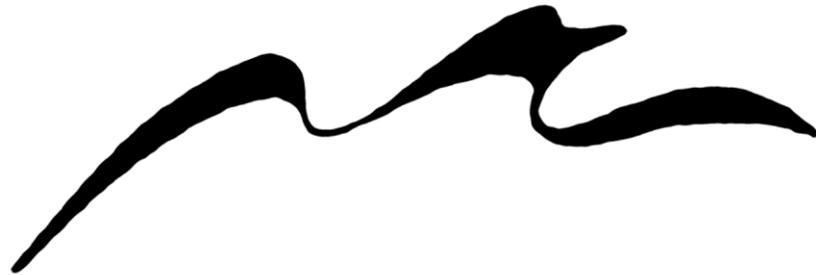


HUMAN RIGHTS OFFICE



REPORT

Jan 2012- Dec 2013





THE HUMAN RIGHTS OFFICE

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, gender identity, gender expression, age, marital status, family status or disability 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 all constituencies, including 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 bi-annually to the Queen's community through a report to the Senate of the University.

For more information, visit our web site at www.queensu.ca/humanrights. To contact an Advisor, contact the Human Rights Office at hrights@queensu.ca, or call the Office at (613) 533-6886.

Update:

The Human Rights Office has shifted the proposed framework for a Human Rights Advisory Council to a community consultation model that incorporates elements of systemic advocacy, reflecting the direction most statutory human rights agencies are taking. The new framework that is being developed will incorporate consultations with both internal and external groups and individuals with particular interest in the lived experience of equity seeking groups. They will be invited to participate in various forums that will allow for focused discussion on contemporaneous issues. The Human Rights Office staff members will begin to work with within this framework in the fall term of the 2014 academic year.



THE HUMAN RIGHTS ADVISORY SERVICE

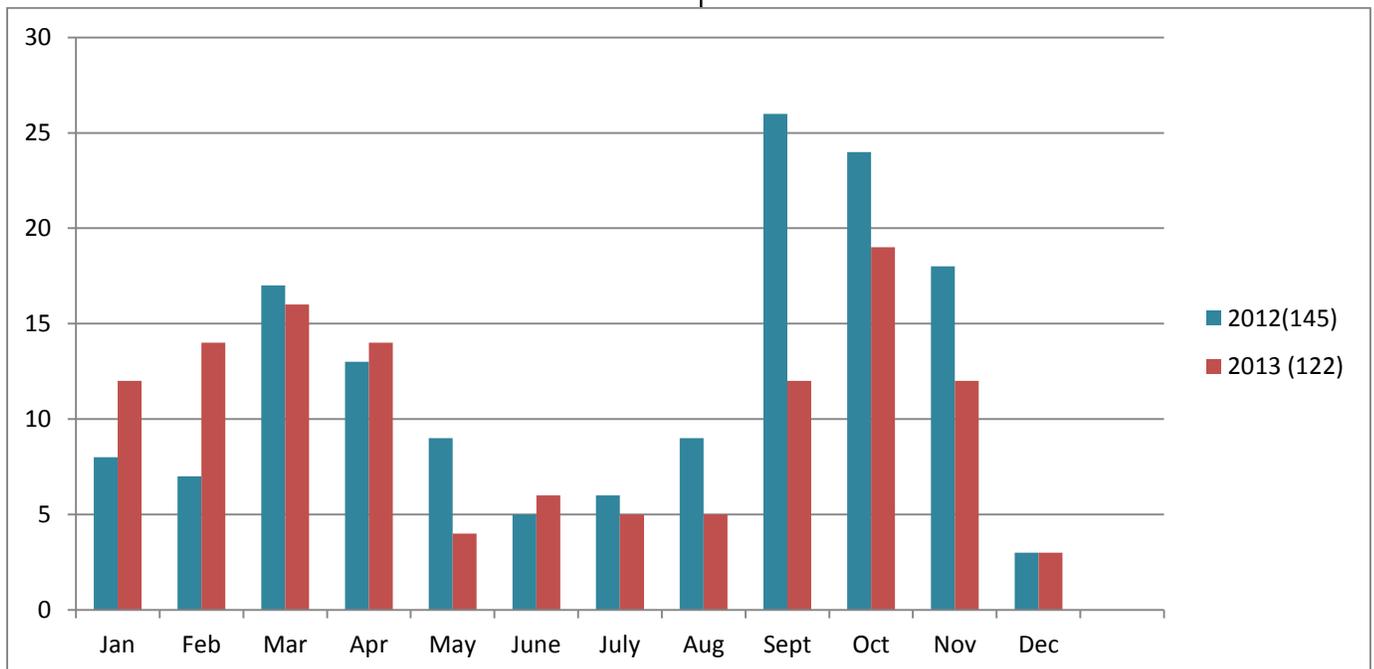
The Human Rights Office's Advisory Service is a confidential service that assists individuals or groups at Queen's who wish to pursue informal or formal routes of complaint resolution following an incident of harassment or discrimination. Queen's community members, with the help of a Human Rights Advisor, 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, or e-mail hrights@queensu.ca.

