INTRODUCTION

This document outlines the major areas that need to be updated in AMS policies I-17 and I-18, along with specific subsections of work that need to be completed. This document also identifies who will be doing that work.

The major areas that need to be updated have been categorized by theme. What this means is that the areas we’ve identified that need updating - like Principles and Values - do not strictly correspond to identical sections in I-17 or I-18. For example, in I-18 the principles and values associated with that policy are not under one section called “Principles and Values” - rather, this content is found in 3 different parts of the policy (in “Purpose and Goals”, “Zero Tolerance”, and “Responsibility”). However, since all this content is related to principles and goals, we decided to categorize our work under that theme.

The 5 major areas that need to be updated within these policies include:

1. Principles & Values
   
   We have policies to help govern and provide regulations on things that matter! If we are going to have policies on sexual violence and discrimination, bullying, & harassment, we need to flush out our principles and values behind those things. What our values are will determine how we approach these policies, what resources we allocate to them, etc.

2. Jurisdiction & Capacity
   
   These policies require resources! I-17 and I-18 both have extensive procedural sections that outline what to do in the case of violence and these procedures require things, like money, staff, and education. We need to make sure the AMS can follow through with our commitments, which means we need to know what we CAN do (jurisdiction) and then make sure we can ACTUALLY do it (capacity).

3. Response, Disclosures, Supports/Assists
   
   If the AMS is going to provide resources and supports as part of these policies, we need to be clear on what those are! We need clarify what our responses to violence are, we need to equip the appropriate people that handle disclosures, and we need to clarify what supports are available to survivors of violence and what assists there are for people that have caused violence. We also need to make sure that everyone responsible for administering these parts of the policies are trained and supported.

4. Prevention Education
   
   If the AMS wants to educate the community, we need to clarify what that means, who is doing that, what the desired outcomes are, etc. We also need to make sure that everyone who is impacted by these policies knows about them and how to access them. We also need to make sure that the people that are responsible for administering these policies are properly educated.

5. Reporting, Investigations, Adjudication
   
   If the AMS is going to provide the option for reporting/investigating/etc., we need to make sure we have clear procedures, trained staff, and the resources to safely do this work. We also need to clarify what the outcomes of this work is supposed to be!
Principles and Values is one of the major areas that needs to be updated.

Principles and Values need to be updated in I-17.

To update the Principles and Values of I-17, the “Position Statement and Principles” is a specific piece of work that needs to be done.

The AMS Policy Team and the AMS Equity Team are the people that are responsible for this specific piece of work, “Position Statement and Principles”.

- AMS Policy
- AMS Equity Team
1. PRINCIPLES & VALUES

I-17

Position Statement & Principles
- AMS Policy Team
- AMS Equity Team

Definitions
- AMS Policy Team
- AMS Equity Team
- SASC
- SVPRO

I-18

Position Statement & Principles
- AMS Policy Team
- AMS Equity Team

Definitions & Examples
- AMS Policy Team
- AMS Equity Team
- SASC
- EIO

2. JURISDICTION & CAPACITY

Jurisdiction
- AMS Policy Team
- AMS MD & AMS HR
- AMS Legal Counsel

To be reviewed in collaboration with relevant Bodies/Policies.

Scope
- AMS Policy Team
- AMS MD & AMS HR
- SASC

Limitations
- AMS Policy Team
- AMS MD & AMS HR
- AMS Legal

To be reviewed in collaboration with relevant Bodies/Policies.

Authority
- AMS Policy Team
- AMS MD & AMS HR
- AMS Legal

To be reviewed in collaboration with relevant Bodies/Policies.

Capacity Review
- AMS Policy Team
- AMS MD & AMS HR
- SASC

Resource Assessment
- AMS Policy Team
- AMS MD & AMS HR
- SASC

Outsourcing Identification
- AMS Policy Team
- AMS MD & AMS HR
- SASC
3. RESPONSE, DISCLOSURES, SUPPORTS/ASSISTS

I-17

Disclosures
- AMS Policy Team
- SASC
- SVPRO

Supports (Complainants)
- AMS Policy Team
- SASC
- SVPRO

SASC
- AMS Policy Team
- AMS HR
- SASC

Assists (Respondents)
- AMS Policy Team
- SASC
- SVPRO
- AMS HR

I-18

Disclosures
- AMS Policy Team
- SASC
- EIO

Informal Conflict Management
- AMS Policy Team
- AMS HR
- EIO

Supports (Complainants)
- AMS Policy Team
- SASC
- EIO

Assists (Respondents)
- AMS Policy Team
- AMS HR
- EIO
- UBC Ombudsperson

I-17 and I-18

Safety Planning & Accommodations
- AMS Policy Team
- SASC
- SVPRO
- AMS HR & AMS MD

Retaliation
- AMS Policy Team
- AMS HR
4. PREVENTION EDUCATION

Note: While having a robust education plan is central to both policies, developing such a plan will take a longer period of time. Therefore, for these policy updates we will only write in the general education plan (i.e. the bodies and people that need education) and the AMS policy team will continue working with the listed stakeholders in the 2022-2023 academic year to fully develop and then implement the education plans.

I-17 and I-18

Education Plan

AMS Staff
- AMS Policy Team
- SASC Manager
- SVPRO
- EIO

AMS Leadership
- AMS Policy Team
- AMS Equity Team
- SASC
- SVPRO
- EIO

AMS Clubs
- AMS Policy Team
- SASC
- EIO
- AMS VP Admin

Education for Respondents
- AMS Policy Team
- SASC Manager
- SVPRO
- EIO
- AMS HR

5. REPORTING, INVESTIGATIONS, ADJUDICATION

I-17 and I-18

Response & Reporting
- AMS Policy Team
- SASC
- SVPRO
- EIO
- AMS HR

Alternative Resolution Practices
- AMS Policy Team
- AMS HR
- EIO
- UBC Ombudsperson

Investigations
- AMS Policy Team
- AMS HR
- SASC
- IO
- UBC Ombudsperson
- SVPRO

Adjudication
- AMS Policy Team
- AMS HR & AMS MD
- AMS Legal
- IO
- UBC Ombudsperson

Decision Implementation
- AMS Policy Team
- AMS HR & AMS MD
- AMS Legal
- AMS HR & AMS MD
- AMS Legal

Re-integration
- AMS Policy Team
- SVPRO
- EIO

Enforcement
- AMS Policy Team
- AMS HR & AMS MD
- AMS Legal

Appeals
- AMS Policy Team
- AMS HR & AMS MD
- UBC Ombudsperson