The Human Rights Office is an independent office whose mandate is to promote human rights and address harassment and discrimination on the grounds of: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, disability and gender identity as well as analogous grounds. Any member of the community can consult the Advisory service of the Office to discuss issues of harassment and discrimination affecting their ability to access the learning, working or living environment. Its mandate is also to inform the community about their rights and responsibilities in the area of human rights. The Human Rights Office’s staff members can also assist community members looking for educational resources.

The Human Rights Office works with an Advisory Council made up of faculty, students and staff as well as Kingston community members, to ensure that the community’s needs in the area of human rights are being addressed adequately. The Office reports annually to the Queen’s community through an annual report to the Senate of the University.

For more information, visit our web site at www.queensu.ca/humanrights. To find out how to get involved with the Advisory Council, contact the Human Rights Office at hrights@queensu.ca. To contact an Advisor email or call the Office at (613) 533-6886, TTY/TDD (613) 533-2755.
The Human Rights Office’s Advisory Service is a confidential service that assists individuals or groups at Queen’s who wish to pursue informal or formal routes of complaint resolution following an incident of harassment or discrimination. Queen’s community members, with the help of a Human Rights Advisor, and within the framework of Queen’s Harassment/Discrimination Procedure, may explore the possible courses of action that they may wish to take to address the situation.

You can contact an advisor by calling (613) 533-6886, TTY/TTD (613) 533-2755 or e-mail hrights@queensu.ca.
The Human Rights Office provides educational resources to members of the community with regard to their rights and responsibilities in the area of human rights. Training, workshops and information sessions can be specifically tailored to meet your group’s needs. Our goal is to help Queen’s community members create positive environments that reflect the diversity of who we are including: feminists, people of colour, Aboriginal peoples, gay men, lesbians, bisexual and transgender men and women, persons with different abilities, and persons of many religions, ancestries and cultures. If your group is interested in a human rights session, contact the Human Rights Office at (613) 533-6886 TTY/TDD (613) 533-2755 or e-mail at hrights@queensu.ca.

The Human Rights Office also publishes several posters and documents on various human rights issues. These are available free of charge to interested individuals or groups. To check out the list of publications, visit our web site at www.queensu.ca/humanrights, or to obtain the publications contact us at hrights@queensu.ca or call (613) 533-6886 TTY/TDD (613) 533-2755.

In addition, we have a library of audio-visual and print resources available for consultation on a variety of human rights issues. The library can be consulted during normal business hours (Monday to Friday, 9am to 5pm). Please call ahead.
The Human Rights Legislation Group is composed of unit heads from all academic and non-academic groups on campus or their designates.

The Group is co-chaired by Queen’s Legal Counsel and Access and Privacy Coordinator and Human Rights and Equity Director. The purpose of the Group is to provide units and departments with the information they need to understand the constantly evolving landscape of human rights-related legislation, including amendments that give employers and service providers additional responsibilities to prevent breaches of human rights.

Some of the pieces of legislation discussed include: the Ontario Human Rights Code, the Accessibility for Ontarians with Disabilities Act and its standards, the Occupational Health and Safety Act, and the Federal Contractor’s Program.

To help units understand Human Rights and Equity related legislation, and how the work, study and living environments are affected in the Queen’s community, the Group holds periodic informational meetings. Interested individuals should email hrights@queensu.ca for information on attending meetings or for access to resources.
The Queen's Human Rights Initiative Award is given annually in recognition of initiatives that have made an outstanding contribution to the advancement of equality and human rights at Queen's University.

The Selection Committee responsible for choosing recipients consists of members of the Human Rights Advisory Council. Nominations for the Queen's Human Rights Initiative Award will be considered on the basis of the originality of the initiative, its positive impact on the University community, its sustainability and how it has encouraged partnership/cooperation among community constituents. The Award will normally be announced on December 10th, the Anniversary of the U.N. Declaration of Human Rights.