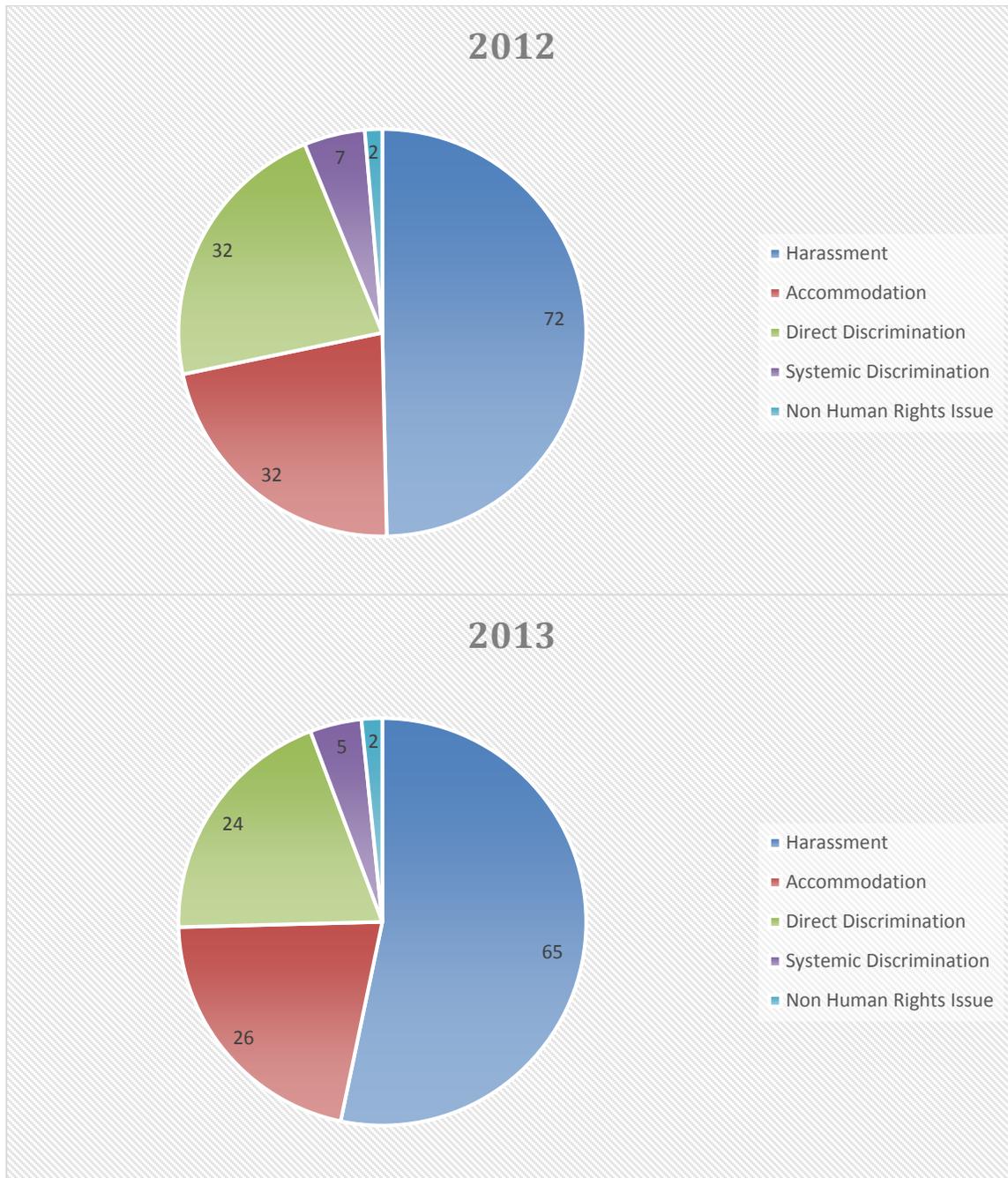
Update:

The Human Rights Advisors continue to operate under the Queen's Harassment/Discrimination Complaint Policy and Procedure, 2000. The multiplicity of relatively recent collective agreements now calls for close scrutiny of the proposed revised Policy in order to ensure there are no conflicts with the current collective agreements. The Human Rights Office has scheduled regular meetings with appropriate University legal advisors to examine this issue beginning in September 2014. The revised procedure seeks to address some gaps in the existing procedure by providing, for example, clearer language in the area of Accessibility, as well as Alternative Dispute Resolution options specific to Aboriginal perspectives.

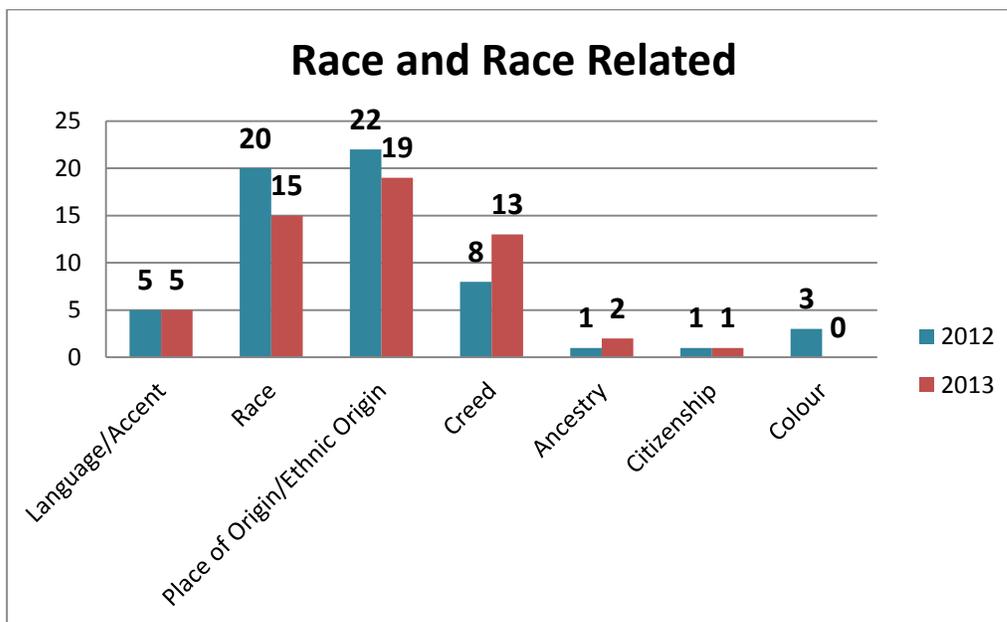
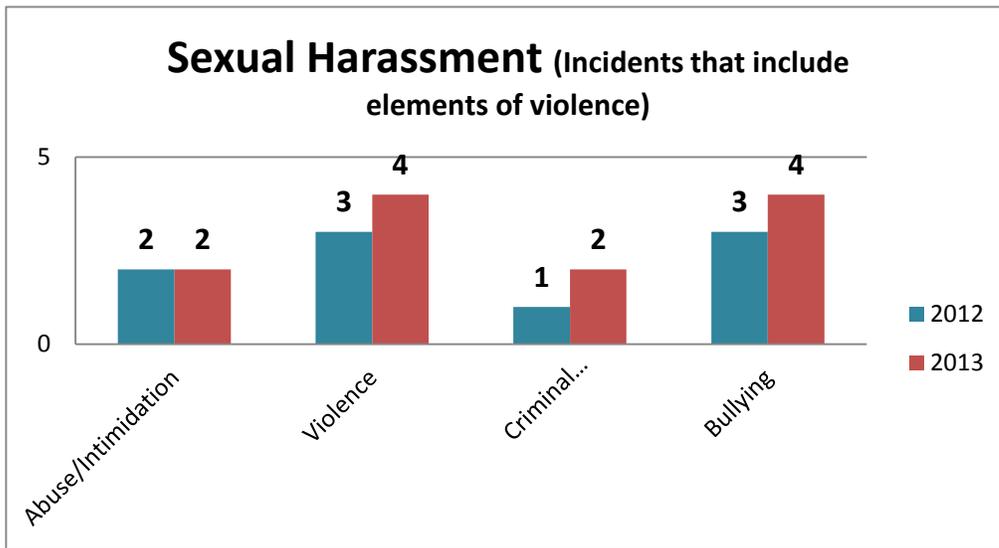
Cases per month

