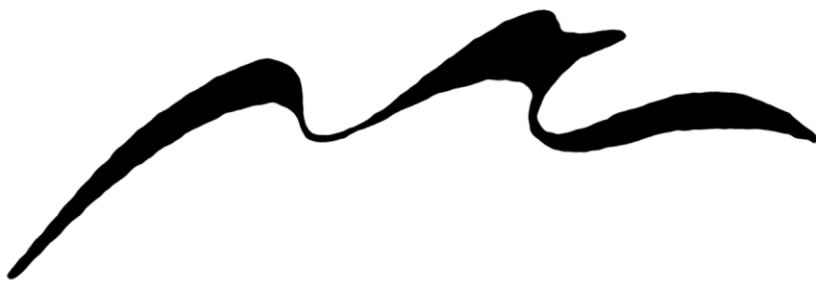


HUMAN RIGHTS OFFICE



REPORT

Jan 2014- Dec 2015



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 its framework to a community consultation model that incorporates elements of systemic advocacy, reflecting the direction most statutory human rights agencies are taking. In 2014-15 several consultations were held with Queen's community groups on the issues of: gender violence, black scholarship at Queen's and accent discrimination. Focused discussions have led to: the initiation of professional development for teaching assistants facing classroom violence issues; a report to senior administrators on the needs related to black scholarship; and an ongoing analysis of accent discrimination in the classroom. The Human Rights Office staff members are continuing to work within this framework at this time. However, the need to address new statutory requirements in the areas of mental health, domestic violence and violence in the workplace have taken precedence and directed the specific orientation of the work of the Office in 2015.

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.

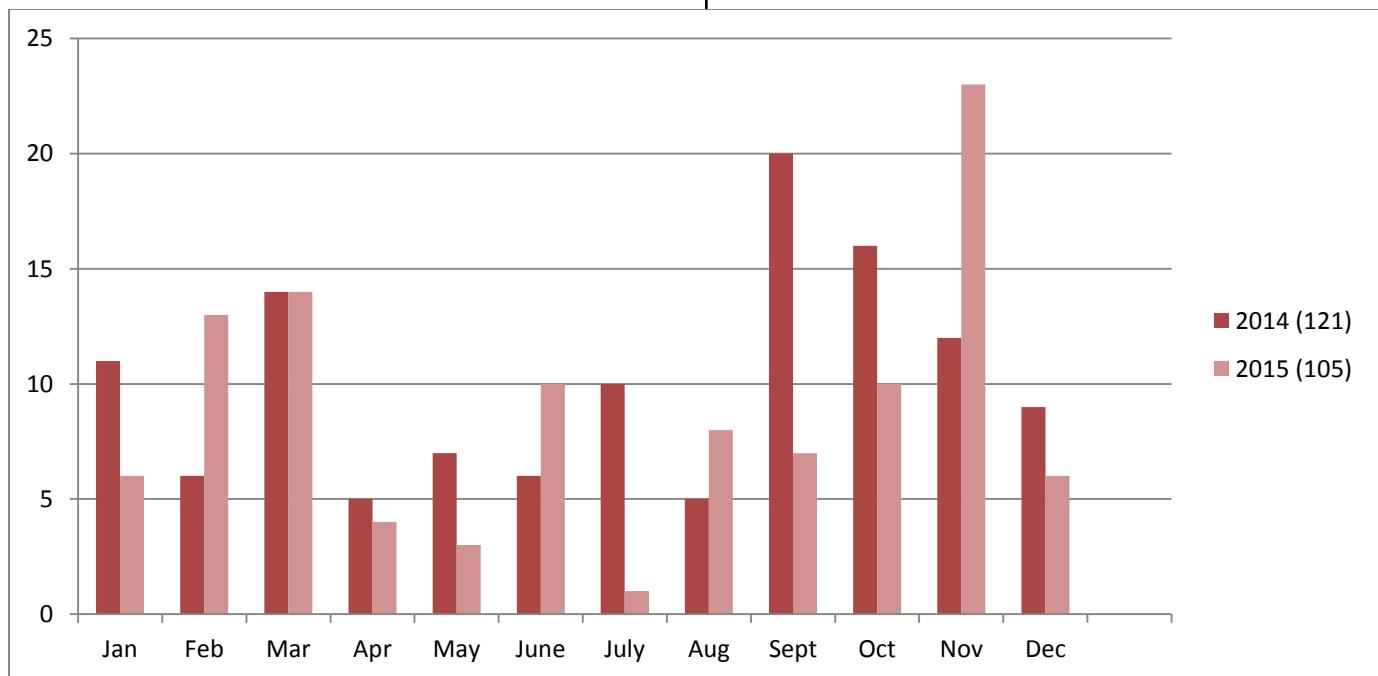
Update:

The following charts illustrate the number and types of harassment and discrimination incidents where individuals sought the advice of a human rights advisor for the years 2014 and 2015.

A new complaint system for students and increasing options for employees to approach their union resulted in lower numbers than in previous years.

