

**TRUNCATED ANNUAL REPORT
HUMAN RIGHTS OFFICE**

**For the period:
November 1, 2015 to April 30, 2016**

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Executive Summary

This report is mandated by Laurentian University's Policy on a Respectful Workplace and Learning Environment. Produced on an annual basis, it provides details as to the number, type, and disposition of cases *. A copy of this report is available to the members of the University community by contacting the Equity, Diversity and Human Rights Office or on our home page on LUNET.

During the five (5) months from November 1, 2015 to March 31, 2016, twenty-three (23) cases were reported to the Human Rights Office, as it was, and in April 2016, fourteen (14) cases were reported to the new Equity, Diversity and Human Rights Office for a total of thirty-seven (37) cases during this period. Fourteen (14) of these cases fell under Psychological Harassment/Bullying while *Human Rights Code* cases accounted for eight (8) and the remaining fifteen (15) cases fell under "other".

The majority of cases reported, thirty-four (34), were handled through a combination of alternative dispute resolution (ADR) and advice/guidance. Informal resolution was utilized in one (1) case, formal resolution accounted for two (2) and there were no incident reports.

Seventeen (17) of the cases reported came from members of the student body, followed by nine (9) from members of faculty, five (5) from members of staff, five (5) from the category of supervisory personnel and one (1) was unidentified.

This report also includes the following information:

- Statistics on the number of cases reported to the Human Rights Office as it was, broken down by gender and by constituency group and further broken down between complainants and respondents.
- Statistics on the type of cases, broken down between psychological harassment/bullying, Ontario *Human Rights Code*, and "other".
- Statistics on the process utilized and the outcome of cases resolved.
- Charts showing the results achieved.

*Note: The term "cases" includes concerns, consultations and complaints.

Introduction

As part of the transition from the formally named Human Rights Office which reported up to the Executive Director of Human Resources and Organizational Development to the newly created Equity, Diversity and Human Rights Office which now reports to the Vice-President, Administration and Vice-President, Academic and Provost, this 2015-2016 annual report was truncated. In addition, in order to better track and account for the use of our resources, we made the decision to align our annual reporting with the University's fiscal year. Accordingly, this report covers a six (6) month period which includes the month of April which marked the transition to the new office and reporting structure.

Clientele - Who Attend the Office

The Human Rights Office, as it was, and the new Equity, Diversity and Human Rights Office provided services to all members of Laurentian University's community and included:

- i) The student population, approximately 9,430 students. Included in this are all student associations: Student General Association (SGA), Association des étudiants francophones (AEF), Laurentian Association of Mature and Part-time Students (LAMPS), Graduate Student Association (GSA) and Laurentian Student Union (LSU);
- ii) Staff members, approximately 428. Included in this number are members of the Laurentian University Staff Union (LUSU), and members of the Laurentian University Administrative and Professional Staff Association (LUAPSA). In addition, there are 305 members of the Canadian Union of Public Employees (CUPE) representing Graduate Teaching Assistants;
- iii) Members of faculty, approximately 376. Included in this are members of Laurentian University Faculty Association (LUFA).

Responsibility

The Human Rights Office, as it was, and the new Equity, Diversity and Human Rights Office have the responsibility for the communication of the Policy, for the development and delivery of educational programs aimed at preventing harassment and discrimination, for informing the University community on the Policy, for the administration of the Policy and related procedures, for training, for the interpretation of the Policy and for the facilitation of informal resolution processes.