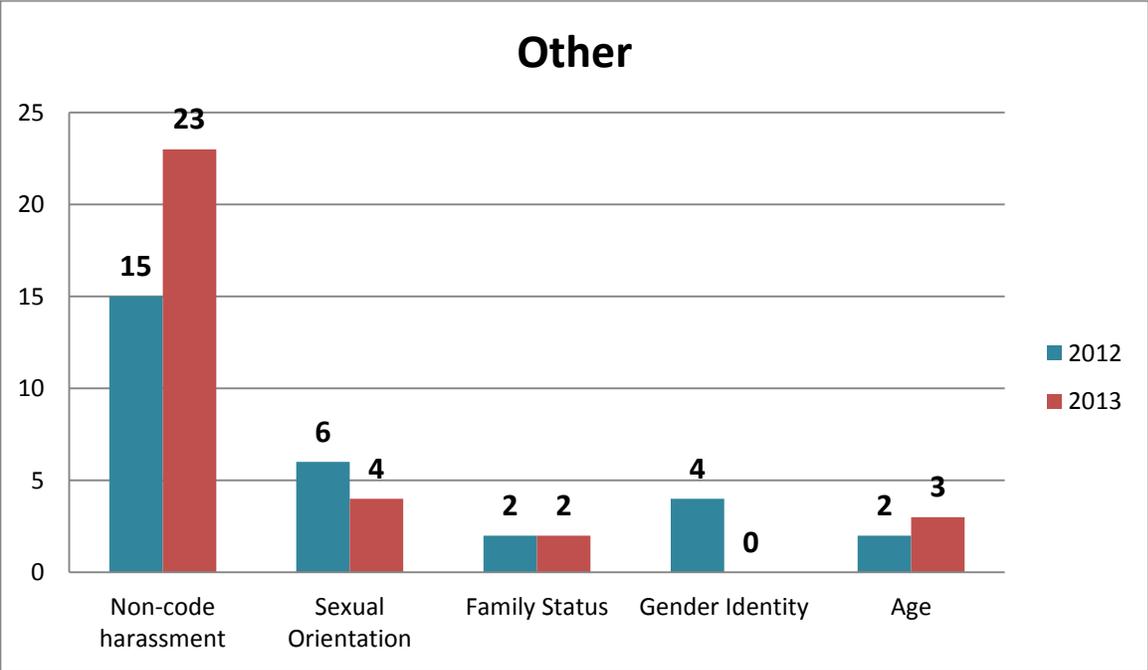
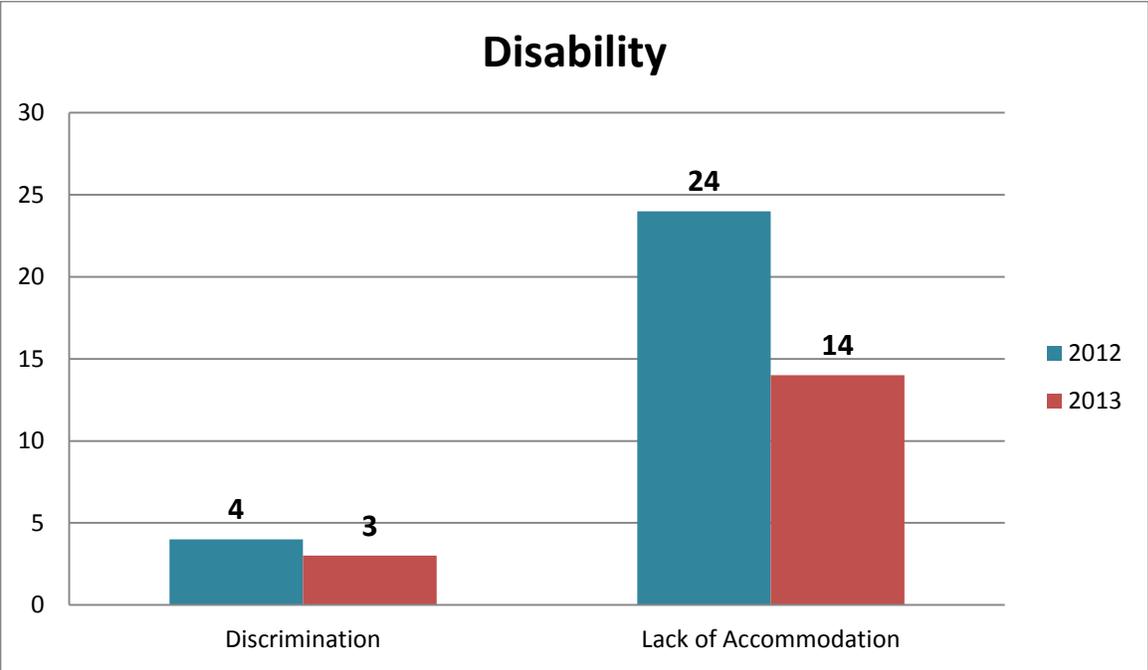


ADVISORY SERVICE STATISTICS



	Total	Race and Race Related	Disability	Sex	Family/Age/Gender/Sexual Orientation	Sexual Assault	Sexual Harassment
Accommodation	58	17	38	2	5	0	0
Discrimination	56	48	6	7	8	1	3
Harassment	137	34	10	9	10	17	60
Systemic Discrimination	12	5	1	3	2	0	1
TOTAL	263	104	55	21	25	18	64

