

**ANNUAL REPORT
HUMAN RIGHTS OFFICE**

**For the period:
November 1, 2014 to October 31, 2015**

**Noël A. J. Badiou
Assistant Vice-President, Equity, Diversity and Human Rights
Laurentian University**

Executive Summary

This report is mandated by Laurentian University's Policy on a Respectful Workplace and Learning Environment. Produced on an annual basis, it provides details as to the number, type, and disposition of cases *. A copy of this report is available to the members of the University community by contacting the Equity, Diversity and Human Rights Office or on our home page on LUNET.

During the twelve (12) months from November 1, 2014 to October 31, 2015, Forty-nine (49) cases were reported to the Human Rights Office, as it was. Twenty-four (24) of the cases fell under Psychological Harassment/bullying while *Human Rights Code* cases accounted for seventeen (17) and the remaining eight (8) cases fell under "other".

The majority of cases reported, thirty (30), were handled through a combination of alternative dispute resolution (ADR) and advice/guidance. Informal resolution was utilized in fifteen (15) of the cases, formal resolution accounted for one (1) and incident reports accounted for three (3).

Twenty-one (21) of the cases reported came from members of the student body, followed by sixteen (16) from members of faculty, six (6) from members of staff, one (1) from the category of supervisory personnel and five (5) were unidentified.

This report also includes the following information:

- Statistics on the number of cases reported to the Human Rights Office, as it was, broken down by gender and by constituency group and further broken down between complainants and respondents.
- Statistics on the type of cases, broken down between psychological harassment/bullying, Ontario *Human Rights Code*, and "other".
- Statistics on the process utilized and the outcome of cases resolved.
- Charts showing the results achieved.

*Note: The term "cases" includes concerns, consultations and complaints.

Introduction

This report covers the period of November 1, 2014 to October 31, 2015 as outlined under Laurentian's Policy for a Respectful Workplace and Learning Environment.

Clientele - Who Attend the Office

The Human Rights Office as it was, provided services to all members of Laurentian University's community and included:

- i) The student population, approximately 9,430 students. Included in this are all student associations: Student General Association (SGA), Association des étudiants francophones (AEF), Laurentian Association of Mature and Part-time Students (LAMPS), Graduate Student Association (GSA) and Laurentian Student Union (LSU);
- ii) Staff members, approximately 424. Included in this number are members of the Laurentian University Staff Union (LUSU), and members of the Laurentian University Administrative and Professional Staff Association (LUAPSA). In addition, there are 284 members of the Canadian Union of Public Employees (CUPE) representing Graduate Teaching Assistants;
- iii) Members of faculty, approximately 376. Included in this are members of Laurentian University Faculty Association (LUFA).

Responsibility

The Human Rights Office as it was, had the responsibility for the communication of the Policy, for the development and delivery of educational programs aimed at preventing harassment and discrimination, for informing the University community on the Policy, for the administration of the Policy and related procedures, for training, for the interpretation of the Policy and for the facilitation of informal resolution processes.

Constituency Groups:

Complainants and respondents are broken down into five (5) constituency groups as follows:

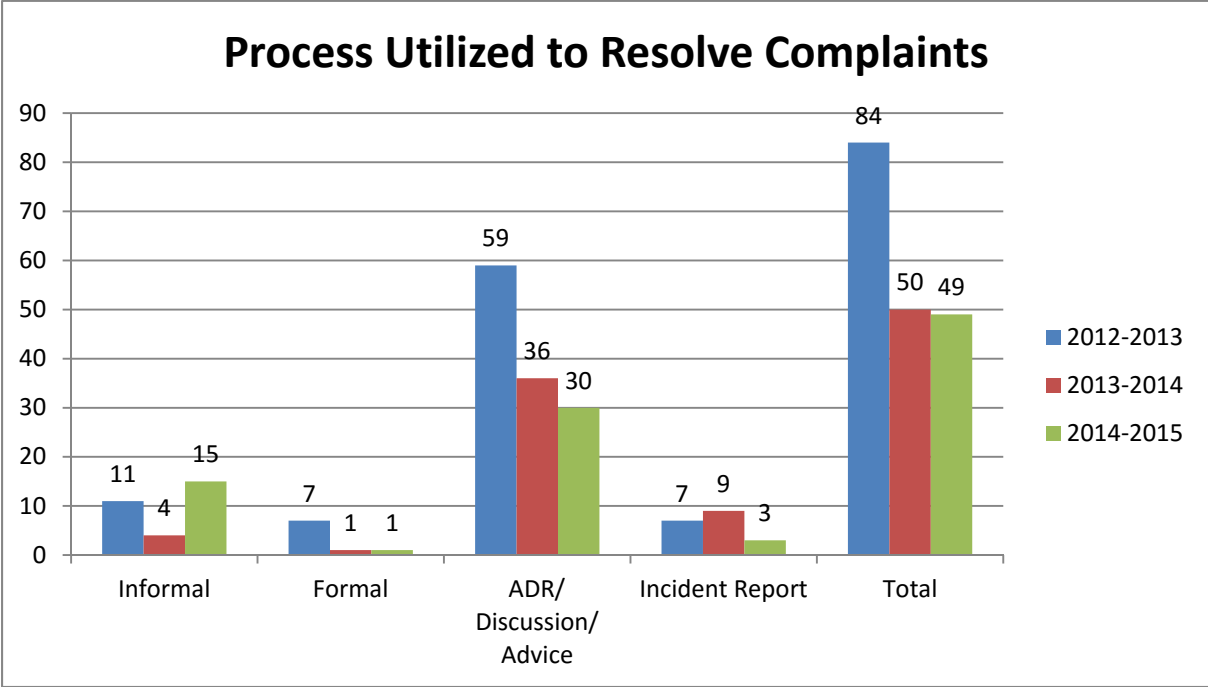
- i) Faculty: this group includes all members of the Laurentian University Faculty Association (LUFA) on the Sudbury and Barrie campuses as well as department Chairs (who are members of LUFA);
- ii) Staff: this includes all employees other than faculty whether working at the Sudbury campus or the Barrie campus. Included are members of the Laurentian University Staff Union (LUSU); graduate teaching assistants represented by Canadian Union of Public Employees (CUPE); and members of Laurentian University Administrative and Professional Staff Association (LUAPSA) as well as all other employees who do not belong to a union or association;
- iii) Students: this group includes all students at Laurentian University and the federated Universities, whether located at the Sudbury campus or at the Barrie campus;
- iv) Supervisory personnel, including deans, directors (non-academic), and managers; this category includes all supervisory personnel whether on the Sudbury campus or the Barrie campus. It does not include chairs of departments as they are included as members of faculty as noted above, and
- v) “Other”: Included in this category are cases where either there was no respondent named and/or cases where the “complainant” did not wish to reveal the name of the respondent. The individual attending the office is looking for advice or strategies on how to deal with a specific issue or incident.

Confidentiality:

Confidentiality is of the utmost importance and is maintained at all times unless the safety of members of the Laurentian community is at risk or subject to the disclosure requirements under the Policy and/or the Freedom of Information and Protection of Privacy Act (FIPPA) or any other applicable legislation.

Breakdown for Reporting Period, November 1, 2014 to October 31, 2015 and comparison to 2 prior years

1. Process Utilized to Resolve Cases, Chart 1



The informal resolution process was utilized to resolve the complaint in fifteen (15) cases in 2014-2015. The informal process involves a written complaint and the choice of an alternative dispute resolution process.

A formal complaint was filed in one (1) case in 2014-2015. A formal complaint normally calls for an investigation. However, in some cases, the complaint may be withdrawn or may be resolved utilizing alternative dispute resolution (i.e. mediation).

