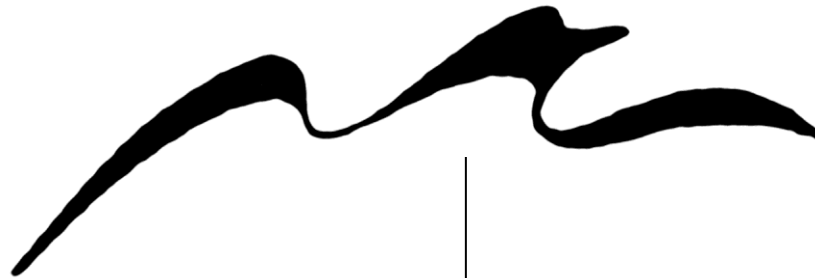


HUMAN  
RIGHTS  
OFFICE



REPORT  
Jan 2010- Dec 2011





# 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, age, marital status, family status, disability and gender identity 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 an Advisory Council made up of 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 annually to the Queen's community through an annual report to the Senate of the University.

For more information, visit our web site at [www.queensu.ca/humanrights](http://www.queensu.ca/humanrights). To find out how to get involved with the Advisory Council, contact the Human Rights Office at [hrights@queensu.ca](mailto:hrights@queensu.ca). To contact an Advisor email or call the Office at (613) 533-6886, TTY/TDD (613) 533-2755.

## **Update:**

The Human Rights Office has begun a process of revitalization of its Human Rights Advisory Council. A new framework is being developed that will attract both internal and external individuals with human rights expertise to participate in a forum that will allow for focused discussion on contemporaneous issues. The proposed framework will be completed in 2012 and forwarded to relevant stakeholders for review before changes are implemented.



# THE HUMAN RIGHTS ADVISORY SERVICE

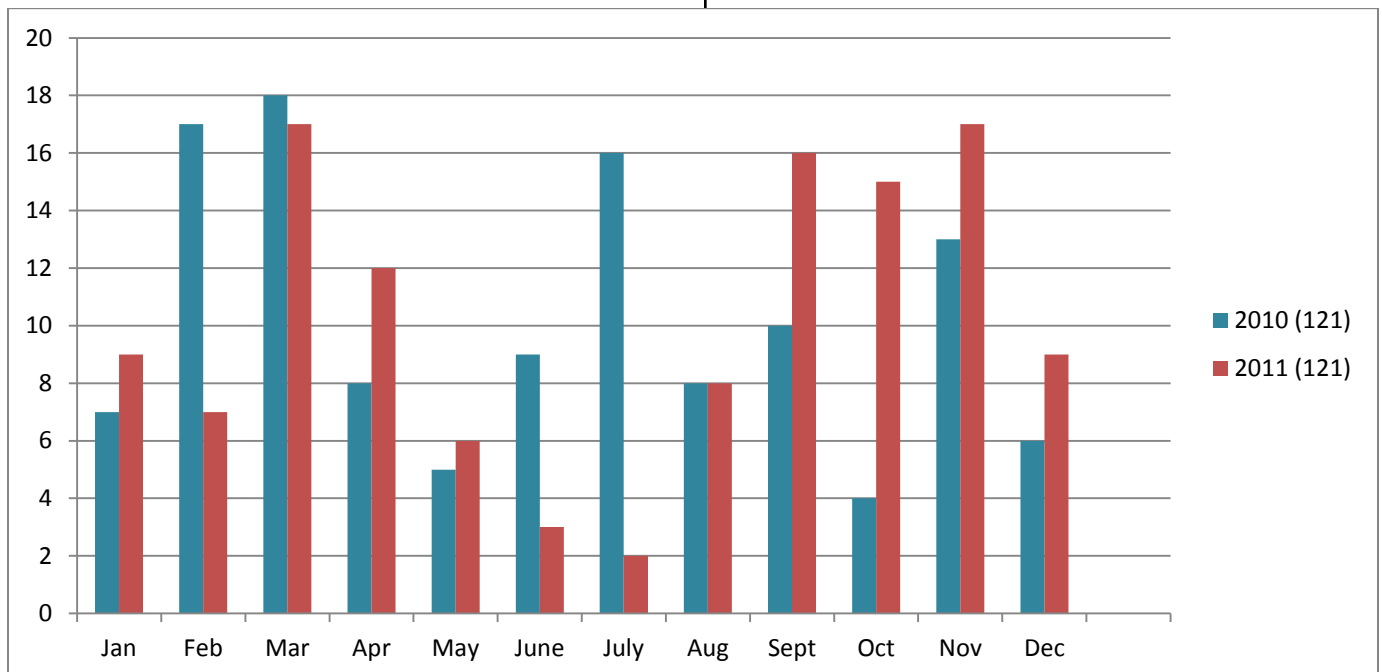
The Human Rights Office's Advisory Service is a confidential service that assists individuals or groups at Queen's who wish to pursue informal or formal routes of complaint resolution following an incident of harassment or discrimination. Queen's community members, with the help of a Human Rights Advisor, 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, TTY/TID (613) 533-2755 or e-mail [hrights@queensu.ca](mailto:hrights@queensu.ca).

