

MEMORANDUM

To: Dalhousie Managers and Supervisors and Leaders

From: Frank Harvey, Provost and Vice-President Academic
Gitta Kulczycki, Vice-President Finance and Administration

Date: September 7, 2021

Re: Sexualized Violence – New Approach to Protect Our People

Senate and the Board of Governors have recently approved amendments to the *Sexualized Violence Policy*. Dalhousie will soon be embarking on further education and training to ensure that managers, supervisors and leaders are familiar with the Policy and how to work with survivors of sexualized violence who come forward. This education is especially timely as we look toward a return of our faculty, staff and students to our campuses.

While it is important to understand the rules and processes contained in the *Sexualized Violence Policy*, what we want to communicate today is that we also need to do our work in a way that lives up to the spirit of the *Policy*, doing whatever we can to keep our community safe from sexualized violence.

To help achieve our goal of making our campuses as safe as possible we are requiring that all Dalhousie managers, supervisors and leaders who receive a disclosure of serious sexualized violence consult with the Sexualized Violence Adviser in the Office of Human Rights and Equity Services directly following receipt of such a disclosure.

This mandatory consultation is required in order to ensure that victims of sexualized violence obtain the supports they need, and that Dalhousie can take steps to prevent a repeat of the violence. The Sexualized Violence Advisor has expertise in maintaining balance between a survivor's request for confidentiality and the institution's obligation to ensure safety in our community. Consultation will not always result in an investigative process.

Dalhousie's approach to sexualized violence is, and will continue to be, survivor centric. However, we also have a collective responsibility to ensure that our faculty, staff and students are safe. Requiring consultation in these circumstances will ensure that experts in responding to instances of sexualized violence are able to assess the situation and make sure that we are responding in the best way possible.

Sexualized violence has serious and long-lasting physical and psychological impacts on survivors. As leaders we expect each of us to do everything possible to prevent and respond appropriately to sexualized violence. Complying with this requirement is an important and necessary part of that leadership.

Sincerely,

Frank Harvey
Provost and Vice-President Academic

Gitta Kulczycki
Vice-President Finance and Administration