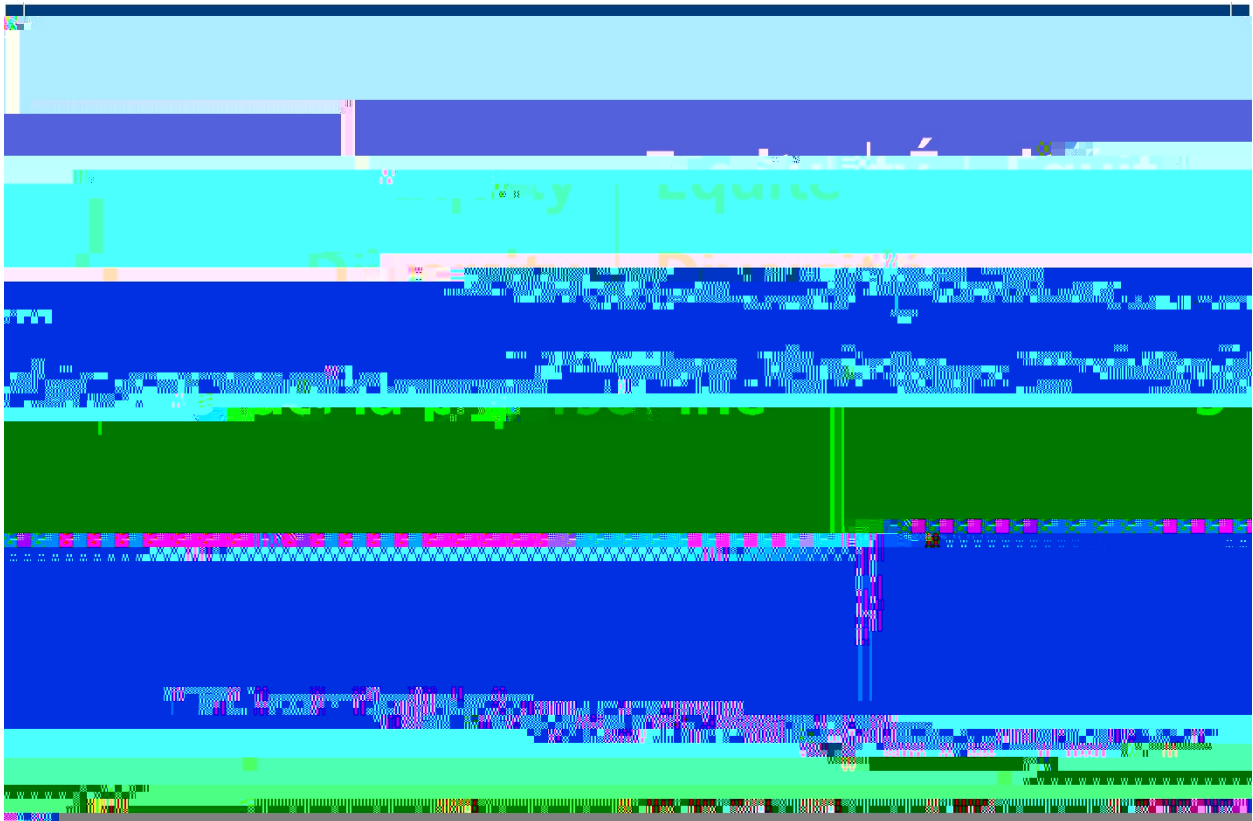


ANNUAL REPORT

EQUITY, DIVERSITY AND HUMAN RIGHTS

For the period:

May 1, 2018 to April 30, 2019



EXECUTIVE SUMMARY

This Annual Report is provided in accordance with Laurentian University's Policy and Program on a Respectful Workplace and Learning Environment, Policy on Response and Prevention of Sexual Violence and Code of Student Rights and Responsibilities. The report provides details as to the number, type, and disposition of matters brought forward to the Equity, Diversity and Human Rights Office (EDHRO). A copy of this report is available to the members of the Laurentian University community by contacting the EDHRO or on our website.

During the 2018/19 fiscal year, the EDHRO saw many developments including the departure of Noël A. J. Badiou, Assistant Vice President, Equity, Diversity and Human Rights as well as significant changes to the Policy on Response and Prevention of Sexual Violence as well as the Code of Student Conduct (Non-Academic).

It should be noted that although the Code of Student Conduct (Academic) was renamed the Code of Student Rights and Responsibilities in March 2019, the majority of cases handled during the 2018 fiscal year were processed under the Code of Student Conduct (Academic) and will be reported as such in this report.

THE EQUITY, DIVERSITY AND HUMAN RIGHTS OFFICE

The mandate of the EDHRO is to lead the Laurentian University community in fostering an inclusive and respectful learning and working environment for all students, staff and faculty by providing expertise, guidance and counsel to members of triU0.7 (i)-3.3 (d)0.207 (an)2.2 (d)2.3 (fa)10.6 i(e)]T (p)-0.8 (r)890.7 (i)

RESOLUTION SERVICES

The EDHRO's primary mandate is to receive concerns/complaints of harassment, discrimination, bullying, sexual harassment and sexual violence as well as concerns/complaints under the Code of Student Conduct (Non-Academic) and assist in understanding the range of options available for responding and help pursue a resolution.

Not only does the resolution function minimize the potential for the externalization of complaints, the

F

7

411 (7)-91-1 (c)

■
A
L
F

Constituency Groups

The case contacts and respondents in each file are broken down into sel.2 (002(e)-6 (b Tw me))TJ 0 Tc 18t4

CASE CONTACTS	RWLE	RPSV	CSC
Employee	45	3	11
Exec/Dean/Dir	58	7	9
Faculty	46	0	21
Faculty Unit	8	0	2
	12	3	21

POLICIES AND PROCEDURAL GUIDANCE

This year the EDHRO completed an early revision of the Policy on Response and Prevention of Sexual Violence To accord with best practices adopted by other Ontario post-secondary institutions, and the expectations of the Federal Government in its 2018 Budget, the Policy on Response and Prevention of Sexual Violence was expanded to apply to all members of the Laurentian University community. This ensured that the University's approach to sexual violence response and prevention was consistent for all members of the community, and accorded with Laurentian University's commitment to a safe and healthy campus as well as its commitment to provide support to all members of the University community directly affected by sexual violence.

The Code of Student Conduct (Non-academic) was also revised in 2018-19. It was renamed the "Code of Student Rights and Responsibilities" to reflect the spirit and intent of the Code as a shared responsibility of all student members of the Laurentian University community to promote the rights of others to learn and work in a safe, positive and welcoming living and learning environment. Other notable revisions included the change in mandate of the administration of the Code to the Equity, Diversity and Human Rights Office as well as the inclusion of procedures and rules that align this policy more closely to that of other EDHRO complaints processes.

Since the last annual review, the Policy and Program on a Respectful Workplace and Learning Environment were further reviewed with a view to update position titles whi