## Update:

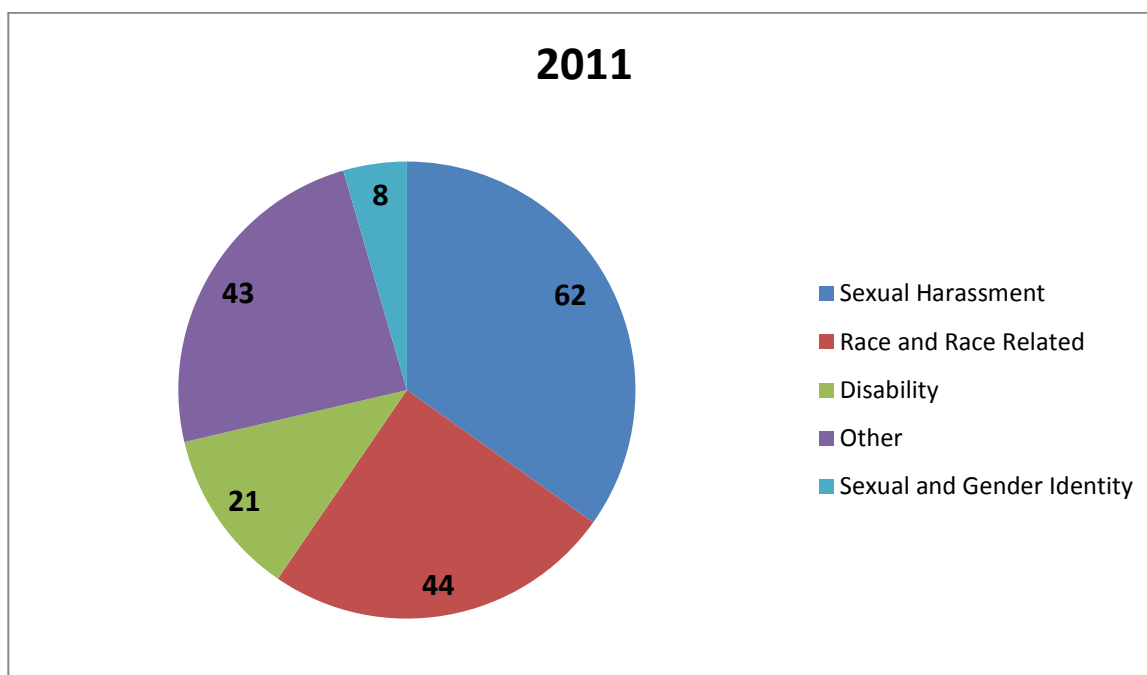
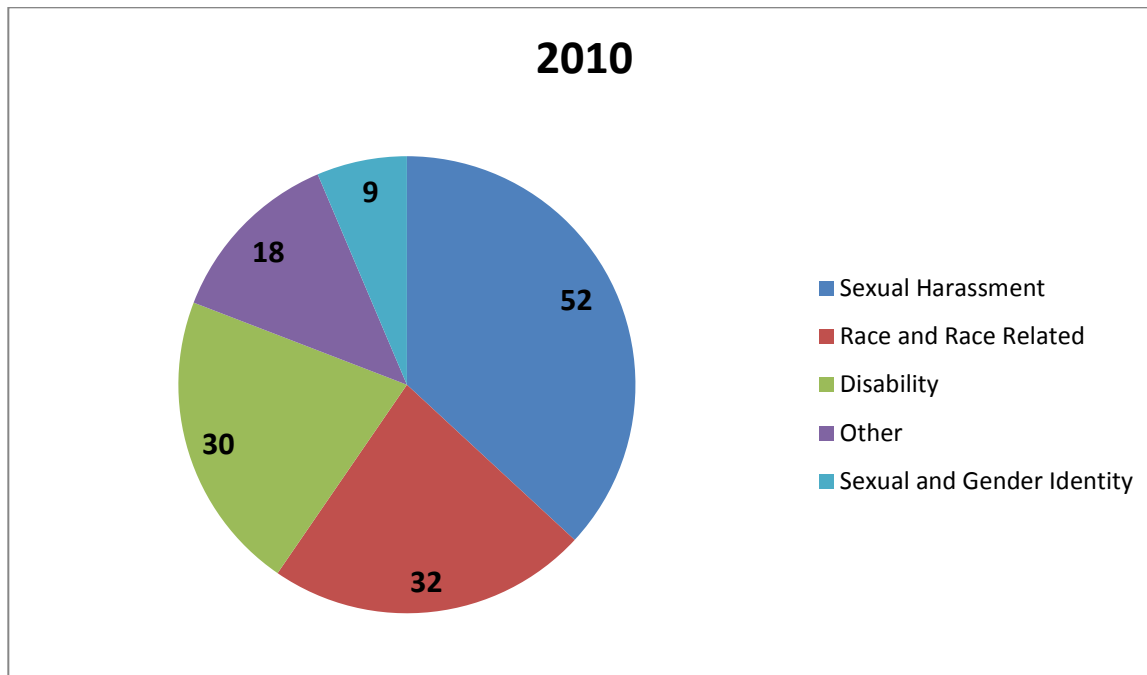
The Human Rights Advisors continue to operate under the Queen's Harassment/Discrimination Complaint Policy and Procedure, 2000 due to several unavoidable interruptions in the long process of consultation that the reviewing Senate Working Group has needed to undertake. We anticipate the ratification of a new Human Rights Policy in 2012. The revised procedures will address some gaps in the existing procedures by providing, for example, clearer language in the area of Accessibility, as well as Alternative Dispute Resolution options specific to Aboriginal perspectives.

