

ANNUAL REPORT

EQUITY, DIVERSITY AND HUMAN RIGHTS OFFICE

For the period:

May 1, 2019 to April 30, 2020

Equity	Équité
Diversity	Diversité
Human Rights	Droits de la personne

EXECUTIVE SUMMARY

This Annual Report is provided in accordance with Laurentian University's Policy and Program on a Respectful Workplace and Learning Environment, Policy on Response and Prevention of Sexual Violence and Code of Student Rights and Responsibilities. The report provides details as to the number, type, and disposition of matters brought forward to the Equity, Diversity and Human Rights Office (EDHRO). A copy of this report is available to the members of the Laurentian University community by contacting the EDHRO or on our website.

THE EQUITY, DIVERSITY AND HUMAN RIGHTS OFFICE

The mandate of the EDHRO is to lead the Laurentian University community in fostering an inclusive and respectful learning and working environment for all students, staff and faculty by providing expertise, guidance and counsel to members of the University community in order to ensure compliance with the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA), the anti-harassment sections of the *Occupational Health and Safety Act, 1990* (OHSA), the *Ontario Human Rights Code, 1990* (Code), Laurentian University's Policy on a Respectful Workplace and Learning Environment, Policy on Response and Prevention of Sexual Violence, Policy on Accessibility Standards for Customer Service, the Code of Student Rights and Responsibilities and any other related policies.

The key functions of the EDHRO during the 2019-20 fiscal year included:

- 1) Assisting individuals with complaints of harassment, bullying, discrimination, sexual harassment, sexual violence and student conduct to understand the range of options available for responding, and help them to pursue a resolution;
- 2) Providing information and training to the community to increase awareness about the importance of promoting a respectful workplace and learning environment;
- 3) Providing information and training to the community to increase awareness about sexual violence, disclosure, response and bystander training.
- 4) Administering the Policy and Program on a Respectful Workplace and Learning Environment, the Policy on Response and Prevention of Sexual Violence and the Code of Student Rights and Responsibilities.

RESOLUTION SERVICES

The EDHRO's primary mandate is to receive concerns/complaints of harassment, discrimination, bullying, sexual harassment and sexual violence as well as concerns/complaints under the Code of Student Rights and Responsibilities and assist in understanding the range of options available for responding, and help pursue a resolution.

Not only does the resolution function minimize the potential for the externalization of complaints, the service also informs, in part, the EDHRO's education agenda. In turn, the abilities of the EDHRO staff to

address areas of vulnerability across the institution based on the evidence from case services reduces the potential for unmanaged conflict.

Case Contacts

A case contact is an individual who brings forward a complaint, consultation or enquiry to the EDHRO. In this context, the case contact does not need to have made a complaint to be named as such. “Case contact” is simply the term used for the individual who initially makes contact with the EDHRO, which includes contact for the purpose of an enquiry, consultation, or complaint.

Case Contact Composition

Each case contact with the EDHRO can be broken down into the following three (3) categories:

- (1) **Complaint:** a written complaint received by the EDHRO by an individual who believes that they have been subjected to behaviour that may breach one of the policies under the EDHRO mandate. Note that once the EDHRO receives a written Case Resolution Request Form, the case is categorized as a complaint. Complaints may be addressed both through formal and informal resolution processes;
- (2) **Consultation:** guidance and/or direction provided by the EDHRO on concerns, questions or potential complaints. Consultations may include (but are not limited to) requests for assistance or clarification from members of the Laurentian University community, including academic or administrative leaders (i.e. those with the authority or responsibility to address concerns), requests for information and/or assistance by third parties (i.e. friends, co-workers seeking assistance to support others), or the provision of information with appropriate guidance. Typically, this would entail a longer interaction or more than one meeting to address a possible concern relating to a matter falling under the EDHRO mandate. Some consultation services may also require follow up with other individuals or administrative or academic units. Consultations also include the provision of support and accommodations to survivors under the Policy on Response and Prevention of Sexual Violence as a follow up to a report of sexual violence;
- (3) **Enquiry:** a basic clarification, reference or provision of information.

