

Policy	Scope	Responsible body	Survivor	Respondent	Setting	Timeframe	Possible procedures	Possible outcomes
McGill Harassment and Discrimination	Harassment and discrimination including but not limited to sexism, racism, homophobia, pregnancy, religion, civil status, etc.	OMR	Member of university community	Member of university community	University context: I. on University premises II. within context of university sponsored event, whether on or off campus III. off-campus, including online or social media, where conduct may seem to adversely affect safety on campus or in university events OR right to use and enjoy University's learning and working environment	24 months or fewer since incident	Mediation and investigation	Immediate measures available For students: admonishment, reprimand, conduct probation, suspension, expulsion. For staff, letter of reprimand, suspension without pay, dismissal from the University. Other possible admin measures like training and counselling are possible.
SSMU Equity	sexual violence, human resources, psychological harassment, health and safety, mental health	SSMU Equity Officers	SSMU member or SSMU staff	Clubs, services, SSMU governing bodies and admin units.	Applies to all SSMU staff, reps, departments, clubs, services. All SSMU members participating in SSMU sanctioned activities. Also all operations sanctioned by SSMU or its affiliates, any communication published, distributed, endorsed, or funded by SSMU.	Within 6 months "encouraged"	Mediation and investigation	Immediate accommodations available. Letters of apology, resignation, creation of equity provisions, suspension, amendments to policies.

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McGill PASV	Sexual violence	OMR	<p>Member of university community OR</p> <p>Not a member of the university community as long as</p> <p>i) sexual violence took place in University context AND</p> <p>ii) respondent is a member of University community at time of report</p>	<p>Member of university community</p> <p>i) anyone holding office under University Charter and Statutes</p> <p>ii) an appointee or employee of the University; or</p> <p>iii) a student</p>	<p>University context:</p> <p>I. on University premises</p> <p>II. within context of university sponsored event, whether on or off campus</p> <p>III. off-campus, including online or social media, where conduct may seem to adversely affect safety on campus or in university events OR right to use and enjoy University's learning and working environment</p>	None	Mediation and investigation	<p>Support measures available through OSVRSE and Dean of Students even <u>without</u> a report.</p> <p>For students: admonishment, reprimand, conduct probation, suspension, expulsion.</p> <p>For staff, letter of reprimand, suspension without pay, dismissal.</p> <p>Training and counselling are also possible.</p>
SSMU GSVF	Gendered and sexual violence and sexual harassment	SSMU anti-violence coordinators	Member of SSMU community	<p>Member of SSMU community</p> <p>Can be non-SSMU member, but limited options and enforcement ability</p>	<p>University's learning, living, or work environment, on campus, or interacting through social or other electronic media.</p> <p>Also applies when the potential consequences of the incident(s) may adversely affect the Complainant's ability to feel safe and access SSMU spaces or services.</p>	None	Alternate resolution or formal investigation	<p>Interim measures possible <u>after</u> a complaint is filed.</p> <p>Non-SSMU respondent: Apology letter, restriction from SSMU buildings and events.</p> <p>SSMU respondent: All of the above. Also mandated training, restriction from services, clubs, etc., administrative leave or suspension, removal.</p>

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SSMU IRP	Discrimination, physical, verbal, or sexual violence and harassment	Faculty Committee	All McGill undergrads All execs/staff of SSMU and student associations and their affiliated clubs All attending SSMU/student association events or in spaces	All McGill undergrads All execs/staff of SSMU and student associations and their affiliated clubs All attending SSMU/student association events or in spaces	Any and all types of events, including online and in-person events	None	Investigation	Interim measures possible <u>after</u> a complaint is filed. Restriction from SSMU/student association events and spaces. Workshops and trainings may also be recommended
PGSS GSVP	Gendered and sexual violence, sexual harassment	PGSS anti-violence coordinator	Member of PGSS community: i) Graduate students ii) Post docs iii) Thomson House employees iv) people participating in PGSS events, services, or on PGSS property	Member of PGSS community: i) Graduate students ii) Post docs iii) Thomson House employees iv) people participating in PGSS events, services, or on PGSS property	University's learning, living or work environment, on or off campus, or interacting through social or other electronic media and when the potential consequences of the incident(s) may adversely affect the complainant's ability to feel safe and be able to access PGSS spaces or services.	None	Only gives support and resource referral. Only reports through PGSS GSVP are McGill policies	Support resources and advocacy

Concurrent filing:

GSVP and PASV complaints may be filed concurrently.

IRP may be filed concurrently with GSVP or PASV.

GSVP and McGill Harassment and Discrimination may not be filed concurrently.

SSMU Equity Policy and GSVP may not be filed concurrently.