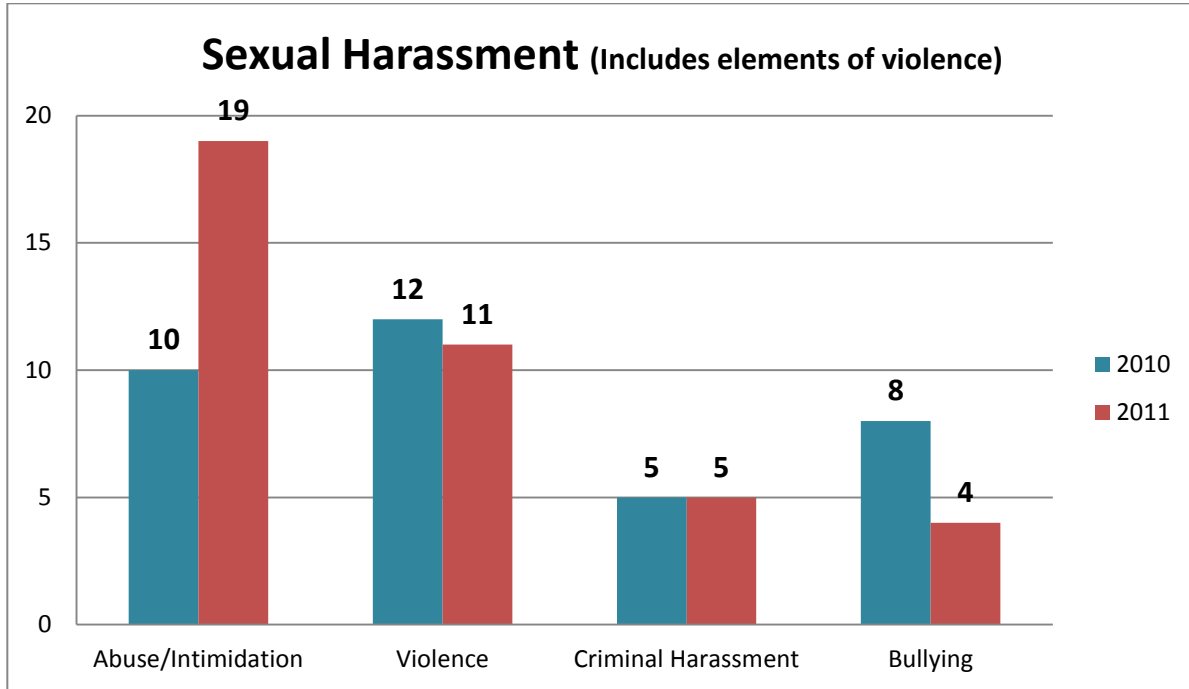
## Cases per month



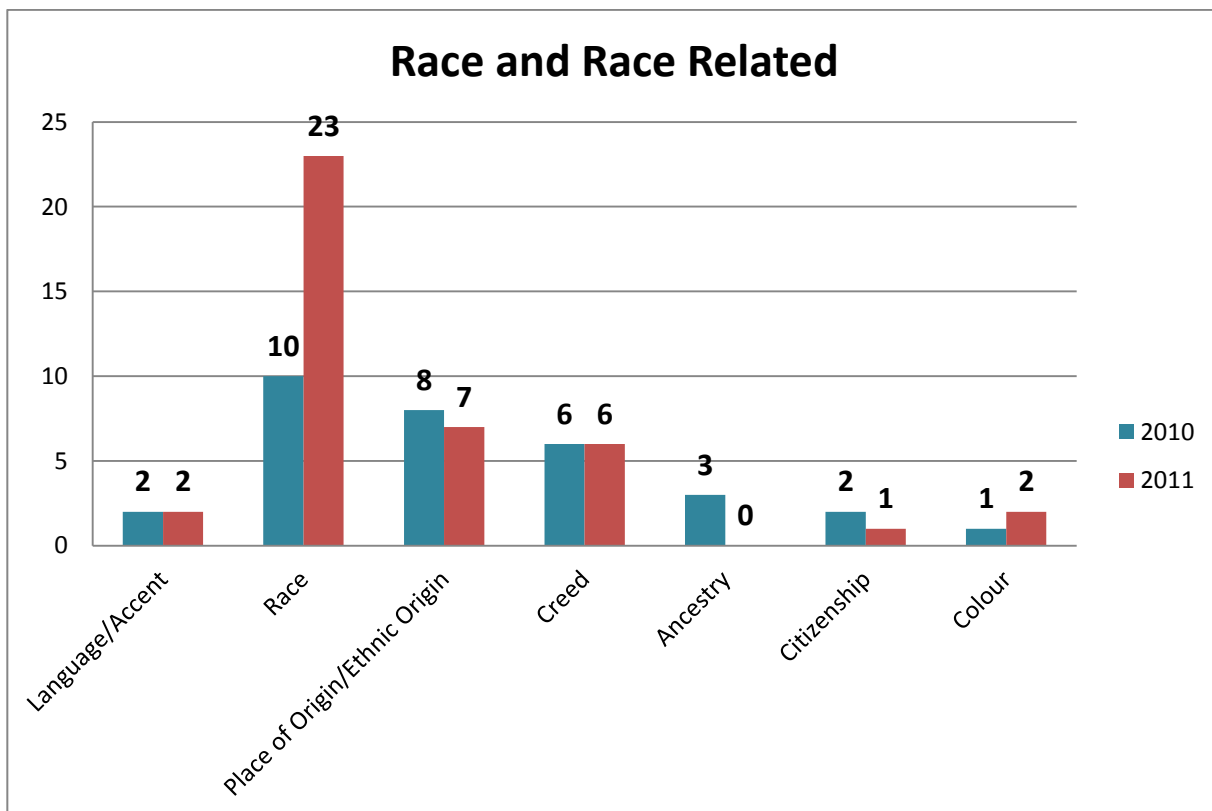
# ADVISORY SERVICE STATISTICS

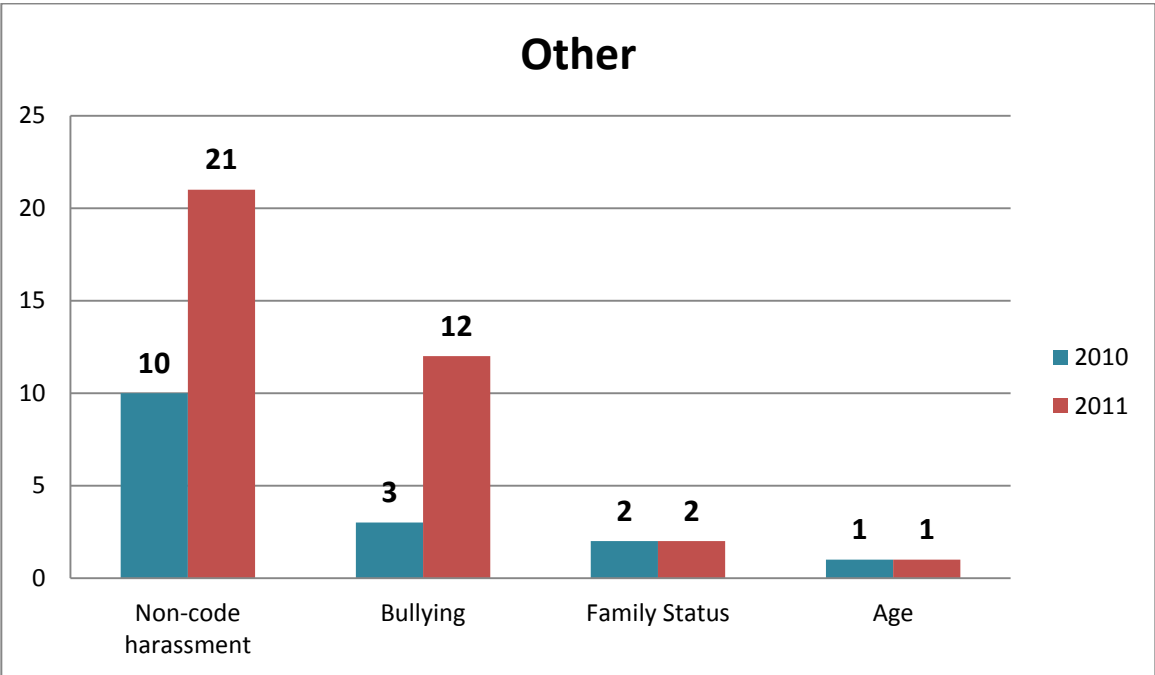
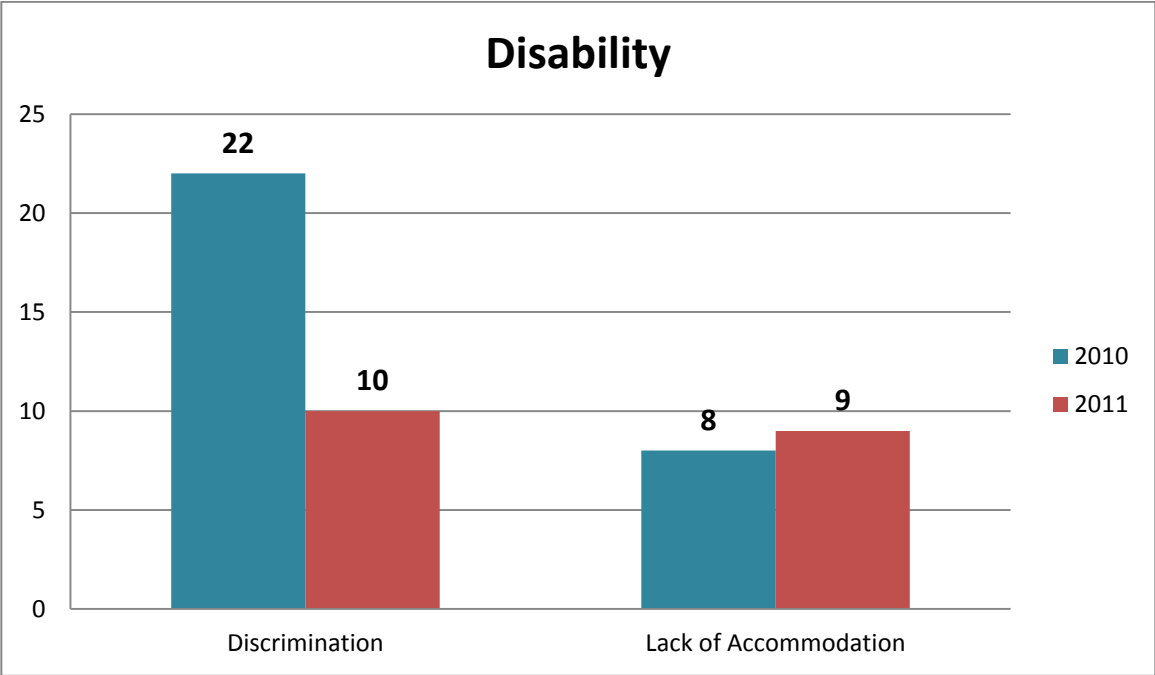
**Note:** Due to the fact that many incidences are based on more than one ground of discrimination, totals