

Building a culture of trust, safety, and inclusion

Fair Treatment Policy Redevelopment Information Sharing Session

March 3, 2025

Andrew Hall

FTP REPLACEMENT COMMITTEE MEMBERS

Facilitators

Wendy Rodgers, Co-Chair; President, Vice-Chancellor

Lucky Fusca, Co-Chair; Sexual & Gender Diversity Specialist, EDIHR

Hexi Wang, Graduate Student

Margot Rejskind, Faculty Association

Ann Braithwaite, Faculty

Vanessa Corless, Student

Sushil Khatri, Student

Brian Thompson, Board of Governors

Jonathan Spears, Faculty

Christian Lacroix, Faculty

James R. Reddin, Student Affairs

Kathy Gottschall-Pass, Faculty

Kelly Drummond, Human Resources

MJ Wardle, Facilities Management

Ms. Patricia Boland, Lab Technician

William Clement, Security Services

Travis Saunders, Faculty

Ayodhya Foneska, Office of Study Abroad
and International Partnerships

Non-Voting Members

Bobby Thomas Cameron, Chief of Staff; **Geoff Tierney**, Principal, GTL Corporation

COMMITTEE'S MANDATE

The Committee is charged with developing and recommending two draft policies:

- a Discrimination and Harassment Policy
- a Sexual Violence Response and Prevention Policy

Timeline: May governance approval cycle

... So we are ready to implement by fall 2025 (September).

The Committee has a lot of work to do.

FAIR TREATMENT POLICY REPLACEMENT

- Action Plan stipulates replacing the Fair Treatment Policy.
- Two new policies are in development:
 - Discrimination and Harassment Policy
 - Sexual Violence Response and Prevention Policy
- These are common at universities
- Goal is to develop a Discrimination and Harassment Policy and a Sexual Violence Response and Prevention Policy that is
 - Relevant to whole university – everybody
 - Accessible to whole university – everybody
 - Fair and equitable to whole university – everybody
 - Current – uses current definitions of harassment and discrimination and other terms
 - Includes processes and procedures that are current and easy to follow, that recognize that harassment and discrimination is complex

WORK COMPLETED TO DATE

- Committee has met 5 times.
- Committee has established its own rules of engagement.
- Committee has begun work on populating draft policies.
- We have requested input from the broad community.
- Committee members have acted as liaisons with their networks to bring those views to the process.

YOUR JOB TODAY

- Offer your:
 - Suggestions
 - Comments
 - Observations
 - Wishes for a strong policy