



Human Rights Task Force

Meeting #4 – September 26, 2016

9:00 AM - 11:00 AM

Sankey Chamber

Agenda

#	Item	By	Start Time	Length	Action
1.	Call to order	AL	9:00	1	
2.	Approval of Agenda	AL	9:01	1	Approval
3.	<u>Approval of Minutes</u>	AL	9:02	5	Approval
4.	Business Arising from the Minutes <ul style="list-style-type: none">• Human Rights Policy Chart• Equity Audit Update	NY	9:07	3	Information
5.	<u>Panel Presentation & Discussion: Operational Concerns regarding Human Rights Issues</u> <ul style="list-style-type: none">• Office of Human Rights and Equity Services• Human Resources• Campus Security• Student Affairs	AS	9:10	95	Information/ Discussion
6.	Next Steps - Researchers for Upcoming Meetings	AL	10:45	5	Discussion
7.	Other Business	AL	10:50	5	Information
8.	Takeaways from Meeting	AL	10:55	5	Discussion
9.	Adjournment	AL	11:00		

Agenda Legend

AL - Anna Lathrop

NY - Naheed Yaqubian

AS - Alana Sharpe



(Circulated prior to approval)

MINUTES OF MEETING #3

HUMAN RIGHTS TASK FORCE

MONDAY, SEPTEMBER 12, 2016, 10:00 AM

TH 253

MEMBERS

PRESENT:

Anna Lathrop (Chair), Dolana Mogadime (Vice-Chair), Andrew Bassingthwaight, LeeAnn Cayer, Brad Clarke, Thomas Dunk, Margot Francis, Samantha MacAndrew, Ingrid Makus, Dolana Mogadime, Julie Rorison, Sandra Wong (*via teleconference*), Aniqah Zowmi (*via teleconference*),

ALSO

PRESENT:

Union Observers: Tony Blaschuk (IATSE), Cari Drolet (GSA), Patrick Foster (BUSU), Phoebe Kang-Papple (CUPE 4207), Tamari Kitossa (BUFA), Alison Rothwell (OSSTF)

Resource Personnel:

Grant Armstrong (Associate Vice-President, Human Resources)
Allison Cadwallader (Sexual Violence Response Coordinator)
Christopher Lytle (AODA Coordinator)
Donna Moody (Director, Campus Security Services)
Alana Sharpe (Office of Human Rights and Equity Services)
Naheed Yaqubian (Legal Advisor to the Human Rights Task Force)
Chabriol Colebatch (University Secretary)

REGRETS:

Elisabeth Zimmermann (Board of Trustees Liaison)

1. Call to Order

Chair Anna Lathrop called the meeting to order and welcomed members, union observers and resource personnel to the meeting. The Chair asked those present to introduce themselves and brief introductions were made.

2. Approval of Agenda

The Chair requested a motion to approve the Agenda.

MOVED (Mogadime/Rorison)

THAT the Agenda be approved.

CARRIED

3. Approval of Minutes

The Chair noted a motion was required to approve the minutes of the previous meeting held on August 29, 2016. During discussion, an inaccuracy relating to the volunteers for the timeline working group was noted.

MOVED (Bassingthwaighte/Francis)

THAT the Minutes of Meeting 2 of the Human Rights Task Force, held on August 29, 2016 be approved, as amended.

CARRIED

4. Business Arising from the Minutes

Shared Human Rights Vocabulary

Ms. Colebatch noted that at the last meeting of the Task Force, a suggestion had arisen regarding a shared vocabulary. The Task Force confirmed that a shared vocabulary of terms would be helpful in developing an understanding of key principles. Ms. Yaqubian agreed to contact members after the meeting to invite suggestions for inclusion in the vocabulary and will develop a glossary of terms to inform the interim report.

Human Rights Policies Status Report

Ms. Colebatch advised that Ms. Yaqubian would be preparing an inventory of policies and their current status and that it will be brought back to a future meeting of the Task Force.

Equity Audit Update

Ms. Colebatch advised that Ms. Yaqubian had been asked to prepare an overview of an equity audit for the Task Force. Dolana Mogadime offered to assist Ms. Yaqubian in this task and it was agreed that they would report back at the October meeting.

5. Approval of Revised Timeline

The Chair reported that she had conveyed to the Acting President the Task Force's request to extend the deadline for receipt of the report to March 1, 2017.

Ms. Yaqubian noted that the timeline working group had met and proposed three major changes to the timeline:

- The introduction of three thematic meetings on the issues of sexual violence, racial climate and ableism;

- The inclusion of consultation of stakeholders within those three meetings instead of separate and distinct consultation; and
- The dissemination of an interim report to the university community as a way of framing the questions and inviting comment.

Ms. Yaqubian noted that because of the changes, the deadline for delivery of the Report is proposed to be extended to April 3, 2017.

