



**OFFICE OF  
DISCRIMINATION & HARASSMENT  
PREVENTION SERVICES**

**ANNUAL REPORT**

**2009-2010**

**DRAFT**

**RYERSON UNIVERSITY**

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# **ANNUAL REPORT**

## **May 1, 2009 – April 30, 2010**

### **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, 2009 to April 30, 2010.

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.

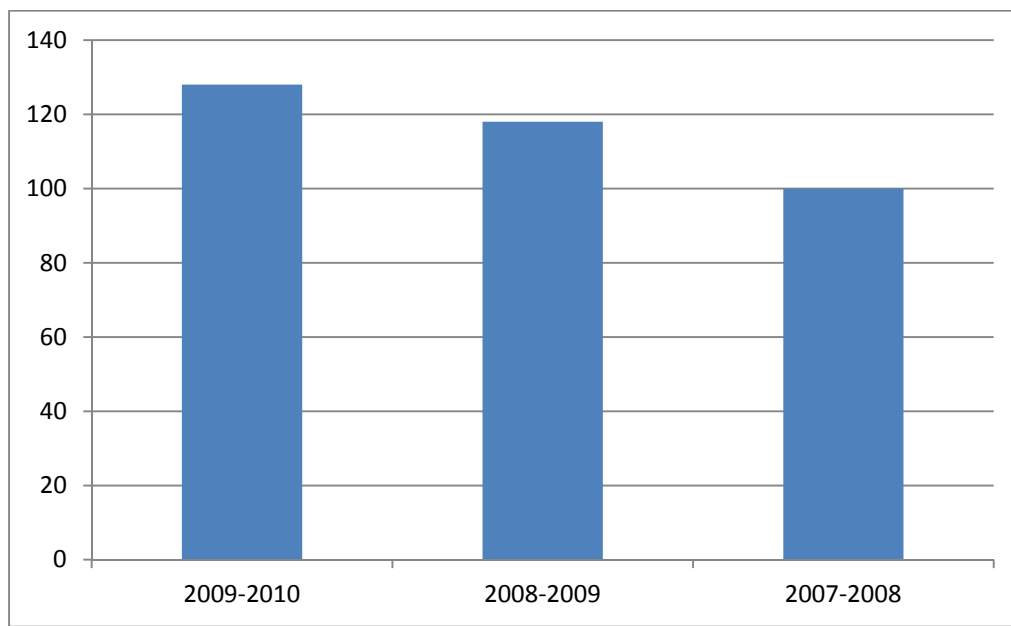
The DHPS is actively engaged in proactive activities to promote an inclusive community through educational and training sessions on equity, diversity, human rights; and due diligence issues, as well as building positive space communities on campus. Other services include referrals to resources within 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 Solomon, Intake and Administrative Assistant; three summer students, Jasmine Chaykowsky, Jeffrey Perera, and Nasim Zoubeyri, and four work study students Jasmine Chaykowsky, Jeffrey Perera, Dawn Maranan, and Faheem Mulla.

## Caseload

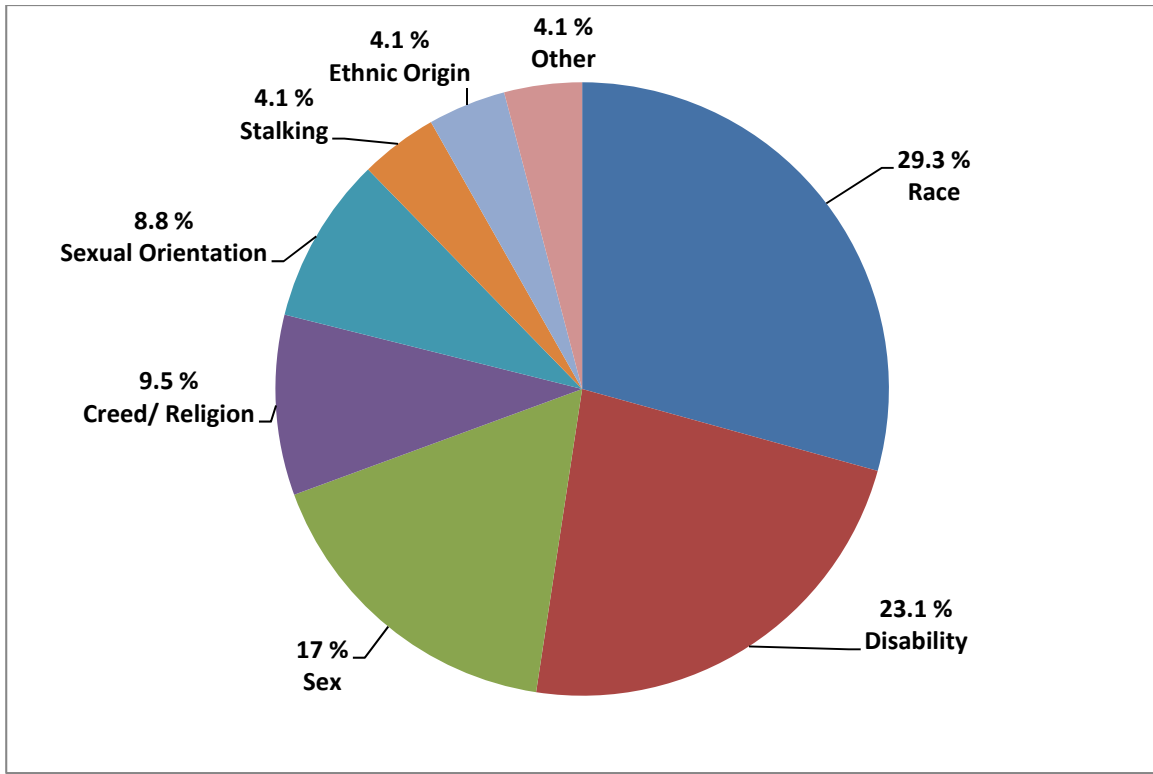
The DHPS Office works to empower the individual who has the concern to deal with the matter on their own if at all possible and/or appropriate. DHPS works with students, staff, and faculty with discrimination and harassment concerns to develop strategies to resolve their concerns prior to formal involvement 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 **128** human rights related complaints that were handled by DHPS Office for the 2009-2010 year, an increase of **10** complaints from the previous 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.



