

**ANNUAL REPORT  
HUMAN RIGHTS OFFICE**

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

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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

## 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.

## Cientele 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).

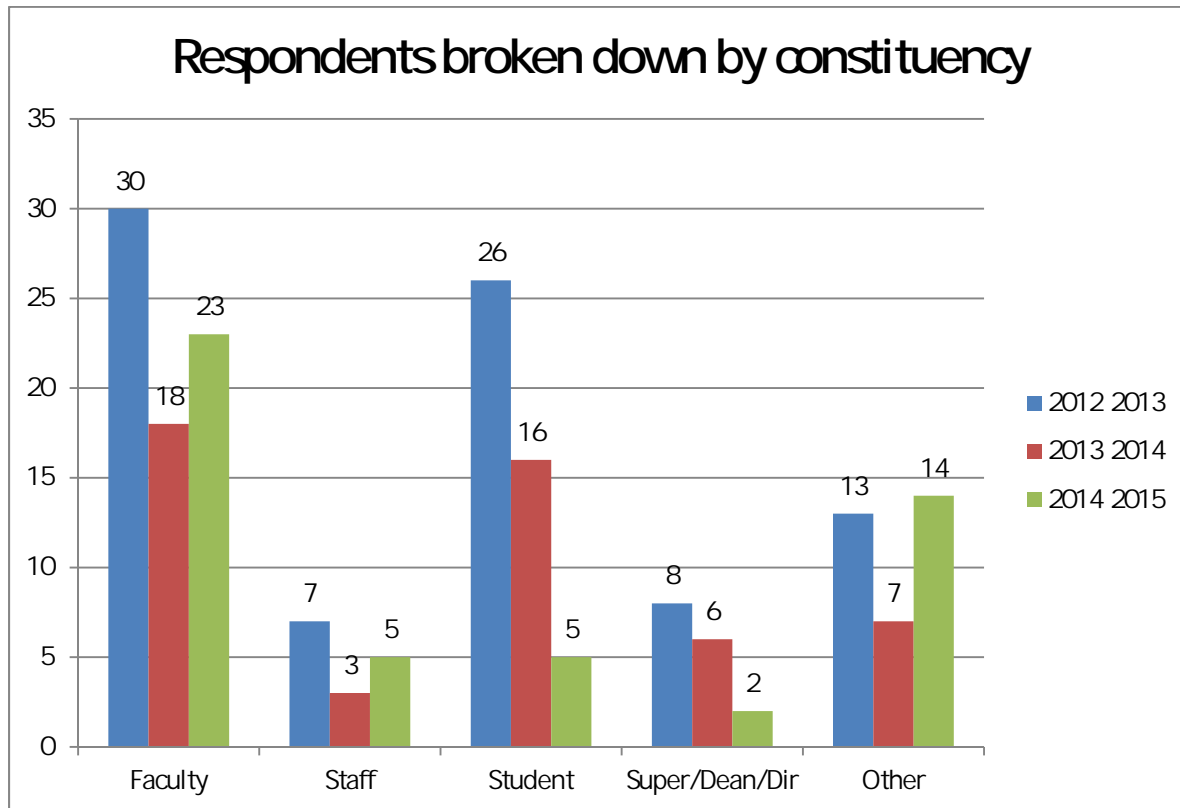
ADR/Discussion/Advice accounts for the majority of cases. In 2014 2015, this accounted for thirty (30) cases. This method is useful when an individual is looking for advice and guidance on how to best deal with a situation of harassment and/or discrimination.

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.



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.