Constituency Groups:

Complainants and respondents are broken down into five (5) constituency groups as follows:

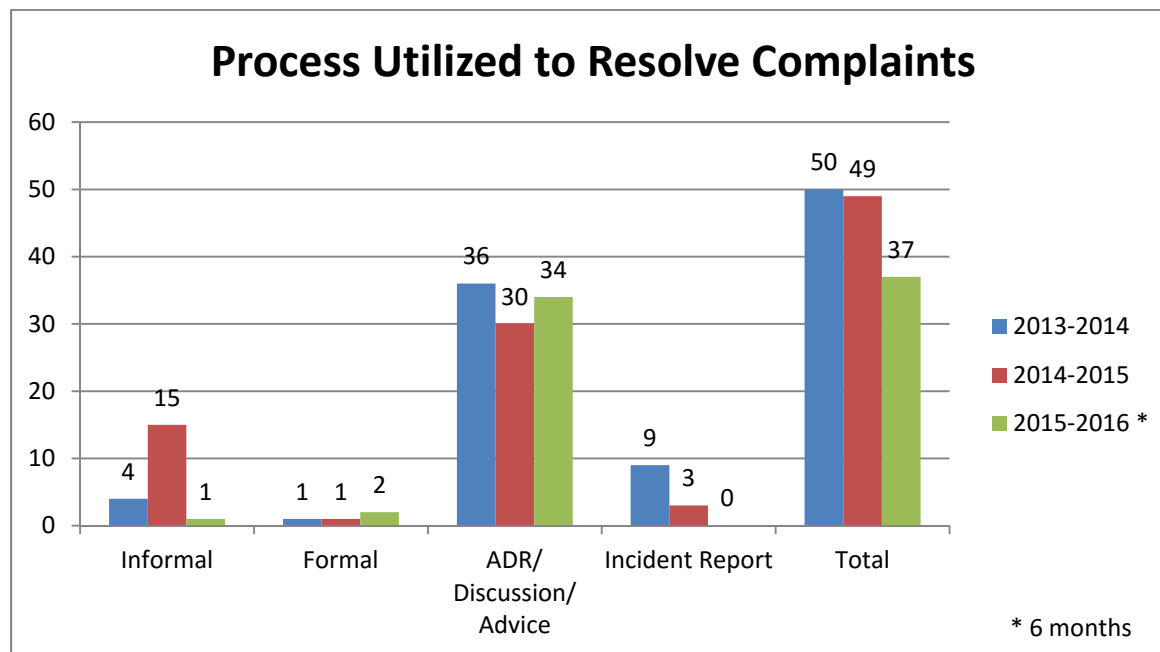
- i) Faculty: this group includes all members of the Laurentian University Faculty Association (LUFA) on the Sudbury and Barrie campuses as well as department Chairs (who are members of LUFA);
- ii) Staff: this includes all employees other than faculty whether working at the Sudbury campus or the Barrie campus. Included are members of the Laurentian University Staff Union (LUSU); graduate teaching assistants represented by Canadian Union of Public Employees (CUPE); and members of Laurentian University Administrative and Professional Staff Association (LUAPSA) as well as all other employees who do not belong to a union or association;
- iii) Students: this group includes all students at Laurentian University and the federated Universities, whether located at the Sudbury campus or at the Barrie campus;
- iv) Supervisory personnel, including deans, directors (non-academic), and managers; this category includes all supervisory personnel whether on the Sudbury campus or the Barrie campus. It does not include chairs of departments as they are included as members of faculty as noted above, and
- v) “Other”: Included in this category are cases where either there was no respondent named and/or cases where the “complainant” did not wish to reveal the name of the respondent. The individual attending the office is looking for advice or strategies on how to deal with a specific issue or incident.

Confidentiality:

Confidentiality is of the utmost importance and is maintained at all times unless the safety of members of the Laurentian community is at risk or information provided is subject to the disclosure requirements under the Policy and/or the Freedom of Information and Protection of Privacy Act (FIPPA) or any other applicable legislation.

Breakdown for Reporting Period, November 1, 2015 to April 30, 2016 and comparison to 2 prior years

1. Process Utilized to Resolve Cases, Chart 1



The informal resolution process was utilized to resolve one (1) complaint in 2015-2016. The informal process involves a written complaint and the choice of an alternative dispute resolution process.