for the following charts will not add up to the total number of cases.





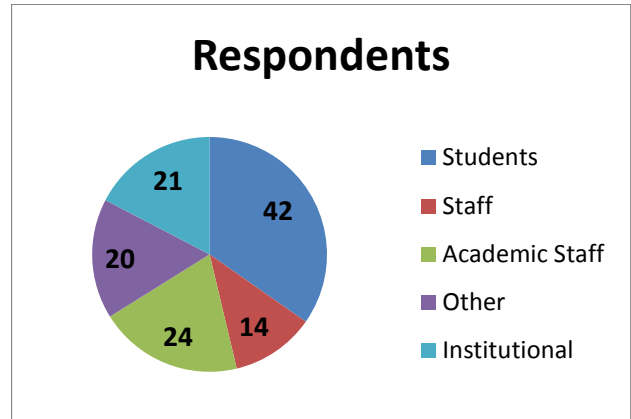
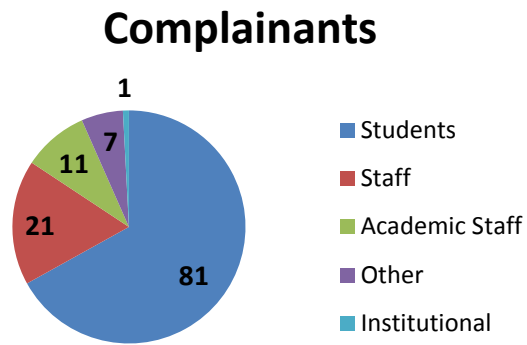
**Note:** Of the cases above in 2010, eight involved individuals in current, past or post relationships. In 2011 this number had increased to fourteen.