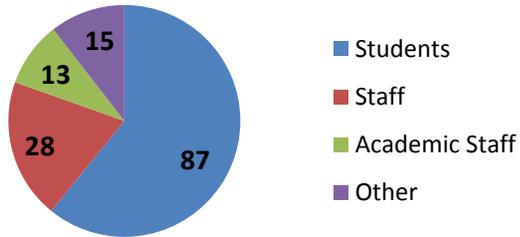




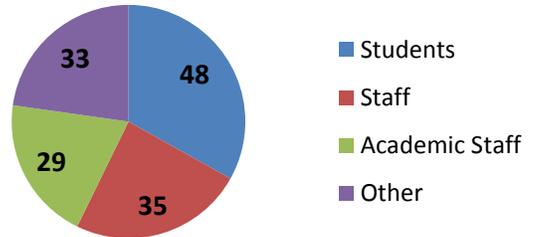
Complainants and Respondents

2012

Complainants

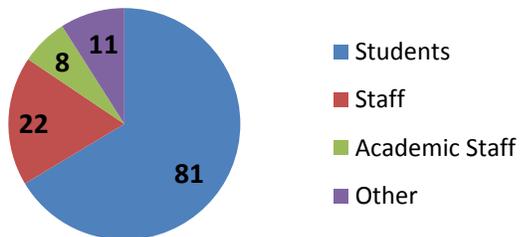


Respondents

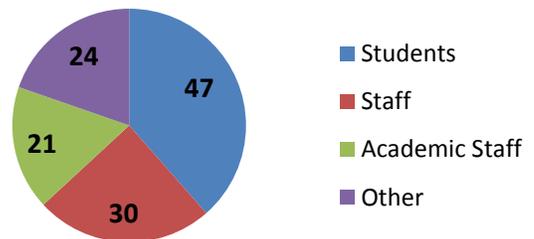


2013

Complainants



Respondents



Note: "Other" includes external community members, external organizations and unknown.

HUMAN RIGHTS EDUCATIONAL RESOURCES

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 a 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, racialized community members, Aboriginal peoples, queer identified community members, persons with different abilities, and persons of many religions, ancestries and cultures. Interested groups may contact the Human Rights Office at (613) 533-6886 or e-mail at hrights@queensu.ca.

The Human Rights Office also publishes several posters and documents on various human rights issues. Many are available free of charge to interested individuals or groups.

To check out the list of publications, individuals may visit our web site at www.queensu.ca/humanrights, or to obtain the publications contact hrights@queensu.ca or call (613) 533-6886.

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) and individuals are asked to call ahead.

Update:

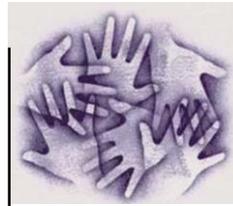
Additional educational resources developed/obtained during this period include:

- A three year subscription to the Queen's Electronic Multifaith Calendar and Faith Date Events Calendar
- An updated Anti-Racism pamphlet available in print and electronic format
- A new "Understanding Accent Discrimination at Queen's" pamphlet, available in print and electronic format, compatible with the Accent Discrimination project made possible with the support of the Office of the Dean, Faculty of Education.
- A series of Sexual Harassment prevention posters.

Additional materials added to our resource library include:

- 2014 Annotated Ontario Human Rights Code
- Multiple copies of Human Rights at Work to share with the Human Resources Department and Advisors of the Human Rights and Equity Offices

EDUCATIONAL STATISTICS



2012 Human Rights Sessions

**Excludes orientation sessions*

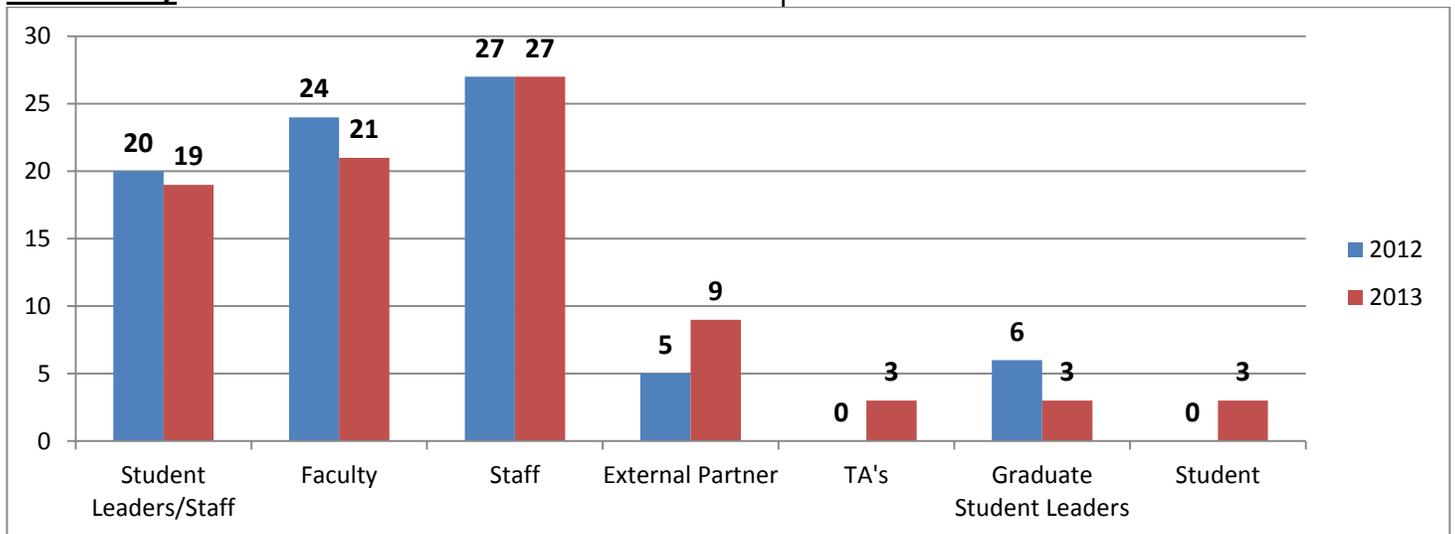
Number of Sessions	Length
4	Information
13	1 hour
36	2 hour
24	3 hour
5	1 day
82	Total

