

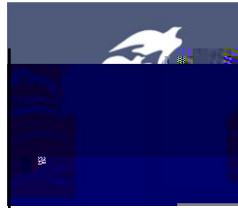
HUMAN RIGHTS OFFICE



Jan 2016- Dec 2017



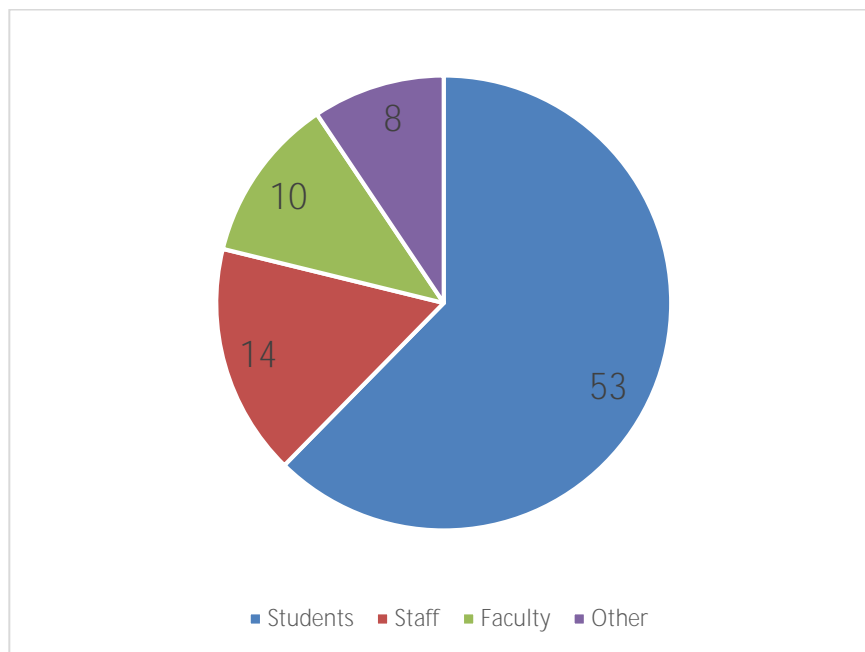
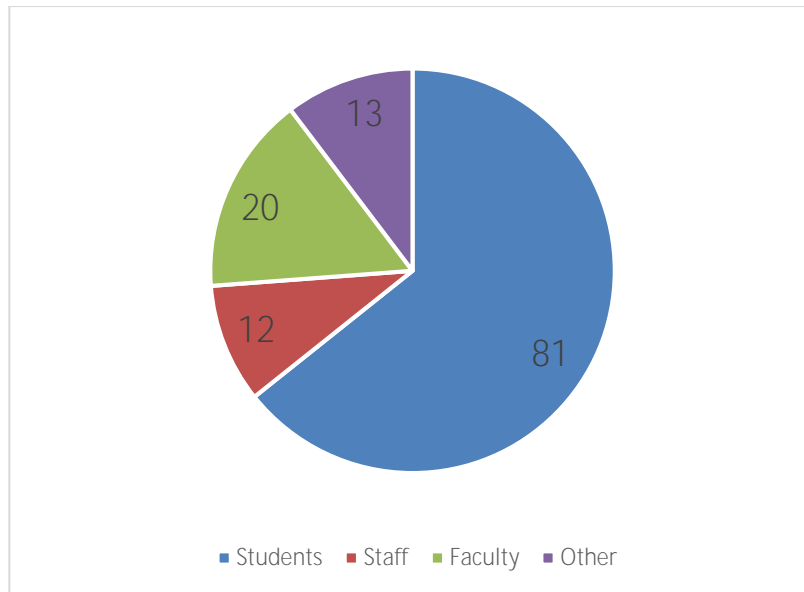
THE HUMAN RIGHTS OFFICE