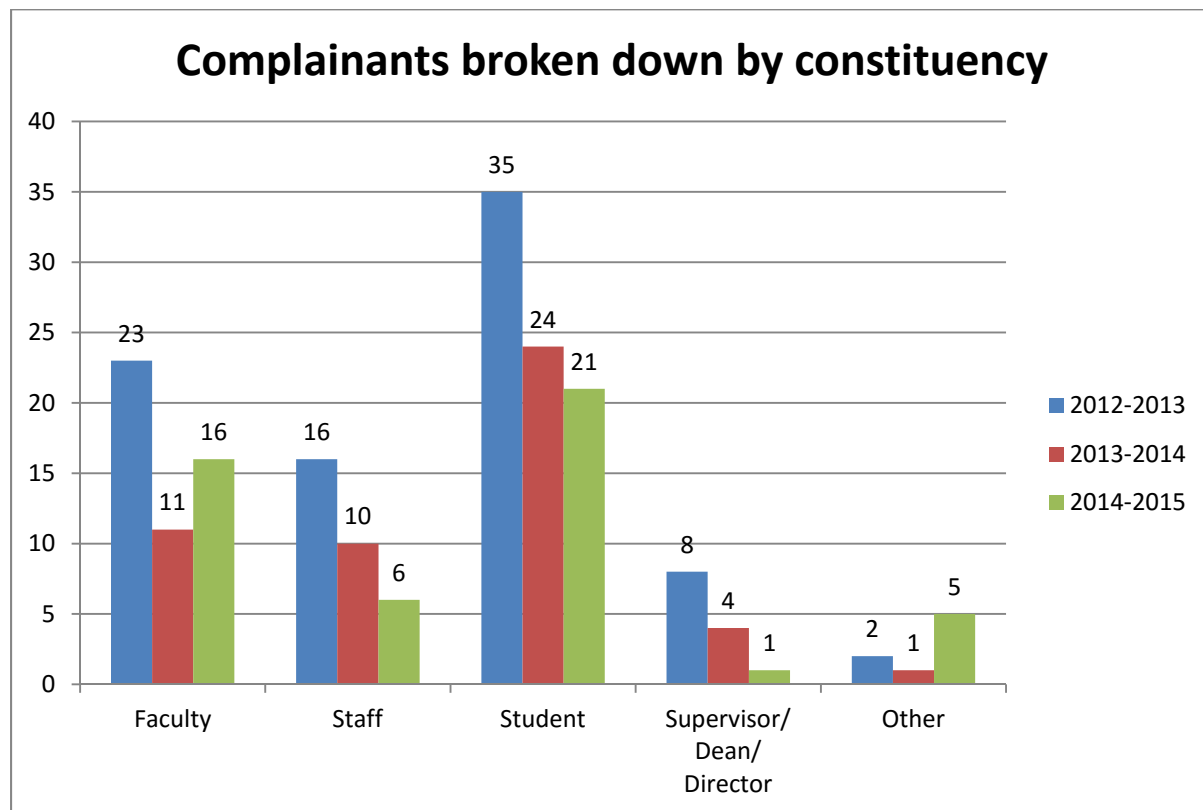
ADR/Discussion/Advice accounts for the majority of cases. In 2014-2015, this accounted for thirty (30) cases. This method is useful when an individual is looking for advice and guidance on how to best deal with a situation of harassment and/or discrimination.

Incident Reports are those cases where a complainant wishes “to have a record” that an incident has occurred, however, the complainant does not wish to proceed with a resolution process. In 2014-15, there were three (3).

Total cases amounted to forty-nine (49) in 2014-2015.

2. Complainants and Respondents broken down by Constituency Groups, Charts 2(a) & (b)

a) Complainants' Constituency Group, Chart 2(a)



Faculty accounted for sixteen (16) cases in 2014-2015.

