve that the title of the Vice-President (External) in the Appointment Procedures for Senior Academic and Administrative Officers of the University (Section I) be changed to Vice-President (University Advancement).

**Background:**

The President wishes to ensure that the title for the Vice-President is clearly reflective of the portfolio's responsibilities.

3. **Renewal of the Articulation Agreement between Western University, King's University College, Huron University College and Fanshawe College Regarding the Transfer of Credit for Students in the Business-Accounting Diploma Program**

**Recommended:** That the Board of Governors approve the renewal of the Articulation Agreement between Western University, King's University College, Huron University College and Fanshawe College regarding the transfer of credits for students in the Business-Accounting Diploma Program effective September 1, 2019, as shown in [Annex 1](#).

**Background:**

For the past several years, Western and Fanshawe have awarded transfer credit to graduates from the Business-Accounting program at Fanshawe College. This agreement has expired and is due to be renewed. Updates have been made to the curriculum, course titles and numbers. The renewal of this agreement supports the initiatives of the province to develop formal articulation agreements recognized by the Ontario Council for Articulations and Transfer (ONCAT). In addition, this renewal provides the opportunity for Western to attract top students as well as meeting the needs of aspiring Accountants, now enrolled at Fanshawe, to complete their accounting credits and obtain a Western degree.

**FOR INFORMATION**

4. **Report of the Academic Colleague**

The Report of the Academic Colleague for the September 2019 meeting is attached as [Annex 2](#).

## ARTICULATION AGREEMENT

**THIS AGREEMENT made BETWEEN:**

**THE UNIVERSITY OF WESTERN ONTARIO**  
(hereinafter called "Western")

**and**

**HURON UNIVERSITY COLLEGE**  
(hereinafter called "Huron")

**and**

**KING'S UNIVERSITY COLLEGE**  
(hereinafter called "King's")

**and**

**FANSHAWE COLLEGE**  
(hereinafter called "Fanshawe")

WHEREAS Western, Huron, King's and Fanshawe wish to increase student mobility between their institutions and recognize that credit transfer is a key means to encourage such mobility;

AND WHEREAS Fanshawe offers a two year Business-Accounting Diploma program;

AND WHEREAS Western and Huron each offers a 4-year Bachelor of Management and Organizational Studies ("BMOS") Degree program with a specialization in accounting;

AND WHEREAS King's offers a 4-year BMOS Degree program with a specialization in either accounting or in finance and administration;

AND WHEREAS the parties wish to facilitate the admission of qualified graduates of the Business-Accounting Diploma program at Fanshawe to Year 3 of the 4-year BMOS program in the Faculties of Social Science at each of Western, Huron and King's, by entering into an articulation agreement recognized by the Ontario Council for Articulation and Transfer (ONCAT), and wish to set out clearly defined processes for the movement of the graduates between Fanshawe and Western, Fanshawe and Huron or Fanshawe and King's;

NOW THEREFORE in consideration of the mutual covenants herein, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follow:

### ADMISSION

1. Each of Western, Huron, and King's (individually and hereinafter the "receiving institution") agree to consider for admission to full-time study in Year 3 of the BMOS degree program, Specialization in Accounting or the BMOS degree program, Specialization in Finance and Administration (King's only), and grant block transfer credit to graduates of the Business-Accounting Diploma program at Fanshawe who meet the following requirements:

- a) completion of the two-year Business-Accounting Diploma program with a competitive overall admission average as determined by the receiving institution for the year in which they apply, and with no grade less than “C” or 2.0 GPA;
  - b) completion of the prescribed set of courses within the Business-Accounting Diploma program (see list in section 5 below) within the two years immediately prior to applying to the receiving institution;
  - c) completion of Fanshawe Mathematics 3079 (Calculus & Vectors); MCV4U (Calculus & Vectors) or an equivalent as approved by the receiving institution; and
  - d) the written endorsement of the Associate Dean of the Lawrence Kinlin School of Business at Fanshawe.
2. In order to be considered for admission to a receiving institution under this agreement, Fanshawe students must notify the Undergraduate Admissions Office at the applicable receiving institution by March 1<sup>st</sup> of the year in which they are seeking admission of their intention to apply, and provide the applicable Admissions Office with their academic transcripts by June 1st of that year.
  3. The receiving institution may each accept up to 15 Fanshawe graduates annually under this Agreement. The decision as to the number of students who will be accepted in any academic year may vary from year to year and it may differ between the receiving institutions.