A formal complaint was filed in two (2) cases in 2015-2016. A formal complaint normally calls for an investigation. However, in some cases, the complaint may be withdrawn or may be resolved utilizing alternative dispute resolution (i.e. mediation).

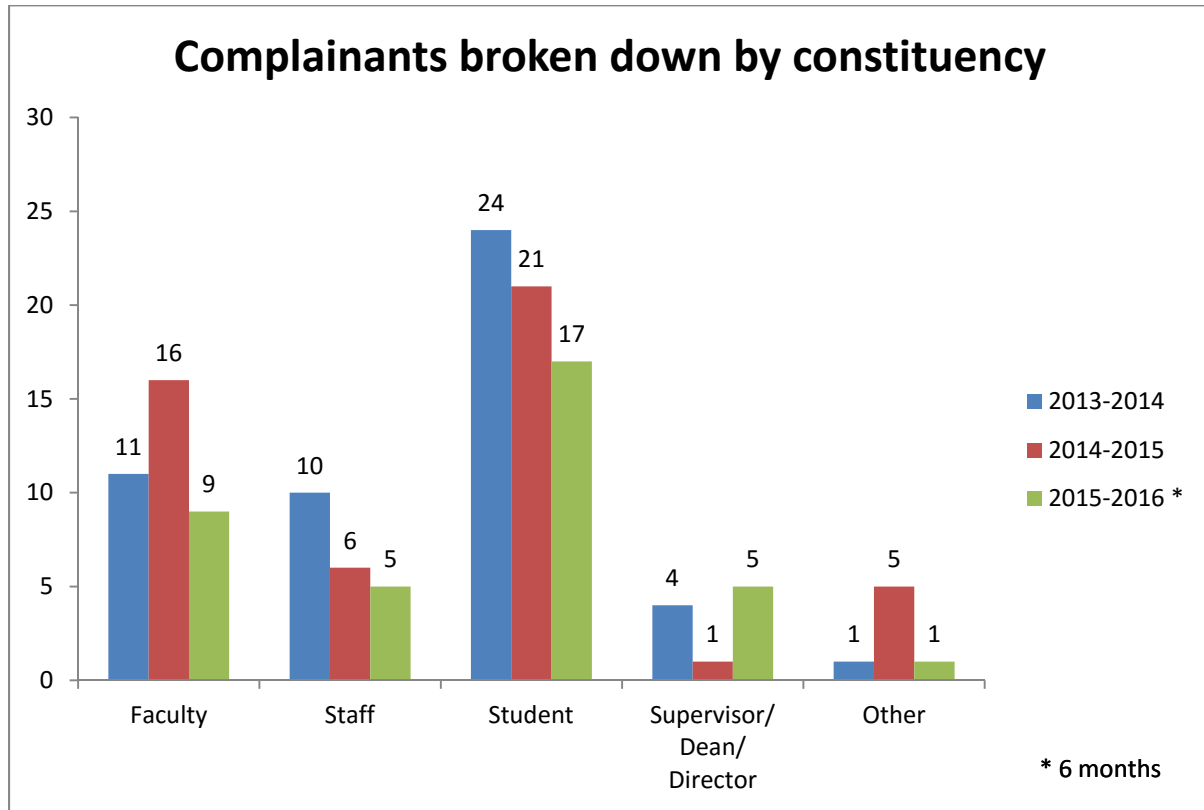
ADR/Discussion/Advice accounts for the majority of cases. In 2015-2016, this accounted for thirty-four (34) cases. This method is useful when an individual is looking for advice and guidance on how to best deal with a situation of harassment and/or discrimination.

Incident Reports are those cases where a complainant wishes “to have a record” that an incident has occurred, however, the complainant does not wish to proceed with a resolution process. In 2015-2016, there were none.

Total cases amounted to thirty-seven (37) in 2015-2016, with fourteen (14) of the cases being brought forward to the new Equity, Diversity and Human Rights Office in April.

