



Interim Sexual Abuse and Harassment Policy

<i>Approved by Academic Ctee: June 17, 2019</i>	<i>Approved by MST Board: September 19, 2019</i>
<i>Added to MST website: November 8, 2019</i>	<i>See also: N/A</i>
<i>Applies to: Faculty and staff and students</i>	<i>Effective: September 19, 2019</i>
<i>Summary: Overview of the process by which harassment complaints are regulated.</i>	

I. Preamble

- 1.1. The Montreal School of Theology is a cluster made up of three colleges, each with a denominational affiliation, who deliver their degree program jointly with the School of Religious Studies of McGill University. This means that in any matter relating to harassment, the students, faculty, and staff of MST may be subject to the harassment policies of one or more of (1) the Montreal School of Theology; (2) McGill University, (3) the United Theological College and/or The United Church of Canada; (4) the Montreal Diocesan Theological College and/or the Anglican Diocese of Montreal; (5) the Presbyterian College and/or The Presbyterian Church in Canada. A person may therefore choose to address a harassment complaint to one institution or more than one institution relating to the MST cluster.
- 1.2. The harassment policy of the Montreal School of Theology is intended to ensure that (a) complaints reported to MST are directed to the appropriate institution or institutions for handling; and (b) that both complainants and respondents have access to due process and appropriate support throughout the complaint process.
- 1.3. This policy will apply until a comprehensive policy on harassment for MST and related institutions is developed and adopted, with a target completion date of Fall 2020.

2. Policy

- 2.1. The Montreal School of Theology affirms the dignity and worth of all persons as a reflection of God's intention for human community and is committed to uphold a harassment-free environment for teaching and learning within its colleges.
- 2.2. The MST will ensure that any complaint of harassment that is reported to one of their personnel (Director or administrator) is taken seriously, that complainants are clearly informed of options available to them for handling their complaint, and that complainants are supported and facilitated in taking their complaint to the appropriate body.
- 2.3. Any harassment complaint made against MST personnel (Director, administrator, contract employees) will be directed to the Chair of the Board of MST.

3. Guidelines

The following policy and guidelines are put in place to guide students, faculty and staff of institutions who make up the MST (as defined in the preamble), in the event that a report or

complaint from any person is made to MST personnel (Director or Administrator) against any member of the MST community, whether faculty, staff or student.

1. Each related college (UTC, Dio, PC) of MST will be governed by its own Sexual Abuse and Harassment Policy and will commit to making their policies publicly available to students, faculty, and staff. The role of MST will be to ensure that a current copy of the policy is posted on the respective institution's website and on the MST website.
2. A person reporting a harassment complaint against a student, faculty member, or employee of one of the colleges of MST or of McGill University's School of Religious Studies may choose which institution or institutions they wish to handle their complaint.
 - 2.1. The Director of MST or designate is responsible for ensuring that complainants are informed of their options and supported in taking their complaint to the appropriate body or bodies.
 - 2.2. In the case of a harassment complaint relating specifically to MST (i.e. made by MST course registrants or directed against MST administrative staff or contract employees), the complainant may choose to bring their complaint to the Chair of the MST Board.
3. The MST Board will establish a Harassment Advisory Committee consisting of at least four people with a balance of men and women, clergy and lay and representation from each college community, of whom at least one is not a member of the Board of MST or of one of the colleges. The Harassment Advisory Committee must not include any of the College Principals, nor chairs of college boards. The responsibilities of the Advisory Group are to:
 - 3.1 Become familiar with the issues involving harassment and with policies governing individual colleges and McGill University;
 - 3.2 Ensure that college and MST policies are up-to-date and publicly available, as indicated above;
 - 3.3 Advise complainants about the existence of harassment policies from McGill, individual colleges, and MST and their access to these policies;
 - 3.4 Ensure that both the complainant and the respondent have access to pastoral care;
 - 3.5 In the event that the respondent is a member of the Advisory Group, that person will be removed from the committee and if required, replaced by another member designated by the Chair;
 - 3.6 Ensure that this policy is regularly reviewed and updated and conforms to provincial legislation.
4. Complaints of sexual abuse and harassment may be brought by any complainant to the Principal of the college to which the complainant belongs, to the Director of MST, to the Chair of the Board of MST, or to another person as designated by any college-specific policy, at the discretion of the complainant.

5. The willingness of MST to provide support for either the complainant or the respondent does not preclude their seeking other independent support or legal counsel in the course of the complaint process.