2013 Human Rights Sessions

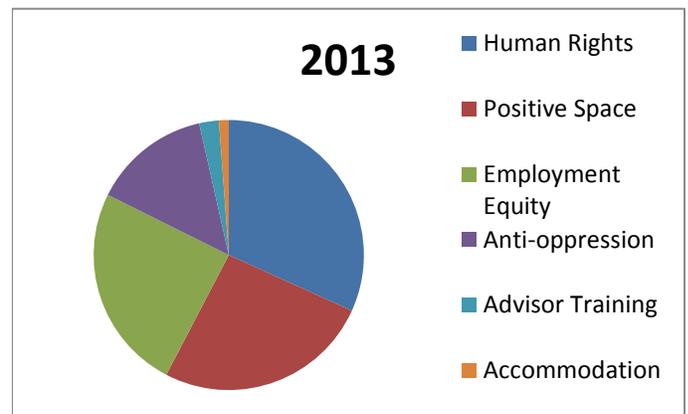
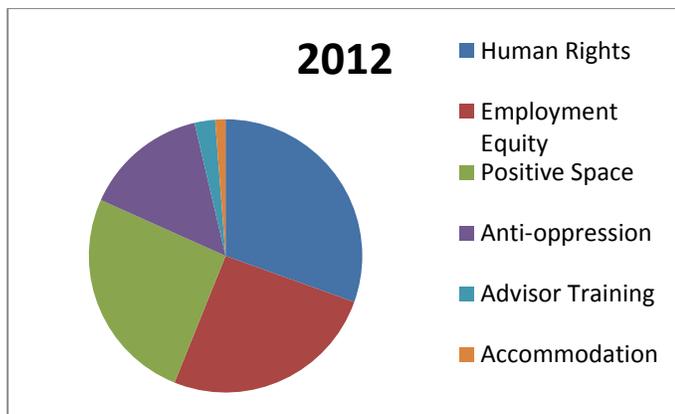
**Excludes orientation sessions*

Number of Sessions	Length
5	Information
13	1 hour
30	2 hour
32	3 hour
5	1 day
85	Total

Constituency



Training Subject



HUMAN RIGHTS LEGISLATION GROUP

The Human Rights Legislation Group invites unit heads or their designate from all academic and non-academic groups on campus to attend regular information sessions.

The Group is co-chaired by Queen's Legal Counsel and Access and Privacy Coordinator and the Director of the Human Rights and Equity Office. 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, which often 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 (violence and harassment in the workplace sections), 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.

Update: Sessions held during the 2012 and 2013 years include:

Meeting 12: October 2013 Round-Up

- Altering Comprehensive Exams for Graduate Students with disabilities
- "Canadian Experience" Requirement is prima facie discrimination
- Place of Origin

Guest speakers:

- Tatiana Alvarado, New Canadian
- Scott Clerk, Project Manager of Kingston Immigrant Partnership (KIP)

Meeting 11: February 19 2013 - Accommodation

In this meeting, we discussed recent cases in the accommodation of disabilities, transgender issues, childcare and eldercare

Guest speakers:

- Heidi Penning (on Queen's Accessibility Framework)
- Jean Pfleiderer (on Gender Neutral Washrooms and Cultural Competency Training)

Meeting 10: October 30 2012 - Aboriginal Issues

In this meeting, we discussed recent cases concerning aboriginal students, staff, faculty and other employees.

Guest speaker:

- Vanessa McCourt from the Four Directions Aboriginal Student Centre

Meeting 9: April 27 2012 - Round Up

In this meeting we discussed human rights complaint resolution processes, civil actions, the apprehension of bias, establishing Prima Facie racial discrimination as well as workplace violence, harassment and domestic violence.

THE HUMAN RIGHTS INITIATIVES AWARD

The Queen's Human Rights Initiatives 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 ceremony is part of a celebration honouring recipients of the three human rights and equity related awards: the Human Initiatives Award, the Employment Equity Award and the Steve Cutway Accessibility Award.

The Selection Committee responsible for choosing recipients consists of members of the Human Rights and Equity Office as well as external community members from student, faculty and staff groups. Nominations for the Queen's Human Rights Initiatives Award are 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 is normally be announced on December 10th, the Anniversary of the UNDeclaration 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.



2012 Anti-Stigma Workshops in Residence, HCDS Peer Educators, AMS Social Issues Commission, Residence Life



2013 CFRC for their diverse programming and inclusive policies



THE MULTIFAITH CALENDAR

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.

In addition, 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.

Update

The BC Multifaith Action Society has generously allowed the Human Rights Office to use the illustrations and logos from their Multifaith Calendar publication to create a standing multifaith information board in the display case on the main hallway of Mackintosh-Corry Hall. The Society has also been responsive to our requests to "red flag" observances for which accommodations will most likely be needed and to add faith dates of significance to our community. During the period of this report the Multifaith Calendar was made available to all Queen's University members through the support of the Offices of the Provost and the Vice Provost and Dean of Student Affairs.

In 2012, the Human Rights Office celebrated its 20th anniversary with the creation of a community Mosaic consisting of artwork created by staff, faculty and students, as well as Kingston, Canadian and international artists interested in advancing human rights. The Society has allowed us to use this artwork to grace the pages of the 2012-13 and 2013-14 online Multifaith Calendar.



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, community members are encouraged not to erase the e-mail message(s) from their inbox – it contains information that may identify the person responsible – then to forward the e-mail in question to stopit@queensu.ca. To discuss harassment perpetrated through other forms of electronic media, community members are encouraged to email the Human Rights Office at hrights@queensu.ca or phone at (613) 533-6886.

Update:

As is evident in the statistics kept by the HRO, individuals contact the Advisors for assistance through multiple means: walk in, telephone, email, referrals and STOP IT. It is important to maintain as many points of entry as possible to ensure ease of access especially during times of crisis. Current research on issues such as bullying indicate a growing trend toward uses of social media in patterns of harassment that began with the mainstreaming of email communications over two decades ago. Means of electronic harassment now include not only email, but all other forms of online communication and social media such as Skype, Facebook, YouTube and Messenger.



ONLINE TRAINING: SEXUAL HARASSMENT

Despite advances made in legislation and policy prohibiting sexual harassment in areas such as the provision of accommodation, 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, including situations involving elements of sexual assault. Using interactive tools such as questionnaires and case studies, the Online Training helps users recognize situations in which sexual harassment may occur, and provides useful information about rights, legal obligations, and resources. Users may also opt to receive a certificate of successful completion.

Queen's community members may access the Online Training: Sexual Harassment tool, by going to www.queensu.ca/humanrights and clicking on the heading Sexual Harassment Online Module.

Update:

In light of the continuing requests from external organizations, corporate and academic, who wish to use the quiz in their communities, the Human Rights Office has partnered with PARTEQ to make the quiz available to external organizations for a fee. Internal community members are still able to access it without charge.