The grounds of sex (including **sexual harassment** and gender) combined with **stalking/criminal harassment** represent **21.1%** of the human rights related complaints received by the DHPS Office. This is a **16.8%** decrease from the previous year. This statistic shows however that Sexual Harassment, gender discrimination and criminal harassment continue to be ongoing issues for our campus.

Together, race and ethnic origin complaints comprised **33.4%** of the human rights based complaints for the 2009-2010 year. This is a **6.6%** increase from the previous year, continuing to make race and ethnic origin 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 DHPS Office as **23.1%** of the complaints representing an increase from last year where disability complaints comprised **19%** 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.

## Complaints based on Prohibited Grounds

Prohibited Grounds	Complaints from 2009-2010	Complaints from 2008-2009	Complaints from 2007-2008
Personal Harassment	0	0	0
Assault	1	1	0
Race	43	21	21
Disability	34	24	13
Sexual Orientation	13	8	8
Stalking	6	9	13
Age	1	0	0
Ethnic Origin	6	11	9
Creed/Religion	14	7	12
Citizenship	2	0	0
Family Status	0	1	1
No Ground	2	0	0
Sex	25	36	23
Record Of Offences	0	0	0
Marital Status	0	1	0

★ 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

	Undergraduate	Graduate	Admin Staff	Faculty/Instructors	CE Students	OTHER
<b>Male</b>	28	3	2	3	3	0
<b>Female</b>	47	3	13	6	3	2

Table II indicates that there were significantly more female complainants (**47** undergraduate) than male complainants (**28** undergraduate) for the

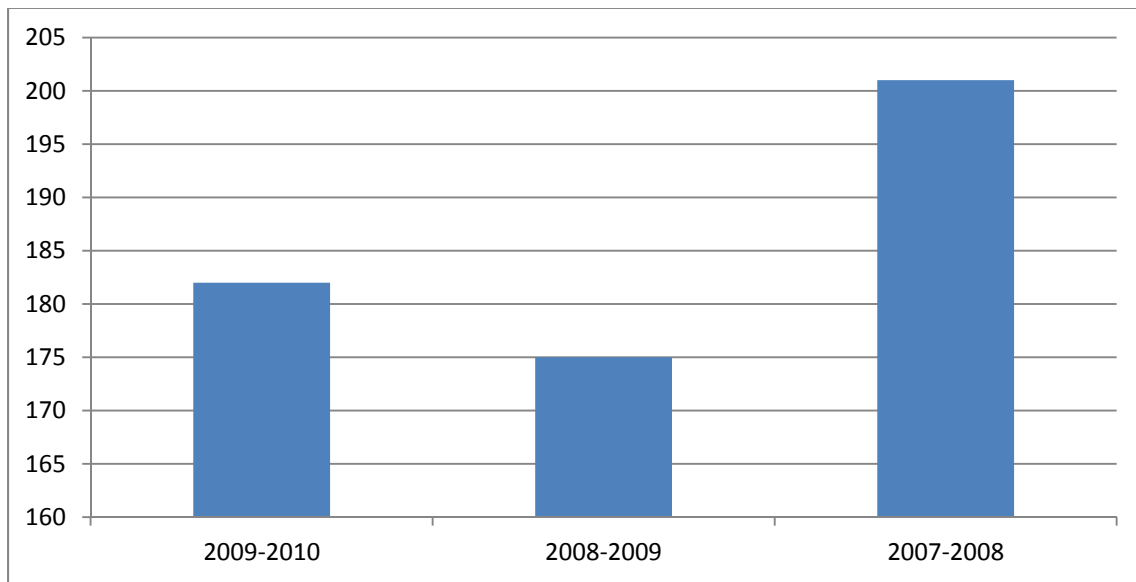
2009-2010 year. (It should be noted that not all complaints include gender as some individuals choose not to identify their gender or may not consider themselves represented by the societal norms of male and female.) The category of “other” identifies complainants who were non-community members that had concerns when they were visiting the Ryerson campus.