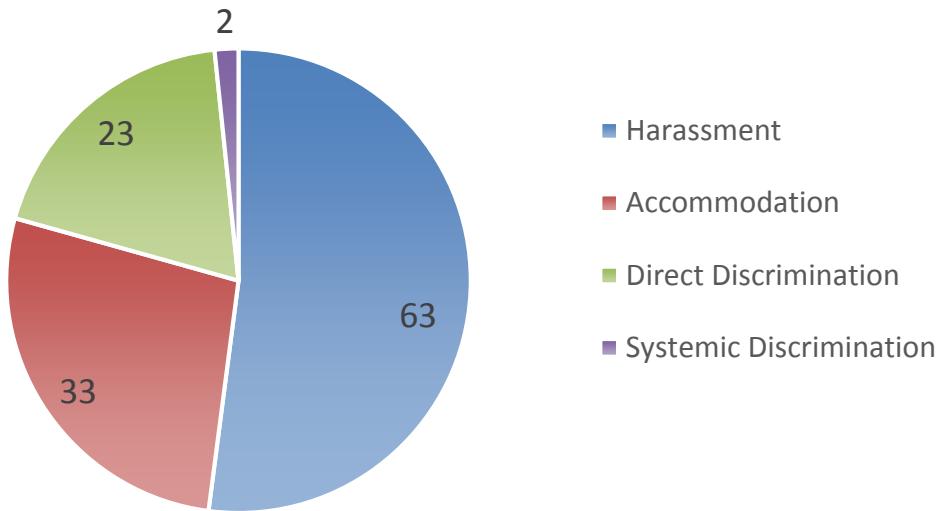
A brief analysis appears in the conclusion section of this report.