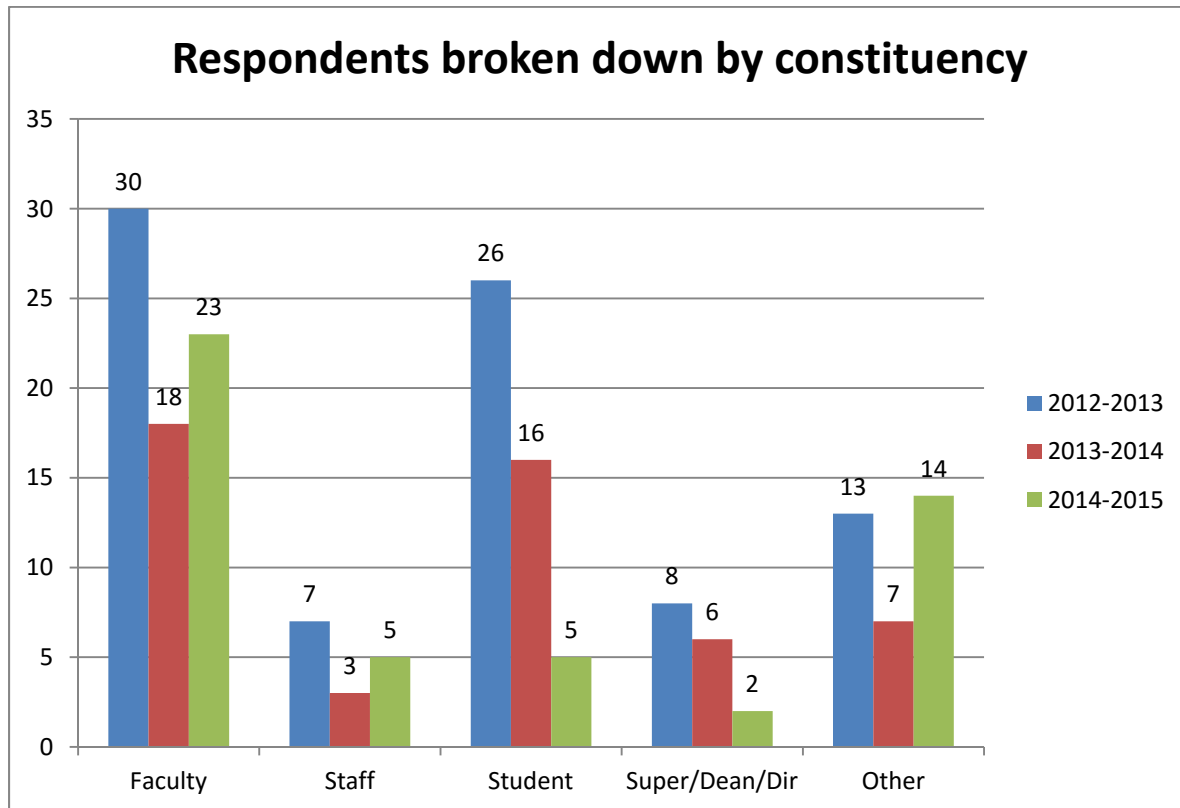
Staff accounted six (6) cases in 2014-2015.

Students accounted for twenty-one (21) cases in 2014-2015.

Supervisors, Deans and Directors (non-academic) accounted for one (1) case in 2014-2015.

The complainants in the category of “other” (e.g. non-employee, non-student) remain low with five (5) in 2014-2015.

b) Respondents' Constituency Group, Chart 2(b)



Faculty accounted for twenty-three (23) of the respondents in 2014-2015.

Staff accounted for five (5) of the respondents in 2014-2015.

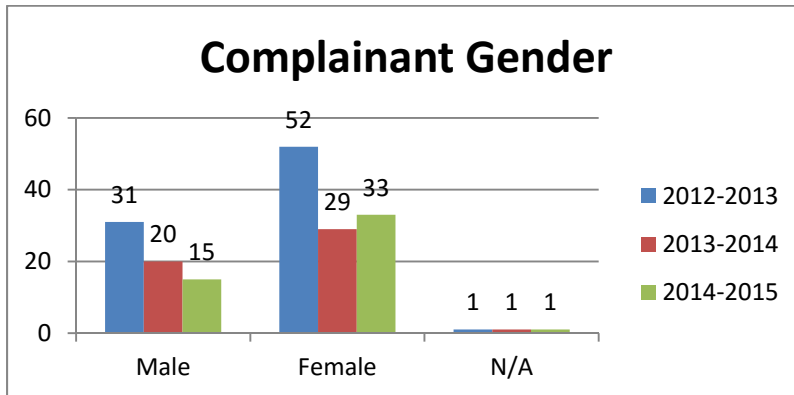
Students accounted for five (5) of the respondents in 2014-2015.

Supervisory personnel accounted for two (2) respondents in 2014-2015.

Included in “other” are cases where the respondent is an individual other than an employee or a student, where the respondent is a department or where there is no respondent, for example when advice is being sought. There were fourteen (14) respondents noted as “other” in 2014-2015.

