

ANNUAL REPORT

EQUITY, DIVERSITY AND HUMAN RIGHTS OFFICE

For the period:

May 1, 2020 to April 30, 2021

Equity	Équité
Diversity	Diversité
Human Rights	Droits de la personne



Laurentian University
Université **Laurentienne**

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) as well as education, training and other initiatives completed by the EDHRO during the fiscal year. 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 2020-21 fiscal year included:

- 1) Assisting individuals with complaints of harassment, bullying, discrimination, sexual harassment, sexual violence and student rights and responsibilities 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 Upstander 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.
- 5) Providing policy and procedural guidance to members of the Laurentian University community.

RESOLUTION SERVICES

A function of the EDHRO 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 individuals 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.

Case Contacts by Policy

Respectful Workplace and Learning Environment

There were 205 case contacts with the EDHRO in 2020-21 that were dealt with under the Policy and Program on a Respectful Workplace and Learning Environment. These case contacts were comprised of 24 complaints, 146 consultations, and 35 enquiries. All case contacts were also categorized by type, as illustrated, below in Figures 1(a) and 1(b).

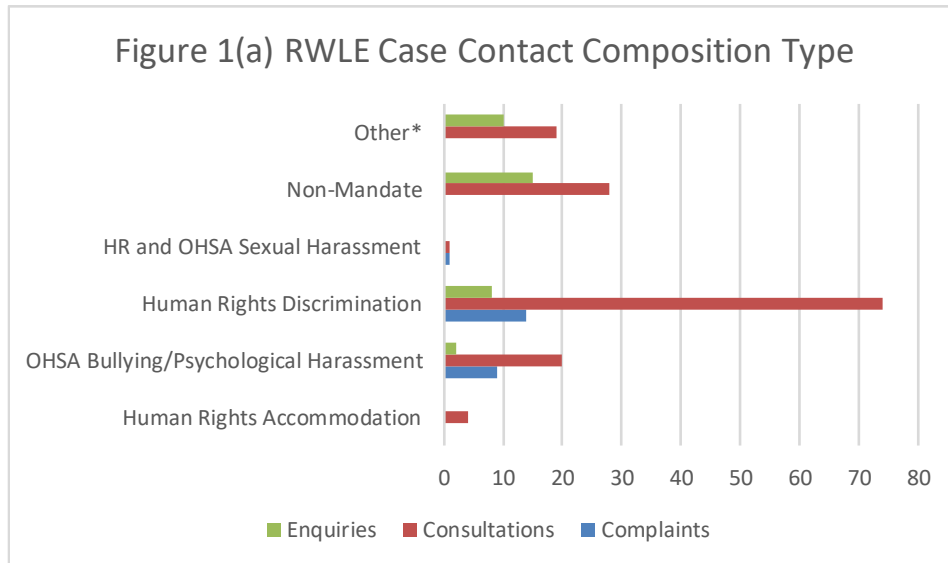


Figure 1(a) – RWLE Case Contact Composition Type Chart

*Other includes general policy complaints, consultations and enquiries

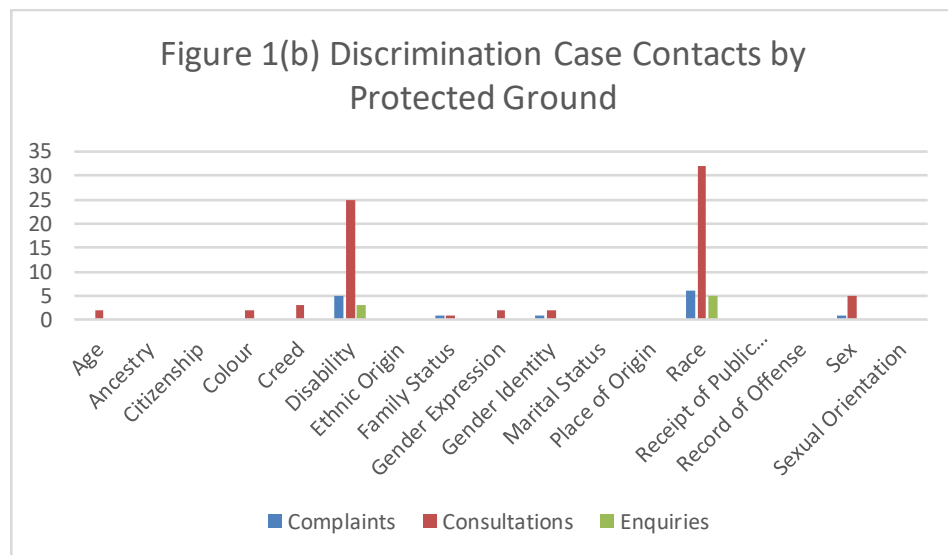


Figure 1(b) – Discrimination case contacts by protected ground

Response and Prevention of Sexual Violence

There were 15 total case contacts with the EDHRO in 2020-21 that were dealt with under the Policy on Response and Prevention of Sexual Violence. These case contacts were comprised of 1 complaint, 11 consultations, and 3 enquiries.