2. Complainants and Respondents broken down by Constituency Groups, Charts 2(a) & (b)

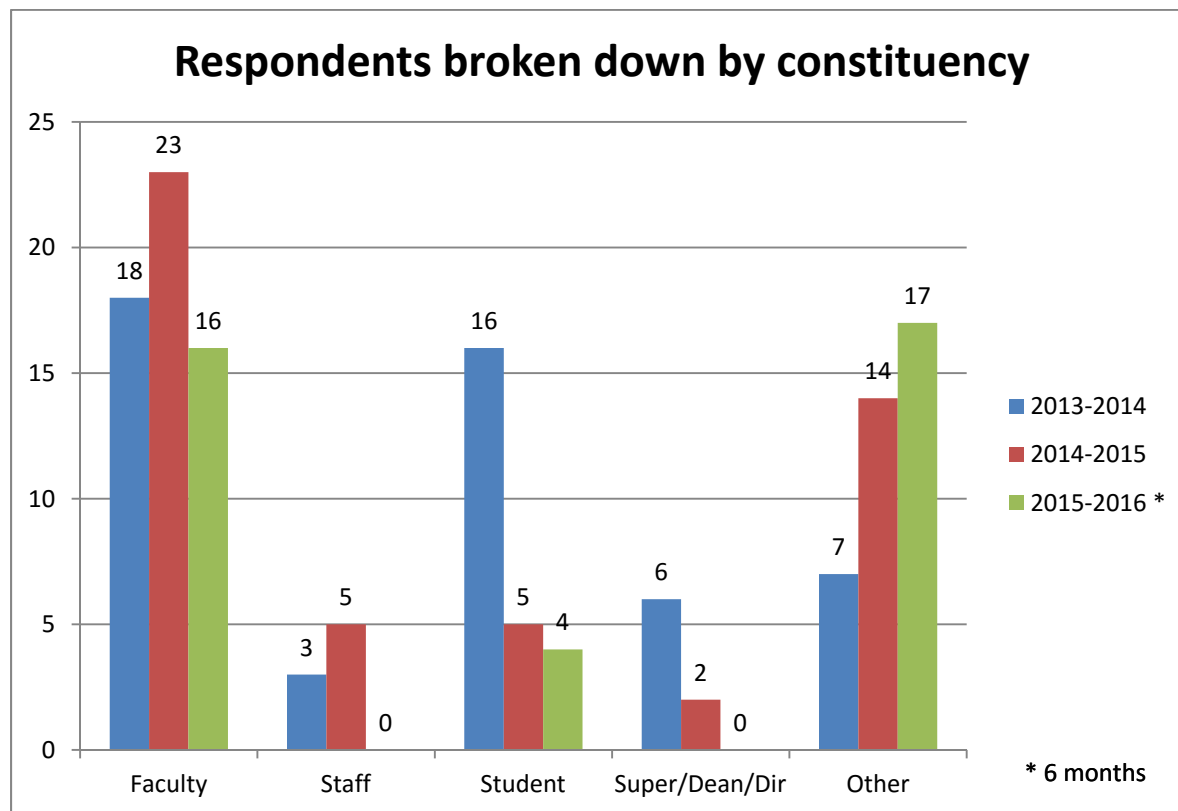
a) Complainants' Constituency Group, Chart 2(a)



Faculty accounted for nine (9) cases in 2015-2016, staff accounted five (5), and students accounted for seventeen (17) cases in 2015-2016. Supervisors, Deans and Directors (non-academic) accounted for five (5) cases in 2015-2016.

