



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

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

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

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

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

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