Code of Student Rights and Responsibilities

There were a total of 30 case contacts with the EDHRO in 2020-21 under the Code of Student Rights and Responsibilities. These case contacts were comprised of 7 complaints, 21 consultations, and 2 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.

Case Contacts

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 (CSRR).

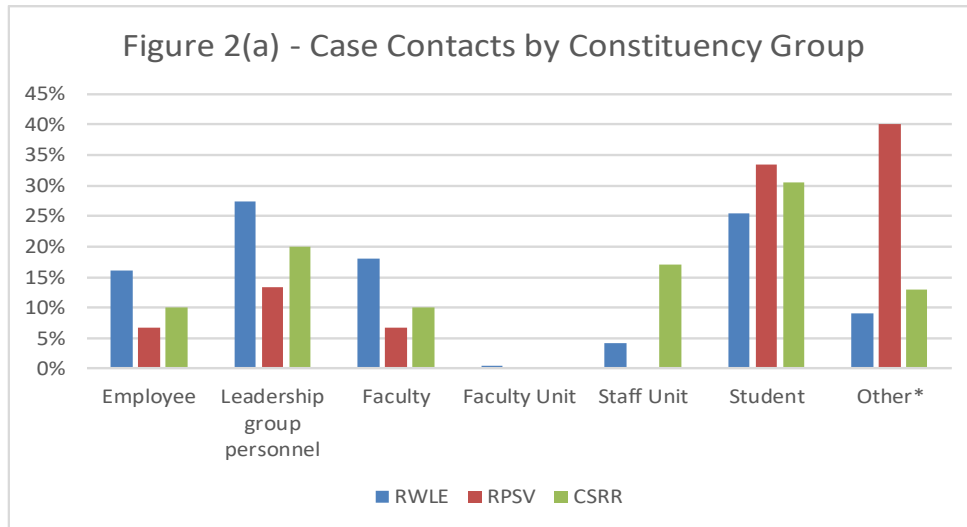


Figure 2 (a) – Percentage of case contacts based on constituency group

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 some cases, the case contact is simply looking for general policy guidance and/or information and in such cases, there is no respondent information. Additionally, in some circumstances, the respondent may not be a member of the Laurentian University community or may be unknown.

The following is a breakdown of respondent information for 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.

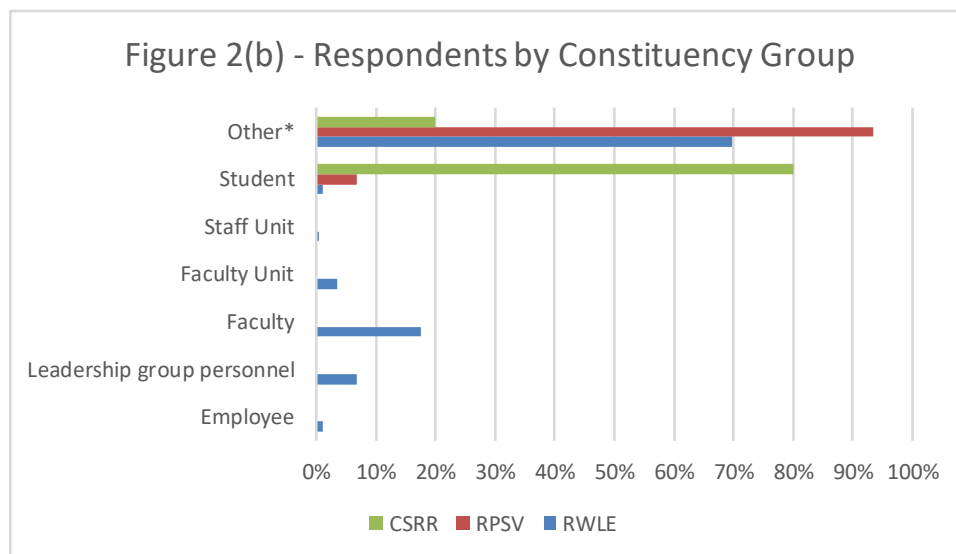


Figure 2(b) – Percentage of respondents based on constituency group

Resolution of Complaints

Respectful Workplace and Learning Environment

Of the 24 complaints made in 2020-21 under the RWLE and 31 brought forward from 2019-20, there were a total of 47 complaints resolved in 2020-21 and 8 brought forward to 2021-22. Of the 47 resolved complaints:

