APPENDIX A
U of T Faculty of Music Survey to Students and Alum
Welcome to the University of Toronto Faculty of Music Climate and Culture Review survey. Your participation in this survey is voluntary.

You can choose to participate in this survey anonymously as there is an option to complete the survey without identifying yourself.

The survey should take approximately 15-20 minutes to complete. Please participate candidly and, where the survey asks for examples, please provide as much detail as you can, including names, the roles of those involved, approximate dates, and/or locations relating to any incidents shared.

At the conclusion of the process, Rubin Thomlinson will prepare a report addressed to Dean Hisama on behalf of the University, in which they will summarize the information that was gathered during the process and provide expert advice and guidance on the options that are available to improve the working and learning environment in the Faculty of Music. With the exception of the circumstance described below, Rubin Thomlinson’s report on this review will not identify you, nor will they share any information which could be attributable to you specifically.

It is important for you to understand that should you provide information to Rubin Thomlinson that suggests that there is a potential risk of physical harm to individuals (either yourself or others), threats or risk of violence and/or the disclosure of a criminal act, Rubin Thomlinson is obligated to share this information with the University in order to allow the University to respond appropriately in a process separate from the review process. In doing so, Rubin Thomlinson may be required to disclose your identity, but please be assured that they will only do so if this is absolutely necessary.

The deadline to submit survey responses is October 28, 2021. Your participation is important to us, so please take the time over the next few weeks to complete the survey. If you have any questions about the process, please contact Rubin Thomlinson directly at utmusic@rubinthomlinson.com.

Once the survey phase of the process is complete, we will be conducting several one-on-one interviews with members of the Faculty of Music community. If, after completing the survey, you would be willing to participate in a one-on-one interview with a representative from Rubin Tomlinson LLP, the independent third-party law firm who will be conducting the review, there is an option to identify yourself within the survey so that a representative may contact you.

Content Note: The survey includes questions about safety, sexual violence, discrimination and harassment, including questions about any experiences you have had with the foregoing. We want to hear from you, and we also understand that it can be
difficult to share these types of experiences. Please only share what you are able to and through the forum that you feel most comfortable doing so (i.e., survey or one-on-one interview). All questions are voluntary. Should you experience distress or require support at any time during this process, there is help available.

Students can find support at: https://mentalhealth.utoronto.ca/my-student-support-program/.

Faculty and Staff can find support at: https://people.utoronto.ca/employees/efap/.

1. What is your current role in the Faculty of Music? (If alum, please select your most recent graduation type)

   - Undergraduate student
   - Graduate student
   - Alum – Undergraduate Program
   - Alum – Graduate Program

2. How would you describe the overall learning environment in the Faculty of Music?

   - Very negative
   - Negative
   - Neutral
   - Positive
   - Very positive

   Can you provide reason/s for your response?

   

3. Please state your level of agreement with the following three statements:
a) I am aware of the various supports (including offices and people) available to me as a student.

- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

Can you provide reason/s for your response?

b) The Faculty of Music provides sufficient information to students about support(s) available to them.

- Strongly disagree
- Agree
- Disagree
- Strongly agree

- Neither agree nor disagree

Can you provide reason/s for your response?
c) I feel confident that I would reach out to the Faculty of Music (i.e., Registrar, faculty member, Associate Dean, Dean) if I needed support.

- [ ] Strongly disagree  - [ ] Agree
- [ ] Disagree  - [ ] Strongly agree
- [ ] Neither agree nor disagree

Can you provide reason/s for your response?

4. Do you know where to report the following four issues:

a) Sexual Violence?

- [ ] Yes  - [ ] No

b) Sexual Harassment?

- [ ] Yes  - [ ] No

c) Harassment?

- [ ] Yes  - [ ] No

d) Discrimination?

- [ ] Yes  - [ ] No
5. Do you have any suggestions as to how the Faculty of Music can improve its learning environment?


6. Do you have any suggestions as to how the Faculty of Music can improve its student experience?


7. Have you ever witnessed sexual violence or sexual harassment while enrolled in the Faculty of Music?

Sexual Violence: Any sexual act or act targeting a person’s sexuality, gender identity or gender expression, 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.

Sexual Harassment: Includes but is not limited to engaging in a course of vexatious comments or conduct that is known or ought to be known to be unwelcome. Sexual Harassment includes workplace sexual harassment. Sexual Harassment includes any sexual solicitation or advance made by a person in a position to confer, grant or deny a benefit or advancement to the person where the person making the solicitation or advance knows or ought reasonably to know that it is unwelcome. Sexual harassment also includes a reprisal or a threat of reprisal for the rejection of a sexual solicitation or advance, where the reprisal is made or threatened by a person in a position to confer, grant or deny a benefit or advancement to the person.

☐ Yes

☐ No

If you answered yes, please provide any information regarding the incident(s) you think would be relevant for us to know.
8. Have you ever been subjected to sexual violence or sexual harassment while enrolled in the Faculty of Music?

