



**OFFICE OF
DISCRIMINATION & HARASSMENT
PREVENTION SERVICES**

ANNUAL REPORT

2008-2009

RYERSON UNIVERSITY

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ANNUAL REPORT

May 1, 2008 – April 30, 2009

Introduction

This report is to provide members of the Ryerson University community with an overview of the activities of the Office of Discrimination and Harassment Prevention Services (DHPS) from May 1, 2008 to April 30, 2009.

The primary responsibility of the DHPS is to administer Ryerson's Discrimination and Harassment Prevention Policy and Procedures. Through this, the DHPS provides confidential advice to complainants and respondents; investigates complaints of discrimination and harassment; mediates and conciliates complaints; consults with managers/faculty on investigative processes and complaint strategies for the resolution of complaints; and maintains case files and statistics.

The DHPS is actively engaged in proactive activities to promote an inclusive community through educational and training sessions on equity, diversity, human rights; and due diligence issues, as well as building positive space communities on campus. Other services include referrals to resources within and outside Ryerson; up-to-date information from the DHPS Resource Room; consultations with various sectors of the university on policies and procedures with equity and human rights implications, and collaboration with community members on various projects to promote inclusiveness, diversity and respect.

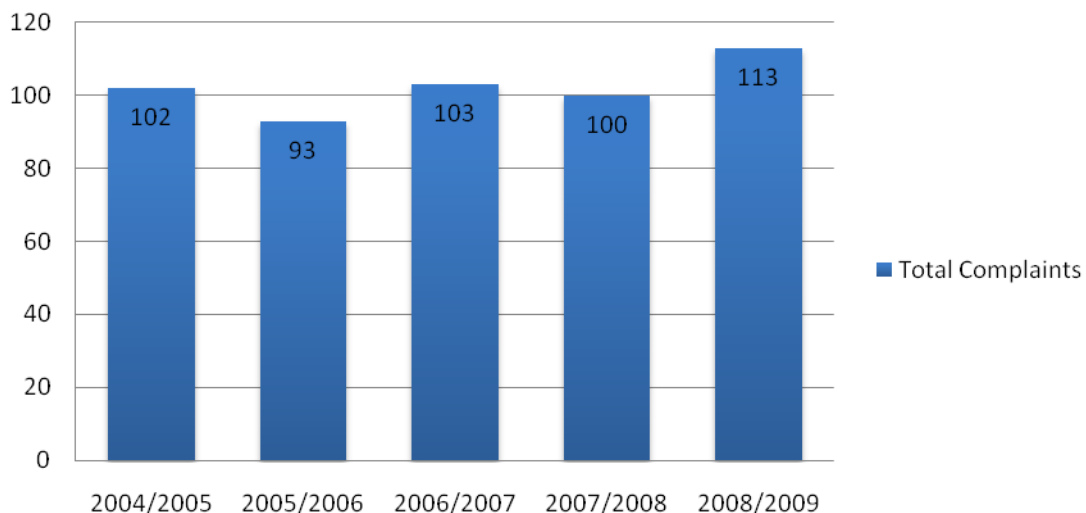
In this reporting period, the DHPS Office was staffed by Ann Whiteside, Discrimination and Harassment Prevention Officer; Darrell Bowden, Educational Equity Advisor; Katie Scarcello, Intake and Administrative Assistant; four summer students, Chris Wright, Jeffrey Perera, Sheila Ramsay, Bilal Khan, and four work study students Bilal Khan, Jeffrey Perera, Kemi Villasa, and Anna Luong.

Caseload

The DHPS Office works to empower the individual who has the concern to deal with the matter on their own if at all possible and/or appropriate. DHPS works with students, staff, and faculty with discrimination and harassment concerns to develop strategies to resolve their concerns prior to formal involvement by DHPS. This approach results in the resolution of complaints by the individual through the development of conflict resolution skills, valuable tools which will be transferable to other situations in their lives.

There were a total of 113 human rights related complaints that were handled by the Discrimination and Harassment Prevention Office for the 2008/2009 year, an increase of 13 complaints from the previous year.