Respectful Workplace and Learning Environment

There were 281 case contacts with the EDHRO in 2019-20 that were dealt with under the Policy and Program on a Respectful Workplace and Learning Environment. These case contacts were comprised of 47 complaints, 194 consultations, and 40 enquiries. All case contacts were also categorized by type, as illustrated, below in Figures 1(a) and 1(b).

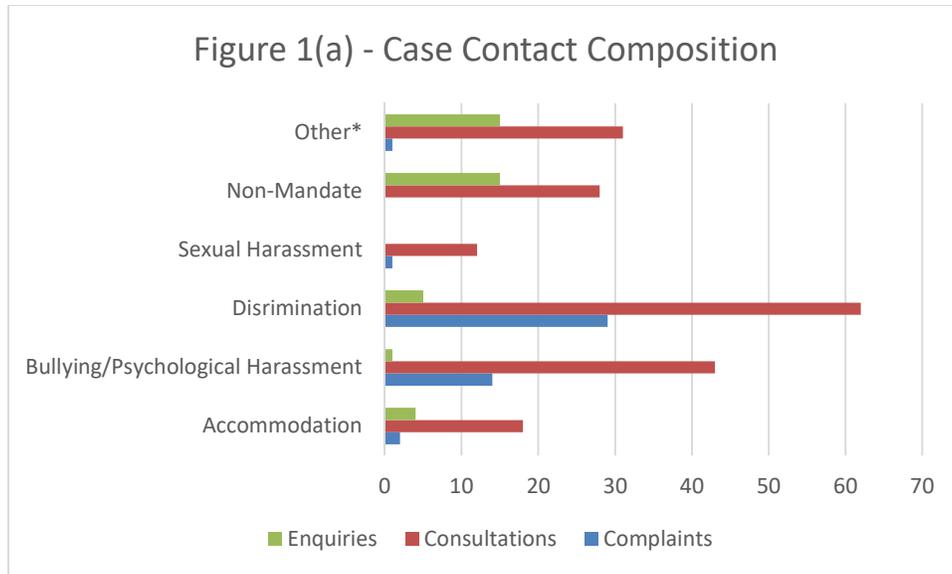


Figure 1(a) – Case Contact Composition Chart

*Other includes general policy complaints, consultations and enquiries

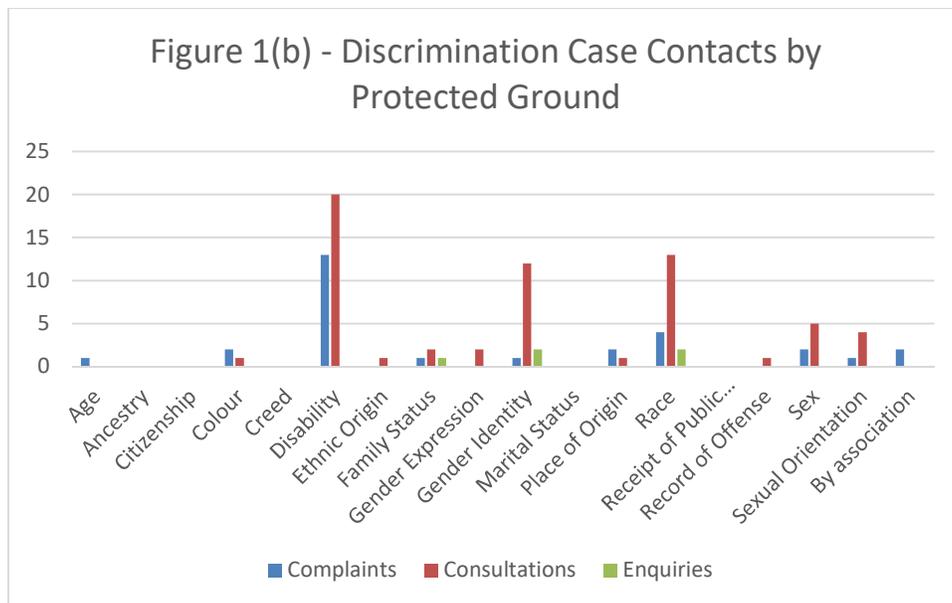


Figure 1(b) – Discrimination case contacts by protected ground

Response and Prevention of Sexual Violence

There were 17 total case contacts with the EDHRO in 2019-20 that were dealt with under the Policy on Response and Prevention of Sexual Violence. These case contacts were comprised of 2 complaints, 12 consultations, and 3 enquiries.

