

**TRUNCATED ANNUAL REPORT
HUMAN RIGHTS OFFICE**

**For the period:
November 1, 2015 to April 30, 2016**

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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.

Introduction

As part of the transition from the formally named Human Rights Office which reported up to the Executive Director of Human Resources and Organizational Development to the newly created Equity, Diversity and Human Rights Office which now reports to the Vice President, Administration and Vice President, Academic and Provost, this 2015 2016 annual report was truncated. In addition, in order to better track and account for the use of our resources, we made the decision to align our annual reporting with the University's fiscal year. Accordingly, this report covers a six (6) month period which includes the month of April which marked the transition to the new office and reporting structure.

Clients Who Attend the Office

The Human Rights Office, as it was, and the new Equity, Diversity and Human Rights Office 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 428. Included in this number are members of the Laurentian University Staff Union (LUSU), and members of

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 in all communications. B

Breakdown for Reporting Period, November 1, 2015 to April 30, 2016 and comparison to 2 prior years

1. Process Utilized to Resolve Cases, Chart 1

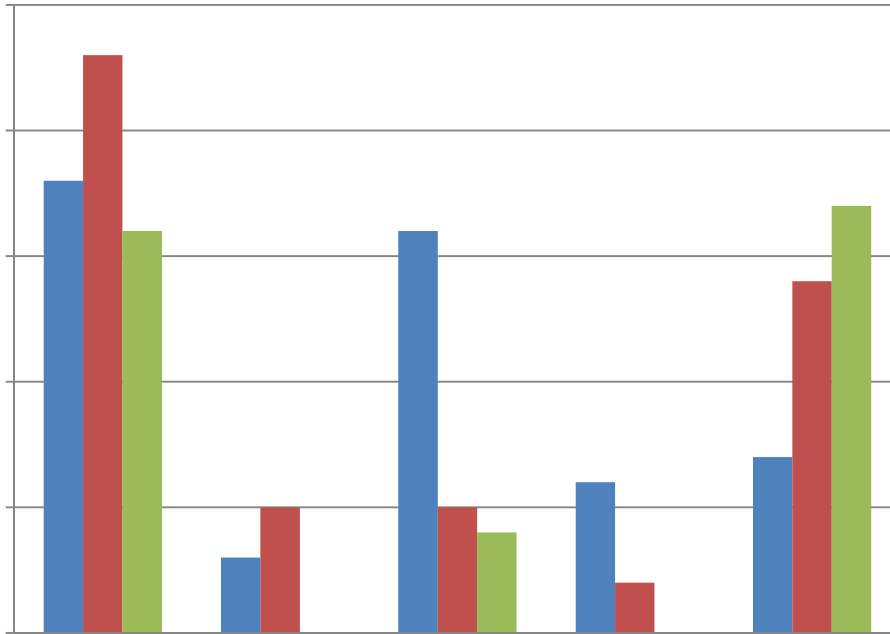
The informal resolution process was utilized to resolve one (1)

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

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

Faculty accounted for nine (9) cases in 2015 2016, staff accounted five (5), and students accounted for seventeen (17) cases in 2015 2016. Supervisors, D

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



Faculty accounted for sixteen (16) of the respondents in 2015 2016, there were no staff respondents and students accounted for four (4) of the respondents in 2015 2016. There were also no supervisory personnel respondents in 2015 2016.

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 seventeen (17) respondents noted as "other" in 2015 2016.

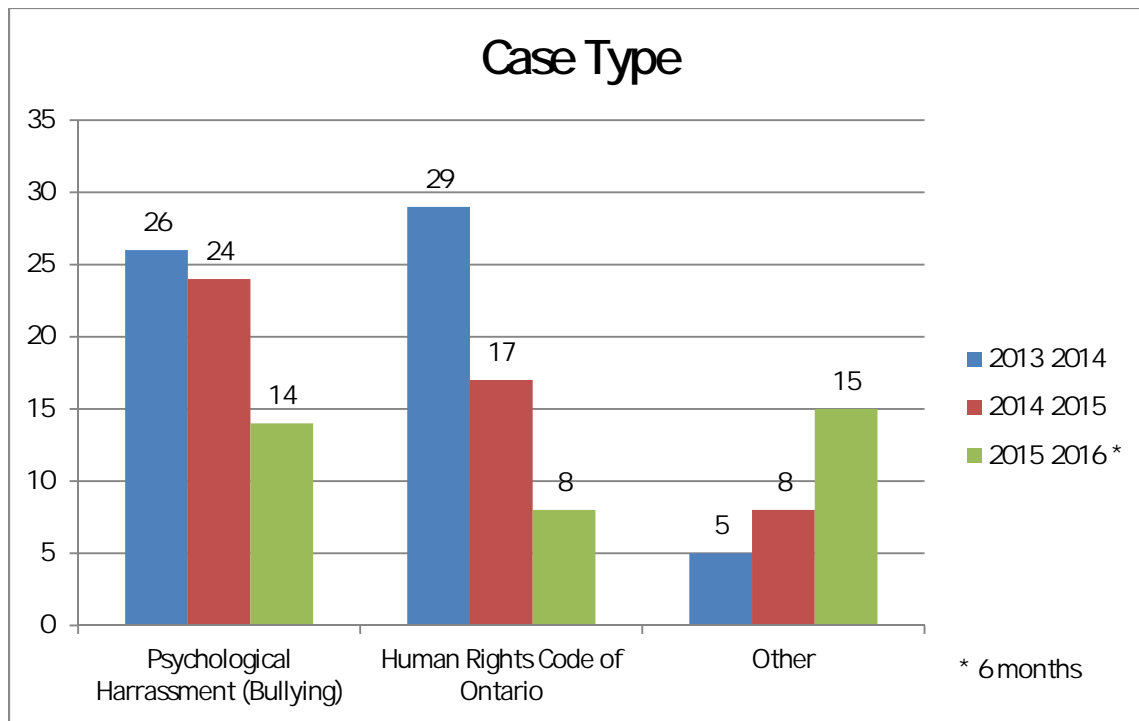
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4. Type of Case, Chart 4

a) Psychological Harassment

Psychological harassment accounted for fourteen (14) cases in 2015-2016.

Type of Cases, Chart 5



Psychological harassment (bullying) accounted for fourteen (14) cases or thirty eight percent (38%) in 2015-2016.

Eight (8) cases or twenty two percent (22%) fell under the Code in 2015-2016.

Cases under "other" represented forty percent (40%) or fifteen (15) cases in 2015-2016.

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

Three (3) cases were withdrawn in 2015 2016. These are complaints that were initially accepted but that were withdrawn before a resolution or an investigation was carried out.

There were two (2) cases investigated in 2015 2016 that 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 2015 2016 there were eleven (11). "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 2015 2016, the