For more information on the Award, visit our web site at www.queensu.ca/humanrights and click on Human Rights Initiatives Award. To submit a nomination, include a brief letter outlining the ways in which the initiative meets the criteria, provide the contact information for those responsible for the initiative and send this information to The Selection Committee, Queen’s Human Rights Initiative Award c/o The Human Rights Office at Queen’s University, Kingston, ON, K7L 3N6, or e-mail hrights@queensu.ca or fax (613) 533-6576.
The Multifaith Calendar is a valuable resource for community members who seek to demonstrate inclusivity and provide a welcoming environment for students, staff, faculty, visitors and guests of the University. In today’s diverse and multicultural society, festivals and faith based holidays are an important part of many peoples’ lives. Being aware of these can foster an open and inclusive environment.

The duty to accommodate can arise with respect to all protected grounds under human rights legislation, including faith. An important aspect of accommodation involves celebrating and encouraging diversity to reinforce the commitment to equality. This approach also encourages individuals to make requests for accommodation in a timely way.

In order to promote awareness, dialogue and inclusivity in our community and workplaces, Queen’s has made the Multifaith Action Society’s calendar available electronically to all of Queen’s community members. The Multifaith Action Society is an organization that is dedicated to promoting interfaith and multifaith dialogue and understanding. Their calendar is renowned for its accuracy and integrity and includes valuable information about 14 world faiths and the different systems of marking important occasions used by various faiths.

You can find the electronic Multifaith Calendar at www.queensu.ca/humanrights, click on multifaith calendar. The site includes a tutorial section. For additional information on how to accommodate faith requirements, go to www.queensu.ca/humanrights and click on Accommodation, then select Religious Accommodation. For assistance in addressing accommodation requests you can also contact the Chaplain’s office at (613) 533-2186.
STOPIT!

STOPIT! is a joint initiative of the Human Rights Office, Information Technology Services, the Department of Security, and the Associate Vice Principal and Dean of Student Affairs, aimed at addressing the issue of e-mail harassment.

Harassment is defined as “vexatious conduct or comment that is known or ought reasonably to be known as unwelcome.” The most commonly reported form of harassment takes the form of unwanted conduct or comment of a sexual nature and is known as sexual harassment. However, harassment may also be based on race, colour, creed, sexual and gender identity, ethnicity, ancestry, differing abilities, etc. Harassing comments constitute harassment regardless of how they are communicated – whether in person, by telephone, by letter or electronic media (e.g. email, facebook or other social networking sites.)

To take action on harassing or discriminatory e-mail, do not erase the e-mail message(s) from your inbox – it contains information that may identify the person responsible – then forward the e-mail in question to stopit@queensu.ca. To discuss harassment perpetrated through other forms of electronic media, please email the Human Rights Office at hrights@queensu.ca or phone at (613) 533-6886, TTY/TDD (613) 533-2755.
Despite advances made in legislation and policy prohibiting sexual harassment in areas such as services and employment, sexual harassment remains a prevalent issue on university campuses. To raise awareness of community members’ rights and responsibilities when it comes to sexual harassment, the Human Rights Office has developed an online sexual harassment training course.

The objective of the Online Training: Sexual Harassment tool is to provide students, staff and faculty with the basic knowledge and skills required to prevent and respond to the types of sexual harassment situations that occur within academic environments. Using interactive tools such as questionnaires and case studies, the Online Training helps users recognize situations in which sexual harassment may be occurring, and provides useful information about rights, legal obligations, and resources. Users may also opt to receive a certificate of successful completion.

To access the Online Training: Sexual Harassment tool, go to www.queensu.ca/humanrights and click on the heading Sexual Harassment Online Module.
The Positive Space Program brings visibility and support to lesbian, gay, bisexual, trans and queer communities at Queen’s. It was developed by the Human Rights Office, the Ontario Public Interest Research Group and the Education on Queer Issues Project.

Members of the Queen’s community who would like to get involved in this program can attend a Positive Space session to familiarize themselves with queer issues, local resources and discrimination and harassment policies. They can then sign up to be members of the Program and receive a sticker that they can use to designate their work, living or study space as “Positive Space” i.e. respectful and supportive of sexual and gender diversity.

To find out more information about the Program, or to register for a Positive Space information session, go to www.queensu.ca/humanrights and click on Positive Space.
In Canada, the rights of trans people are protected by human rights legislation. At Queen’s, the University’s Harassment/Discrimination Policy lists gender identification as a ground of prohibited discrimination.