Cases per month

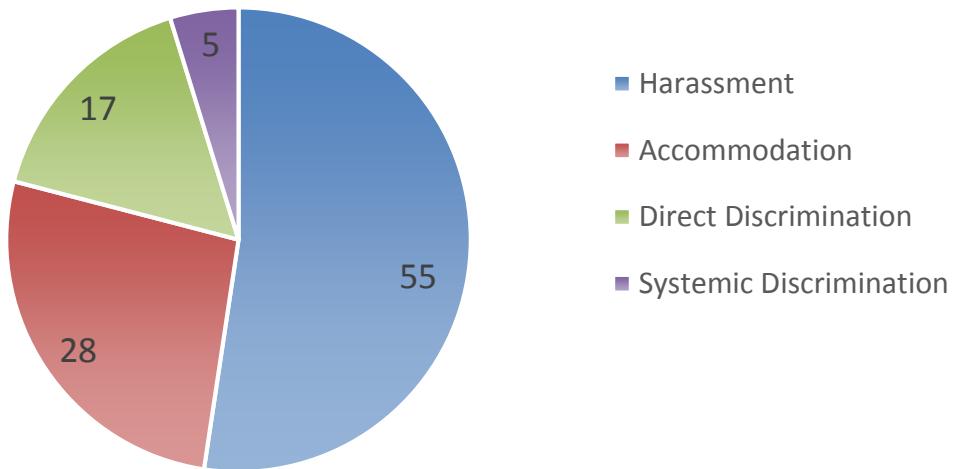


ADVISORY SERVICE STATISTICS

2014

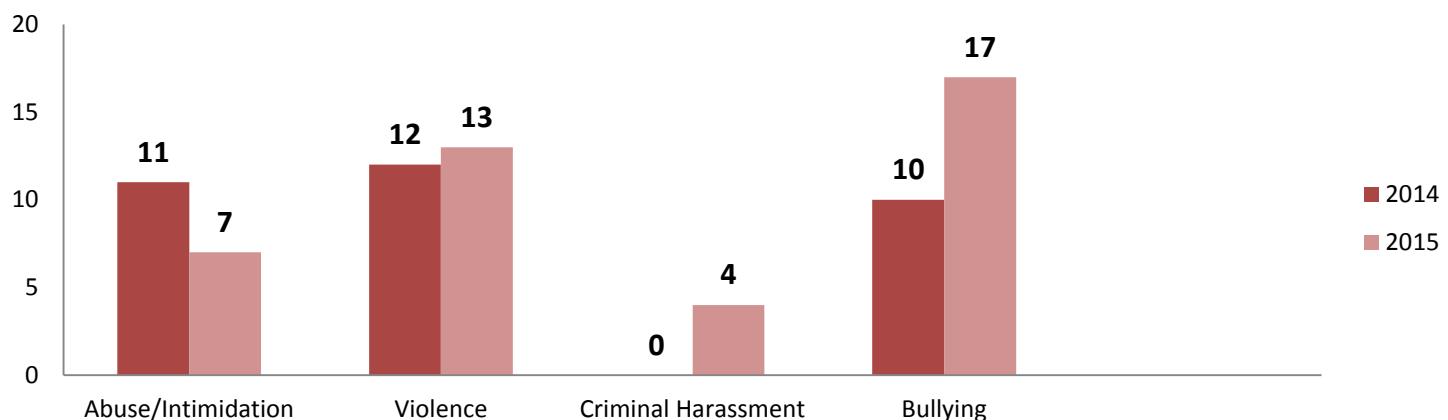


2015

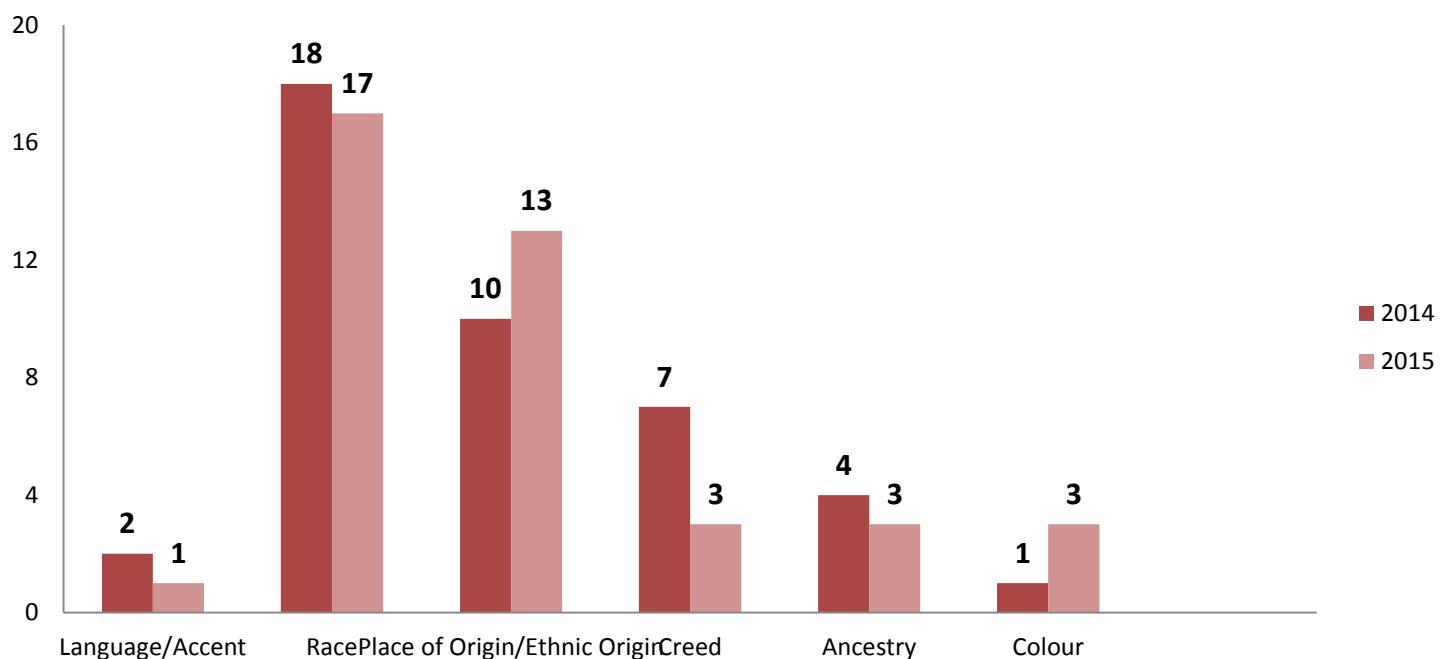


	Total	Race and Race Related	Disability	Sex/Gender/Sexual Orientation	Family/Age Marital Status	Sexual Assault	Sexual Harassment
Accommodation	61	5	45	8	9	2	2
Direct Discrimination	40	24	8	10	1	0	1
Harassment	118	25	8	16	3	16	44
Systemic Discrimination	7	4	0	4	0	0	0
TOTAL	226	58	61	38	13	18	47

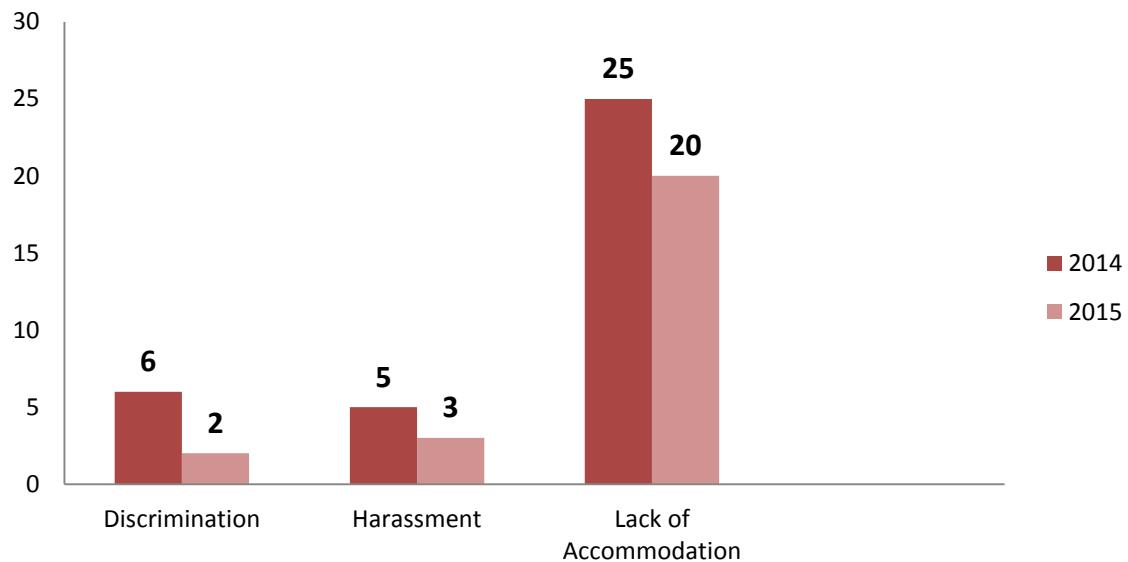
Sexual Harassment (Incidents that include elements of violence)