ADVISORY SERVICE STATISTICS

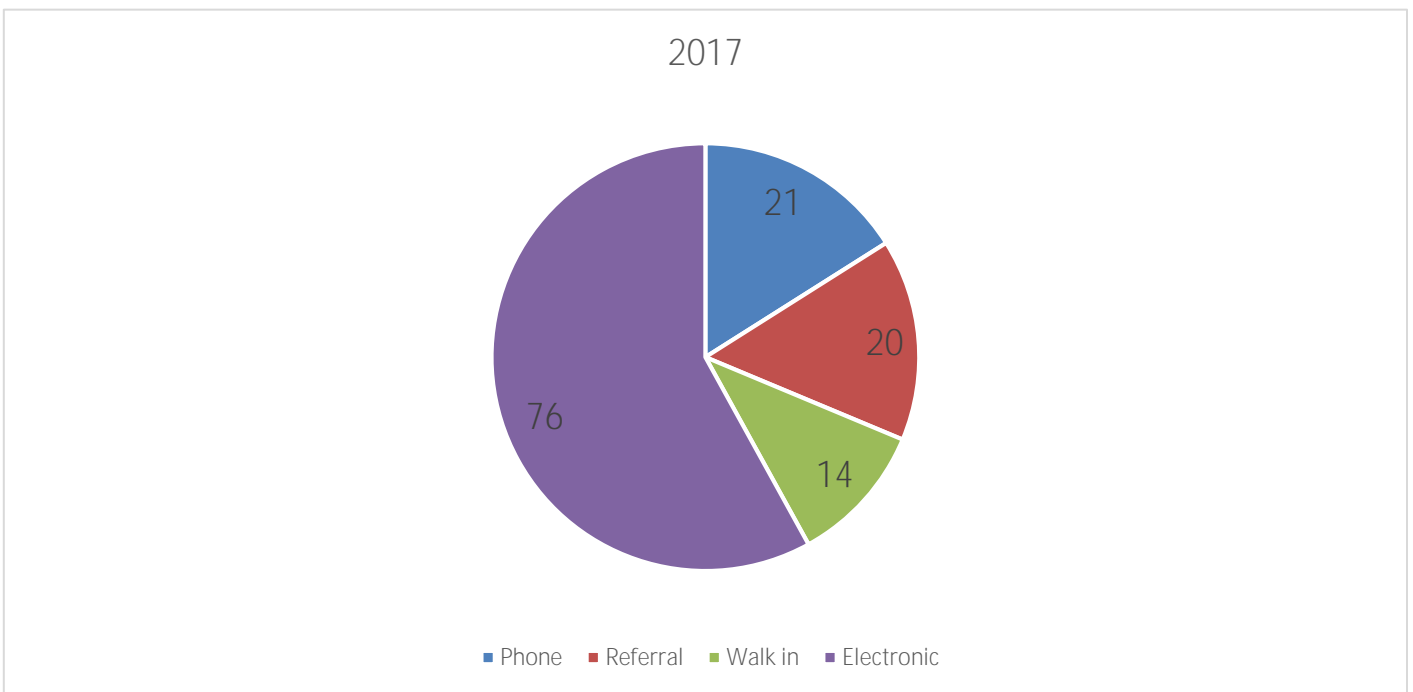
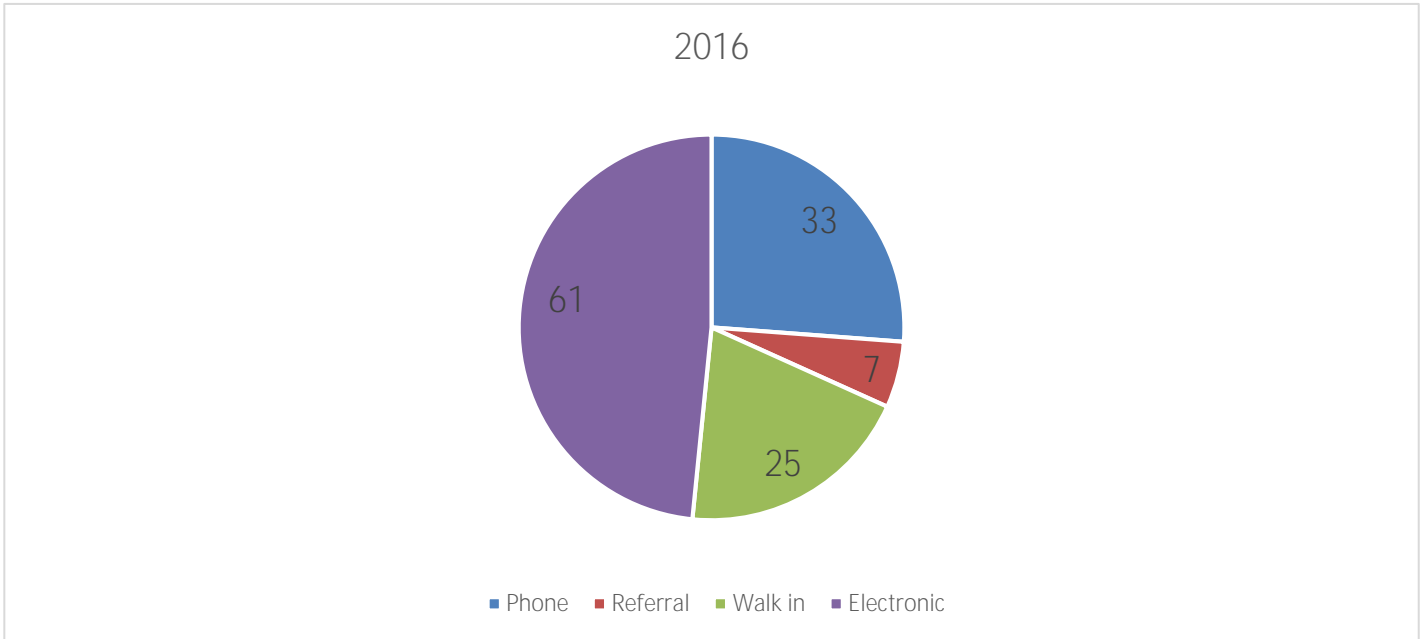
	Total	Race and Race Related	Disability	Sex/Gender/ Sexual Orientation	Family/Age Marital Status
Accommodation	46	7	25	7	3
Discrimination	46	27	5	12	5
Harassment	92	12	3	56	1

