The Equity Office

*Mandate*

To work with Officers of the University, the Senate Education Equity Committee and the Council on Employment Equity to ensure that equity is achieved throughout the University.
Climate

Culture of Equity
Educational Equity

Responsibility: Senate Educational Equity Committee (SEEC)

• What is being taught?
• How it is being taught?
• Who is accessing?
• Who is teaching?
• What is happening outside of the classroom?
Employment Equity

Working towards a diverse and inclusive workforce and equitable employment Systems

• Federal Contractors Program (FCP)
• QUFA Collective Agreement
What you need to know

The *ICOUNT Queen’s Equity Census*: requires 100% return rate

Training: All members of Appointments/RTPC Committees

To register for training visit the Equity Office website at:

www.queensu.ca/equity
The Accessibility for Ontarians with Disabilities Act (AODA) and its integrated standard
What you need to know

Accessible Customer Service Training: applies to all faculty, staff, student leaders, managers, department heads and senior administrators

To access the online Accessible Customer Service training, please go to:

https://www.queensu.ca/equity/AccessibleCS_Training.php
Some things to look out for as educators

2013: training on accessible program and course delivery and instruction


2014: ensuring web content will conform to established WWW Consortium Web Content Accessibility Guidelines
Accessibility in the Classroom

Universal Design for Learning:
http://www.udlcenter.org/aboutudl/whatisudl

Universal Instructional Design
http://udi.uconn.edu/index.php?q=content/universal-design-instruction-module&quicktabs_6=0#quicktabs-6
The Equity Office

If you require more information, please do not hesitate to contact us. Our contact details are:

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Mandate

“Safeguards” for faculty, staff, students re: discrimination/harassment

Promotion of human rights at Queen’s (education)

Administration of Harassment/Discrimination Policy and Procedure
Some Questions…

1. My student did not write her exam and is now requesting accommodation to re-write...

2. Is it ok to schedule a meeting on...

3. I “friended” a student. Things are getting a bit too “friendly”...

4. I’ve received an evaluation that I believe is biased...
5. Where can my TA’s receive training on appropriate office conduct?

6. I plan to introduce a controversial topic that may offend certain people...

7. Someone has disclosed something disturbing to me. What are my obligations?
Types of Issues

• Discrimination or harassment

• Grounds: Race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex/sexual harassment, sexual orientation, age, marital status, family status, disability, gender identity

• Areas: Services, employment, (living accommodation)
What Can the HRO Provide?

1. Up-to-date information
2. Confidential advice
3. Educational resources
4. Dispute resolution services
5. Volunteer involvement
For more information please contact us at:

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