The complainants in the category of “other” (e.g. non-employee, non-student) remain low with one (1) in 2015-2016.

b) Respondents' Constituency Group, Chart 2(b)

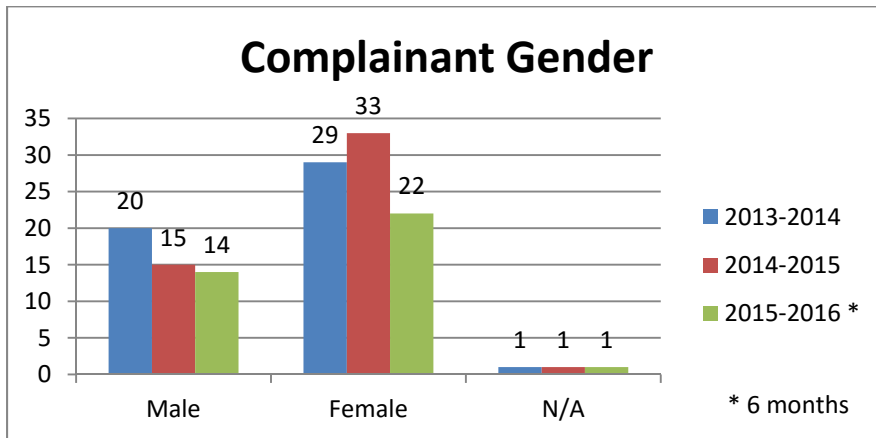


Faculty accounted for sixteen (16) of the respondents in 2015-2016, there were no staff respondents and students accounted for four (4) of the respondents in 2015-2016. There were also no supervisory personnel respondents in 2015-2016.

Included in “other” are cases where the respondent is an individual other than an employee or a student, where the respondent is a department or where there is no respondent, for example when advice is being sought. There were seventeen (17) respondents noted as “other” in 2015-2016.

3. Complainants and Respondents, broken down by Gender, Charts 3(a) & 3(b)

a) Complainants' Gender, Chart 3(a)

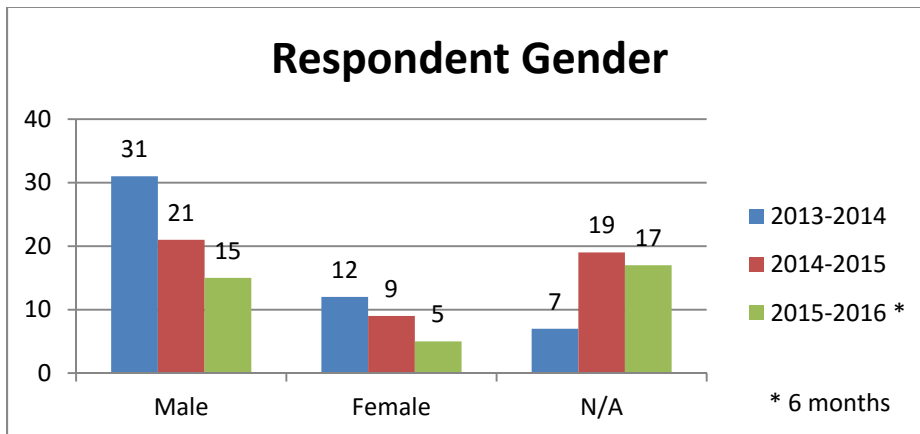


Persons identifying as male accounted for fourteen (14) of the complainants in 2015-2016.

Persons identifying as female accounted for twenty-two (22) of the complainants in 2015-2016.

“Other” includes those cases where the complaint has been made by a group or anonymously. In 2015-2016 there was one (1) case under “other”.