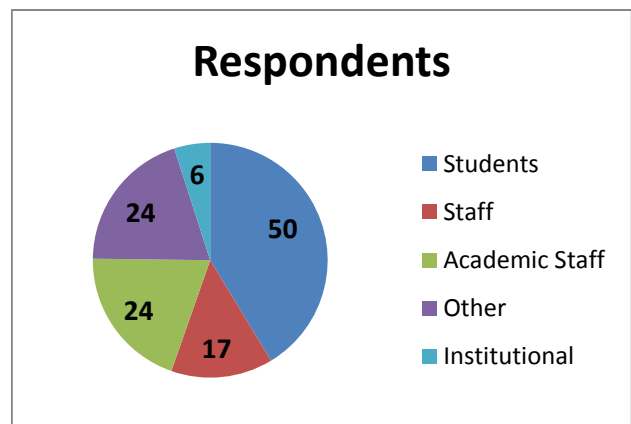
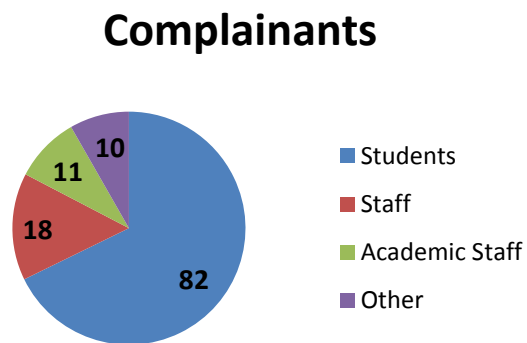


## Complainants and Respondents

2010



2011



**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 your 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, people of colour, Aboriginal peoples, gay men, lesbians, bisexual and transgender men and women, persons with different abilities, and persons of many religions, ancestries and cultures. If your group is interested in a human rights session, contact the Human Rights Office at (613) 533-6886 TTY/TDD (613) 533-2755 or e-mail at [hrights@queensu.ca](mailto:hrights@queensu.ca).

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

To check out the list of publications, visit our web site at [www.queensu.ca/humanrights](http://www.queensu.ca/humanrights), or to obtain the publications contact us at [hrights@queensu.ca](mailto:hrights@queensu.ca) or call (613) 533-6886 TTY/TDD (613) 533-2755.

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). Please call ahead.

## Update:

Additional educational resources developed during this period include:

- Queen's Electronic Multifaith Calendar and Faith Date Events Calendar
- An updated Human Rights Office Services and Programs booklet available in print and electronic format
- An updated *Helping a survivor of sexual assault* pamphlet, available in print and electronic format, made possible with the support of the Office of the Vice Provost and Dean of Student Affairs

Additional materials added to our resource library include:

- Multifaith Information Manual
- 2012 Annotated Ontario Human Rights Code
- "Missed Opportunities: A Forum Theatre Production to Examine Responses to Women Abuse", educational kit
- "Supporting Transgender and Transsexual Students in K-12 Schools – A Guide for Educators"
- "English With An Accent: Language, Ideology and Discrimination in the United States"



# EDUCATIONAL STATISTICS



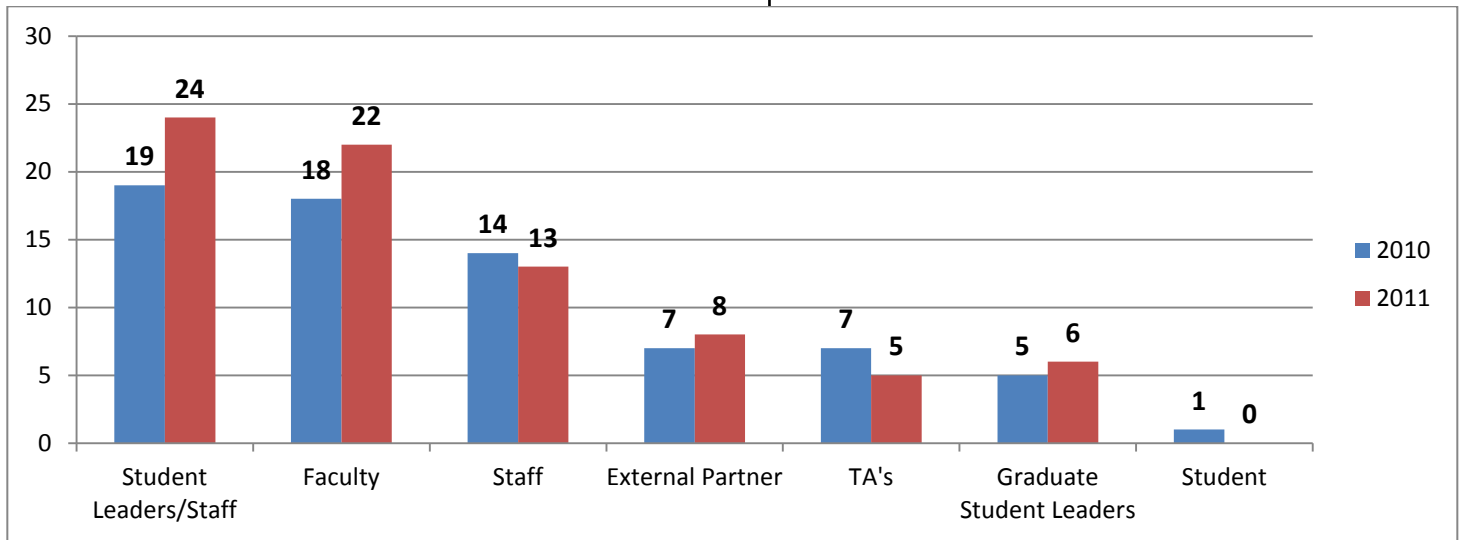
2010 Human Rights Sessions

| Number of Sessions | Length       |
|--------------------|--------------|
| 2                  | Information  |
| 13                 | 1 hour       |
| 29                 | 2 hour       |
| 25                 | 3 hour       |
| 2                  | 1 day        |
| <b>71</b>          | <b>Total</b> |

