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**LETTER OF UNDERSTANDING WITH RESPECT TO**

**SECTION 8.2**  
**Re: Sexual Violence**

Between

The University of Ottawa

(Employer)

AND

The Association of Professors of the University of Ottawa

(Association)

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WHEREAS the parties agree that section 8.2 - Harassment, Sexual Harassment and/or Discrimination - needs to be brought in line to reflect the new obligations under Bill 132, *An Act to amend various statutes with respect to sexual violence, sexual harassment, domestic violence and related matters*, which received Royal Assent on March 8, 2016.

THE PARTIES AGREE THAT:

1. Sexual Violence, as defined in Bill 132, means any sexual act or act targeting a person's sexuality, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person's consent, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation.
2. Once the Employer has approved a Sexual Violence Policy and associated procedures, the parties will renegotiate section 8.2 of the Collective Agreement in order to address and amend the article as necessary.
3. The parties agree that the negotiation related to paragraph 2, shall be completed no later than six (6) months after the approval date.
4. In the meantime and until the parties have ratified the changes to section 8.2 of the Collective Agreement as per paragraph 3 above, the existing section 8.2 - Harassment, Sexual Harassment and/or Discrimination - language will be applied to APUO members if a Sexual Violence incident is alleged.
5. This Letter of Understanding does not expire unless negotiated by the parties.