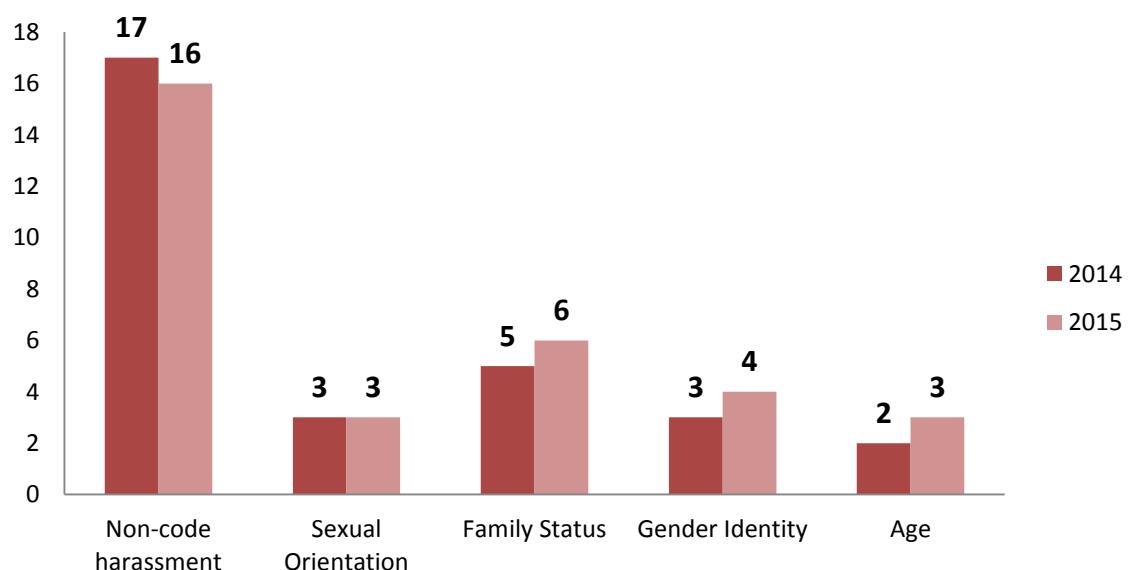
Race and Race Related



Disability



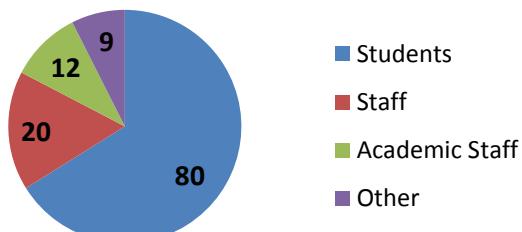
Other



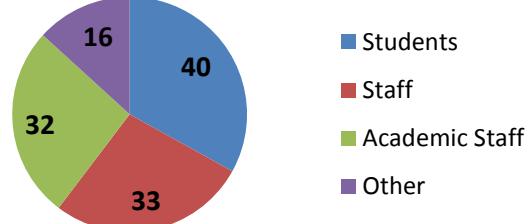
Complainants and Respondents

2014

Complainants

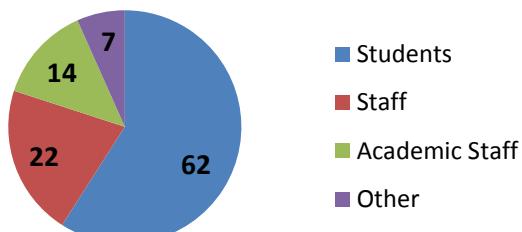


Respondents

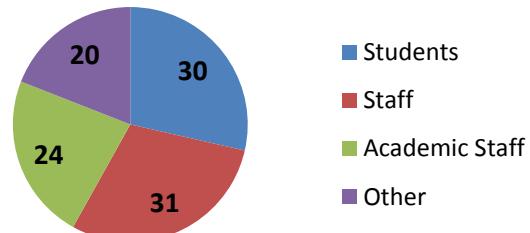


2015

Complainants

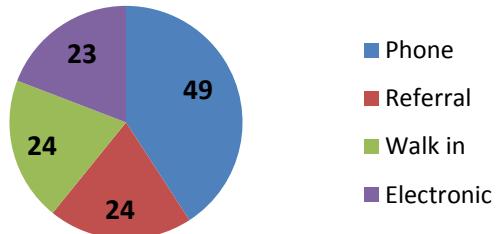


Respondents

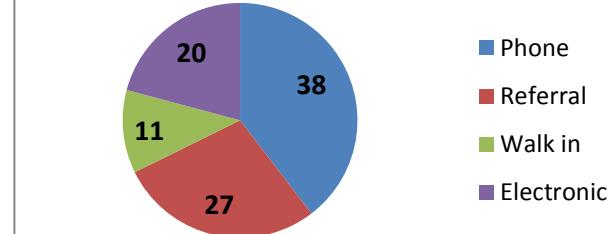


Method of Contact

2014



2015



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:

Our resources are continually reviewed to ensure they remain relevant. These include:

- The Electronic Multifaith Calendar and Faith Date Events Calendar
- The HRLG
- Stop-It
- Positive Space Program
- Online sexual harassment training
- The End to Hate Project
- Additional educational resources developed/obtained during this period include:
 - Multiple copies of Human Rights at Work distributed to senior administrators
 - Revised the FAQ document on Human Rights policy and procedure.

Note: Additional details can be found throughout the report.

The Office began work on the following projects:

- Domestic violence prevention program
- Online Inclusion training
- Cyberbullying video in collaboration with the AMS and StudioQ
- The Queen's Resource Locator, an application used to find resources such as gender neutral washrooms.