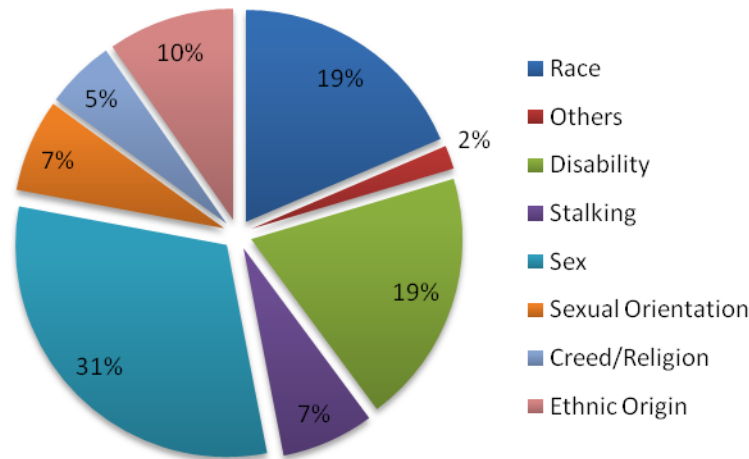
Total Complains by Reporting Year



Discrimination and harassment complaints are defined as complaints that include the prohibited grounds (i.e. sex, race, creed, age, sexual orientation etc.) as outlined in the *Ontario Human Rights Code*.

The following pie chart indicates the percentages of complaints based on prohibited grounds.

May 2008 - April 2009: Complaints Based on Prohibited Grounds



The grounds of sex (including sexual harassment and gender) combined with Stalking/Criminal Harassment represent 38% of the human rights related complaints received by the DHPS Office. This is a 2% increase from the previous year. This statistic shows that Sexual Harassment, gender discrimination and criminal harassment continue to be ongoing issues for our campus.

Together, race and ethnic origin complaints comprised 29% of the human rights based complaints for 2008/2009. This is a 1% decrease from the previous year, but race and ethnic origin continue to make up a large portion of the DHPS caseload. As Ryerson University has a student, staff and faculty community that is rich in its diversity, race and ethnic origin based concerns remain prominent.

Disability is a growing area of complaints for the Discrimination and Harassment Prevention Office as 19% of the complaints were from this area which represents a significant increase over last year where disability complaints comprised 13% of the DHPS caseload. Across provincial human rights commissions there has been a trend of increased disability complaints as more individuals are seeking to validate their rights with respect to full inclusion in our society.

TABLE I			
Complaints by Prohibited Grounds			
Prohibited Grounds	Complaints* 2008/2009	Complaints* 2007/2008	Complaints * 2006/2007
Age	0	0	3
Creed/Religion	6	12	6
Disability	22	13	14
Family Status	1	1	1
Marital Status	1	0	0
Race (include colour, place of origin, and ancestry)	21	21	22
Ethnic Origin	11	9	6
Sex	35	23	24
Sexual Orientation	8	8	18
Stalking	8	13	9
Total	113	100	103

★ A complaint is defined as an allegation of discrimination or harassment on a prohibited ground by a student, staff or faculty member of Ryerson.

Gender and Sector of the Complainant

TABLE II					
Gender and Sector of Complaint					
	Undergraduate	Graduate	Admin Staff	Faculty/Instructors	OTHER
Male	36	4	3	4	6
Female	41	2	3	9	1

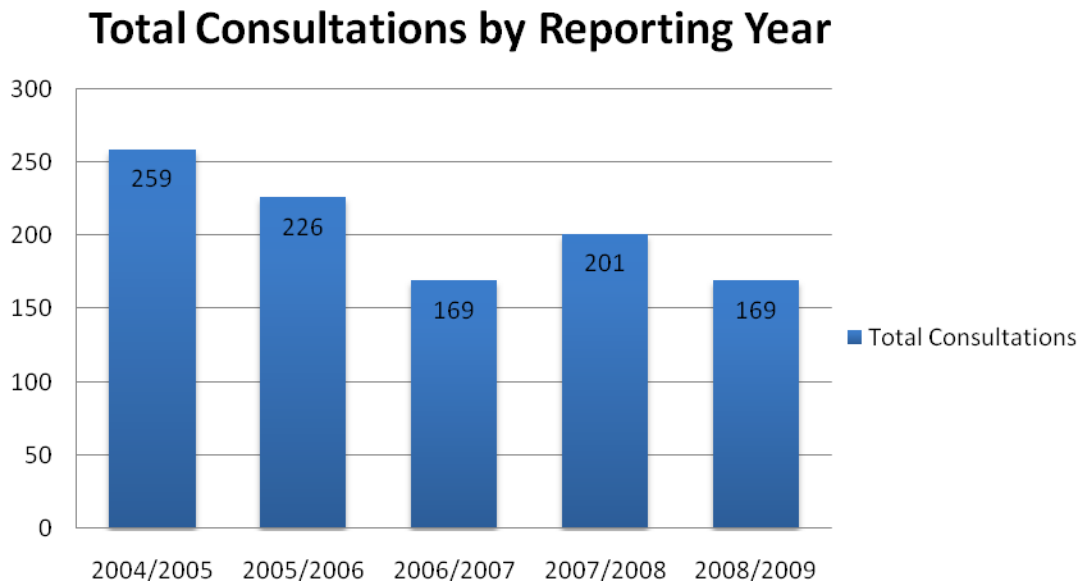
Table II indicates that there were slightly more female complainants 56 than male complainants 53 for the 2008/2009 year. (It should be noted that not all complaints include gender as some individuals choose not to identify their gender or may not consider themselves represented by the societal norms of male and female.) This is the first time that the number of female and male complainants has been almost identical. The category of “other” identifies complainants who were non-community members that had concerns when they were visiting the Ryerson campus.