Admissions decisions are within the sole discretion of the receiving institution and cannot be appealed. Applicants who meet the requirements set out in paragraphs 1 and 2 above are not guaranteed admission under this Agreement. Final determination of the validity of all admissions rests with the Registrar at Western in accordance with the provisions of the affiliation agreement between Western, Huron and King’s.

**BLOCK TRANSFER CREDIT**

4. Successful applicants shall receive block transfer credit at the receiving institution for the following courses equivalent to the first two years of full-time study (10.0 credits) in the Specialization in Accounting at Western, Huron, and King’s or Specialization in Finance and Administration at King’s modules of the Bachelor of Management and Organizational Studies. This credit is not transferrable to other Faculties or Programs.

<b>Fanshawe Course Number</b>	<b>Fanshawe Course Name</b>	<b>Fanshawe Credit Weight</b>
ACCT 1100	Principles of Accounting 1	3.0
MKTG 1012	Principles of Marketing 1	3.0
MATH 1052	Business Math	3.0
BUSI 1005	Introduction to Business Processes	3.0
BUSI 1060 or BUSI 1088	Strategies for Success Strategies for Success International	1.0 2.0
WRIT 1032 or WRIT 1034	Reason & Writing-Business 1 Reason and Writing – EAP	3.0 3.0
ACCT 1011	Principles of Accounting 2	5.0
ACCT 1097	Applied Computer Applications for Accounting 1	3.0
ACCT 1098	Applied Computer Applications for Accounting 2	3.0
COMM 3020	Professional Communication	3.0
MATH 1175	Financial Math	3.0
ECON 1002	Economics 1	3.0
ECON 1005	Economics 2	3.0

MGMT 3041	Organizational Behaviour	3.0
MATH 1045	Statistics	3.0
FINA 3043	Taxation 1 – Personal Tax	5.0
ACCT 3036	Accounting 1 – Intermediate	5.0
ACCT 3022	Cost Accounting 1	3.0
ACCT 3050	Accounting 2 – Intermediate	5.0
FINA 3042 replaced with MGMT 3011	Corporate Finance 1 replaced with Project Management	3.0 3.0
FINA 3044	Taxation 2 – Personal Tax	3.0
LAWS 3041	Business Law	3.0
SYST 3002	Business Information Systems	3.0
	General Education Elective	3.0

5. The course names and numbers set out in section 5 may be revised from time to time and Fanshawe will notify each of Western, Huron and King's of any revisions in a timely manner. Failure of Fanshawe to provide timely notification to Western, Huron and King's of changes to the Fanshawe course names or numbers may result in denial of admission and transfer credit to qualified applicants.
6. The parties acknowledge that the granting of block transfer credit is based on an assessment of the Business-Accounting Diploma program and courses at Fanshawe as of the date of this Agreement. It is the responsibility of Fanshawe to notify each of Western, Huron and King's of any subsequent changes or anticipated changes to the curriculum or content of the courses and provide sufficient information to enable the receiving institutions to decide whether block transfer credit will continue to be granted for these courses.

## GENERAL

7. Students accepted to a receiving institution under this Agreement must complete the courses set out in the Appendices and maintain a cumulative and graduating average of at least 65% to graduate from the Bachelor of Management and Organizational Studies (Specialization in Accounting or Specialization in Finance and Administration) program. These progression and degree requirements are subject to change during the term of this Agreement and the receiving institutions will give Fanshawe written notice of any changes.
8. Students who subsequently fail to meet progression or degree requirements for the Bachelor of Management and Organizational Studies (Specialization in Accounting or Specialization in Finance and Administration) program but who do meet requirements for another program at the receiving institution may be permitted to transfer to another program at the discretion of the Dean of the relevant Faculty. Students who transfer to another program will have the block transfer credit removed from their academic record. Credit for Fanshawe courses will be assessed on a course-by-course basis.

The parties agree to provide Fanshawe students with information about the block transfer credit and encourage qualified students to apply.

9. Each party to this Agreement shall designate a Program Representative to assist with the implementation and operation of this Agreement. All Program Representatives and other relevant staff from each institution shall meet at least once every two calendar years to review their processes and determine if changes are needed to meet the objectives of the parties.
10. The parties' rights under this Agreement are several and not joint or joint and several.