In the period of this report, the Office received \$4,785 from the sale of the training module.



CELEBRATING SEXUAL AND GENDER DIVERSITY

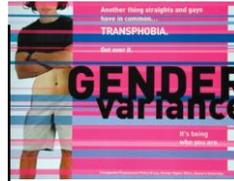
The Positive Space Program brings visibility and support to lesbian, gay, bisexual, trans, 2 spirited and queer communities at Queen's. It was developed by the Human Rights Office, the Ontario Public Interest Research Group and the Education on Queer Issues Project.

Members of the Queen's community who wish 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.

More information is available about the Program at <http://www.queensu.ca/humanrights/initiatives.html> (click on Positive Space). Members can also register for a Positive Space information session at the same location.

Update:

- 43 Positive Space sessions were offered in the 2012-2013 period;
- 5 consisted of "general" Positive Space workshops – advertised online and open to the general Queen's community;
- 33 were requested by various graduate and undergraduate groups such as AMS, SGPS, PSAC, ASUS, Engineering Society, Education Students Society, Concurrent Education, Law, Nursing, and Medicine;
- 4 were delivered to faculty/staff groups;
- 1 was a customized longer version provided on request to an area church.
- In addition to HRO staff doing Positive Space sessions, trained volunteer facilitators often work with the HRO; these facilitators occasionally do a session independently.



TRANSGENDER / TRANSSEXUAL POLICY GROUP

In Canada, the rights of trans people are protected by human rights legislation. At Queen's, the University's Harassment/Discrimination Policy lists gender identity 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, practices, and the built environment.

For information on the Group and how to get involved, or to obtain posters or pamphlets, members may visit www.queensu.ca/humanrights and click on TG/TS Policy Group.

Update:

In 2012 "gender identity" and "gender expression" were added as grounds of discrimination in the Ontario *Human Rights Code*. The Transgender/Transsexual Policy Group (TG/TS) has advocated for the adoption of a centralized gender neutral washroom policy for several years. The Policy was adopted in October 18, 2012. It calls for at least one gender neutral washroom on every floor of newly constructed buildings on campus and the repurpose of single-user, gender specific washrooms along with the inclusion of signage that makes it clear the washroom is not restricted by gender.

Campus Planning has been working to implement the Policy and has done an inventory of single user washrooms in order to develop a plan for conversion. The unit was also successful in constructing a new gender neutral, single user washroom on the 1st floor of Mackintosh Corry Hall.

Some funding has been secured to implement the sections of the Policy related to existing single user washrooms.

WWW.THEENDTOHATE PROJECT.ORG

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.



Update:

Though the community has seen a decline in the number of reported hate incidents over the past few years, hate activity, including Islamophobia and anti-Semitism, continues to be of great concern to affected groups. The website for this program was commuted to the Human Rights Office website with updated information and reporting forms. The project can now be accessed at www.queensu/humanrights.

Recognizing that hate incidents occur both on and off Queen's campus, and that the city of Kingston also seeks to address such incidents more effectively, the Human Rights Office is working closely with Queen's Campus Security and the Diversity Officer of the Kingston Police to meet the needs of students and Queen's community members who encounter hate on and off campus.

JOURNAL OF CRITICAL RACE INQUIRY



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.

Members who wish to access the current Journal, or are seeking information on becoming a member or making a submission, can find it at www.criticalraceinquiry.com

Update:

The Journal, was successfully transferred to the Open Journal System (OJS).

“OJS is a journal management and publishing system that has been developed by the Public Knowledge Project through its federally funded efforts to expand and improve access to research. OJS assists with every stage of the refereed publishing process, from submissions through to online publication and indexing. Through its management systems, finely grained indexing of research, and the context it provides for research, OJS seeks to improve both the scholarly and public quality of refereed research. OJS is open source software made freely available to journals worldwide for the purpose of making open access publishing a viable option for more journals, as open access can increase a journal's readership as well as its contribution to the public good on a global scale.” (<http://pkp.sfu.ca/?q=ojs,03/02/2012>)

In order to ensure the sustainability of the Journal, it was critical that the JCRI find an academic home. In 2013 Gender Studies took up the challenge of hosting the Journal and new Editors are now working on the next issues. The Journal is now officially and permanently within the purview of Gender Studies.

HEALTHY RELATIONSHIPS

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.

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. Groups interested in a guided discussion on sex, consent and dating, can contact the Human Rights Office at hrights@queensu.ca or call (613) 533-6886.



Update:

The HRO, in partnership with other departments such as Residence Life and Student Health Counselling and Disability Services, has continued to create awareness around healthy and non-violent relationships through the following initiatives:

- An updated *Helping Survivors of Sexual Assault* brochure.
- Maintaining effective networks through the Kingston Frontenac Anti-Violence Coordinating Committee (KFACC) and Kingston Interval House.
- The successful launch and celebration of the Mosaic Art project “Woman Recreated” to highlight the strength of women survivors of violence.
- Approval of funding from the Ministry of Training Colleges and Universities’ Violence against Women Program funds which resulted in the development of two projects to be launched in 2014:
 - A collaboration with Human Resources, Security and Environmental Health and Safety to create an awareness campaign on the services available to community members who have concerns regarding domestic violence, and
 - The development of an awareness campaign with an emphasis on cyber harassment through a poster series.

SAFE AT WORK

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.



Update:

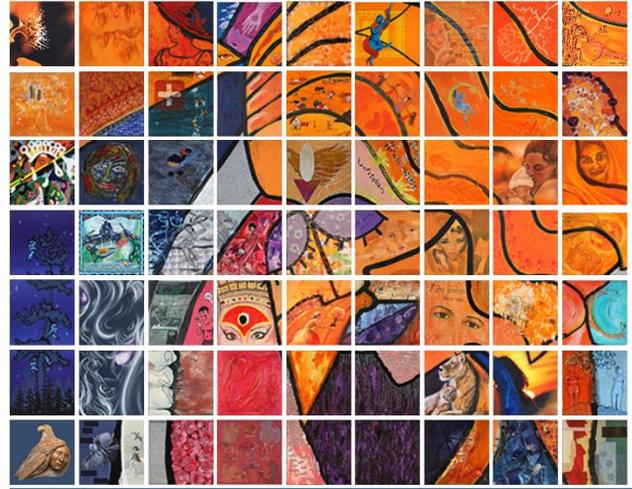
Approval of funding from the Ministry of Training Colleges and Universities' Violence against Women Program resulted in the development of two projects to address harassment and violence in the University environment, including the workplace:

- A collaboration with Human Resources, Security and Environmental Health and Safety to create an awareness campaign on the services available to community members who have concerns regarding domestic violence, and
- The development of an awareness campaign with an emphasis on cyber harassment through a poster series.

