

## BRIEFING NOTE FOR SENATE

<b>SUBJECT</b>	SFU Human Rights Policy (GP 18) and Bullying and Harassment Policy (GP 47) reviews
<b>DATE</b>	April 29, 2025
<b>UNIT/DEPARTMENT</b>	Human Rights Office
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### TOPIC

This briefing note provides information about the review of the SFU's Human Rights Policy (GP 18) and Bullying and Harassment Policy (GP 47). Approved consultation plan and related policy documents, which include feedback from the Board, are being brought to SCAR to determine the expected degree of involvement from Senate on the consultation.

### BACKGROUND

GP 18 and GP 47, under the authority of the University Secretary, address important issues of discrimination, bullying, and harassment within the university community.

GP 18, the "Human Rights Policy," aims to prevent discrimination based on personal characteristics, aligning with the provincial Human Rights Code. While updates in 2022 and 2023 adjusted responsibilities and reporting lines, no comprehensive review has been conducted since 2021.

GP 47, the "Bullying and Harassment Policy," provides a framework for addressing bullying and harassment through education, prevention, and response measures. Implemented in 2021, this policy and its procedures have experienced undocumented operational changes, causing misalignment between the policy and current practices.

Recent organizational changes, such as the transition of the Bullying & Harassment Central Hub to the Human Rights Office ("HRO") in November 2022 and the transfer of both policy authorities to the University Secretariat in 2023, highlight the need for updates. Additionally, the completion of the Sexualized Violence Policy (GP 44) update in Fall 2024 offers an opportunity to harmonize GP 18 and GP 47 with updated definitions, scope, and procedural frameworks when possible.

To address these needs, the HRO, with the support of the University Secretary, has decided to conduct an early review of GP 18 and GP 47 in 2024, with university-wide consultation planned for 2025— a year ahead of schedule. This review intends to ensure the policies reflect current practices, eliminate outdated references, and align definitions and scope for greater clarity and consistency across the university's policies.

In January 2025, HRO staff conducted information-gathering sessions as part of the GP 18 and GP 47 policy review, engaging key partners through an online survey and one-on-one meetings. The feedback received by the February 11 submission deadline for the Executive Team Meeting was used to update the policy drafts for the university community consultation.

The HRO has continued to engage with additional key partners beyond February 11. As of writing, the HRO has received responses from 19 key partners. Although feedback received after February 11 could not be reflected in the version submitted for the March 2025 Board of Governors meeting, it will be incorporated into the final draft scheduled for submission to the Board in September 2025.

Community consultation is currently underway. A university-wide session was held on April 22, with a second session planned for May 1. Input from these sessions will further inform the final draft of the policies.

**Supplement Materials**

- [Community Consultation Draft of GP 18](#)
- [Community Consultation Draft of GP 47](#)