- 13 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;
- 21 complaints were either abandoned or withdrawn*;
- 4 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 1 complaint made in 2020-21 under the Policy on Response and Prevention of Sexual Violence and 2 brought forward from 2019-20, there were a total of 2 complaints resolved in 2020-21 and 1 brought forward to 2021-22. Of the resolved complaints, 2 were resolved by way of investigation.

Code of Student Rights and Responsibilities

Of the 7 complaints made in 2020-21 under the Code of Student Rights and Responsibilities and 14 brought forward from 2019-20, there were 16 resolved during this period and 5 brought forward to 2021-22. Of the 14 resolved cases:

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

EDUCATION AND TRAINING SERVICES

The EDHRO conducted a number of training, education and awareness activities throughout the 2020-2021 fiscal year. It should be noted that education and training services were delivered remotely due to the COVID 19 pandemic. A number of training sessions were planned and offered by the EDHRO and email communications circulated to various groups and community members. Training sessions were also delivered by request. In light of the ongoing remote working and learning environment necessitated by

the COVID-19 pandemic, particular reference was made during presentations and training sessions throughout the academic year to concerns that may arise in online environments.

In addition to the below educational initiatives, the EDHRO prepared and sent a communication in November, 2020 on the shared responsibility for building a respectful, diverse and inclusive community, and announcing upcoming training opportunities available to staff and faculty. These included encouraging attendance in the Allyship Experiential Workshop offered by Public Health Sudbury & District, as well as completion of e-learning modules available through the Ontario Human Rights Commission, including Human Rights 101 and Call it out: Racism, racial discrimination and human rights.

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

- June 19, 2021 – Presentation to SNOLAB
- August 6, 2020 – Training with AEF Executive: training session on topics within EDHRO mandate (FR)
- August 20, 2020 – Presentation to ACEX 1006
- August 25, 2020 – Upstander training with Residence Advisors. The Upstander program aims to develop a culture of looking out for one another on campus. Training is rooted in bystander training program
- August 27, 2020 – EDHRO Intro of services to ACEX 1006
- August 31, 2020 – Peer to peer training session (FR)
- August 31, 2020 – Know your Rights and Responsibilities international student presentation (EN)
- September 1, 2020 – Peer to peer training session (EN)
- September 1, 2020 - Know your Rights and Responsibilities general orientation student presentation (Bilingual)
- September 1, 2020 – Know your Rights and Responsibilities international student presentation (FR)
- September 3, 2020 – AEF training session - on topics within EDHRO mandate with emphasis on “harcèlement par internet”
- September 4, 2020 – Residence training session
- September 8, 2020 - Orientation session for School of Kinesiology (FR)
- September 8, 2020 - Midwifery orientation session
- September 8, 2020 – Graduate Students orientation
- September 8, 2020 - Orientation session for School of Kinesiology (EN)
- September 8, 2020 – Residence training session
- September 15, 2020 – Presentation for online Student Services Fair (bilingual)
- September 17, 2020 – Presentation to the Faculty of Nursing: Introduction of Services and Role of the EDHRO
- September 17, 2020 – Presentation for online Student Services Fair (bilingual)
- September 17, 2020 - SGA Executive: training session on topics within EDHRO mandate
- September 28, 2020 – Accessibility Services: training session on topics within EDHRO mandate
- Planned and marketed “Safe partying - sexual violence prevention through bystander intervention” online training session for students facilitated by Julie Lalonde: an internationally recognized women’s rights advocate and public educator
 - September 28 (EN)
 - September 29 (FR)
- October 8, 2021: Harquail School of Earth Sciences: Unconscious Bias and Respectful Workplace and Learning Environment training session with faculty and students

- November 23, 2020 – Respectful Workplace Presentation - MGMT 1001 EL-02
- December 1, 2020 – Unconscious Bias presentation to Staff and Faculty (ENG)
- December 3, 2020 – Unconscious Bias presentation to Staff and Faculty (FR)
- January 8, 2021 - Orientation session for students - Know your Rights and Responsibilities
- January 12, 2021 - Greater Sudbury Police Service (Julia Kinna, Project Champion/Project Empower Coordinator and Detective-Const. Stephanie Duchene, Sexual Assault Coordinator) training session for staff on online reporting process for sexual assault
- February 3, 2021 – EDHRO training session for class “Communication infirmière”
- February 23, 2021 – EDHRO training session: nursing class
- February 25, 2021 - Presentation to PHED 4547
- February 26, 2021 - Presentation to library staff

Consent Week 2021: <https://laurentian.ca/human-rights/consent-week>

The EDHRO presented a virtual Consent Week event which took place January 25 to 29, 2021.