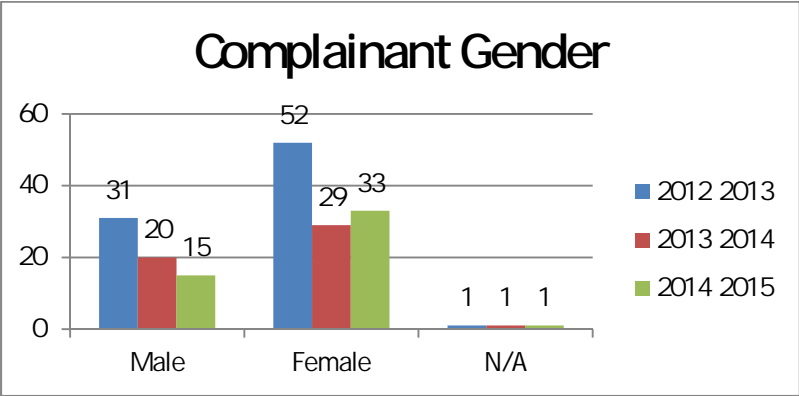
Students accounted for five (5) of the respondents in 2014-2015.

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)

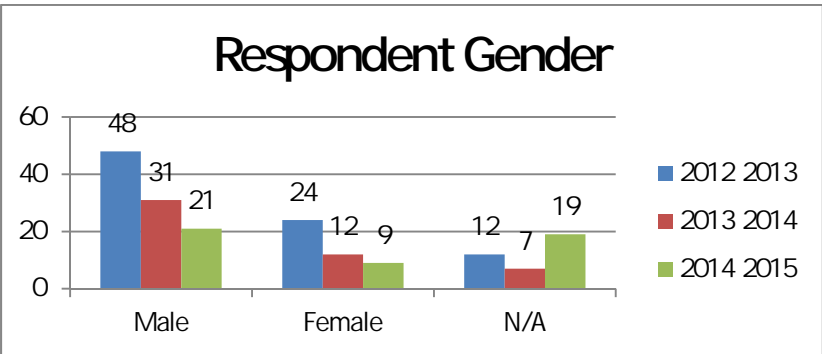


Persons identifying as male accounted for fifteen (15) of the complainants in 2014-2015.

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.

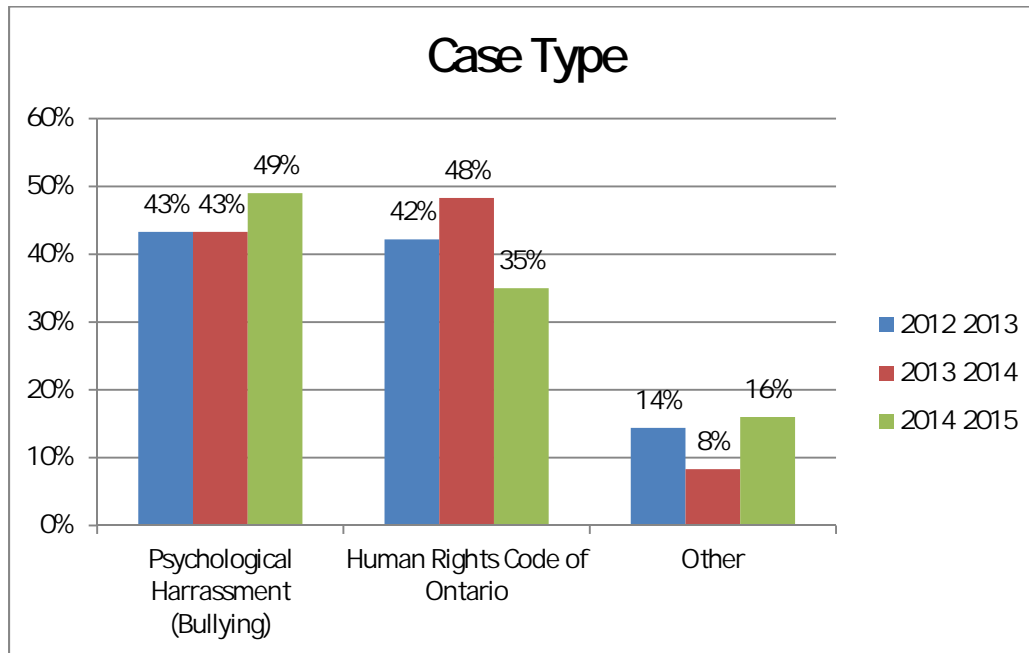
iv) There were no **Marital/Family Status** cases in 2014 2015.

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.