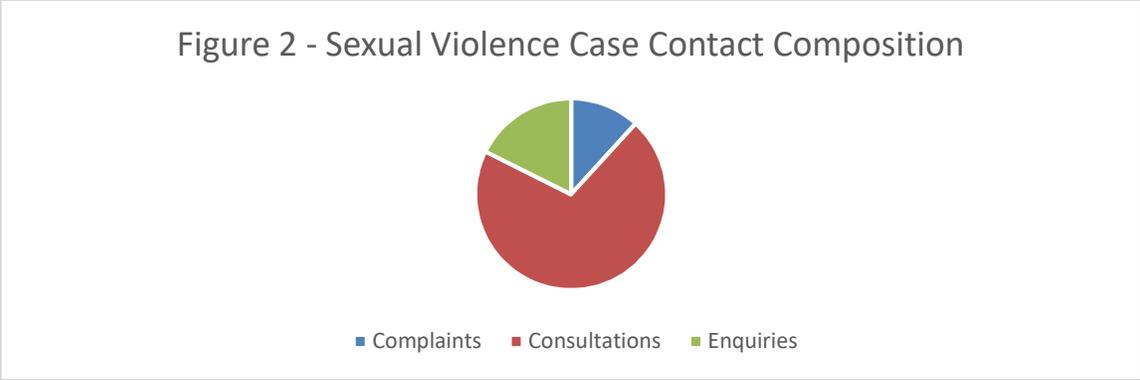


Figure 2 – Case contacts dealt with under the Policy on Response and Prevention of Sexual Violence

Code of Student Rights and Responsibilities

There were a total of 73 case contacts with the EDHRO in 2019-20 under the Code of Student Rights and Responsibilities. These case contacts were comprised of 17 complaints, 54 consultations, and 2 enquiries. Case contacts were also categorized by type, as illustrated below in Figure 3. It should be noted that only the offenses, which were categorized in a 2019-20 student rights and responsibilities file, are included in the figure below. A complete list of possible offenses can be found under section 8 of the Code of Student Rights and Responsibilities.