EDUCATIONAL STATISTICS



2014 Human Rights Sessions

*Excludes orientation sessions

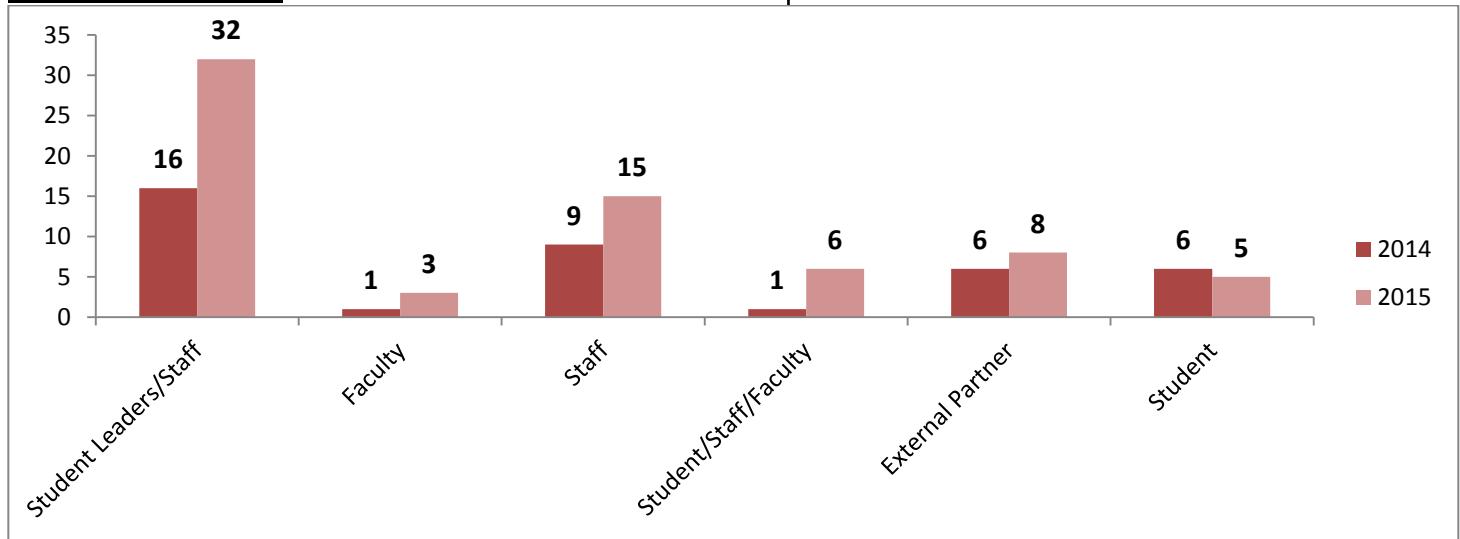
Number of Sessions	Length
21	2 hours
10	1 hour
4	3 hours
2	1.5 hours
1	1 day
2	2 day
40	Total

2015 Human Rights Sessions

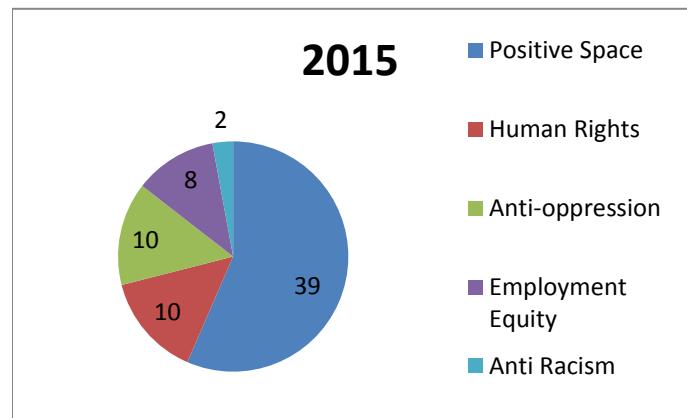
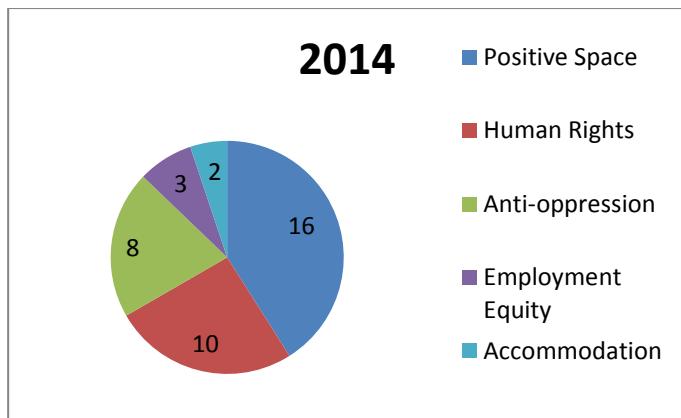
*Excludes orientation sessions

Number of Sessions	Length
46	2 hours
11	1 hour
6	3 hour
3	1.5 hour
2	1.25 hour
1	1 day
69	Total

Origin of the request



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 2014 and 2015 years include:

Meeting 16: November 2015 Round-Up – Contemporary Human Rights Cases

In this meeting, the Human Rights Legislation Group focused on contemporary human rights cases. Topics discussed at this Human Rights Legislation Group meeting included, workplace accommodation, religious accommodation and discrimination/harassment related to gender identity.

Guest speaker: Andrew Ashby, Equity Office

Meeting 15: June 2015 Accommodation

In this meeting the Human Rights Legislation Group discussed cases relating to accommodation. Topics discussed at this Human Rights Legislation Group meeting include, family status and workplace accommodation as well as religious accommodation in the workplace.

Guest speaker: Stephanie Simpson , Human Rights Office

Meeting 14: December 2014 Sexual Harassment/Assault and Damages

In this meeting the Human Rights Legislation Group discussed cases relating to sexual harassment/assault, damages awarded through the Human Rights Tribunal, and the importance of having and following institutional human rights procedures.

Meeting 13: June 2014 Media in Today's Environment

In this meeting the Human Rights Legislation Group discussed the challenges of social media in today's environment. This session looked at how decision makers are defining what constitutes harassment when social media is part of the equation in both the educational and the workplace environment.

Guest speaker: Neil Bearse, Smith School of Business

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 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.



2014 : Carissa Gordon and Stefanny Sanchez on behalf of the African and Caribbean Students Association



2015 – Jennifer Hardwick receives the award on behalf of Kahswentha Indigenous Knowledge Initiative (KIKI)



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 multi-cultural 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 "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 online 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. Thus, there were no gaps in access for the community.