Respondents' Gender, Chart 3(b)

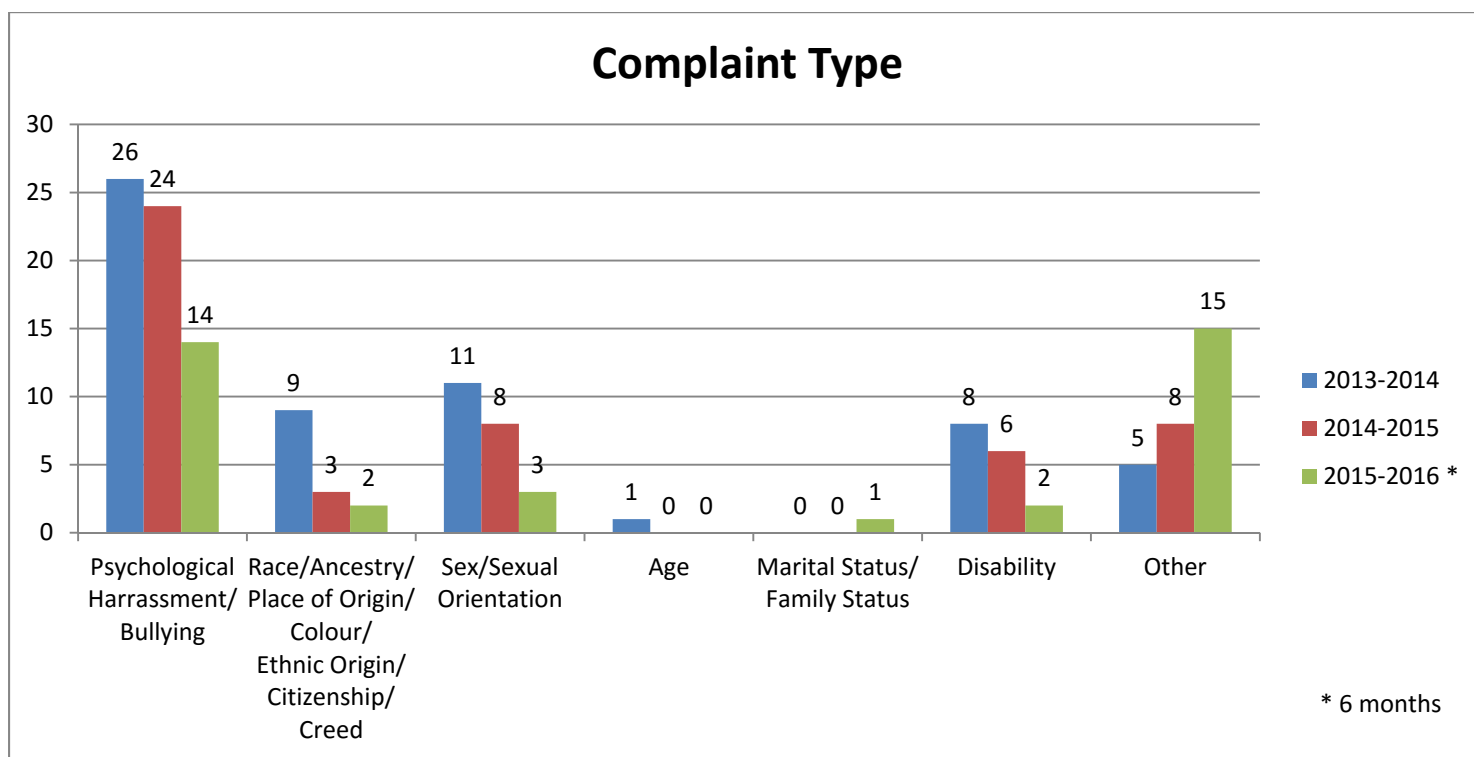


Persons identifying as male accounted for fifteen (15) of the respondents in 2015-2016.

Persons identifying as female accounted for five (5) of the respondents in 2015-2016.

“Other” refers to those cases where there is no respondent, or else the name is not known or not given. In 2015-2016, there were seventeen (17) cases where the respondent was classified as “other”.