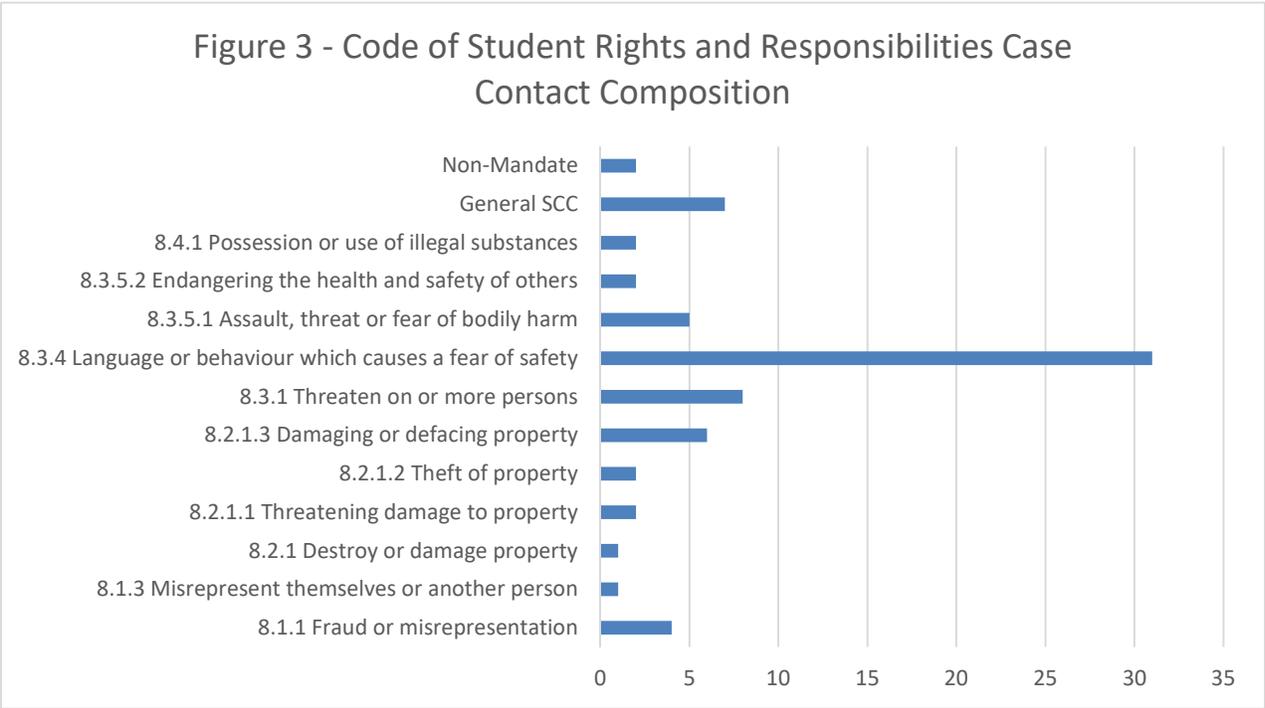


Figure 3 – Case contact composition of files dealt with under the Code of Student Rights and Responsibilities
 *Other includes general code complaints, consultations and enquiries

Constituency Groups

The case contacts and respondents in each file are broken down into seven (7) constituency groups as follows:

- (1) **Faculty:** this group includes all members of the Laurentian University Faculty Association (LUFA) as well as department Chairs/Directors (who are members of LUFA);
- (2) **Faculty Unit/Department:** this group includes cases brought forward on behalf of or against a faculty unit or department as a whole and not by any one individual.
- (3) **Employees:** this includes all employees other than Faculty. Included are members of the Laurentian University Staff Union (LUSU), graduated teaching assistants represented by the Canadian Union of Public Employees (CUPE), and members of the Laurentian University Administrative and Professional Staff Association (LUAPSA) who do not fall into the leadership group personnel category listed below as well as all other employees who do not belong to a union or association;
- (4) **Staff Unit:** this group includes cases brought forward on behalf of or against a staff unit or department as a whole and not by any one individual.
- (5) **Students:** this group includes all students at Laurentian University including the federated Universities and the Northern Ontario School of Medicine;
- (6) **Leadership group personnel:** this category includes all leadership personnel including Executive Team members, Associate Vice-Presidents, Deans and Directors. It does not include Chairs of departments as they are included as members of Faculty, as noted above, and;
- (7) **“Other”:** Included in this category are either case contacts or respondents who are not a member of the Laurentian University community or where the case contact did not wish to reveal the name of the respondent. This group may also include Laurentian University investigating or responding to a complaint as an institution.

The following is a breakdown by constituency group of case contacts who sought services through the EDHRO under the Policy and Program on a Respectful Workplace and Learning Environment (RWLE), the Policy on Response and Prevention of Sexual Violence (RPSV) and the Code of Student Rights and Responsibilities.

