

MINUTES OF MEETING #4

HUMAN RIGHTS TASK FORCE

MONDAY, SEPTEMBER 26, 2016, 9:00 AM

SANKEY CHAMBER

MEMBERS

PRESENT: Anna Lathrop (Chair), Andrew Bassingthwaighte, LeeAnn Cayer, Brad Clarke, Thomas Dunk, Margot Francis, Samantha MacAndrew, Julie Rorison, Sandra Wong, Aniqah Zowmi

ALSO

PRESENT: *Union Observers:* Cari Drolet (GSA), Phoebe Kang-Papple (CUPE 4207), Alison Rothwell (OSSTF)

Resource Personnel:

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)

Meeting Guests:

Darryl Veld (Manager, Student Affairs)
Amanda Villella (Manager, Employee and Labour Relations)

REGRETS:

Grant Armstrong (resource), Tony Blaschuk (IATSE Observer), Tamari Kitossa (BUFA Observer), Ingrid Makus, Dolana Mogadime (Vice-Chair), Patrick Foster (BUSU Observer), 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 (Dunk/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 September 12, 2016.

MOVED (Bassingthwaighte/Wong)

THAT the Minutes of Meeting 3 of the Human Rights Task Force, held on September 12, 2016 be approved, as amended.

CARRIED

4. Business Arising from the Minutes

Ms. Yaqubian provided an update on the human rights policies status report and the summary of other universities' human rights offices and indicated that these would be shared with members in the coming weeks.

Ms. Yaqubian reported that she was working with Dolana Mogadime on researching employment equity audits and that a summary would be provided at a future meeting. She also indicated that the shared human rights vocabulary was under development and would be presented to the Task Force at the time of preparing the interim report to help the Task Force identify any shared principles or concepts for the report.

5. Operational Concerns regarding Human Rights Issues

Ms. Sharpe presented an overview of the key operational concerns with the University's Respectful Work and Learning Environment Policy and panelists Donna Moody (Director, Campus Security Services), Darryl Veld (Manager, Student Affairs) and Amanda Villella (Manager, Employee and Labour Relations) shared their perspectives and concerns. The Task Force engaged in a comprehensive discussion of the issues identified and their experiences and views on the complaint and investigation process. Concerns discussed by the Task Force included the investigation model and timelines, the role and mandate of the investigator, the different processes for students, staff and faculty, the confidentiality of the investigation process, investigation findings and the discipline

imposed, the scope of the policy, the University's jurisdiction over non-student or employee actions, and the availability of an appeal.

There was general consensus that further discussion regarding these concerns would be valuable and the Chair invited the working group which had previously been responsible for revising the Task Force's timeline to review the timeline and determine whether it could accommodate an additional meeting to continue the discussions.

6. Next Steps

The Chair reminded members that the next meeting is scheduled for October 6th from 9-11 am.

The action items identified during the meeting were:

- Timeline: the working group on timeline will review the timeline to consider whether an additional meeting can be accommodated.

7. Other Business

There was no other business.

8. Takeaways from meeting

Due to timing, there was no discussion on the takeaways from the meeting.

9. Adjournment

The meeting adjourned at 11.58 a.m.