4. Type of Case, Chart 4



a) Psychological Harassment

Psychological harassment accounted for fourteen (14) cases in 2015-2016.

b) Human Rights Code of Ontario

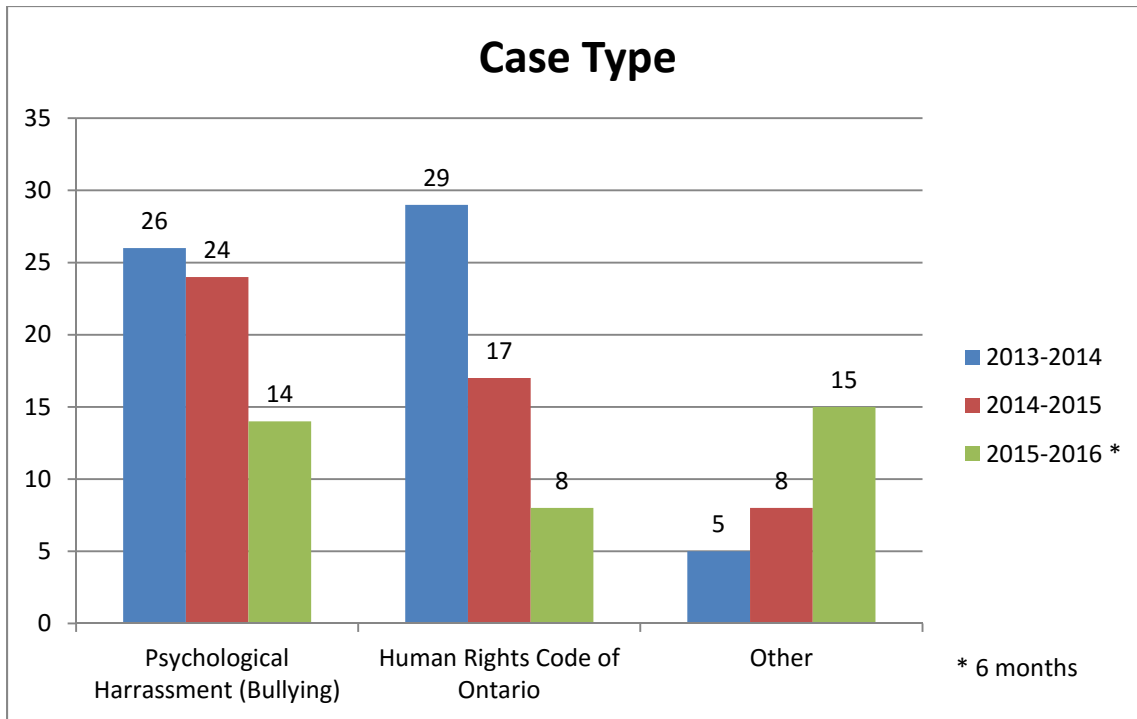
Complaints filed under the Ontario *Human Rights Code*, (the Code) have been grouped together under the following headings:

- i) **Race, Ancestry, Place of Origin, Colour, Ethnic Origin, Citizenship, Creed** accounted for two (2) of the cases filed in 2015-2016.
- ii) **Sex and Sexual Orientation** accounted for three (3) cases in 2015-2016.
- iii) There were no **Age** related cases in 2015-2016.
- iv) There was one (1) **Marital/Family Status** case in 2015-2016.
- v) **Disability** cases accounted for two (2) in 2015-2016.

c) Other

Includes those cases falling outside of psychological harassment and the Code. There were fifteen (15) cases classified as “other” in 2015-2016.