Gender and Sector of the Respondent

	Undergraduate	Graduate	Admin Staff	Faculty/Instructors	OTHER
Male	12	0	3	8	2
Female	3	1	2	10	0

As for the respondents of the 2008/2009 year, Table III shows the number of respondents by gender. The majority of the respondents were male, with 25, up from 19 in 2007/2008 term. (Again it should be noted that not all respondents include a gender as some respondents were anonymous or the gender was unknown.) The category of others identifies respondents that were non-community members.

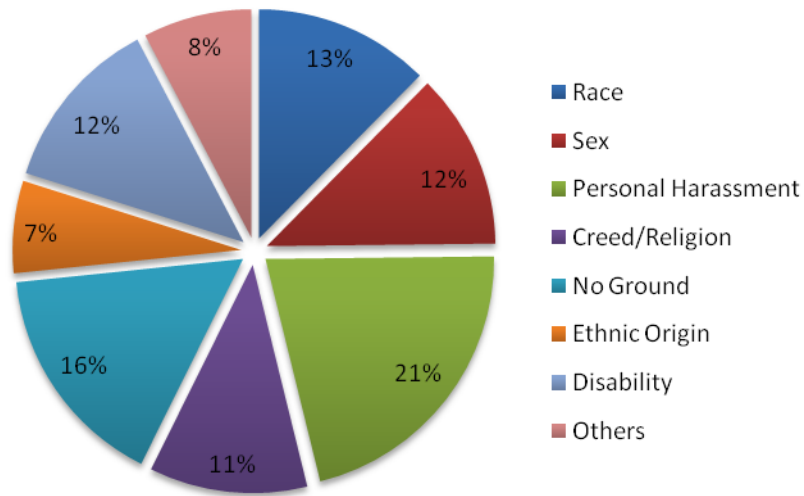
Total Consultations with DHPS



Consultations with DHPS

In 2008/2009 this Office conducted approximately 169 consultations compared to 201 consultations in 2007/2008. Personal Harassment comprised the largest portion of consultations at 21%. Race 13% combined with ethnic origin 7% represented 20% of consultations. Other major areas that faculty, staff, and students consulted on were creed/religion 11%, sex 12% and many miscellaneous complaints, classified under 'no ground' 16%. Most of the consultations were with Ryerson staff, faculty and students who were seeking information in order to resolve discrimination and harassment complaints/issues in their workplaces or classrooms. This Office was consulted on scholarships that were targeted to marginalized populations, accessible convocation, developing equity committees, and interpreting equity-based policies and procedures. Staff from other institutions of higher education and community agencies also contacted us to learn about our training initiatives and complaint processes.

May 2008 - April 2009: Consultations Based on Prohibited Grounds



Requests for Information

The requests for information to the Discrimination and Harassment Prevention Office increased from 37 to 44 over 2007/2008 to 2008/2009. These requests for information pertain to a variety of resources such as journals, books, videos, articles on human rights and equity related concerns. We have recently updated the materials in our resource room which has had a major impact on those who utilize our informational services.

Media Contacts

There were a total of 14 contacts from the media during the 2008/2009 year, compared to 23 contacts during the 2007/2008 academic year. The DHPS Office applauds the students' interest in the area of discrimination and harassment and the fact that they publish stories, conduct research and write papers that raise the awareness of these issues for the Ryerson community.

Education, Training and Prevention Activities

A total of 52 educational/workshop sessions were conducted by DHPS for faculty, students, and staff in 2008/2009 compared to 46 workshops in 2007/2008. There were approximately 1887 students, 150 staff, and 45 faculty that attended a DHPS workshop. Prevention through education is a major goal of the Discrimination and Harassment Prevention Office.

Education and Community Engagement

Ryerson is committed to promoting widespread understanding and discussion of human rights issues across the University. A number of human rights and equity based interactive workshops are held throughout the year for all community members. The following are a representative sampling of the workshops that were held during the 2008 – 2009 year:

- Empower Yourself: Know Your Human Rights
- Sexual Harassment and Dating Violence

- Harassment in the Workplace
- Positive Space Ally- Introduction
- Positive Space Ryerson II: Skill Building for Allies
- Race, Reality and Relationships
- No Barriers@Ryerson

DHPS customized and/or develop new workshops to suit various programs throughout the university. In the 2008 – 2009 we delivered a number of class sessions, customized to the course material. It is encouraging that so many areas of our academic community are including Human Rights and Equity in their curriculum.