3. Complainants and Respondents, broken down by Gender, Charts 3(a) & 3(b)

a) Complainants' Gender, Chart 3(a)

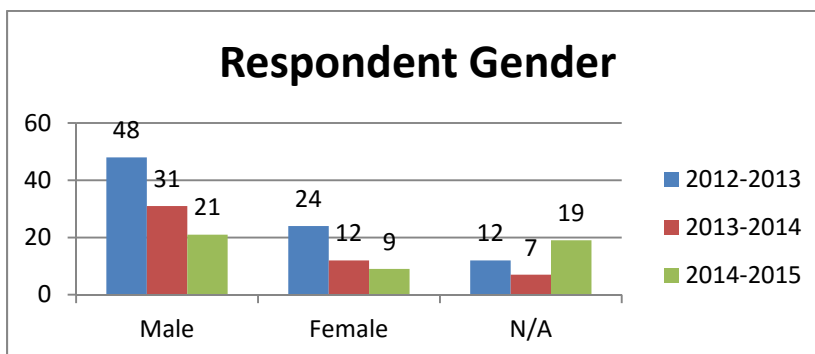


Persons identifying as male accounted for fifteen (15) of the complainants in 2014-2015.

Persons identifying as female accounted for thirty-three (33) of the complainants in 2014-2015.

“Other” includes those cases where the complaint has been made by a group or anonymously. In 2014-2015 there was one (1) case under “other”.

Respondents' Gender, Chart 3(b)