Status of Clients Accessing Advisory Services *



*Includes complainants as well as those who have consulted Human Rights Advisors with respect to their rights and/or responsibilities under legislation or Queen's policy

Method of Contact



HUMAN RIGHTS LEGISLATION GROUP

HRLG

Update: Sessions held during the 2016 and 2017 years include:

Meeting 17: March 2016 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, the rights and responsibilities surrounding medically prescribed marijuana and accommodation related to family status.

Meeting 18: June 2016 Discrimination, Hiring and Records Management

In this meeting, the Human Rights Legislation Group focused on discrimination and hiring, including a discussion on document management. Guest speaker: Carolyn Held, Director, University Records Management & Chief Privacy Officer and Marie Doherty, Director, Client Services

Meeting 19: September 2016 Sexual Violence and Sexual Harassment in the Workplace

In this meeting, the Human Rights Legislation Group focused on cases about sexual violence in the workplace. Guest speaker: Barbara Lotan, Sexual Violence Prevention and Response Coordinator

Meeting 20: January 2017 Gender Identity and Gender Expression in Recent Case Law Discrimination in the Workplace

In this meeting, the Human Rights Legislation Group

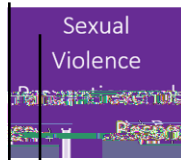


Gender Identity and Gender Expression



Update:

The Human Rights Office finalized the [Policy and Guidelines on Collecting Information about Sex and Gender](#) in late 2016. The purpose of this policy is to ensure, in so far as possible, that language used on in-



Sexual Violence Prevention and Response

SUMMARY AND FUTURE DIRECTIONS

The 2016-2017 period was one of significant change for the university with respect to its approach to human rights issues. In 2015, the provincial government introduced an action plan to address sexual violence and harassment, and in March 2016 Bill 132, the **Ontario Human Rights and Harassment Action Plan Act**, received Royal Assent. This new legislation made employers responsible for ensuring it had policies and procedures in place to address workplace harassment (defined as inclusive of both Human Rights Code harassment and non-code harassment) and workplace sexual harassment. The university responded to these requirements by approving, in August 2016, a new **Interim Workplace Harassment and Discrimination Policy** administered by Human Resources that would apply to all university employees. Bill 132 further mandated that colleges and universities put in place substantial measures to ensure that students affected by sexual violence (defined as inclusive of sexual assault and sexual harassment) were able to report and disclose incidents of sexual violence and to receive appropriate supports and accommodations. The university responded by hiring a Sexual Violence Prevention and Response Coordinator to be housed in the Human Rights Office and by approving a new Policy on Sexual Violence @ hr@utoronto.ca (attached as Appendix A). This policy outlines its own procedures for responding to formal complaints of sexual violence

That the university adopt a clear mission statement with respect to human rights, equity, diversity and inclusion and that the mandate(s) of the Human Rights Office and the Equity Office reflect this,

That the primary focus of the Human Rights Office and Equity Office be pro-active (rather than solely reactive) in nature

That the Human Rights Office and the Equity Office become one integrated unit

The Human Rights Office and the Equity Office, with the support of the Provost, has begun to implement recommended changes to its operations.