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 unwel- come.” 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:

The experiences of human rights advisory services, internal and external to the university, indicate that online harassment continues to be a serious issue that has evolved to such an extent that it is now making its way into all social media platforms. Because of this, Advisors in the Human Rights Office have turned their attention to ensuring that the STOPIT program also evolves and expands to include other forms of media. To this end, the Human Rights Office is working in collaboration with the AMS and StudioQ to develop online videos as a resource to address the bullying, harassment, violence and hate speech that may make their way into online communications.

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 institutions and 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.

The training continues to be available and is included as one of the elective modules in the Diversity to Inclusion Certificate through Human Resources.



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:

Following the publication of the Ontario Human Rights Commission's *Policy on preventing harassment and discrimination because of Gender Identity and Gender Expression*, the Human Rights Office has examined Queen's practices with a view to making recommendations to ensure compliance with the *Ontario Human Rights Code*. To this end, the Office has taken steps to develop a Policy and Guidelines on Collecting Information about Sex and Gender. This work is consistent with work being done by other organizations such as the Ontario University Council on Admissions as well as other universities. The proposed Policy and Guidelines have received positive feedback from groups such as the Senate Educational Equity Committee.

Work has also begun to examine the processes for using preferred names in ways that maintain the dignity and privacy of the individual while being responsive to the administrative requirements of the university in the workplace and as a provider of living accommodations and as a service provider under the jurisdiction of the government of Ontario.

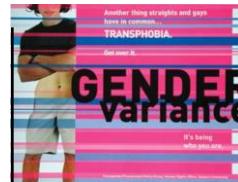
TRANSGENDER / TRANSSEXUAL POLICY GROUP

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*. In 2014 the Ontario Human Rights Commission released its *Policy on preventing discrimination because of Gender Identity and Gender Expression*. The Transgender/Transsexual Policy Group (TG/TS) has been a key advisory group to Human Rights Advisors working on steps to develop a Queen's *Policy and Guidelines on Collecting Information about Sex and Gender* and a Queen's *Policy on the use of preferred names*. The first of these is expected in 2016.

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, as well as on social media sites, and that the city of Kingston also seeks to address such incidents more effectively, the Human Rights Office has been 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. Efforts in the Human Rights Office are being directed toward the social media component at this time and videos developed in collaboration with the AMS and StudioQ are to be released in the coming year.

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:

In order to ensure the sustainability of the Journal, it was critical that the JCRI find an academic home. In 2013 Leela Viswanathan, professor of geography and planning, and Scott Morgensen, professor of gender studies, became the new editors of the *Journal of Critical Race Inquiry*, the only Journal in Canada that makes it a mission to publish academic papers in this area. As an open source journal, the CRI serves not only the Queen's community but has a national presence. This allows for a more robust network to develop and benefit the Queen's academic community, and in particular racialized scholars. Because of this, in 2015 the Human Rights and Equity Offices committed funding to support the *Journal* for two years. Work is underway to publish a special issue as well as two regular issues. Submissions have increased and there is every expectation of a successful re-launch in 2016.

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 maintenance of an effective networking with the Kingston Frontenac Anti-Violence Coordinating Committee (KFACC.) In light of the Ontario government's 2015 Its Never OK, an Action Plan to Stop Sexual Violence, and the responsibilities created by that Plan specific to Universities as employers and as post-secondary institutions, a major programming initiative has been in development to create awareness of domestic violence issues and how to address these effectively as an employer and service provider. The program is scheduled to be launched in 2016, with the financial assistance of the Ontario Government's Ministry of Education and Training Initiative on the Prevention of Violence Against Women 2000.



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.



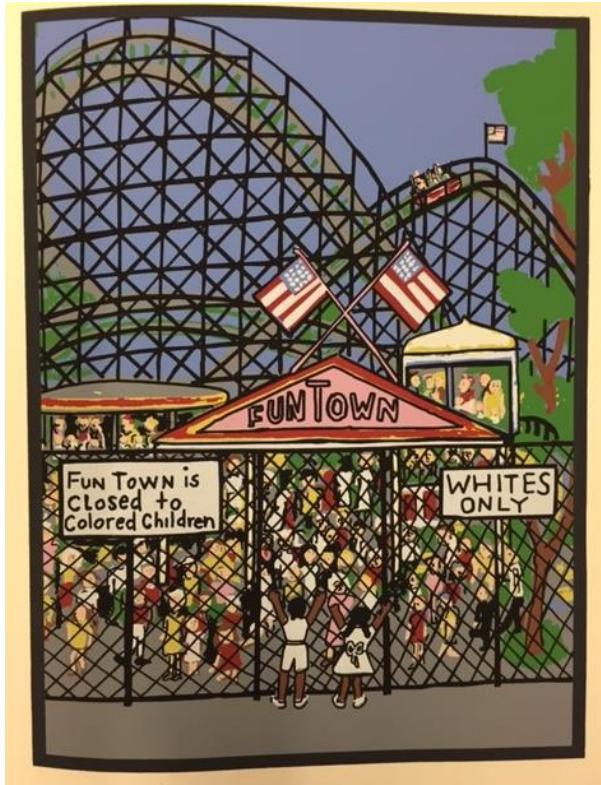
Safe at Work

Update:

The Ontario Government's 2015 It's Never OK an Action Plan to Stop Sexual Violence and Harassment and its complementary Bill 132, Sexual Violence and Harassment Action Plan Act (Supporting Survivors and Challenging Sexual Violence and Harassment) have given post-secondary institutions heavy responsibilities to develop protocols, policies and procedures to support staff and students facing sexual harassment and violence issues. The Human Rights Office was involved in the development of these documents, including an implementation plan to address the recommendations of a Working Group studying the needs of the University in this area.