Sexual Violence: Any sexual act or act targeting a person’s sexuality, gender identity or gender expression, 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.

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☐ Yes

☐ No

If you answered yes, please provide any information regarding the incident(s) you think would be relevant for us to know.
9. Have you ever witnessed discrimination while attending the Faculty of Music?

Discrimination includes differential treatment on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status, or disability.

☐ Yes

☐ No

If you answered yes, please provide any information regarding the incident(s) you think would be relevant for us to know.


10. Have you ever been subjected to discrimination while attending the Faculty of Music?

Discrimination includes differential treatment on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status, or disability.

☐ Yes

☐ No

If you answered yes, please provide any information regarding the incident(s) you think would be relevant for us to know.


11. Have you ever witnessed harassment (other than sexual violence, sexual harassment and/or discrimination) while attending the Faculty of Music?

Harassment includes a course of vexatious comment(s) or conduct that is known or ought reasonably to be known to be unwelcome.

☐ Yes

☐ No

If you answered yes, please provide any information regarding the incident(s) you think would be relevant for us to know.


12. Have you ever been subjected to harassment (other than sexual violence, sexual harassment and/or discrimination) while attending the Faculty of Music?

Harassment includes a course of vexatious comment(s) or conduct that is known or ought reasonably to be known to be unwelcome.

☐ Yes

☐ No

If you answered yes, please provide any information regarding the incident(s) you think would be relevant for us to know.


13. For the following four questions, please indicate your level of agreement or disagreement with the following statement: the Faculty of Music adequately and appropriately responds to concerns related to:
a) The Faculty of Music adequately and appropriately responds to concerns related to Sexual Violence:

- Strongly disagree
- Disagree
- Neither agree nor disagree

Can you provide reason/s for your response?

b) The Faculty of Music adequately and appropriately responds to concerns related to Sexual Harassment:

- Strongly disagree
- Disagree
- Neither agree nor disagree

Can you provide reason/s for your response?

c) The Faculty of Music adequately and appropriately responds to concerns related to Discrimination:

- Strongly disagree
- Disagree
- Neither agree nor disagree

Can you provide reason/s for your response?
d) The Faculty of Music adequately and appropriately responds to concerns related to Harassment:

- Strongly disagree
- Agree
- Disagree
- Strongly agree
- Neither agree nor disagree

Can you provide reason/s for your response?

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14. As part of the review process, we will be conducting several one-on-one interviews to gather additional information. Would you be willing to participate in an interview?

- Yes
- No

If you answered yes, please provide your contact information. Rubin Thomlinson will be in touch directly with those participating in interviews.

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15. Please share anything else you would like us to know as part of this review.
U of T Faculty of Music Survey to Faculty, Sessional Instructors, and Staff

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discrimination and harassment, including questions about any experiences you have had with the foregoing. We want to hear from you, and we also understand that it can be difficult to share these types of experiences. Please only share what you are able to and through the forum that you feel most comfortable doing so (i.e., survey or one-on-one interview). All questions are voluntary. Should you experience distress or require support at any time during this process, there is help available.

Students can find support at: https://mentalhealth.utoronto.ca/my-student-support-program/.

Faculty and Staff can find support at: https://people.utoronto.ca/employees/efap/.

1. What is your current role in the Faculty of Music?
   - Faculty
   - Sessional instructor
   - Staff

2. How would you describe the overall working environment in the Faculty of Music?
   - Very negative
   - Negative
   - Neutral
   - Positive
   - Very positive

Can you provide reason/s for your response?
3. How would you describe the teaching and learning environment in the Faculty of Music?

- Very positive
- Positive
- Neutral
- Negative
- Very negative

Can you provide reason/s for your response?

4. Do you have any suggestions for how the Faculty of Music can improve its teaching and learning environment?


5. What within the Faculty of Music’s teaching and learning environment is going well?


6. Do you have any suggestions for how the Faculty of Music can improve its working environment?


7. What within the Faculty of Music’s working environment is going well?


8. Do you know where to report incidents of sexual violence, sexual harassment, or discrimination?

9. Are you aware of the student and employee supports available including resources, offices, and support people?

10. Does the Faculty of Music provide sufficient information on whom to go to and what types of resources and supports are available to students and employees?

   ○ Yes
   ○ No

   If no, do you have suggestions for how this can be done more effectively?

11. Do you have confidence in the resources and supports available?

   ○ Yes
   ○ No

   If no, can you provide reason/s for your response?
12. Have you ever witnessed sexual violence or sexual harassment while employed at the Faculty of Music?

Sexual Violence: Any sexual act or act targeting a person's sexuality, gender identity or gender expression, 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.

Sexual Harassment: Includes but is not limited to engaging in a course of vexatious comments or conduct that is known or ought to be known to be unwelcome. Sexual Harassment includes workplace sexual harassment. Sexual Harassment includes any sexual solicitation or advance made by a person in a position to confer, grant or deny a benefit or advancement to the person where the person making the solicitation or advance knows or ought reasonably to know that it is unwelcome. Sexual harassment also includes a reprisal or a threat of reprisal for the rejection of a sexual solicitation or advance, where the reprisal is made or threatened by a person in a position to confer, grant or deny a benefit or advancement to the person.