## **TERM**

11. This Agreement is effective as of September 1, 2019 and shall continue in force unless terminated as set out below.
  - a. Any party may terminate this Agreement upon ninety days' written notice of termination to the other parties. Unless the party terminating the Agreement is Fanshawe, then the Agreement will remain in force as between Fanshawe and the receiving institutions who did not terminate the agreement. No applicants will be considered for admission by that receiving institution giving notice of termination after the date of such notice.
  - b. Notwithstanding paragraph 11(a), if a receiving institution decides to terminate this Agreement due to changes to the Fanshawe Program's curriculum or course content, this Agreement shall terminate as between Fanshawe and the receiving institution seeking to terminate on a date that is the earlier of ninety days after written notice of termination is given to Fanshawe, or the date that the changes were made by Fanshawe.
  - c. Regardless of any notice of termination, students accepted into the Bachelor of Management and Organizational Studies (Specialization in Accounting or Specialization in Finance and Administration) program under this Agreement prior to issuance of a notice of termination shall be permitted to complete their studies under the terms of this Agreement.

IN WITNESS WHEREOF the parties have executed this Agreement under the hands of their duly authorized officers.

**FANSHAWE COLLEGE**

\*  
\_\_\_\_\_  
Gary Lima  
Senior Vice-President Academic

\_\_\_\_\_  
Date

\_\_\_\_\_  
Mary Pierce  
Dean, Faculty of Business, Information  
Technology and Part Time Studies

\_\_\_\_\_  
Date

**HURON UNIVERSITY COLLEGE**

\*  
\_\_\_\_\_  
Barry Craig  
Principal, Huron University College

\_\_\_\_\_  
Date

**KING'S UNIVERSITY COLLEGE**

\*  
\_\_\_\_\_  
Dr. David Sylvester  
Principal, King's University College

\_\_\_\_\_  
Date

**THE UNIVERSITY OF WESTERN ONTARIO**

\*  
\_\_\_\_\_  
Dr. John Doerksen  
Vice-Provost (Academic Programs)

\_\_\_\_\_  
Date

\_\_\_\_\_  
Dr. Robert Anderson  
Dean, Faculty of Social Science

\_\_\_\_\_  
Date

\*I have authority to bind the institution.

**APPENDIX 1**

Articulation Agreement between  
The University of Western Ontario,  
Huron University College,  
King's University College and  
Fanshawe College, *October 1 2018*

<b>Course Requirements for Degree Completion Western University, Bachelor of Management and Organizational Studies Specialization in Accounting</b>		
To graduate with the Bachelor of Management and Organizational Studies (Specialization in Accounting) at Western University, students must successfully complete the 10.0 courses listed below. Western will provide Fanshawe with written notice of any changes to these course requirements.		
<b>Western Credit Weight</b>	<b>Western Course Number</b>	<b>Western Course Name</b>
0.5	MOS 2242A/B*	Statistics
0.5	MOS 2310A/B	Finance
0.5	MOS 2277A/B or MOS 3367A/B	Personal Financial Planning Introduction to Fraud Examination
0.5	MOS 3360A/B	Intermediate Accounting I
0.5	MOS 3361A/B	Intermediate Accounting II
0.5	MOS 3370A/B	Management Accounting
0.5	MOS 4471A/B	Management Control Systems
0.5	MOS 3362A/B	Introduction to Taxation in Canada
0.5	MOS 3363A/B	Introduction to Auditing
0.5	MOS 4410A/B	Strategic Management
0.5	MOS 4465A/B	Advanced Accounting
0.5	MOS 3311A/B	Advanced Finance
0.5	MOS 4462A/B	Advanced Issues in Canadian Taxation
0.5	MOS 4467A/B	Professionalism and Ethics
1.0 full-course or equivalent from:	ANTHRO 2262F/G, ANTHRO 2272F/G, ANTHRO 2280F/G, ECON 2124A/B, ECON 2128A/B, ECON 2129A/B, ECON 2150A/B, ECON 2152A/B, ECON 2154A/B, ECON 2155A/B, ECON 2156A/B, ECON 2159A/B, ECON 2160A/B, ECON 2162A/B, ECON 2167A/B, ECON 2181A/B, ECON 2191A/B, ENGL 2018A/B, ENGL 2019A/B, GEOGRAPH 2143A/B, GEOGRAPH 2144F/G, GEOGRAPH 3422A/B, HISTORY 2120A/B, HISTORY 2171A/B, HISTORY 2183A/B, HISTORY 2807F/G, PHILOS 2074F/G, PHILOS 2730F/G, POLISCI 2102A/B, POLISCI 2140A/B, POLISCI 2211E, POLISCI 2246E, PSYCH 2030A/B, PSYCH 2035A/B, PSYCH 2070A/B, SOCIOL 2166A/B, SOCIOL 2172A/B, SOCIOL 3308F/G	
1.0 full-course or equivalent designated Essay course(s) numbered 2000 or above (which must be designated Essay course(s) unless taken above)		
1.0 full-course or equivalent from Category B (Arts & Humanities unless taken above)		