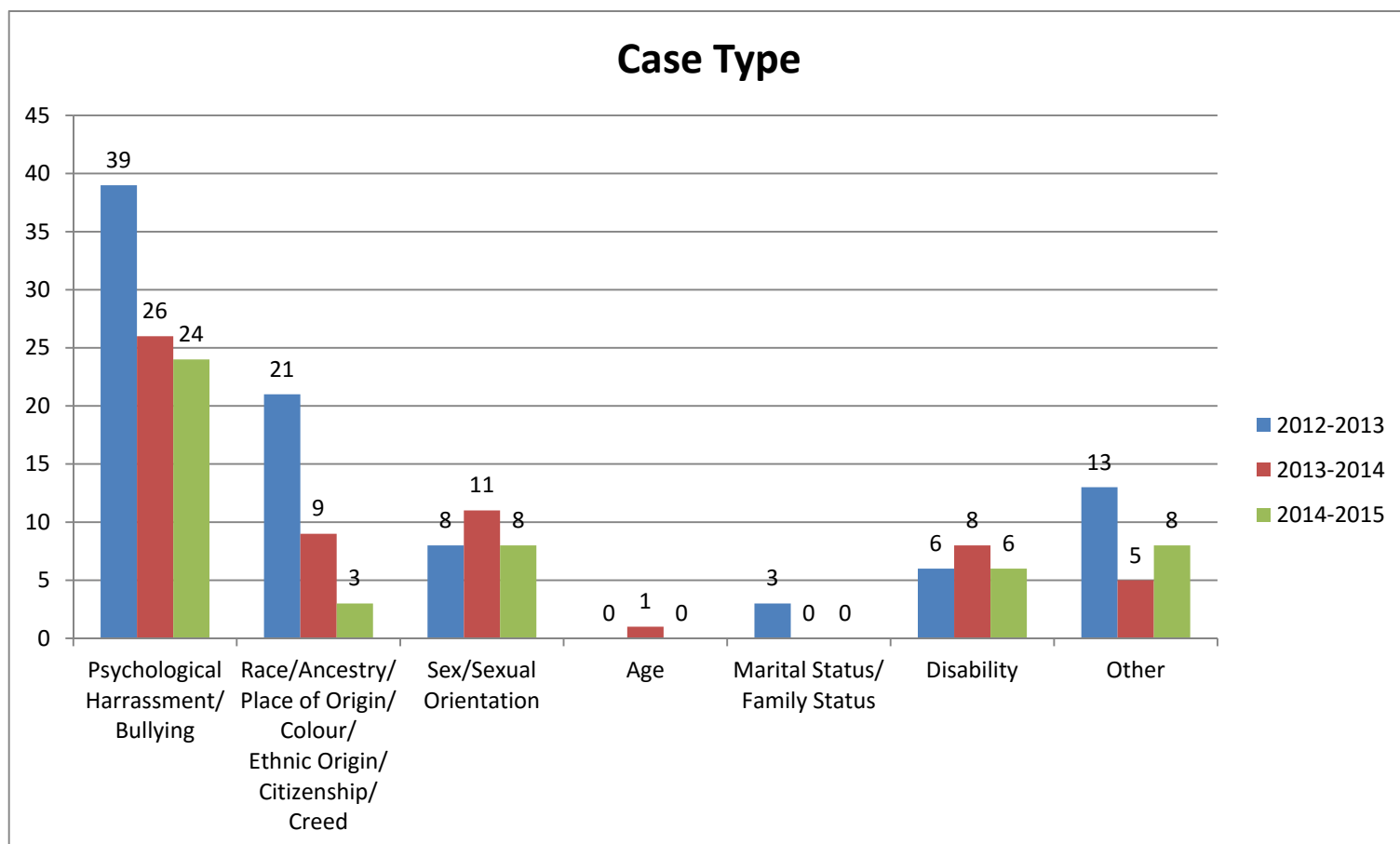


Persons identifying as male accounted for twenty-one (21) of the respondents in 2014-2015.

Persons identifying as female accounted for nine (9) of the respondents in 2014-2015.

“Other” refers to those cases where there is no respondent, or else the name is not known or not given. In 2014-2015, there were nineteen (19) cases where the respondent was classified as “other”.

4. Type of Case, Chart 4



a) Psychological Harassment

Psychological harassment accounted for twenty-four (24) cases in 2014-2015.

b) *Human Rights Code of Ontario*

Complaints filed under the Ontario *Human Rights Code*, (the Code) have been grouped together under the following headings:

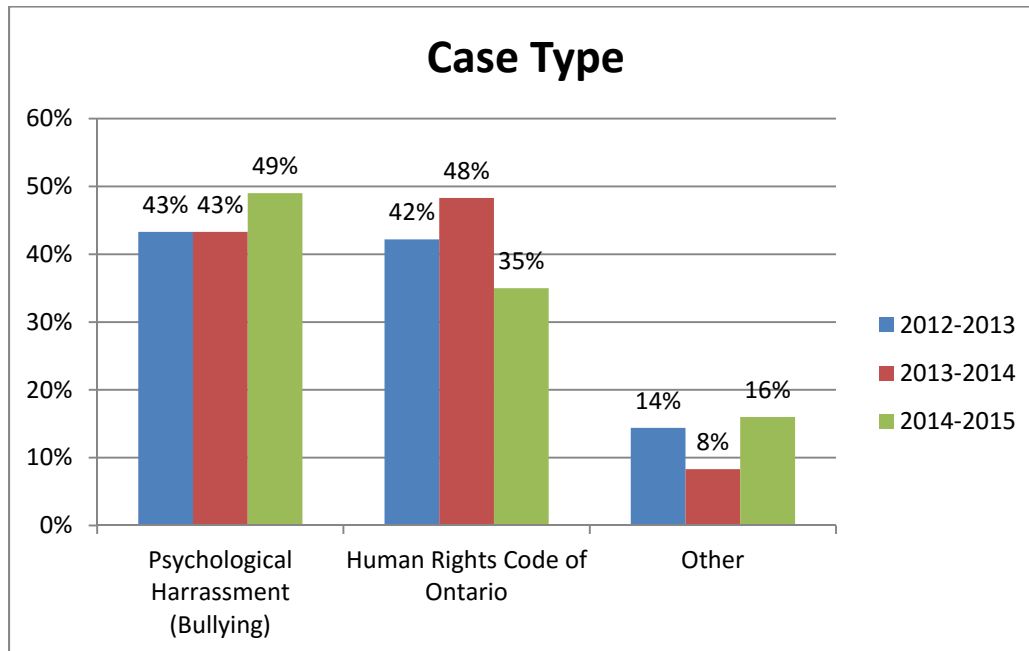
- i) **Race, Ancestry, Place of Origin, Colour, Ethnic Origin, Citizenship, Creed** accounted for three (3) of the cases filed in 2014-2015.
- ii) **Sex and Sexual Orientation** accounted for eight (8) cases in 2014-2015.
- iii) There were no **Age** related cases in 2014-2015.
- iv) There were no **Marital/Family Status** cases in 2014-2015.

v) **Disability** cases accounted for six (6) in 2014-2015.

c) **Other**

Includes those cases falling outside of psychological harassment and the Code. There were eight (8) cases classified as “other” in 2014-2015.