Future Directions

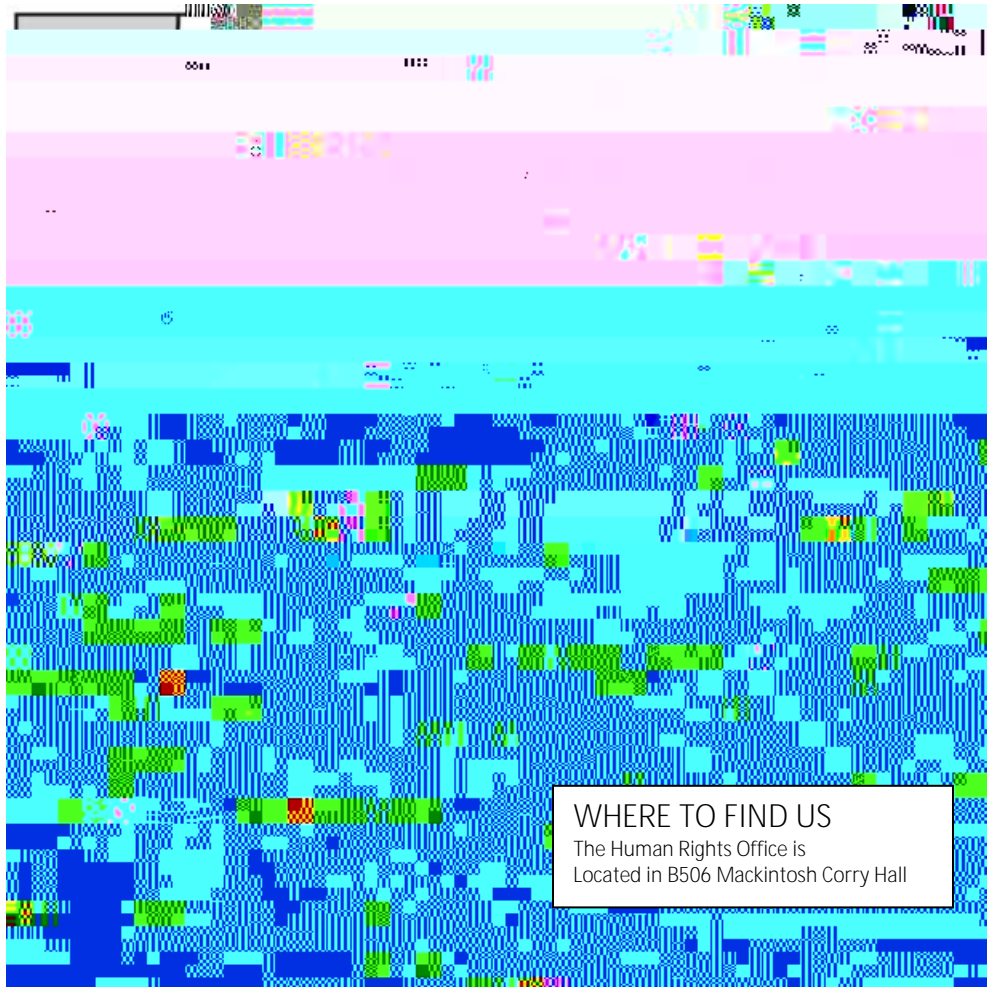
Advisory Services:

It is essential that j community members are able to access human rights policies and procedures that are clear and user-friendly. The university currently has several intersecting policies which address human rights issues; this has led to questions about the place of the Senate Harassment/Discrimination Complaint Policy and Procedure within this system and the role of Human Rights Advisors. The Human Rights Office

ongoing partnerships with local health service organizations to build local competence re: delivery of trans-inclusive health services.

Anti-Racism:

The Human Rights Office will continue to work with campus partners including AMS, Division of Student Affairs (DSA) and senior administrators to strengthen/initiate anti-racism programs and services. There will be further partnerships with racialized student groups (such as the Social Issues Commission, the committees against race and ethnic



WHERE TO FIND US
The Human Rights Office is
Located in B506 Mackintosh Corry Hall