Black History Month Highlights

During her visit to Queen's to speak at the HRO's 20th Anniversary celebrations, artist and civil rights activist, Faith Ringgold, presented Associate Director, Stephanie Simpson, with a limited, illustrated edition of Martin Luther King Jr's *Letter From Birmingham City Jail*. The book, made of handmade paper and bound in red linen, features eight serigraph artworks by Ms. Ringgold. The illustrations depict key moments in the civil rights movement and interpret the vision for equality outlined in Dr. King's letter. The HRO collaborated with Queen's Libraries on a public display of the book at Stauffer Library during Black History Month in addition to a lunch hour talk with Professor Barrington Walker, History, on the theme, "Outside Agitators: Black North American Civil Rights Activism and the Canadian Response". Members of the Black Inmates and Friends Assembly also had an opportunity to view the book as part of Collins Bay Correctional Institution's Black History Month celebrations.



SUMMARY AND 2016 UPDATES

1. **Advisory Services:** The data indicates that the use of the Advisory services of the Human Rights Office in 2014- 2015 has been declining. This downward trend in both sexual harassment and racism related cases began in 2013. This could indicate several things: greater attention paid to the issues at other levels such as appeals processes, lack of communication regarding the service or a declining sense of confidence in the process and an increasingly fragmented framework for addressing human rights. 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. 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.

In light of the multiplicity of policies and procedures that include harassment and discrimination within their purview, several procedural areas are emerging as needing clarification: 1) Given the new Sexual Violence Policy, the services and procedures available through the Advisory service when there is an element of assault within an incident of harassment; 2) given the relatively new Student Code of Conduct and the Non Academic Misconduct Procedure, the appropriate approach when an incident occurs off campus ; 3) given the new Accommodation Policy, the need to provide dispute resolution mechanisms for all accommodation issues (ie. for all prohibited grounds, not only accommodation for a disability;) 4) how accessibility issues factor into the new policies and procedures and 5) the space given to culturally specific Alternative Dispute Resolution processes, in particular for Aboriginal community members. A Policy and Procedure has an educational function as well as a practical function. A revised policy framework should retain this function and help clarify how to respond to emerging issues such as those enumerated above.

2016 Update: *Several policies and procedures have been adopted during the time of this report: The Student Code of Conduct and the Non-Academic Misconduct process; the Human Resources Interim Harassment and Discrimination Policy and procedures; The Accommodation for Students with Disabilities Policy. The existing Senate Harassment/Discrimination Policy and Procedure needs to be eliminated in its current form; however, the question of how to create an accessible human rights service within the existing legal framework must be examined carefully and should remain of the highest priority.*

2. **Educational Resources:** The number of educational sessions requested has risen greatly due to the popularity of the Positive Space Program. The Diversity to Inclusion certificate program and the participation of the Human Rights Office in several other programs offered through the Human Resources Learning Catalogue aimed at leaders and emerging leaders, has allowed human rights education to be delivered to a greater number of staff members both administrative and managerial. The popularity of the Diversity to Inclusion program has led to a number of other initiatives. The most exciting is the online Inclusion Program. This will consist of ten team-learning modules which are tailored to the specific unit requesting the program. It is meant to be somewhat of a blended learning opportunity with those involved having the ability to interact throughout the learning process.

Most of the training delivered to faculty members reflect the Human Rights Office's involvement in training on the equity related articles of the QUFA – QUEEN'S Collective Agreement through the Equity Office and thus are not reflected in the statistics, although the relaunched 2 day New Department Head Quick Start session is included.

Not reflected in the numbers is the Human Rights 101 on line training through the Accessibility Training suite mandatory for all employees of Queen's. To date, 9759 employees and student leaders have completed this training. Also, we do not track 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 faculty, students and staff are looking for flexible training options.

2016 Update: The development of online training and educational opportunities tailored to the diverse constituencies of learners and employees has remained a very high priority for the HRO. 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. With these online opportunities tailored to specific units, the Human Rights Office is aiming for a much greater participation by staff in diversity/inclusion related training thus allowing Queen's to attain the degree of cultural competency that will allow the University to meet the needs of the growing diversity of its community.*

**We are working with the Queen's Coalition against Racist and Ethnic Discrimination (QCRED) on revitalizing their mandate and office space as well as collaborating on educational programs aimed at supporting racialized students on campus. The HRO will provide administrative support to ensure the stability and viability of this resource.*

3. **Human Rights Legislation Group (HRLG):** As noted in previous reports, the large group briefing format of the HRLG that has been adopted for meeting the university's obligation to disseminate human rights and equity related responsibilities. This format has proven effective in reaching employees of the university across the various decentralized units 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. However, participation needs to be greater if Queen's is to claim that it delivers effective communication of human rights related rights and responsibilities.

2016 Update: As noted in past reports, this 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. Feedback on the website has been good, but we continue to seek creative ways to increase participation and provide tools for participants use in disseminating the information.

4. **B.C. Electronic Multifaith Calendar:** Again, we have noted in previous reports that 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. Dialogue with community members regarding faith related concerns demonstrates a level of understanding from students, staff and faculty that has continued to increase from year to year.

2016 Update: Institutional support for the Calendar is needed in order to ensure that members of the University community have multi-year access. The Human Rights Office will be including this in its budget submission as a permanent item in order to secure a permanent resource for the future.

5. **Positive Space Program and the Transgender/Transsexual Policy Group:** As illustrated by the increase in Positive Space sessions offered, 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 program owes its success in part to the generous contributions through student fees.