\*Students may choose to take STATS 2035 in lieu of MOS 2242A/B but must ensure they meet the Category B and designated Essay requirements.

**APPENDIX 2**

Articulation Agreement between  
The University of Western Ontario,  
Huron University College,  
King's University College and  
Fanshawe College, *October 1 2018*

<b>Course Requirements for Degree Completion Huron University College, Bachelor of Management and Organizational Studies Specialization in Accounting</b>		
To graduate with the Bachelor of Management and Organizational Studies (Specialization in Accounting) at Huron University College, students must successfully complete the 10.0 courses listed below. Huron will provide Fanshawe with written notice of any changes to these course requirements.		
<b>Western Credit Weight</b>	<b>Western Course Number</b>	<b>Western Course Name</b>
<b>Year 3 Requirements</b>		
0.5	MOS 2275A/B	Business Law I
0.5	MOS 3310A/B	Finance for Management and Organizational Studies
0.5	MOS 3360A/B	Intermediate Accounting I
0.5	MOS 3361A/B	Intermediate Accounting II
0.5	MOS 3362A/B	Introduction to Taxation in Canada
0.5	MOS 3363A/B	Introduction to Auditing
1.0 from:	MOS 2181A/B MOS 3320A/B MOS 3330A/B MOS 3388A/B	Organizational Behaviour Marketing for Management and Organizational Studies Operations Management Organizational Governance
0.5	PHILOS 2074F/G	Business Ethics
0.5	Any PHILOS, ECON, POLISCI, GLE at the 2000 level and above	
<b>Year 4 Requirements</b>		
0.5	MOS 3370A/B	Management Accounting
0.5	MOS 4471A/B	Management Control Systems
0.5	MOS 4410A/B	Strategic Management
0.5	MOS 4462A/B	Advanced Issues in Canadian Taxation
0.5	MOS 4465A/B	Advanced Accounting
0.5 from:	MOS 4310A/B MOS 4489A/B	Advanced Corporate Finance Strategic Foresight and Futuring
1.0 full-course or equivalent MOS course numbered 3000 or above		
1.0 full-course or equivalent designated essay course numbered 2000 or above from Category B		

**APPENDIX 3**

Articulation Agreement between  
The University of Western Ontario,  
Huron University College,  
King's University College and  
Fanshawe College, *October 1 2018*

<b>Course Requirements for Degree Completion King's University College, Bachelor of Management and Organizational Studies Specialization in Accounting</b>		
To graduate with the Bachelor of Management and Organizational Studies (Specialization in Accounting) at King's University College, students must successfully complete the 10.0 courses listed below. King's will provide Fanshawe with written notice of any changes to these course requirements.		
<b>Western Credit Weight</b>	<b>Western Course Number</b>	<b>Western Course Name</b>
<b>Year 3 Requirements</b>		
0.5	MOS 3310A/B	Finance for Management and Organizational Studies
0.5	MOS 3320A/B	Marketing for Management and Organizational Studies
0.5	MOS 3360A/B	Intermediate Accounting I
0.5	MOS 3361A/B	Intermediate Accounting II
0.5	MOS 3370A/B	Management Accounting
0.5	MOS 3330A/B	Operations Management
0.5	MOS 4467A/B	Professionalism and Ethics
0.5	MOS 2285A/B	Global Business Environment
1.0 from:	STATS 2035 or ECON 2122A/B + ECON 2123A/B	Statistics for Business and Social Sciences Econometrics I Econometrics II
<b>Year 4 Requirements</b>		
0.5	MOS 4410A/B	Strategic Management
0.5	MOS 4465A/B	Advanced Accounting
0.5	MOS 4471A/B	Management Control Systems
0.5	MOS 3362A/B	Introduction to Taxation in Canada
0.5	MOS 3363A/B	Introduction to Auditing
0.5	MOS 3367A/B	Introduction to Fraud Examination
0.5	MOS 4422F/G	Corporate Governance
0.5	MOS 4462A/B	Advanced Issues in Canadian Taxation
1.0 designated Essay course numbered 2000 or higher; must be Category B		