Information on Bill 168 can be found at <http://www.safety.queensu.ca/violence/>

THE 20TH ANNIVERSARY WOMEN RECREATED MOSAIC PROJECT

The Woman Recreated Mosaic Project was a year-long project that celebrated the 20th Anniversary of the Queen's Human Rights Office. Artists from Queen's and across the world came together to create two mosaic paintings based on an original work by Anishnabe artist Leo Yerxa. Each mosaic consists of 63 individual paintings.



Mosaic I 1

The concept behind this mosaic is significant in “showing positive images of women’s survival”, which depict strength, resilience, spontaneity, and creativity. By dividing the painting into 63 tiles and asking individual artists to submit their own design, the assembled mosaic is meant to reflect the many identities of women in society. Over 45 artists of diverse backgrounds and artistic approaches participated in this project and contributed their artworks to the mosaic within the first weeks after the call went out. After the first call-for-artists, the Mosaic Project evoked tremendous response from the community and collected more than 100 inspiring artworks that depict women’s strength in the wake of gender-based harassment and violence.



Currently displayed at 'A' Wing, 3rd Floor of Mackintosh Corry Hall

In response to the overwhelming interest and positive feedback gathered from the community, the Human Rights Office introduced a second mosaic. Individual tiles were also selected by Leo Yerxa to be displayed in the Queen’s online Multifaith Calendar 2014, through the generous support of the B.C. Multifaith Society. The selected pieces were announced at the 20th anniversary celebration held at Queen’s University on September 19, 2013.

The mosaic project would not have been possible without community participation as well as help from the Ontario Ministry of Training, Colleges and Universities, the Office of the Vice-Provost and Dean of Student Affairs at Queen’s University, the Women’s Campus Safety Fund and the Eilidh Balkwill Fund. To view details of the mosaics please visit the Human Rights Office site.

SUMMARY AND 2014 UPDATES

1. **Advisory Services:** The data indicates that who makes use of the service, the peak times for using the service and the basis on which individuals bring concerns forward has remained fairly consistent over the years, including 2012- 2013. Students continue to represent the majority of community members bringing forward human rights concerns, which is not unusual given the make-up of our community. Although a large number of cases involve student complainants bringing forward concerns regarding student respondents, concerns are raised by members of all constituencies and respondents belong to members of all constituencies. While 2012 saw a slight increase in the number of cases brought to the Office compared to previous years, we returned to relatively low numbers in 2013. It will be interesting to see whether or not a downward trend in reporting continues into 2014. As in past reports, we note that the forms of communication used to harass continue to expand to include the various forms of social media available, and the number of incidents reported that involve elements of violence continues to be troubling. Also troubling in 2014 was the emergence of challenges to feminist scholarship that took a very negative tone leading to safety concerns for several community members.

Several procedural areas are also emerging as needing clarification for community members. These include: 1) the services and procedure available through the H/D Policy when there is an element of assault within an incident of harassment; 2) the difference in the approach when an incident occurs in a residence setting; 3) the need to address accommodation issues for all prohibited grounds, not only accommodation for a disability; 4) how accessibility issues factor into the procedure and 5) whether we need to be specific with respect to culturally specific Alternative Dispute Resolution processes. A Policy and Procedure has an educational function as well as a practical function. A revised Harassment/Discrimination Policy may help clarify how to respond to emerging issues such as these.

2014 Update: Members of the Human Rights Office met with various legal counsels to the University in 2014 to examine the possibility of putting forward a version of the revised Policy that is currently in Draft form. The Secretariat has indicated that this document is now too dated and there needs to be an appropriate Senate Committee to review the existing Harassment/Discrimination Policy and Procedure. We would encourage action on this as quickly as possible in order to ensure compliance with the Ontario Human Rights Code responsibilities as well as to clarify what are currently misunderstood areas of responsibilities We would also encourage a linking of this Policy and Procedure to the Senate Guide on Procedural Fairness.

2. **Educational Resources:** The number of educational sessions requested continues to remain steady. With the development of the *Diversity to Inclusion* certificate program through Human Resources, the number of sessions offered to staff members has increased significantly. Those involved in the program have also shown an interest in requesting sessions tailored for their units, with one following through. Numbers for training delivered to faculty members are up, but this is reflective of the Human Rights Office's involvement in training on the equity related articles of the QUFA – QUEEN'S Collective Agreement. Student leaders continue to represent a significant number of those requesting educational sessions, and we were pleased to see the 2 day New Department

Head Quick Start session return. Not reflected in the numbers is the Human Rights 101 on line training through the Accessibility Training suite that is mandatory for all staff members as well as the number of individuals accessing the on-line sexual harassment training module. Nevertheless, the increasing popularity and success of the Sexual Harassment Online Module indicates that prospective participants are looking for flexible training options.

2014 Update: *The development of online training needs and educational opportunities tailored to the diverse constituencies of learners and employees continues to be an important part of the HRO work. We are currently working with two Units to develop an overall diversity strategy that is inclusive of both the workplace and service delivery dimensions of the unit; the training in these instances is very specific to their overall diversity strategy. Despite the increase in interest, there needs to be a much greater participation by staff in diversity/inclusion related training if Queen's is to attain the cultural competency to which it aspires. The Human Rights Office is also finalizing its second on-line module "Responding to human rights issues for supervisors". The major challenge at this time is ensuring its compatibility with the general procedural and legal environment of the institution.*

- 3. Human Rights Legislation Group (HRLG):** As noted in the previous report, the large group briefing format of the HRLG that has been adopted for disseminating the human rights and equity related responsibilities of the University across the various decentralized units has proven effective for those who participate. The feedback from those who attend the sessions indicates a continued interest in enhanced communication on human rights and equity related issues. We have not yet found a way to do this that is not resource intensive. Once again, participation needs to be greater if Queen's is to be able to claim effective communication of human rights related information.

