WHAT IS THE EQUITY OFFICE?
The Equity Office was established in 1996 to advance the University’s equity goals. The Office achieves this by carrying out the following mandate:

- Identifying throughout the University those structures, practices and policies which create inequities
- Facilitating the development of new policies, procedures and programs that remove barriers to equity
- Ensuring greater and equal participation of marginalized groups and individuals in the University
- Providing leadership and information on equity matters
- Initiating cultural change throughout the University so that equity becomes everyone’s concern and responsibility

EMPLOYMENT EQUITY
What is Employment Equity?
Employment Equity (EE) is a program designed to ensure that all individuals have a fair chance in the areas of recruitment, hiring, remuneration, promotion and training. It is a program that strives for:

- A diverse workforce
- Equitable/fair employment systems

Why Employment Equity?
Employment equity is needed to remove systemic discrimination that has historically disadvantaged particular groups in the area of employment. Systemic discrimination includes policies and practices that unintentionally exclude individuals for reasons that are not job-related; not related to ability; and not related to the safe operation of an organization.

Equity Training
The Equity Office provides a number of equity training workshops. For example, according to Article 24 of the Queen’s/QUFA Collective Agreement, all personnel committee members must complete an equity training workshop that covers the University’s equity objectives and procedural best practices.

Training sessions are offered throughout the year.
To see a schedule and to register, please visit: www.queensu.ca/equity/

FEDERAL CONTRACTORS PROGRAM
The Federal Contractors Program (FCP) requires that organizations with 100 or more employees and who receive at least $200,000 in federal contracts commit to implementing employment equity with regard to four designated groups—Aboriginal people, persons with disabilities, visible minorities, and women.

Queen’s University is a Federal Contractor. The Equity Office’s responsibilities pertaining to the FCP include:

- Collecting data on the representation of designated group members in the workforce
- Developing, implementing and maintaining an employment equity plan
- Communicating equity responsibilities to the University community
- Coordinating Queen’s Employment Equity Council

ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT (AODA)
The purpose of the Accessibility for Ontarians with Disabilities Act, 2005 is to develop, implement and enforce standards for accessibility related to goods, services, facilities, employment, living accommodation and buildings throughout the province in the areas of: Customer Service, Information and Communications, Employment, Transportation and Built Environment. All post-secondary institutions are obliged under the AODA.

The Equity Office’s responsibilities with regard to the AODA include:

- Providing coordinating support for planning, reviewing and evaluating the implementation of the AODA Standards.
- Coordinating the Accessibility Framework Committees
- Acting as a resource to the University in its efforts to identify and remove barriers for persons with disabilities

EDUCATIONAL EQUITY
The Equity Office also participates in the University’s efforts to ensure equity in its educational mandate. This work includes the development of a system to track and analyze equity-related issues using student census information.

Queen’s University is situated on traditional Anishinabe and Haudenosaunee territories.
**GIVING CONFIDENTIAL ADVICE**

The HRO provides confidential advice and support to staff, students and faculty with human rights questions or concerns. If you believe you may be experiencing harassment or discrimination on grounds including, but not limited to, gender, sexuality, race, faith, or disability, a Human Rights Advisor can help you sort through the issues and suggest possible ways to resolve the situation.

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**PROVIDING EDUCATION**

The HRO offers training, educational materials and e-modules aimed at helping community members increase their understanding of a wide range of topics. Some issues we cover are:

- Recognizing and responding to discrimination/harassment
- Accessibility and the duty to accommodate
- “Ally-work” with equity seeking groups

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**TRACKING TRENDS**

In partnership with Queen’s Legal counsel and Occupational Health and Safety, the HRO co-chairs the Human Rights Legislation Group. This service provides Queen’s managers with information regarding changing human rights legislation in Ontario.

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**HUMAN RIGHTS OFFICE**

A 320 Mackintosh-Corry Hall
Queen’s University
Kingston, ON K7L 3N6
Phone: 613-533-6886
Fax: 613-533-6576
E-mail: hrights@queensu.ca

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**CHALLENGING HATE**

The End to Hate Project is a collaboration of the HRO, AMS and Campus Security. It provides information, support and resources to those who have experienced hateful acts or wish to learn more about these issues. You can access the program, including the on-line incident report form, at www.theendtohateproject.org

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**REWARDING INITIATIVE**

The Queen’s University Human Rights Initiative Award is given annually in recognition of the initiative that have made an outstanding contribution to the advancement of human rights at Queen’s University. Nominations are considered based on the originality of the initiative, its positive impact on the community, its sustainability and how it has encouraged partnership among community constituents.

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**CREATING POSITIVE SPACE**

The Positive Space stickers that are seen across the campus bring visibility and support to the lesbian, gay, bisexual, transgender and queer (LGBTQ) communities at Queen’s. Co-sponsored by the HRO, EQUIP and OPIRG, the Positive Space Program offers information sessions for those who wish to participate in the creation of queer-positive spaces on campus.

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**ACCOMMODATING FAITH**

In collaboration with the Chaplain’s Office, the HRO attempts to provide the community with the most current information about significant faith dates.

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**STOPPING HARASSMENT**

Harassment is vexatious conduct that is known, or ought reasonably to be known, to be unwelcome. The HRO deals with harassment based on any of the prohibited grounds listed in the Ontario Human Rights Code (race, ethnicity, sexual orientation, etc…). The most common human rights violation at Queen’s is sexual harassment. The majority of sexual harassment issues center on difficulties in dating or intimate relationships.

Harassment, particularly sexual harassment, can be associated with criminal harassment and other forms of violent behavior. The HRO advisors work in confidence, as necessary, with Campus Security and the police where someone’s safety may be at risk.

Concerns about email harassment should be forwarded to stopit@queensu.ca