

Response of the Senate Educational Equity Committee to

December14, 2010

Background

discrimination (including harassment) because of
	·
	Implicit in the duty not to harass or discriminate is a
	The obligation to provide a harassment and discrimination free environment

The Committee would like to emphasize the importance of awareness of individuals (students, staff, faculty) about the human rights policies and the grounds of discrimination. No matter how well-documented the Policy will be $Z ^ \Delta \times A \times V ^ A \times$

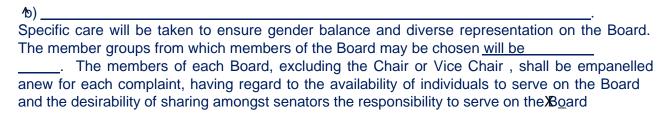
The Committee is considering how to enrich the awareness of students, staff, faculty, units and university community about the Human Rights Office (HRO) of the University, its role and resources, as well as the grounds of discrimination. The student societies, specifically the Society of Graduate and Professional Students (SGPS) have initiated a couple of projects, includingat88(2.E3(are7,87(a14(d) anitinterot(,)-3(sis)15915-87(f)15915SG, tS;(n)3(3(at))-ted al 17iand3(a32y)edmu0628(u)3(m)-432yronietter

to drop the proceedings because she/he feels intimidated. As well, the adversarial process will divorce the Human Rights Office Ady $\Xi \cdot (\Xi u \times Z ^())$ Office $\Delta u \times Z ^()$ Off

- d Z } u u] š š Œ } u u v] v ο μ] v P ^ Ç š u]] Œ] υ Steectiešn] δ ν _] v š Z Discrimination Systemic discrimination is defined and referred to in ApperAdbut there is no reference to this form of discrimination in the main body of the Policy.

•	The Committee praises maintaining the defined timelines in the revised Policy, which are key factors
	No preserve the safety, emotionand physical well-being of the complainant or respondentÁZ] o
	the complaint is resolved, such as the one Signations 32(c) and 37(dl) XTPn X resolved will
	have (Œ } u š Z Œ] ‰ š } (š Z } u ‰ o] v v š [• • š š u v š I } μ ι
	to submit to the Chair of the Board a written statement of responXe / š] • v } š Š Z Š o Ç •
	process could significantly affect the health of the university members (students, staff, faculty), as
	well as their academic/employment progress and duties. SEEC recommends that excessive and
	unreasonable delays in the process, e.g., because of the vacation of the respondent or complainant,
	should not be allowed.

ConsideringSection 38 Makeupof Complaint Board



The Committee notes that the Senate includes ex officio and elected members. The ex officio



• The Committee recommends that human rights considerations be included in all appeal (and complaint) policies and processes of academic units, as well as all Senate related policies of the University, including theY μ v [• h v] À Œ•] š Ç ^ v děnt Aþpeals, Rights and Discipline Policy (dated February 26, 2004) when these are considered for regular review. The Committee would like to highlight the contributions of the present Chair and Vice-Chair of USAB, who are highly respected in the University community, to the well-being of the students and the University.

It is suggested that the Coordinator of the DRM advocate that all unit level appeal policies incorporate human rights issues such that these are consistent with judicial interpretation of the requirements of administrative decision makers.

• The Committee recommends having a section on the impact of harassment and discrimination on individuals, institution and society in the revised Policy.

Clarifications and Information

Policy Statement, Appointment of Human Rights Advisors

Among the responsibilities of the Office are those of: increasing awareness among the University community of the effects of harassment and discrimination,
______; of providing educational programs to all segments of the community, including supervisory personnel; of providing support for individuals and groups who are the targets of harassment and discrimination; and of administering the Procedure established under this dockment

This entry could be expanded to include a few other examples of discrimination, particularly the ones reported \S Y μ v [• *pceZand•gender related harassment and discrimination.

Section 11 Natural Justice and Section 26 Infatricesolution (and Section 27 Fact Finding)e suggest the document v o μ
 Œ] (Ɖ o v š]} v IR ole Φol (†turšil) justice v švZ ^Principal of procedural fairness _] v š Z P o } • (*ApΦe Φoli» A).š]} v

6| Page

- t •µPP •š o OE](Ç]vP ÁZ] Z ^ À]•} OE_]• OE (OE OE š}]v šZ (}o }u ‰ o]v vš ~, ZK À]•} OE ••_ U ^ À]•} OE (}OE OE •‰}v všboŧh}} OE]v š} Advisors, or Y?
 - f Section 22, Facilitated Dialogula In the event that a complaint is made, the content of facilitated discussions wilbe considered confidential and will not be used in the complaint process. Such a complaint will also proceed with
 - f Section 31 The role of the Advisor as ADR facilitator, part (Ma) both the complainant and the respondent consent, may assist the parties in resolving the complaint through an Alternative Dispute Resolution process.
 - f Section 45 Disposition of complaint by the Board, part (h)

Chair or Vice				
	-			