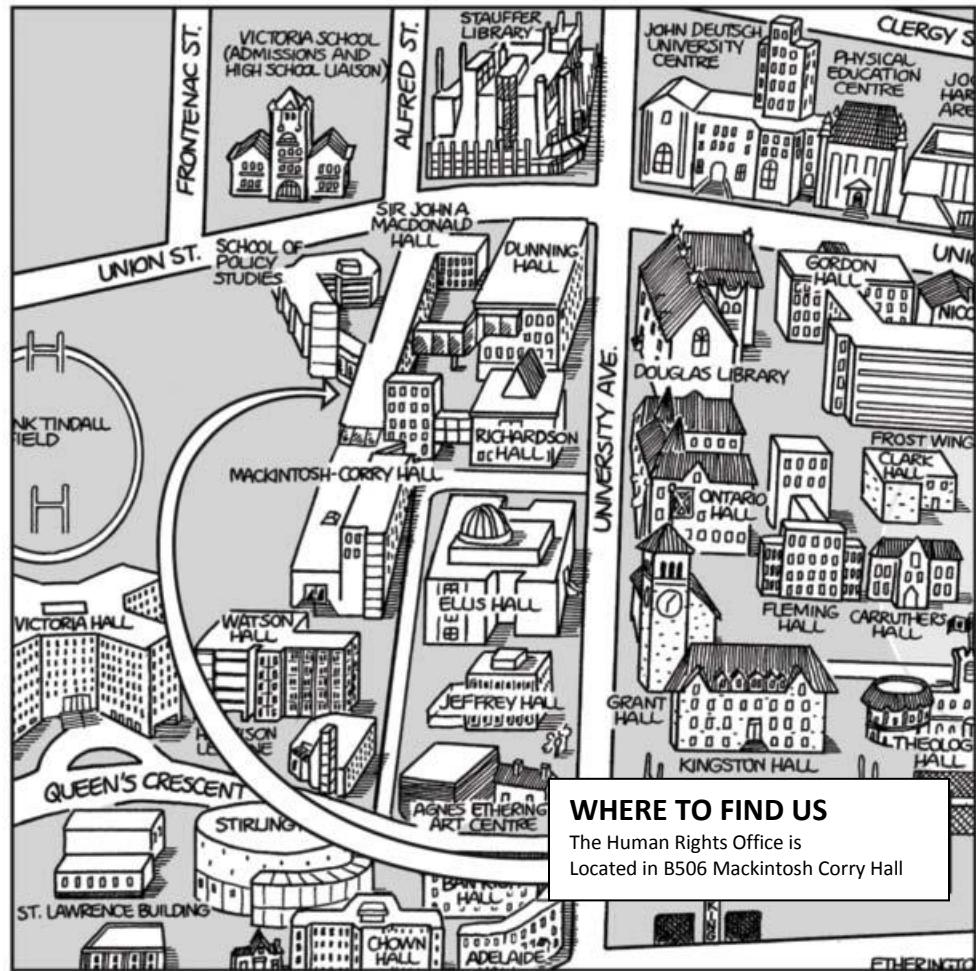
In 2014, the Transgender/Transsexual Policy Group advocated for the adoption of a centralized gender neutral washroom policy. With the endorsement of the Senate Educational Equity Committee and the Council on Employment Equity, the University adopted the policy and work began to implement it. Future renovations and buildings will incorporate gender neutral washrooms in their plans as a matter of policy.

2016 Update: the Human Rights Office, in collaboration with the Equity Office and the Transgender/Transsexual Policy Group developed the Policy and Guidelines on Collecting Information about Sex and Gender. It was adopted by the PVP group and we are currently working to develop a communication strategy. With the update to the Ontario Human Rights Commission ‘Policy on preventing discrimination because of gender identity and gender expression’, the Human Rights Office has been working toward ensuring that the university’s policies and practices align with this policy. Following the adoption of the Policy and Guidelines on Collecting Information about Sex and Gender we have begun exploring the issue of guidelines for the use of preferred names and pronouns.

6. **Staffing:** The Human Rights Office is staffed by a Director and two Human Rights Advisors (one is half-time) as well as an administrative assistant/intake reception. Having a Director allows the HRO to maintain an appropriate distance from the Equity Office function, an important element to eliminate conflicts of interest between the two Offices. Its current location, adjacent to the Equity Office on the 5th floor of Mackintosh-Corry, allows for great collaboration regarding the individual and systemic human rights and equity issues and provides efficiencies in administrative and educational service provision.

2016 Update: The Human Rights Office has welcomed Queen’s new Sexual Violence Prevention and Response Coordinator, Barbara Lotan, whose mandate is to ensure that the University is compliant with the Policy and Reporting requirements of the new Bill 132 Sexual Violence and Harassment Action Plan Act (Supporting Survivors and Challenging Sexual Violence and Harassment), 2016. In addition, Ms. Lotan has the responsibility of ensuring that appropriate prevention and response programs are in place to address the needs of students. The Advisors worked with three summer students, which allowed the Office to: (1) make changes and update the Positive Space program (2) examine the feasibility of a mentorship program for racialized and black students and (3) develop programming related to racialization and mental health.

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 legislation in Canada, the Office is developing initiatives to address the systemic issues of the university and the need for education and information; on-line training programs and equity and human rights Assessment Processes are two of the programs the Office is viewing as high priorities. This meets education needs in the community and addresses human rights issues at a systemic level prevalent in today’s post-secondary environment. We look forward to the forthcoming review of the Human Rights Office structure and mandate in light of a radically altered Advisory Service and Mandate.



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