

BROCK UNIVERSITY
OFFICE OF HUMAN RIGHTS AND EQUITY SERVICES
ANNUAL REPORT
2010-2011

EDUCATIONAL AND OTHER ACTIVITIES

1. Education, Training and Awareness:

- Delivery of training for most departments with student staff (Residence, Parking Services, Health Services, Student Development Centre, Career Services)
- Delivery of training for staff (Teaching Assistants through CTLET, Orientation for new faculty and staff through HR, information sessions for CUPE 4207)
- Delivery of information sessions or booths for departments/groups on request (Faculty of Education, Graduate Studies, Faculty of Business, Geography Internship Students)
- Provided Smart Start program with powerpoint on RWLEP and Student Guide to RWLEP for use in all Smart Start sessions and binders
- Delivered Personality Dimensions workshops for Career Services and Campus Store staff
- Ran Brock Diversity programming with the use of 3 student peer educators including: workshops; booths; and participation in coordinating and presenting Make It Better Week events with the Student Justice Centre
- Continued to partner with other departments/groups on campus to assist with their events (Type 2A Play during Orientation Week, Celebration of Nations, 20th Anniversary of the Montreal Massacre, International Education Week, International Development Week, Make it Better Week)
- The Positive Space Campaign ran several successful workshops again this year at both St. Catharines and Hamilton Campus
- Continued to partner with International Services to deliver workshops in their Certificate for Success program that prepares International Students for success in their academic and work experience

2. Committee Work and Other Activities:

- Justice at Brock: Advocating Equity committee: working on provision of sexual assault programming for student service departments on campus; supported students to run referendum for development of a “Justice Centre” on campus; beginning discussions about systemic racial discrimination and racism on campus and interventions to address
- Member of Brock Niagara African Canadian Renaissance Group and supported their African History Month activities and events February 2010
- Staff participating on Workplace Violence Prevention and Response Committee with Human Resources and Campus Security Services to develop policies and programs in accordance with the Occupational Health and Safety Act
- Manager appointed standing member of the Mental Health Management Advisory Committee, and completed certification to co-facilitate Mental Health First Aid training on campus
- Staff of OHRES participated in a number of standing and ad-hoc committees this past year, including: Best Practices Recognition Advisory Group; Students-at-Risk Case Team; Brock Niagara African Renaissance Group; Justice at Brock; Academic Accommodation Policy Revision Committee; Brock Accessibility Advisory Committee; and United Way Campaign Committee.

ANNUAL OFFICE USAGE STATISTICS:

The following annual statistics on usage of the Office of Human Rights and Equity Services by community members for resolution of issues are broken down by month, by type of behaviour and by type of resolution.

Types of behaviour have been broken down into: General Harassment (ie. non-human rights based; personal or psychological harassment, bullying) and Human Rights Based (Harassment or Discrimination) by the most common types. Human Rights – Other (might include: family status, criminal record, receipt of social assistance).

Types of resolution include: Personal, Informal, Formal (Investigation – where respondent is staff or faculty; or under the Residence Community Guiding Principles or Code of Student Conduct/University Discipline Panel – where respondent is student), and Request for Formal Resolution Denied (where formal complaint files but OHRES has ruled it does not fall under RWLEP).

Breakdown by Month

July 2010	12
August 2010	11
September 2010	16
October 2010	8
November 2010	14
December 2010	6
January 2011	15
February 2011	8
March 2011	21
April 2011	15
May 2011	7
June 2011	8

Breakdown by Type of Behaviour (2010-11)

Type of Behaviour	
Human Rights – Sex/Gender	24
Human Rights – Race/Ethnicity	5
Human Rights – Religion	1
Human Rights – Disability	9
Human Rights – Sexual Orientation/Gender Identity	1
Human Rights – Other	0
General Harassment	142

Breakdown by Type of Resolution (2010-11)

Type of Resolution	
Personal Resolution	88
Informal Resolution	52
Formal Resolution – Investigation/RCGP/UDP	0-5*
Request for Formal Resolution Denied	0

RCGP – Residence Community Guiding Principles

UDP – University Discipline Panel (Code of Student Conduct)

* In accordance with the Freedom of Information and Protection of Privacy Act, a range of 0-5 has been used

OTHER ACCOMPLISHMENTS

- Both staff attended Supervisor’s Safety Conference, November, 2010
- Both staff attended Ontario Human Rights Advisors’ Forum at Seneca College, December 2010
- Human Rights Officer attended Universal Instructional Design workshop, May 2011
- Both staff completed online Accessibility training, May 2011
- Manager attended Mental Health First Aid Certification and Trainer training, June 2011
- Both staff attended Canadian Association of College and University Student Services Conference, Toronto, June 2011
- Manager elected Treasurer of CAPDHHE for a second term at annual conference in May 2011, Human Rights and Equity Officer elected as Secretary of CAPDHHE for third term in May 2011