



STUDENTS' REPRESENTATIVE COUNCIL

BOX 3, 2600 COLLEGE STREET, SHERBROOKE QUE., J1M 1Z7

Sexual Assault Response and Prevention Action Plan

Message from the SRC

The Bishop's University Students' Representative Council (SRC) have heard students' want for change. The SRC is committed to ensuring a safe environment for students and has begun looking inward to see how we can improve our own practices and contribute to the creation of a safer campus for all. We know that students want to see change happen quickly and effectively. For this reason, the SRC has compiled a list of actions that we will be taking to improve our organization. This action plan was created with the hopes of addressing the issues within our own organization, while providing students a list to which they can hold us accountable.

Action Items

1. Implementation of mandatory consent culture training for:
 - a. All hired and elected SRC members*
 - b. All SRC Extracurricular Group Leads*
 - c. All volunteers for major events including, but not limited to:*
 - i. Fall and Winter Orientation Week*
 - ii. Fallfest*
 - iii. Winterfest*
 - iv. Grad Formal*
2. Creation of an SRC Sexual Misconduct Policy
 - a. Applicable to all SRC members and affiliated groups, including:*
 - i. Toast Radio*
 - ii. The Gait*
 - iii. Extracurricular Groups*
 - iv. Student Success Centre*
3. Creation of an SRC Safer Spaces Policy
 - a. Applicable to all SRC operated spaces, including:*
 - i. The Gait*
 - ii. Toast Radio*
 - iii. The Oasis*
 - iv. Student Success Centre*
 - v. All events hosted by the SRC*
4. Review SRC Harassment Policy

Detailed explanations provided in the appendix



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5. *Creation of an SRC Meetings Policy*
 - a. *Applicable to:*
 - i. *All members of SRC committees*
 - ii. *Board of Student Representatives*
 - iii. *Guests attending SRC committees*
6. *Review and report on the SRC's hiring practices*
7. *Improve drink security*
 - a. *Nightcaps/cup condom*
 - b. *GHB Testing*
8. *Constitution changes for discipline or dismissal of elected members perpetrating an unsafe work environment*

Detailed explanations provided in the appendix

Expected Timeline

November 28th:

- Policy on Mandatory Consent Training is voted on at the BSR

January:

- Mandatory Consent Training for all SRC members begins
- Finalize implementation of drink safety measures

February:

- SRC Sexual Misconduct Policy is voted on at the BSR
- SRC Safer Spaces Policy is voted on at the BSR
- Provide report on hiring practices to BSR

March:

- Review of Harassment Policy completed
- SRC Meeting Policy is voted on at the BSR
- Changes to the constitution voted on at the BSR

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Appendix:

1. *Mandatory Consent Culture Training*
 - a. *Our mandatory consent culture training policy will apply to all hired, elected, volunteer, and extracurricular group leads. The aim of this training is to ensure that members of the SRC are properly equipped with the tools needed to help shape a culture at Bishop's that is based on consent. The training will allow all SRC members to actively participate in changing our sexual culture.*
2. *Creation of an SRC Sexual Misconduct Policy*
 - a. *The SRC does not currently have a separate policy addressing any incidents of sexual misconduct within our organization. We do have a harassment policy but want to implement a policy that outlines specific measures we can take to prevent any incidents of sexual misconduct, as well as outline proper measures to address such cases. This policy would extend to all locations operated or overseen by the SRC, including events. In addition, it would apply to all SRC members and affiliated groups.*
3. *Creation of an SRC Safer Spaces Policy*
 - a. *The SRC currently oversees and operates several locations including The Gait, The Student Success Centre, The Oasis and Toast Radio. In addition, we operate and oversee locations during events such as Orientation Week and Winterfest. To make these spaces as safe as possible, the SRC wants to implement a safer spaces policy which would clearly outline behaviours which will not be tolerated, with a detailed explanation of why these behaviours are not tolerated, as well as a detailed explanation of the consequences.*
4. *Review of SRC Harassment Policy*
 - a. *The SRC wants to ensure that our current harassment policy is up to date and that it properly addresses the issues it is meant to address.*
5. *Creation of an SRC Meetings Policy*
 - a. *The SRC wants to ensure that all our meeting spaces and discussions are conducted in an appropriate and safe manner. This means providing a clear outline of unacceptable behaviours and comments in our meeting spaces, such as locker room talk and inappropriate jokes and comments. This policy would ensure that all members participating in any SRC meeting are aware that these behaviours and comments will not be tolerated, and that they will be asked to leave, should they fail to respect this policy. In addition, all guests attending these meetings will have to read this policy beforehand.*



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6. *Review and report on the SRC's hiring practices*
 - a. *Concerns have been raised regarding the SRC's hiring practices, specifically regarding volunteers and staff. The SRC wants to ensure that our hiring practices are thorough.*
7. *Improve drink security*
 - a. *The SRC recognizes that there is an issue with drink security at The Gait. We will be actively looking into measures to increase the safety of drinks at The Gait and at any SRC event where drinks will be served. We will be looking into the feasibility of GHB testing, cup condoms/nightcaps (drink covers), as well as other measures. Once we have completed an analysis of the different measures that can be taken, we will quickly move into implementing these measures at The Gait and any SRC events.*
8. *Constitution changes for the discipline or dismissal of elected members perpetrating an unsafe work environment*
 - a. *As the SRC team reviewed and assessed different actions we could take to address sexual assault in our community, we realized that the elected members of the SRC can only be removed through an impeachment process which requires signatures from 10% of their respective constituency. In the case of sexual misconduct, harassment or the creation of an unsafe work environment, elected members would still need to go through a public impeachment process in order to be dismissed. The SRC team wants to reassess how elected members will be disciplined or dismissed.*