

Governance and Policy Committee May 30, 2018	Page <b>131</b>	Board Services Agenda Record <b>GPC:012A</b> Agenda Item 12.1.
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**Written Notice of Motion for Consideration (Trustee Brown, on behalf of Trustee Malik)**

From: Denise Joseph-Dowers, Manager, Board Services, Governance and Board Services

In accordance with Board Bylaw 21.1, the following motion was submitted in time to be included on the agenda of this meeting for consideration.

21.1 A matter may be added to the regular meeting agenda by submitting in writing to the Director, at least seven days in advance of the meeting...

The matter was first presented to the House Committee on March 22, 2018, but was not considered at that time, as the meeting lost quorum.

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**Review of Policies and Procedures Related to Sexual Harassment and Misconduct**

Whereas, students and parents have raised questions about the Board’s processes that investigate and address allegations of any type of sexual harassment and sexual misconduct by any Board employee in a timely and transparent manner; and

Whereas, the advocacy of students and school communities has furthered reforms to Bill 37, *Protecting Students Act*, 2016, S.O. 2016 to legislate stricter consequences for teachers who engage in sexually abusive behaviour; and

Whereas, the historic #MeToo movement is moving all institutions to ensure that the investigation process, response and action around sexual harassment and misconduct is addressed quickly, and with greater accountability;

Therefore, be it resolved:

- (a) That a review and update of Board policies and procedures related to any allegations of sexual harassment and sexual misconduct by Board employees be immediately commenced;
  - (i) to ensure that they are transparent and available to public;
  - (ii) to clearly identify the type of information that will and will not be shared outside of the investigation procedure;

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- (iii) to ensure the investigation procedure is consistent, clear, transparent, and available to the public;
  - (iv) to ensure appropriate personnel are identified and are provided with appropriate training on how to conduct an investigation;
  - (v) to provide resources to ensure adequate support from officers and offices of human rights and safety across the system;
  - (vi) to ensure that those coming forward with allegations have effective professional supports;
  - (vii) to ensure that there is effective communication with the affected school community when allegations of sexual harassment or sexual misconduct arise;
- (b) That a report be presented to the Governance and Policy Committee in the fall with recommendations resulting from the review.