Type of Cases, Chart 5

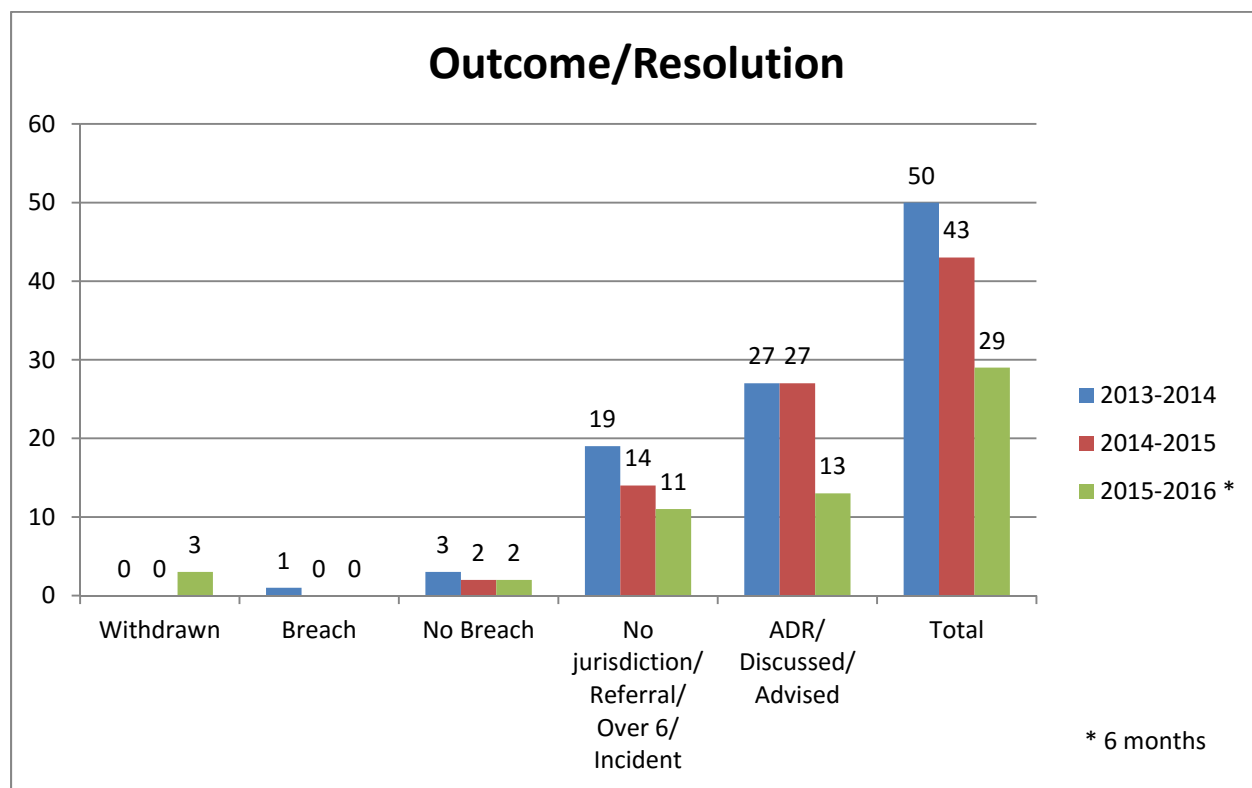


Psychological harassment (bullying) accounted for fourteen (14) cases or thirty-eight percent (38%) in 2015-2016.

Eight (8) cases or twenty-two percent (22%) fell under the Code in 2015-2016.

Cases under "other" represented forty percent (40%) or fifteen (15) cases in 2015-2016.

5. Outcome of cases closed during the period, Chart 6



Three (3) cases were withdrawn in 2015-2016. These are complaints that were initially accepted but that were withdrawn before a resolution or an investigation was carried out.

There were two (2) cases investigated in 2015-2016 that were found to not be in breach of the Policy on a Respectful Workplace and Learning Environment.

The category “No jurisdiction, referral, over six months, incident report” describes the disposition of these cases filed. In 2015-2016 there were eleven (11). “No jurisdiction” is selected when the matter is not within the jurisdiction of the University’s policy (e.g. relating to an external person). “Referral” is selected when the case is referred to another process or department (e.g. academic department). “Incident” refers to cases reported to the office where no further action is to be taken, upon the request of the complainant.

ADR/Discussed/Advised was the process utilized to resolve most of the cases. In 2015-2016, the numbers were thirteen (13) cases of a total of twenty-nine that were closed, representing forty-five percent (45%).