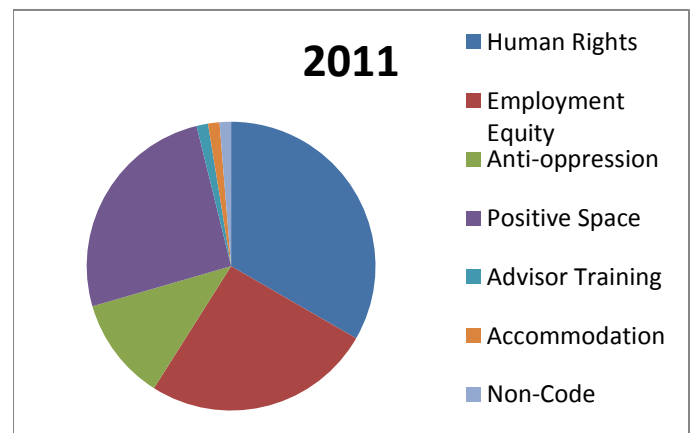
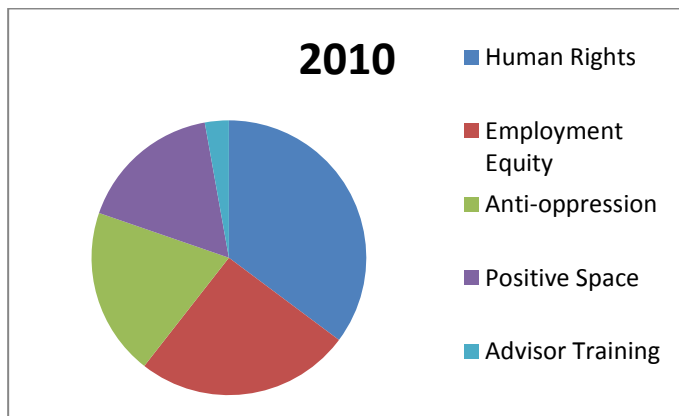
2011 Human Rights Sessions

| Number of Sessions | Length       |
|--------------------|--------------|
| 3                  | Information  |
| 14                 | 1 hour       |
| 33                 | 2 hour       |
| 27                 | 3 hour       |
| 1                  | 1 day        |
| <b>78</b>          | <b>Total</b> |

## Constituency



## Training Subject



# HUMAN RIGHTS LEGISLATION GROUP

The Human Rights Legislation Group is composed of unit heads from all academic and non-academic groups on campus or their designates.

The Group is co-chaired by Queen's Legal Counsel and Access and Privacy Coordinator and Human Rights and Equity Director. 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 that 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, 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](mailto:hrights@queensu.ca) for information on attending meetings or for access to resources.

## Update:

Sessions held during the 2010 and 2011 years include:

### Meeting 8: December 13 2011-Mental Disability

- Round Up: Recent Cases involving Bill 168
- Students with mental disabilities
- Staff with mental disabilities
- Faculty with mental disabilities

### Meeting 7: June 2011- Round-up

- Freedom of speech
- Family status
- Racial discrimination
- Religious accommodation
- Sexual harassment Investigation

### Meeting 6: December 2010 - Bill 168

- [Workplace violence](#)
- [Workplace harassment](#)

### Meeting 5: September 28 2010 - Sexual Harassment and Sexual Assault in a University Setting

- [Sexual Harassment](#)
- [Sexual Assault](#)

### Meeting 4: Apr 2010- Religious Discrimination and Accommodation

- [Brian Yealland](#), University Chaplain
- [Rob Nagus](#), Director, Queen's Hillel
- [Bob Lovelace](#), Faculty, Global Development Studies
- [Yasin Dwyer](#), University Imam
- [Landmark and Recent Decisions \(Discrimination\)](#)
- [Landmark and Recent Decisions \(Accommodation\)](#)

# THE HUMAN RIGHTS INITIATIVES AWARD

The Queen's Human Rights Initiative 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 Selection Committee responsible for choosing recipients consists of members of the Human Rights Advisory Council. Nominations for the Queen's Human Rights Initiative Award will be 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 will normally be announced on December 10<sup>th</sup>, 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](http://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](mailto:hrights@queensu.ca) or fax (613) 533-6576.



2010 Queen's Health and Human Rights Conference organized by the HHRC Team at the Queen's School of Medicine.



2011 Queerorientation organized by the AMS Education on Queer Issues Project (EQUIP)



# 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.

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](http://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](http://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.

# 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, do not erase the e-mail message(s) from your inbox – it contains information that may identify the person responsible – then forward the e-mail in question to [stopit@queensu.ca](mailto:stopit@queensu.ca). To discuss harassment perpetrated through other forms of electronic media, please email the Human Rights Office at [hrights@queensu.ca](mailto:hrights@queensu.ca) or phone at (613) 533-6886, TTY/TDD (613) 533-2755



## 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. There were few cases that came to the attention of the HRO Advisors through the STOP IT program during the period of this report: 2 in 2010 and 1 in 2011. However, 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, MSN Messenger.

|      |                   |           |
|------|-------------------|-----------|
| 2010 | STOPIT            | 2         |
|      | Facebook          | 4         |
|      | Other; MSN, email | 7         |
|      | <b>Total</b>      | <b>13</b> |
| 2011 | STOPIT            | 1         |
|      | Skype             | 1         |
|      | YouTube           | 1         |
|      | Facebook          | 4         |
|      | Other; incl email | 5         |
|      | <b>Total</b>      | <b>12</b> |



## ONLINE TRAINING: SEXUAL HARASSMENT

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

To access the Online Training: Sexual Harassment tool, go to [www.queensu.ca/humanrights](http://www.queensu.ca/humanrights) and click on the heading Sexual Harassment Online Module.

### **Update:**

We continue to face challenges with some technical aspects of the online module because the Office lacks the ability to dedicate resources for ongoing maintenance. Nevertheless, we have been able to maintain the module with the assistance of casual staff with expertise. We continue to receive requests from external organizations, corporate and academic, who wish to use the quiz in their workplace.



## CELEBRATING SEXUAL AND GENDER DIVERSITY

The Positive Space Program brings visibility and support to lesbian, gay, bisexual, trans 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.