Type of Cases, Chart 5

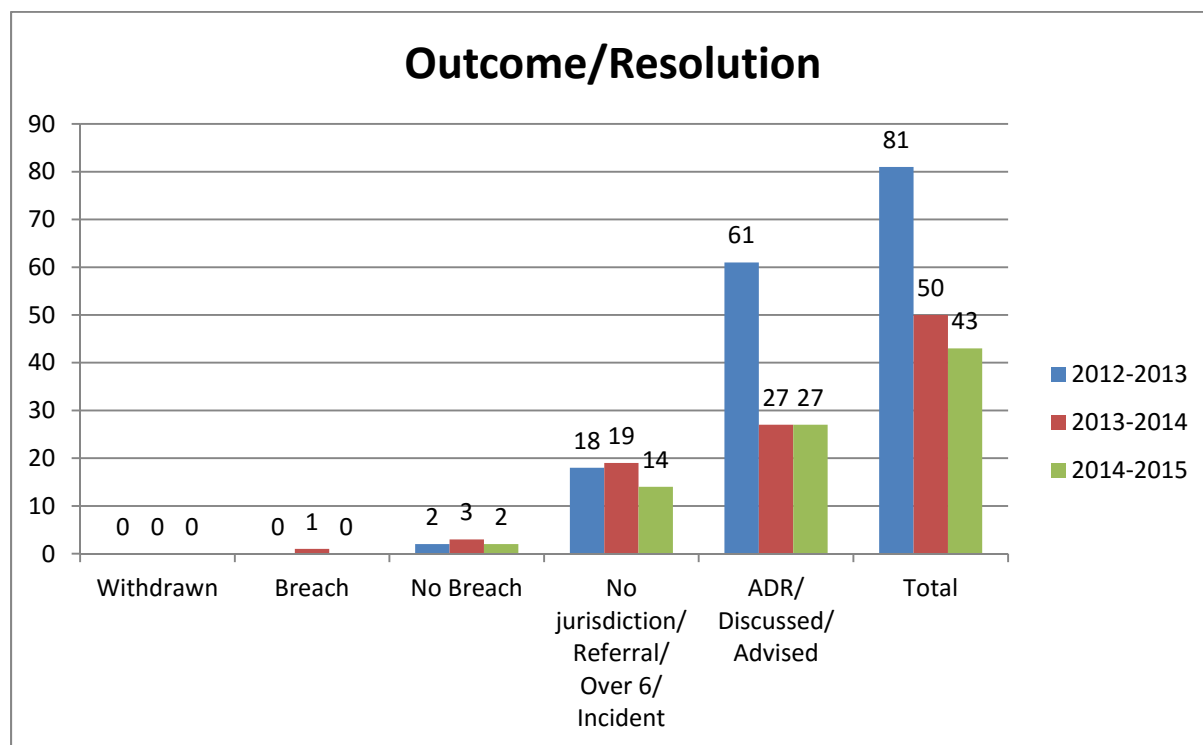


Psychological harassment (bullying) accounted for forty-nine percent (49%) of all cases in 2014-2015.

Thirty-five percent (35%) of all cases fell under the Code in 2014-2015.

Cases under “other” represented sixteen percent (16%) in 2014-2015.

5. Outcome of cases closed during the period, Chart 6



No cases were withdrawn in 2014-2015. These are complaints that were initially accepted under the formal resolution process but that were withdrawn before an investigation was carried out.

Two (2) cases investigated in 2014-2015 were found to not be in breach of the Policy on a Respectful Workplace and Learning Environment.

The category “No jurisdiction, referral, over six months, incident report” describes the disposition of these cases filed. In 2014-2015 there were fourteen (14). “No jurisdiction” is selected when the matter is not within the jurisdiction of the University’s policy (e.g. relating to an external person). “Referral” is selected when the case is referred to another process or department (e.g. academic department). “Incident” refers to cases reported to the office where no further action is to be taken, upon the request of the complainant.

ADR/Discussed/Advised was the process utilized to resolve most of the cases. In 2014-2015, the numbers were twenty-seven (27) cases of a total of forty-three (43) cases, representing sixty-three percent (63%).