Our academic partners for 2008 – 2009 were:

1. Student Services Equity Committee – Aboriginal Peoples Workshop in partnership with Aboriginal Student Services
2. Chairs and Directors – Health, Safety, Security and Harassment, Legal and Leadership Responsibilities
3. Ted Rogers School of Business – Human Resources
 - Recruitment and Selection
 - Equity in the Workplace
 - Business 100
4. School of Midwifery
5. School of Graphic Communication Management
6. Inclusive Classroom and Diversity – Learning and Teaching Office
7. Professional Communications – Race, Reality and Relationships

In 2008 – 2009, the DHPS office worked collegially with many campus groups to partner and /or sponsor campus activities. Involvement took many forms, from consulting and offering guidance to conceptualizing, planning, and organizing, to sponsoring events with and for students, staff and faculty. A list of the events that DHPS participated in for 2008 – 2009 were:

- Aboriginal Awareness Day
- Colour of Poverty Provincial Forum
- Disability Round Table
- Discover Ryerson Program
- International Day for the Elimination of Homophobia
- New Chairs Session
- New Faculty Orientation and Boutiques
- Black History Events
 1. Obama Day
 2. Viola Desmond Day
 3. Leadership in the Black Community with Senator Donald Oliver
- Racialized and Aboriginal Faculty: Navigating the Academy
- RyeACCESS – Disability Awareness Week
- RyePRIDE Queer Award Night, PRIDE week
- Ryerson Student Union Events
- Student Services Orientation Committee
- The Clothesline Project
- Trans Day of Remembrance

Committee Involvement

DHPS was involved in a number of committees to address the systemic aspects of discrimination:

1. Ryerson Accessibility Advisory Committee
2. Anti-Racism Coalition
3. Islamophobia and Anti-Semitism Committee
4. Student Code of Non-Academic Conduct Committee
5. Student Code of Conduct Committee
6. Disability Policy Review committee
7. Religious Observance Committee
8. December 6th Memorial Committee
9. Assessment for Behavioural Risk Team
10. Student Services Equity Committee
11. Black History Committee

- 12.Task Force on Anti-Racism
- 13.Academic Code of Conduct – Procedural Committee
- 14.Positive Space Ryerson Committee

DHPS looks forward to the findings of the Task Force on Anti-Racism and partnering with the Task Force members in fulfilling their recommendations.

Beyond Campus

DHPS is active in initiatives that extend beyond the Ryerson campus. Some of these activities were:

- Anti-Racist Multicultural Education Network of Ontario (AMENO) – Achieving Equity in Education
- Provincial Equity Networking Meeting at George Brown College
- Member for the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education
- Ontario Human Rights Commission’s consultation on:
 - New Complaint Procedures at Ontario Human Rights Tribunal
- Developing training resources with Trent University
- Corporate Human Rights Practitioners (CHRP)

Office Operations

The DHPS website is located at www.ryerson.ca/equity. The website is updated regularly. Currently the DHPS website includes:

- The DHPS Policy
- A Religious Observance Calendar
- An effective means to submit inquiries to the DHPS Office quickly and anonymously through the online contact form.
- A website devoted to Positive Space, including the Mission Statement, background, and a comprehensive list of Canadian Universities and Colleges running similar campaigns
- Links to other Ryerson services
- Annual Reports
- Human Rights and Equity Workshop Registration

Advisory Committee

The DHPS Advisory Committee met last year to review the DHPS annual report and to review promotional materials. Advisory committee members included representatives from the Access Center, Centre for Student Development and Counselling, CESAR, Ryerson Students Union, CUPE 3904, Management and Confidential Group (MAC), OPSEU, and RFA. The Committee acted as an important liaison in providing information on discrimination and harassment issues to their constituents. The DHPS appreciates the commitment and ongoing support and advice provided by the Committee members.

Acknowledgements

The Office of Discrimination and Harassment Prevention Services continues to enjoy the cooperation of our community partners when resolving discrimination and harassment complaints during the 2008 – 2009 year. In addition, the DHPS continues to develop relevant workshops and educational materials for our community. Darrell Bowden has made very important contributions with respect to the range of educational workshops offered by the DHPS. Katie Scarcello manages to keep both Darrell and Ann on task with her cheerful, efficient, and organized approach. Congratulations also to Darrell on his new addition to his family and to Katie on her recent marriage. Thanks to both Darrell and Katie for their contributions.

Appreciation is extended to the many students, staff, and faculty who engaged in the DHPS complaint process and helped to make the Ryerson University community a more supportive and inclusive environment.