○ Yes

○ No

If you answered yes, please provide any information regarding the incident(s) you think would be relevant for us to know.
13. Have you ever been subject to sexual violence or sexual harassment while employed at the Faculty of Music?

Sexual Violence: Any sexual act or act targeting a person’s sexuality, gender identity or gender expression, 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.

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- Yes
- No

If you answered yes, please provide any information regarding the incident(s) you think would be relevant for us to know.

14. Have you ever witnessed discrimination while employed at the Faculty of Music?

Discrimination includes differential treatment on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status, or disability.

- Yes
- No

If you answered yes, please provide any information regarding the incident(s) you think would be relevant for us to know.
15. Have you ever been subject to discrimination while employed at the Faculty of Music?

Discrimination includes differential treatment on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status, or disability.

☐ Yes

☐ No

If you answered yes, please provide any information regarding the incident(s) you think would be relevant for us to know.

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16. Have you ever witnessed harassment (other than sexual violence, sexual harassment and/or discrimination) while employed at the Faculty of Music?

Harassment includes a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome.

☐ Yes

☐ No

If you answered yes, please provide any information regarding the incident(s) you think would be relevant for us to know.

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17. Have you ever been subjected to harassment (other than sexual violence, sexual harassment and/or discrimination) while employed at the Faculty of Music?

Harassment includes a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome.

- Yes
- No

If you answered yes, please provide any information regarding the incident(s) you think would be relevant for us to know.

18. For the following four questions, please indicate your level of agreement or disagreement with the following statements: I would feel comfortable reporting (i.e., initiate a formal process with the university or request that the university follow-up and address the situation) it to the University if I witnessed:

a) I would feel comfortable reporting it to the University if I witnessed Sexual Violence:

- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

Can you provide reason/s for your response?
b) I would feel comfortable reporting it to the University if I witnessed Sexual Harassment:

- [ ] Strongly disagree
- [ ] Agree
- [ ] Disagree
- [ ] Strongly agree
- [ ] Neither agree nor disagree

Can you provide reason/s for your response?

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c) I would feel comfortable reporting it to the University if I witnessed Discrimination:

- [ ] Strongly disagree
- [ ] Agree
- [ ] Disagree
- [ ] Strongly agree
- [ ] Neither agree nor disagree

Can you provide reason/s for your response?

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d) I would feel comfortable reporting it to the University if I witnessed Harassment:

- [ ] Strongly disagree
- [ ] Agree
- [ ] Disagree
- [ ] Strongly agree
- [ ] Neither agree nor disagree

Can you provide reason/s for your response?
19. For the following four questions, please indicate your level of agreement or disagreement with the following statements: I would feel comfortable reporting it to the University if I experienced:

a) I would feel comfortable reporting it to the University if I experienced Sexual Violence:

- [ ] Strongly disagree
- [ ] Disagree
- [ ] Neither agree nor disagree

Can you provide reason/s for your response?

b) I would feel comfortable reporting it to the University if I experienced Sexual Harassment:

- [ ] Strongly disagree
- [ ] Disagree
- [ ] Neither agree nor disagree

Can you provide reason/s for your response?
c) I would feel comfortable reporting it to the University if I experienced Discrimination:

- [ ] Strongly disagree
- [ ] Disagree
- [ ] Neither agree nor disagree

Can you provide reason/s for your response?

- [ ] Agree
- [ ] Strongly agree

d) I would feel comfortable reporting it to the University if I experienced Harassment:

- [ ] Strongly disagree
- [ ] Disagree
- [ ] Neither agree nor disagree

Can you provide reason/s for your response?

20. For the following four questions, please indicate your level of agreement or disagreement with the following statement: the Faculty of Music adequately and appropriately responds to concerns related to:
a) The Faculty of Music adequately and appropriately responds to concerns related to Sexual Violence:

- Strongly disagree
- Disagree
- Neither agree nor disagree

Can you provide reason/s for your response?

b) The Faculty of Music adequately and appropriately responds to concerns related to Sexual Harassment:

- Strongly disagree
- Disagree
- Neither agree nor disagree

Can you provide reason/s for your response?

c) The Faculty of Music adequately and appropriately responds to concerns related to Discrimination:

- Strongly disagree
- Disagree
- Neither agree nor disagree

Can you provide reason/s for your response?
d) The Faculty of Music adequately and appropriately responds to concerns related to Harassment:

- Strongly disagree
- Agree
- Disagree
- Strongly agree
- Neither agree nor disagree

Can you provide reason/s for your response?

21. As part of the review process, we will be conducting several one-on-one interviews to gather additional information. Would you be willing to participate in an interview?

- Yes
- No

If you answered yes, please provide your contact information. Rubin Thomlinson will be in touch directly with those participating in interviews.

22. Please share anything else you would like us to know as part of this review.