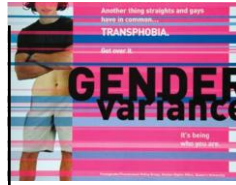
Members of the Queen's community who would like to get involved in this program can attend a Positive Space session to familiarize themselves with queer issues, local resources and discrimination and harassment policies. They can then sign up to be members of the Program and receive a sticker that they can use to designate their work, living or study space as "Positive Space" i.e. respectful and supportive of sexual and gender diversity.

To find out more information about the Program, or to register for a Positive Space information session, go to [www.queensu.ca/humanrights](http://www.queensu.ca/humanrights) and click on Positive Space.

### Update:

- 40 Positive Space sessions were offered of the 2010-2011 period
- 8 consisted of "general" Positive Space workshops— advertised online and open to the general Queen's community.
- 28 consisted of Positive Space Information Sessions requested by and adapted to specific campus groups.
- 4 consisted of structured workshops customized for "external" groups. (2 for teachers, 1 for Immigrant Services Kingston and Area, and 1 in combination with the new THINQ program in Residence).
- In addition to HRO staff doing Positive Space sessions, trained volunteer facilitators often work with the HRO; these facilitators occasionally do a session independently.

Positive Space also supports a discussion program in Residence called THINQ that is facilitated entirely by trained students.



## 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 identification 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 and practices. One of its initiatives has been the creation of two posters related to gender variance and a pamphlet to provide information on trans issues.

For information on the Group and how to get involved, or to obtain posters or pamphlets, visit [www.queensu.ca/humanrights](http://www.queensu.ca/humanrights) and click on TG/TS Policy Group.

### Update:

The Transgender/Transsexual Policy Group (TG/TS) continues to advocate for the adoption of a centralized gender neutral washroom policy. The Policy would call 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. The TG/TS Policy Group proposal explains the aim of this policy clearly:

“This policy aims to support gender variant students, staff, faculty and guests at Queen's University with gender neutral washrooms. These washrooms would also present an opportunity to accommodate a number of other groups. Gender neutral facilities would assist parents of a different gender than their children, as well as situations in which persons with disabilities who require assistance are differently gendered from their attendants/caregivers. It is also highly recommended that in designing gender neutral washrooms and change rooms, the needs of faith communities to wash in preparation for prayer and to have privacy in changing and showering be accommodated as well, as indeed should be the case for the design of all washrooms and change rooms.”





# 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](http://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 Human Rights Office continues to work with its Security and AMS partners to review the End to Hate Project. In the coming year, the group will look at various means of reporting hate activity at the University, including the End to Hate Project's reporting form, to ensure accessibility and effectiveness.

# 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.

If you wish to access the current Journal, or for information on becoming a member or making a submission, go to [www.criticalraceinquiry.com](http://www.criticalraceinquiry.com)

## Update:

There are currently two issues of the Journal, with a third issue on the way. Because we are committed to accessibility of the Journal, it will be transferred from its current system 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)

# 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](http://www.queensu.ca/humanrights) and click on publications then select the Healthy Relationships or Healthy Relationships (LGBT) brochures, or find additional information by clicking on Jen’s Q&A.

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. If you are part of a group that is interested in a guided discussion on sex, consent and dating, contact the Human Rights Office at [hrights@queensu.ca](mailto:hrights@queensu.ca) or call (613) 533-6886, TTY/TDD (613) 533-2755.



## Update:

The HRO has continued to create awareness around healthy and non-violent relationships through the following initiatives:

- Development of an online Workplace Violence and Harassment Quiz (continuing).
- Development of an online version of the HRO’s “Dating Basics” program (continuing)
- Updating and reprinting of *Helping Survivors of Sexual Assault*.
- Maintaining effective connections with Kingston Frontenac Anti-Violence Coordinating Committee (KFACC) and Kingston Interval House.
- Ongoing development of the Mosaic Art project to highlight strength of women survivors of violence.

## Safe at Work

### 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](http://www.safety.queensu.ca).

You can find our Safe at Queen's brochure at [www.queensu.ca/humanrights](http://www.queensu.ca/humanrights) click on publications and go to safe at work.



#### Update:

In December 2010, the Human Rights Legislation Group met with Dan Langham (Environmental Health and Safety), Adrian Lahey (Human Resources) and Dave Patterson (Campus Security) to discuss the rights and responsibilities of the University and its employees under the recent amendment to the Ontario Occupational Health and Safety Act. Bill 168 amends the Act to include workplace violence, workplace harassment and domestic violence. (See <http://www.safety.queensu.ca/violence/> for Queen's webpage on Bill 168.) Diane Kelly then presented four recent cases dealing with employers who failed to protect their employees from workplace violence and harassment and Stephanie Simpson presented a case study involving domestic violence in the workplace.

- [Workplace violence](#)
- [Workplace harassment](#)

## UPDATES 2013

1. **Advisory Services:** 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.

Although the number of concerns brought forward has remained constant, trends in the elements of complaints constantly change: the number of incidents that involve elements of violence continues to be troubling; cases of bullying (or non-code harassment) have increased; the forms of communication used to harass are expanding to include the various forms of social media available; and in the area of systemic concerns is the issue of unit specific appeal processes and their application, which may be too narrow to ensure that appropriate accommodations are considered within the framework of individual units' processes.

A revised Harassment/Discrimination Policy may help clarify how to respond to emerging issues such as these.

***Update:** The Secretariat is engaged in consultations to address some of the concerns raised specifically by QUFA the last time the revised Policy and Procedure was brought forward to Senate. We trust there will be quick action by the Senate to adopt the revised Policy and Procedure if it were to be presented to Senate this year. The Human Rights Office is taking steps to develop a process for ongoing examination of the efficacy of the document in the future.*

2. **Educational Resources:** Student leaders continue to represent the majority of those requesting educational sessions. Generally, requests are being made for longer sessions (2-3 hrs) than in the past. Large groups of participants often require multiple offerings of a session. The increasing popularity and success of the Sexual Harassment Online Module indicates that prospective participants are looking for flexible training options. It is evident that the development of online training needs to increase and educational opportunities must be made available and tailored to the diverse constituencies of learners and employees. Steps need to be taken to ensure an increased engagement of staff and faculty with human rights related training opportunities.

