

Senate Working Group
To Review the
Harassment/Discrimination Complaint Policy and Procedure

Notice of Motion - Withdrawn
April 28, 2011

The *Senate Working Group to Review the Harassment/Discrimination Complaint Policy* submitted a Notice of Motion to the Senate at the March, 24, 2011, meeting with the following recommendations:

1. **That at its meeting on April 28, 2011, the Senate approve the *Human Rights Policy and Procedure: Harassment, Discrimination, and Accommodation 2011*;**
2. **That the *Human Rights Policy and Procedure: Harassment, Discrimination, and Accommodation 2011* be submitted for approval to the Board of Trustees at its meeting of May 6 and 7, 2011;**
3. **That upon approval by the Board of Trustees, the *Human Rights Policy and Procedure: Harassment, Discrimination, and Accommodation 2011* will replace the existing policy and will come into effect immediately.**

An earlier version of the revised policy was circulated for comment to those individuals/units who interact directly with the Human Rights Office and its *Harassment/Discrimination Policy and Procedure* in the resolution of issues, including Queen's University Faculty Association (QUFA). Many of the comments were incorporated in the revised policy. An Interim Report to the Senate was submitted at the March 25, 2010 meeting, inviting feedback from members of the University community.

The Working Group considered current legislation, case law, and the recommendations offered by Mr. Keith Norton in preparing the draft *Human Rights Policy and Procedure: Harassment, Discrimination, and Accommodation*. In addition, opportunities existed for input from all stakeholders. However, the Collective Agreement between Queen's University and QUFA states that there can be "no amendments to the Policy insofar as it applies to [QUFA Members]...without the consent of the Association" (Article 21.3.2). Therefore, as a matter of process, QUFA's consent to the revised policy will be sought before presenting a draft policy to the Senate.

Accordingly, the Working Group's recommendations, set out in the Notice of Motion submitted to the March 25, 2011, meeting of the Senate, are withdrawn.

Respectfully submitted,
Harry Smith, Chair

Working Group Membership:

I. Bujara (Director, Human Rights Office and Office of the University Advisory on Equity)
D. Kelly (University Legal Counsel)
I. LaFleche (Staff Senator, School of Computing)
J. Laker (Associate Vice-Principal and Dean of Student Affairs) until July 2010
M. Lombardi (Student Senator, BAH' 10) until March 2010
R. Morrison (Vice-Principal Human Resources) until August 2010
R. Peterson (Faculty Senator, Faculty of Arts and Science) until June 2009
H. Smith (Co-ordinator, Dispute Resolution Mechanisms) Chair