There was discussion about how to ensure that other areas are not overlooked or excluded from the Task Force's considerations. It was suggested that the Task Force would invite comment in the interim report on other areas of concern. It was also suggested that the Task Force could include in its recommendations structures and initiatives to ensure that further attention is given to these areas, such as through an ongoing oversight committee. The Task Force expressly noted the need to give further consideration to the university's accommodation of religious needs and sensitivities.

There was discussion about how the work of the Task Force in the three focus areas will respect the existing services and initiatives in these areas. There was a general consensus that the intent is to hear directly from those services and committees regarding their work, priorities and recommendations and that recommendations from the Task Force would support and be consistent with those recommendations.

There were questions about the information gathering stage and what speakers and themes should be considered for the best practices discussion. It was suggested that members forward suggestions to Ms. Yaqubian.

Seeing no further questions, the Chair requested a motion to approve the revised timeline.

MOVED (Rorison/Cayer)

THAT the Human Rights Task Force approve the revised timeline; and

THAT the Chair, on behalf of the Task Force, present the revised timeline to the President and request that the date for the submission of the final Report of the Task Force be changed to April 3, 2017.

CARRIED

6. Human Rights 101 Presentation

Ms. Yaqubian provided a presentation on the University's legal obligations with respect to human rights. She responded to questions from members regarding the protected grounds, the duty to accommodate and other aspects of the legal human rights framework.

7. OHRES Complaint Procedures Presentation

Ms. Sharpe provided an overview of the University's Respectful Workplace and Learning Environment Policy. She responded to questions from members and it was agreed that further discussion on the concerns with the Policy would occur at the Task Force's next meeting.

8. Next Steps

The Chair reminded members that the next meeting is scheduled for September 26th from 9-11 am.

The action items identified during the meeting were:

- **Timeline:** The Chair will request approval from the President for the revised timeline and extended deadline for the report.
- **Best practices discussion:** Ms. Yaqubian will contact representatives from other universities' human rights offices to invite them to present to the Task Force at the October meeting. Ms. Yaqubian will also prepare a high level summary of human rights practices at other institutions.
- **Business arising:** Ms. Yaqubian will invite members to submit suggestions for the shared vocabulary. Ms. Yaqubian will also work on the policy chart and equity audit.

9. Other Business

The Chair provided details regarding the upcoming White Privilege Symposium and informed members that the organizers will be offering complimentary registration for all Human Rights Task Force members.

It was reported that there may be discussion at a forthcoming Senate meeting regarding concerns with respect to a departmental policy on food at meetings and whether the policy appropriately recognizes and respects indigenous food sovereignty. It was suggested that further developments in regards to this issue should be brought to the attention of the Task Force.

10. Takeaways from Meeting

There was brief discussion on the need for member input on developing a summary of the Task Force's work to date. There was general consensus that the Chair and Vice-Chair could develop a statement and share on the Task Force website without requiring further approval.

11. Adjournment

The meeting adjourned at 11.58 a.m.

Human Rights & Equity

RWLEP Concerns and Gaps



RWLEP – Scope

- Discrimination, harassment, and bullying
 - Bullying and workplace conflict are very different than discrimination and human rights harassment
 - Applies to all Brock community members and visitors
 - Contractors?

RWLEP – Confidentiality

- During investigation
- After investigation
- Information received during the investigation vs. a survivor's story
- Sanctions for breach of confidentiality
- Confidentiality requirements of the University
- Confidentiality around discipline

RWLEP - Complaints

- A Brock community member must bring a complaint to initiate the resolution process
- There is an option for senior administration to invoke an investigation
- Investigations are Complainant v. Respondent, rather than University v. Respondent

RWLEP – Interim Measures

- Available after a formal complaint is made
- OHRES will consult with appropriate personnel to determine if interim measures are required to protect the University, Brock community members, or the integrity of the investigation

RWLEP - Accommodations

- No formal policy for accommodations for students, other than for disability

RWLEP – Resolution

- Should formal resolution be available in all cases?

RWLEP – Limitation Period

- 6 months
- Extenuating circumstances

RWLEP – Investigation

- Not for students – this is referred to the Student Code of Conduct
- Investigation team - often hire external investigator
- Investigation report
 - Draft given to both parties to allow for comment
 - Final copy given to both parties
 - If discipline is recommended, it is sent to HR

RWLEP - Discipline

- If discipline is recommended, the investigation report forwarded to HR
- HR is responsible for determining the level or discipline for staff and for implementing the disciplinary measures
- HR reports back to OHRES once discipline has been implemented

RWLEP - Appeals

- There is no separate appeal process for the RWLEP
- For unionized staff, they may grieve the decision
- For non-unionized staff, there is no way to appeal the decision
- Students can appeal through the Student Code of Conduct