***Update:** The Human Rights and Equity Offices have engaged in discussions with various Units regarding educational opportunities. This has resulted in a new Certificate Program entitled "From Diversity to Inclusion", offered through the Human Resources Learning Catalogue. We will also be consulting in the redevelopment of the training for unit heads. The Human Rights Office is finalizing its second on-line module "Responding to human rights issues for supervisors" and the Equity Office has concluded an agreement with the Ontario Human Rights Commission to import its Human Rights 101 online training to meet the requirements of the human rights training mandated by the Ontarians with Disabilities Act. One of our challenges at this stage is being able to respond to the demand for training. We will be working with the Office of the Provost in planning for projected future demands for training.*

3. **Human Rights Legislation Group (HRLG):** 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. The feedback from those who attend the sessions indicates an interest in enhanced communication on human rights and equity related issues.

*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 gained to their units effectively. The Human Rights Office together with the University's counsel will be sending a joint memorandum to all units early in 2013 requesting attention be given to this issue and a delegate named to attend the HRLG. Work is continuing in the development of a blog to complement the group meetings and assist attendees in the dissemination of information.*

4. **B.C. Electronic Multifaith Calendar:** 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.

*Update: Institutional support for the Calendar is needed in order to ensure that members of the University community have multi-year access. We will be recommending a review of available funding sources for the Calendar as well as consideration of a multi-year plan to make the calendar available.*

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

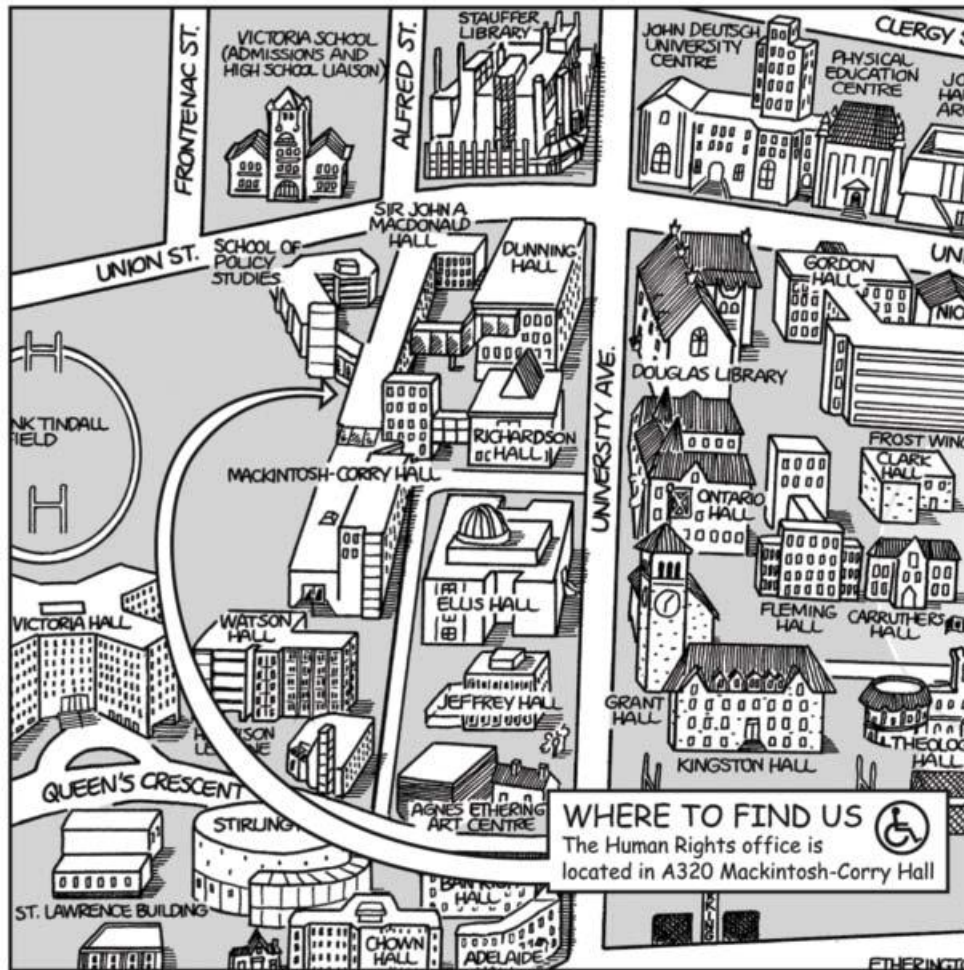
The University's Transgender/Transsexual Policy Group has developed and is advocating for the adoption of a centralized gender neutral washroom policy. The Senate Educational Equity Committee, as well as the Council on Employment Equity, has endorsed the policy.

*Update: The University has adopted the gender neutral washroom policy and appropriate units are prioritizing first steps, namely the re-designation of appropriate existing washrooms. There are also discussions underway to develop a plan for funding. Future renovations and buildings will incorporate gender neutral washrooms in their plans as a matter of policy.*

6. **Location:** The location of both the Human Rights and Equity Offices continue to be problematic in that Advisors work in Offices that straddle hallways.

*Update: The space requirements of these services are quite specific and somewhat complex, however, senior administrators, including the Vice-Provost Planning and Budget, have recognized the lack of confidentiality that these locations represent and has engaged in exploration of possibilities for a move for the future.*

Notes:



## HOW TO REACH US:

telephone: (613) 533-6886

TTY/TDD (613) 533-2755

fax: (613) 533-6576

email: [hrights@queensu.ca](mailto:hrights@queensu.ca)

web: [www.queensu.ca/humanrights](http://www.queensu.ca/humanrights)

Queen's Human Rights Office would like to acknowledge the financial support of the Ministry of Education and Training's Violence Prevention in Post-Secondary Institutions Grant Program.

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