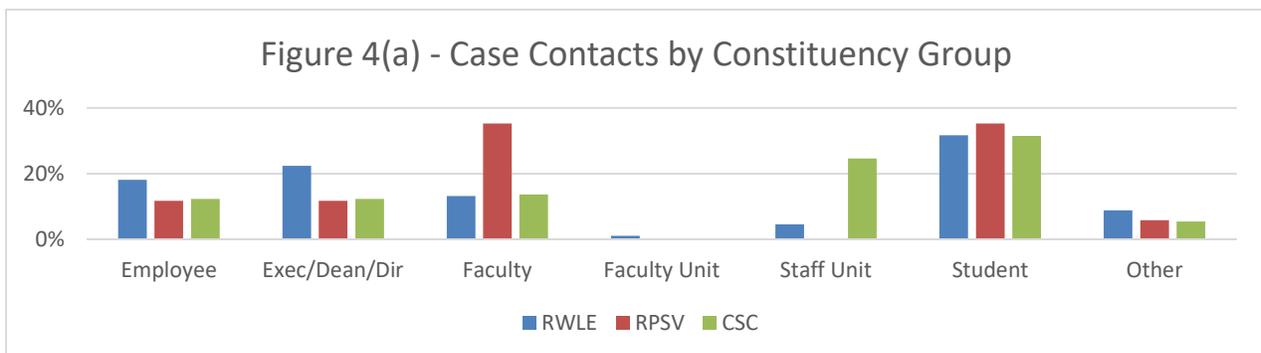


Figure 4(a) – Percentage of case contacts based on constituency group

Respondents

A respondent is an individual and/or department who has had a written complaint made against them or whose information has been brought forward to the EDHRO through a consultation and/or enquiry. Please note that in many cases, the case contact is simply looking for general policy guidance and/or information and in such cases, there is no respondent information.

The following is a breakdown of respondent information only for the Policy and Program on a Respectful Workplace and Learning Environment as well as the Policy on Response and Prevention of Sexual Violence. The Code of Student Rights and Responsibilities allows only for students to be named as respondents and as such, a breakdown of these respondents is not required.

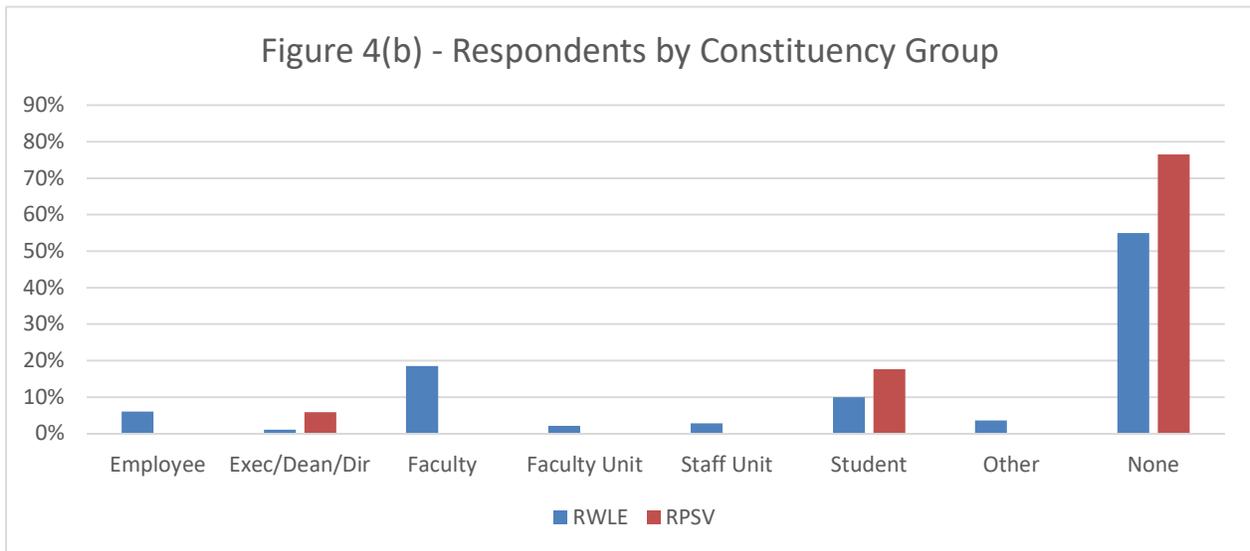


Figure 4(b) – Percentage of respondents based on constituency group

Resolution of Complaints

Respectful Workplace and Learning Environment

Of the 47 complaints made in 2019-20 under the RWLE and 19 brought forward from 2018-19, there were a total of 35 complaints resolved in 2019-20 and 31 brought forward to 2020-21. Of the 93 resolved complaints:

- 12 complaints were resolved by way of informal resolution using various mediation/ADR techniques;
- 9 complaints were addressed through a formal resolution process which entailed the appointment of an independent external investigator;
- 9 complaints were either abandoned or withdrawn*;
- 5 complaints were not substantiated or not within the EDHRO mandate.