Consent Week provided an opportunity for Laurentian community members to engage in conversations focused on consent, healthy relationships and sexual violence response and prevention.

Community members were encouraged to support and participate in the virtual event by using a “Consent is Simple #iask” Zoom and social media account backgrounds and by attending the various sessions on offer including the following:

Introduction to Consent Week and Sexual Violence Response and Prevention at Laurentian University

Facilitated by EDHRO (Jennifer Dowdall and Shannon Goffin, Interim Co-Directors)

- January 25, 2021: two sessions, one in French and one in English

Healing Past Harm - Supporting Survivors of Sexual Violence

Facilitated by Voices for Women: Sudbury Sexual Assault Centre (Roslyn Desinger, Community Outreach and Education Coordinator)

- January 26, 2021

Violences sexuelles à l’Université - déconstruire le cisgenrisme pour une réelle intégration

Dirigé par Groupe d’action trans de l’Université de Montréal (Ash Paré, Coordonnataire)

- January 27, 2021

Sexual Violence Prevention and Male Allyship

Facilitated by White Ribbon: movement of men and boys working to end gender-based violence (David Garzon, Team Lead, Community Engagement)

- January 27, 2021

« Comment (bien) réagir à un dévoilement d’agression sexuelle »

Dirigé par Centre Victoria pour femmes: (Mireille Charlebois, Agente de liaison)

- January 28, 2021

“I will always love you. You have no choice”: The reality of criminal harassment in Canada/ « Je vais toujours t’aimer. Tu n’as aucun choix. » : le harcèlement criminel au Canada

Facilitated by Julie Lalonde: an internationally recognized women’s rights advocate and public educator

- January 26, 2021 French session
- January 28, 2021 English session

Gender in the University - A Workshop to Inform and Empower

Facilitated by Dr. Victoria Kannen: professor, writer and researcher on the subjects of identity, privilege, education and popular culture

- January 29, 2021 - Faculty and Staff Workshop
- January 29, 2021 - Student Workshop

Ongoing

- Participating in President’s Task Force on the Prevention of Sexual Violence
- Weekly CARE 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

During the upcoming academic year, the EDHRO will lead a review of the implementation and effectiveness of the Policy on the Response and Prevention of Sexual Violence in consultation with the Presidential Task Force on the Prevention of Sexual Violence, in advance of the April 2022 review date, with a particular emphasis on incorporating the proposed changes of the Ontario government, announced January 27, 2021, which are based on recommendations from the Ontario Undergraduate Student Alliance (OUSA). These proposed changes would require postsecondary institutions to amend their sexual violence and harassment policies to protect complainants from irrelevant questioning about their sexual history. Also, complainants would not be subject to disciplinary actions for violations of an institution’s drug and alcohol use policies at the time the alleged sexual violence took place. These proposals have been brought forward for consideration by the Task Force in its meeting of March 11, 2021 and the EDHRO expects to work in collaboration with the Task Force with respect to the anticipated policy revisions.

Due to the recent CCAA process initiated by the University, renewal of the Policy and Program on a Respectful Workplace and Learning Environment and the Code of Student Rights and Responsibilities were deferred to December 2021 with a view to addressing changes in roles and responsibilities within the Laurentian University community as well providing the opportunity to consult with stakeholders regarding proposed revisions.

The two existing Interim Co-Directors continue to lead the EDHRO in 2020-21. 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.

Ongoing and Future Initiatives

The EDHRO continues to work with its community partners in establishing a mandatory online sexual violence education module that will be available for all Laurentian students.

Although the COVID-19 pandemic continues to limit access to campus activities, the EDHRO hopes to be in a position to implement further on campus initiatives once return to campus work and learning resumes, including but not limited to:

- Supporting the creation of a student-led peer support centre
- Sexual Violence response and prevention posters to be displayed in washrooms around campus
- Campaign for gender inclusivity on campus, including the creation of signage to be displayed in campus washrooms

ADMINISTRATION

The following was initiated and/or completed by the EDHRO in 2020-21:

- The Annual report for 2019-20 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;

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.