

# Perspectives on SFU's Draft Sexual Violence and Misconduct Policy: The process, challenges, and steps forward

Genevieve Fuji Johnson  
Professor, Department of Political Science, SFU  
Associate Faculty, Department of Gender, Sexuality, and  
Women's Studies, SFU  
Member, Board of Directors, SFU Faculty Association

contact: [gfjohnso@sfu.ca](mailto:gfjohnso@sfu.ca)

# The Policy Process

- Process launched in May 2016
- Two groups established - the Working Group and Advisory Group - to work collaboratively
- Extensive consultations from June through October
- Policy initially drafted by 2 members of the WG and 1 member of the AG; redrafted based on input from all members of each group
- Draft policy released to the SFU community in early-January for feedback
- Draft policy being revised by the new Provost and VP Academic in consultation with members of the WG and AG
- Board of Governors votes on policy later this spring

# Challenges and Tensions

- Natural Justice, Trauma-Informed Responses, and Survivor-Centered Support
- Survivor/Victim vs. Complainant
- Limits of Scope and Jurisdiction
- Disclosing, Reporting, and Confidentiality
- Investigations and Discipline
- Retaliation and Vexatious Claims
- Academic Freedom and Workload
- Resources, Resources, Resources

# The Need for Resources, Leadership, and Community