* Please note that many of these complaints involved the clarification of information and once the clarification was made, the complaint was either withdrawn, or no further action or follow-up was necessary.

Policy on Response and Prevention of Sexual Violence

Of the 2 complaints made in 2019-20 under the Policy on Response and Prevention of Sexual Violence and 3 brought forward from 2018-19, there were a total of 3 complaints resolved in 2019-20 and 2 brought forward to 2020-21. Of the resolved complaints, 2 were resolved by way of investigation and 1 was resolved through a mediated/conciliated resolution process.

Code of Student Rights and Responsibilities

Of the 17 complaints made in 2019-20 under the Code of Student Rights and Responsibilities and 5 brought forward from 2018-19, there were 8 resolved during this period and 14 brought forward to 2020-21. Of the 8 resolved cases:

- 3 complaints were resolved by way of informal resolution using various mediation/ADR techniques;
- 2 complaints were either abandoned or withdrawn; and
- 2 complaints were not substantiated, not within the EDHRO mandate or required no further action; and
- 1 complaint was resolved by way of an investigation.

EDUCATION AND TRAINING SERVICES

It should be noted that the demand for education and training again exceeded the available capacity of the EDHRO during this fiscal year. The caseload in 2019-20 was such that training was delivered to the LU community on an as needed basis.

The following educational and awareness initiatives were taken in this past fiscal year:

Spring/Summer 2019

- August 13, 2019 - SGA Executive – EDHRO role and responsibilities
- August 21, 2019 - Victoria Kannen – staff workshop sexual violence in the workplace
- August 22, 2019 - Liaison Orientation – EDHRO role and responsibilities
- August 27, 2019 - Upstander for Residence – Session 1
- August 27, 2019 - Soccer Athlete Orientation – Upstander
- August 28, 2019 – Upstander for Residence – Session 2
- August 31, 2019 - Introduction for Residence Students - Sexual Violence emphasis

Fall 2019

- September 2, 2019 - Orientation Day – EDHRO Role/Upstander “Express”
- September 3, 2019 - Graduate Students Amazing Race
- September 3, 2019 - Student-Athlete Orientation - EDHRO role and policies and sexual violence

- September 3, 2019 - Midwifery Incoming Student Orientation
- September 3, 2019 - Orientation Science Infirmières – Role of EDHRO and sexual violence
- September 3, 2019 - Introduction at Student Orientation Event (Sexologist) – EDHRO role/services
- September 4, 2019 - Services Fair – EDHRO Table
- September 6, 2019 - Sociology Faculty Department Meeting – EDHRO role and responsibilities
- September 9, 2019 - School of Architecture – Faculty (RWLE)
- September 9, 2019 - School of Architecture – Students (RWLE & SV)
- September 13, 2019 - Orientation – Maitrise en Orthophonie – EDHRO role/policies
- September 16, 2019 - Introduction to Labour Studies – EDHRO role and policies
- September 17, 2019 - Orientation Intro – WGSX - EDHRO role and policies
- September 18, 2019 - Victoria Kannen – faculty workshop sexual violence in the classroom
- September 18, 2019 - General Upstander Training
- September 20, 2019 - Centre Victoria – Divulgations
- September 25, 2019 – Upstander Training to Community Health class
- September 26, 2019 – EDHRO roles and responsibilities to CAE staff
- October 1, 2019 – EDHRO roles and responsibilities to Graduate Council
- October 2, 2019 - Upstander for Graduate Students
- October 2, 2019 – RWLE presentation to Math & Computer Science
- October 9, 2019 – Building Respectful Workplaces training session
- October 16 and 17, 2019 - White Ribbon campaign training for varsity athletes on campus
- October 2019 - Four training sessions for Transitions and Engagement part-time staff
- October 23, 2019 – RWLE training for Transitions and Engagement full-time staff
- October 24, 2019 – Presentation to Human Kinetics students re: sexism in the workplace
- October 28 and 29, 2019 – Sexual Violence Tabling (in West Residence and the bowling alley)
- October 30, 2019 – Unconscious Bias training session
- November 4, 2019 – Presentation to Human Kinetics students re: unconscious bias
- November 5, 2019 – Presentation to WGSX 2046 re: human rights legal perspective
- November 13, 2019 – Training for supervisors in collaboration with Human Resources and Organizational Development
- November 15, 2019 – Presentation to Faculty of Health Deans and Directors
- November 23, 2019 – Participation in Outcome 23 Climate Survey Meeting
- November 29, 2019 – Sexual Violence Information Booth in West Residence