**APPENDIX 4**

Articulation Agreement between  
The University of Western Ontario,  
Huron University College,  
King's University College and  
Fanshawe College, *October 1 2018*

<b>Course Requirements for Degree Completion</b>		
<b>King's University College, Bachelor of Management and Organizational Studies</b>		
<b>Specialization Finance and Administration</b>		
<p>To graduate with the Bachelor of Management and Organizational Studies (Specialization in Finance and Administration) at King's University College, students must successfully complete the 10.0 courses listed below. King's will provide Fanshawe with written notice of any changes to these course requirements.</p>		
Western Credit Weight	Western Course Number	Western Course Name
<b>Year 3 Requirements</b>		
0.5	MOS 3310A/B	Finance for Management and Organizational Studies
0.5	MOS 3320A/B	Marketing for Management and Organizational Studies
0.5	MOS 3360A/B	Intermediate Accounting I
0.5	MOS 3361A/B	Intermediate Accounting II
0.5	MOS 3370A/B	Management Accounting
0.5	ECON 2150A/B	Intermediate Microeconomic Theory I
0.5	ECON 2152A/B	Intermediate Macroeconomic Theory and Policy I
0.5	MOS 2285A/B	Global Business Environment
1.0 from:	STATS 2035 or ECON 2122A/B + ECON 2123A/B	Statistics for Business and Social Sciences Econometrics I  Econometrics II
<b>Year 4 Requirements</b>		
0.5	MOS 3330A/B	Operations Management
0.5	MOS 4410A/B	Strategic Management
0.5	MOS 4465A/B	Advanced Accounting
0.5	MOS 4471A/B	Management Control Systems
1.0 or equivalent from:	MOS 3410F/G, PHIL 2700F/G, PHIL 2074F/G, PHIL 2075F/G	
1.0 or equivalent from:	AS 2053, ECON 2154, ECON 2156, ECON 2159, ECON 2160, ECON 2184	
0.5	ECON 2162, ECON 2163, ECON 2164, MOS 3332	
0.5	Elective	Must be Category B course at the 2000 level or above if only 0.5 Philosophy course taken above.

**REPORT TO SENATE OF THE ACADEMIC COLLEAGUE**  
**COUNCIL OF ONTARIO UNIVERSITIES**

Contents	Consent Agenda
<a href="#">Report of the Academic Colleague</a>	No

**FOR INFORMATION**

The COU Academic Colleagues and Executive Heads met on 25 September 2019 in Toronto. The following discussion items might be of interest to Senators.

**Update on Strategic Mandate Agreements 3 (SMA3)**

The MTCU has provided a timeline for the SMA3 process:

- October-early December: first round of bilateral discussions with individual institutions
- December 17: institutional draft submissions
- January 27-February 7, 2020: second round of bilateral discussions
- February 18, 2020: final draft submissions
- March 30, 2020: final document approval

With respect to the performance-based metrics, the current sector-wide priorities for discussion are the “skills and competencies” metric (proposed to be measured by standardized testing) and the “innovation” metric (research revenue derived from private sector sources).

There is also concern about the “faculty workload” metric. Although this is currently being requested for reporting purposes only, it is unclear how it might be used in the future. This metric could be misleading to the public if it is not contextualized appropriately.

**Report on Affiliate Review**

The COU is conducting a review of its Affiliated bodies, which are numerous and diverse, and have varying levels of reporting back to the COU. While the members of Affiliates appreciate the opportunity to exchange ideas and share best practices, they expressed a desire for greater direction from Executive Heads and better communication across affiliates. In general, there is a hope that the university sector will be more proactive, rather than reactive, in policy development. At the same time, it is difficult to set collective priorities given the differences in size, program mix, and communities/regions served by member universities.

It was generally agreed that better data collection and data sharing processes are needed. A COU data group is being formed to develop a data strategy.