The Transgender/Transsexual Policy Group is made up of students, academic and staff members interested in the issues faced by trans people at Queen’s. This Group has been working to increase trans accessibility in residences, employment and campus services by removing barriers from policies and practices. One of its initiatives has been the creation of two posters related to gender variance and a pamphlet to provide information on trans issues.

For information on the Group and how to get involved, or to obtain posters or pamphlets, visit www.queensu.ca/humanrights and click on TG/Ts Policy Group.
Many campus and community groups have united efforts against hate activity over the years. This web site is part of a series of initiatives developed by Queen’s Human Rights Office and the AMS Social Issues Commission to respond to the presence of hate groups and hate activity, and to educate community members about these issues.

The information presented on the web site, www.theendtohateproject.org is meant to raise awareness and to provide useful and accessible resources for addressing hate activity.
Queen’s commitment to broaden understanding, deepen knowledge, invoke inquiry, and challenge normativity led to a search for space to critically consider issues of race, racism, and racialization through a national conversation. This search inspired the development of the Journal of Critical Race Inquiry.

The Journal of Critical Race Inquiry (CRI) is a copyrighted, peer-reviewed, bi-annual, and open-access electronic journal that uses an interdisciplinary approach to feature current research, thoughtful debate, and innovative inquiry into critical race issues. Race is defined as a social construct that has no biological basis, but is nevertheless a fluid, changing and culturally specific concept.

The CRI recognizes the interlocking nature of oppression and its intersectionality based on race, gender, social class, sexual orientation, ability, age, religion, ethnicity, regionalism etc. The CRI aims to provide a foundation for Canadian scholarship on race within a North American context. The focus is on the social, educational, economic and cultural experiences of diasporic racialized bodies. From this lens, the journal recognizes both the convergence and divergence of the experiences of Indigenous/Aboriginal/First Nations/Métis/Inuit peoples with that of racially marginalized individuals.

If you wish to access the current Journal, or for information on becoming a member or making a submission, go to www.criticalraceinquiry.com
Throughout our lives each of us will develop different types of relationships and each relationship we have is unique. We all have our own ideas about what a relationship means, how to begin one, how to nurture one, and even how to end one. There are no standard “how to’s” when it comes to relationships.

If you have questions about what makes a relationship healthy, how to identify an unhealthy relationship, and what you can do if someone refuses to respect your choice to end a relationship, check out the “Healthy Relationships” brochures at www.queensu.ca/humanrights and click on publications then select the Healthy Relationships or Healthy Relationships (LGBT) brochures, or find additional information by clicking on Jen’s Q&A.

In recognition of the importance that healthy relationships have to maintaining healthy work and study environments, the Human Rights Office has various programs to address the issue. If you are part of a group that is interested in a guided discussion on sex, consent and dating, contact the Human Rights Office at hrights@queensu.ca or call (613) 533-6886, TTY/TDD (613) 533-2755.
Changes to Ontario’s Occupational Health and Safety Act were enacted in an effort to strengthen protections for workers from workplace violence and address workplace harassment. They apply to all workplaces to which the act currently applies, whether the employer is an undergraduate or graduate student organization, an individual researcher/faculty member or the University itself.

The scope of the Act has been broadened to include harassing behaviors, the threat of violence, and domestic violence entering the workplace. Workers and employers have the same rights and responsibilities under the Occupational Health and Safety Act for violence prevention as they do for other hazards in the workplace.

For more information about the changes to the Occupational Health and Safety Act and its implications for your workplace, go to www.safety.queensu.ca.

You can find our Safe at Queen’s brochure at www.queensu.ca/humanrights click on publications and go to safe at work.

Q & A

Q: A coworker confides in you and tells you that her partner, who has been abusive in the past, is currently threatening her and disrupting her at work. The best response is:

A: For the answer to this and other questions related to the new rights and responsibilities under the Occupational Health and Safety Act as well as links to other helpful information on harassment and violence in the workplace, go to www.queensu.ca/humanrights and click on Workplace Violence & Harassment Quiz.
HOW TO REACH US:

telephone: (613) 533-6886
TTY/TDD (613) 533-2755
fax: (613) 533-6576
email: hrights@queensu.ca
web: www.queensu.ca/humanrights

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This publication is also available from our website, and in alternative formats on request.