



## VALUES:

- **Fairness:** We champion fairness as an essential pillar of our organization. Fairness can never be achieved in any proceeding (regulatory, civil or criminal) where one side has been granted rights not available to both participants. Her Voice Canada believes that the identity of the alleged perpetrator should not shield them from accountability. Regardless of their qualifications or profession, anyone who commits an act of sexual abuse must face the consequences. Further to this, in a regulatory hearing, if a physician or health care professional is recognized as a defendant in the same manner they would be recognized in a civil judicial proceeding, the complainant should also be recognized as a plaintiff, not just a mere witness as they are now.
- **Transparency AND Accountability:** We advocate for transparency at all levels of the system. Reasons must be given for decisions at every level. Our commitment to transparency extends to holding accountable those responsible in addressing allegations of sexual abuse in healthcare settings. There should always be rationales provided to a victim from decision makers *at every stage*. No one person or committee will be given discretionary power without accountability. If our judiciary gives reasons for their decisions why should anyone making such pivotal decisions regarding sexual abuse be exempt? **These are not medical matters. Period. It's not good enough to simply have a Discipline Panel provide reasons for their decisions at the end of a process when incredibly devastating and important decisions critical to the outcome were made before the Discipline Panel ever received the complaint (ie. the mischaracterization of the victim's complaint and the omission of critical evidence).**
- **Equality in every respect:** To date, the Ontario legislature has not provided the hallmarks of justice to victims of sexual abuse by healthcare professionals. This

is an incredible betrayal considering women constitute the majority of victims and male physicians are the majority of sexual abusers. Women and all victims of sexual abuse deserve to have the same support as the alleged abuser whether the perpetrator is a physician, dentist, nurse, etc. Currently our own tax dollars pay for the doctor and health care workers' legal representation but not the victims. In light of this, Her Voice Canada insists on the following: full legal representation for victims paid for by the Province (ProBono); full participation as a plaintiff (full party status) in their hearings and penalty discussions, not just for the accused physician but for the victim and their legal representative.

**NO OTHER OPTION SHOULD BE CONSIDERED. THESE VICTIMS MUST HAVE ALL THEIR RIGHTS RECOGNIZED IN EVERY ASPECT OF THE PROCESS.**