Winter 2019-20

- December 6, 2019 - Sexual Violence Information Booth in Atrium
- December 6, 2019 – EDHRO Policies/mandate training for Huntington residence staff
- January 6, 2020 – Participation in services fair in the Atrium
- January 8 and 9, 2020 – Consent in 360 virtual reality experience
- January 16, 2020 – Coordinated self-defense class in residence
- January 22, 2020 – Unconscious bias presentation to SCIN 1556
- January 27 and 28, 2020 – “I get consent by...” tabling
- January 31, 2020 – Consent is simple #iask campaign launch
- February 3, 2020 – EDHRO services presentation in ECON 53
- February 10, 2020 – Deans Caucus presentation

- February 12, 2020 – Trivia Night with Lyne Rivet re: sexual health – Consent is Simple #iask
- February 18 and 19, 2020 – Moya Teklu Unconscious Bias presentations
- February 26, 2020 – Audrey and Daisy Movie Screening – Consent is Simple #iask
- March 12, 2020 - International Women’s Day Event – Leona Skye, A Discussion on Gendered Violence and Sex Trafficking – Cancelled due to COVID19
- April 1, 2020 – Virtual presentation to Corporate Ethics and Social Responsibility class

Ongoing

- Participating in President’s Task Force on the Prevention of Sexual Violence
- Weekly Care/BIT team meetings
- Participating in Advisory Committee on Security and Parking
- Participation in the President’s Advisory Council on Gender Equity
- Participation in Sexual and Gender Diversity Committee Meetings
- Participating in committee on Freedom of Expression Policy follow-up/revisions

POLICIES AND PROCEDURAL GUIDANCE

This year the EDHRO assisted with the creation of the Terms of Reference for the Presidential Task Force on the Prevention of Sexual Violence. The task force had its first meeting in 2019-20, chaired by the Vice-President Academic & Provost, and was attended by members of the EDHRO who continue to support this ongoing initiative. This ensured that the University’s approach to sexual violence response and prevention is consistent for all members of the community, and in accordance with Laurentian University’s commitment to a safe and healthy campus as well as its commitment to provide support to all members of the University community directly affected by sexual violence.

Since the last annual review, the Policy and Program on a Respectful Workplace and Learning Environment were further reviewed in June 2019 with a view to update position titles which have changed, and update the names of other policies/programs.

2018-19 also saw the continued vacancy of the Assistant Vice-President, Equity, Diversity and Human Rights (AVP, EDHRO) role. The two existing EDHRO Managers continue to take on the AVP, EDHRO responsibilities and have both been named Interim Co-Directors in 2019-20. With the leadership of Jennifer N. Dowdall and Shannon E. Goffin the EDHRO continues to foster an inclusive and respectful learning and working environment for all Laurentian University community members.

ADMINISTRATION

The following was initiated and/or completed by the EDHRO in 2019-20:

- The Annual report for 2018-19 was completed;
- A Work-Study student was hired and assisted with the EDHRO’s communications/social media presence on Twitter, Facebook and Instagram;
- The EDHRO maintained legislative reporting compliance regarding Bill 132 and the AODA;
- A temporary Intake Support and Community Outreach Coordinator was hired to assist with intake support as well as increase awareness initiatives and training on campus regarding sexual violence prevention and awareness.

Each of the above accomplishments have contributed to a more effective and efficient Equity, Diversity and Human Rights Office and the fulfilment of Laurentian University's goal of organizational excellence and Strategic Plan Outcome 23, to foster inclusion, acceptance and respect for the diversity that exists within our campus community.