



UNIVERSITY OF CAMBRIDGE

Response of the Senate Educational Equity Committee to

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Accommodation (draft VII)

December14, 2010

Background

In May 2010, in accordance with Section 19(c) of the µ v[• hv]À Œ•]šÇ ^ v š W}o] Ç }
Appeals, Rights and Discipline, the University Student Appeal Board (USAB) directed that their Report,
which involved a student appeal to USAB regarding allegations of discriminatory treatment that affected
the

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, it will not prescribe the success of the Policy. SEEC recommends that the grounds of discrimination, which are in the current Policy, be replaced with different wording, be included in the Policy Statement section of the revised Policy.

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, including at 88(2.E3(a)7,87(a)14(d)) and 15915-87(f)15915SG, tS;(n)3(3(at))-ted al 17iand3(a32y)edm0628(u)3(m)-432yronietten

strongly proposes to have a body identified as the ultimate decision maker if the Chair of the Board

- 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 the Student Appeals, 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 document

This entry could be expanded to include a few other examples of discrimination, particularly the ones reported race and gender related harassment and discrimination.

- Section 11 Natural Justice and Section 26 In Fair Resolution (and Section 27 Fact Finding) suggest the document Principles of Natural Justice (Appendix A) as a principal of procedural fairness.
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f Section 22, Facilitated Dialogue In the event that a complaint is made, the content of facilitated discussions will be 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 (h) 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)

- Considering Section 38 Makeup of Complaint Board The members of each Board, excluding the Chair or Vice _____