2014 Update: *This type of format is proving effective but continues to have limited participation from units; in order to maximize its efficiency and reach its objective of ensuring that the University has communicated a consistent message regarding responsibilities for human rights and equity to its entire workforce, attendance needs to be consistent and more widespread. Participants also need to be able to communicate the knowledge they gain to their units effectively. A communication sent by the University Counsel and the Human Rights Office to all units reminding them of their responsibilities in this area has not proven particularly effective in increasing participation to date. We continue to seek creative ways to address this and we believe that the roll out of the Diversity and Equity Assessment Planning tool will help departments understand their responsibilities more clearly and spark action.*

- 4. B.C. Electronic Multifaitth Calendar:** As noted in the previous report, this online resource, available to the entire Queen's community, has proven to be both informative and effective in ensuring that information regarding appropriate accommodations for faith requirements is available. It is also an important marker of the institution's commitment to an inclusive community. The feedback we have received has confirmed this. When we receive calls with respect to faith related accommodation, the level of understanding that students, staff and faculty demonstrate after consulting this resource has been extremely encouraging.

2014 Update: *Institutional support for the Calendar is needed in order to ensure that members of the University community have multi-year access. The University has committed to a three year subscription and we are confident that we will be able to have a permanent resource for the future.*

5. **Positive Space Program and the Transgender/Transsexual Policy Group:** As noted in the previous report, Queen's continues to have one of the most successful Positive Space Programs among Canadian post-secondary institutions. The Positive Space Committee continues to initiate and support programs responsive to the needs of queer community members and allies.

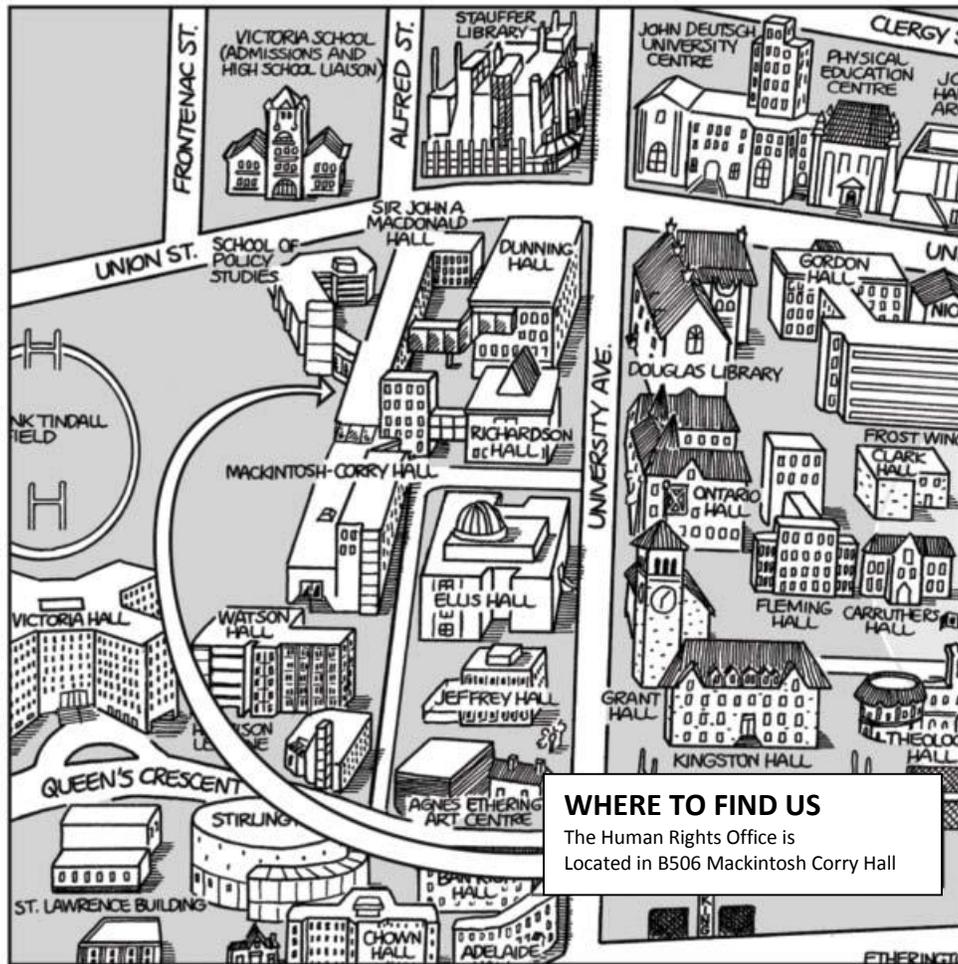
The University's Transgender/Transsexual Policy Group advocated for the adoption of a centralized gender neutral washroom policy. With the endorsement of the Senate Educational Equity Committee and the Council on Employment Equity, the University adopted the policy and work has begun to implement it.

2014 Update: *Funding was secured to build a gender neutral washroom on the first floor of Mackintosh-Corry. Funding has also been secured to change signage on existing washrooms and work has begun to identify appropriate existing washrooms for re-designation. Future renovations and buildings will incorporate gender neutral washrooms in their plans as a matter of policy.*

6. **Location:** There has been an improvement in the location of the Human Rights and Equity Offices. The Human Rights Office has been relocated adjacent to the Equity Office on the 5th floor of Mackintosh-Corry. Although this is still a hallway, the co-location of the two Offices means that the entire hallway is dedicated to Human Rights and Equity and there is significantly less foot traffic transiting through the area. The small classroom in the hallway was converted to a training room for the Human Rights and Equity Offices and this has also greatly contributed to reducing the foot traffic and has allowed us much more flexibility in offering training opportunities.

2014 Update: *A result of the colocation of the Human Rights and Equity Offices has been the closer collaboration that we have been able to effect between staff of the two Offices while maintaining the independence of the Human Rights Office through its unique reporting mechanism to the Senate.*

Conclusion: *The Human Rights Office has a responsibility to advance human rights at Queen's University. In light of the changing landscape of human rights in Canada, the Office is developing initiatives to address the systemic nature of issues we face in today's post-secondary environment: the prevalence of electronic and social media; the intersections of sexual assault and sexual harassment; the increasing access of Aboriginal communities to post-secondary education; the need for accessible environments that meet the needs of persons with disabilities in a dignified and proactive way; the residential nature of Queen's and the changing demographic of students; the increasing focus on trans issues; the requirement to navigate the rules around accommodating all human rights grounds.*



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