### Gender and Sector of the Respondent

TABLE III Gender and Sector of Respondent						
	Undergraduate	Graduate	Admin Staff	Faculty/Instructors	CE Student	OTHER
Male	7	1	2	11	1	1
Female	4	1	2	7	1	0

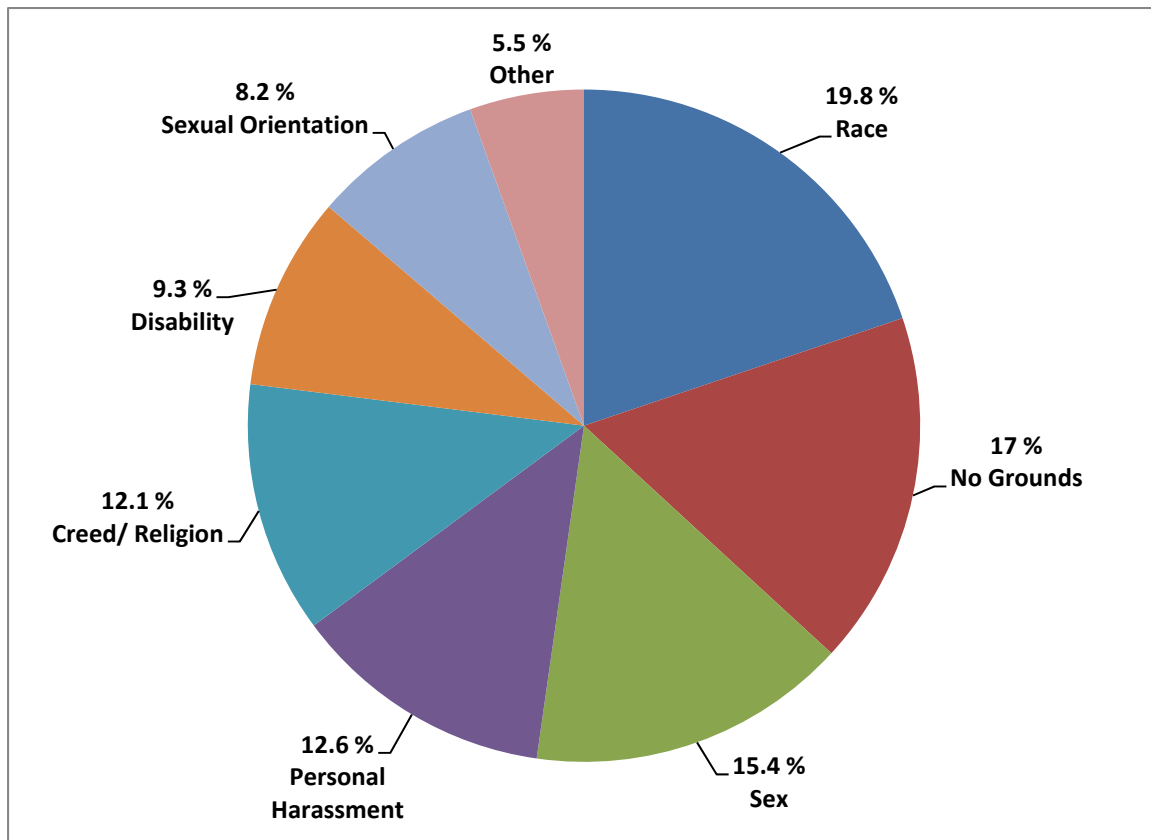
As for the respondents of the 2009-2010 year, Table III shows the number of respondents by gender. The majority of the respondents were male, with **23**, up from **17** in 2008-2009. (Again it should be noted that not all respondents include a gender as some respondents were anonymous or the gender was unknown.) The category of others identifies respondents that were non-community members.

### Total Consultations with DHPS



## Consultations with DHPS

In 2009-2010, the DHPS Office conducted approximately 182 consultations compared to 169 consultations in 2008-2009. Personal Harassment comprised **12.6%** of consultations. Race **19.8%** combined with ethnic origin **3.3%** represented **23.1%** of consultations. Other major areas that faculty, staff, and students consulted on were creed/religion **12.1%**, sex **15.4%** and many miscellaneous complaints, classified under 'no ground' **17.0%**. 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.





## **Requests for Information**

The requests for information to the Discrimination and Harassment Prevention Office decreased from **46 to 37** from 2008-2009 to 2009-2010. 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 **12** contacts from the media during the 2009-2010 year, compared to **15** 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 **42** educational/workshop sessions were conducted by DHPS for faculty, students, and staff in 2009-2010 compared to **52** workshops in 2008-2009. There were approximately **2487** students, **78** staff, and **10** faculty members that attended a DHPS workshop. Prevention through education is a major goal of the DHPS 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 2009-2010 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 developed new workshops to suit various programs throughout the university. In the 2009 – 2010 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 2009 – 2010 were:

1. Student Services Equity Committee – Aboriginal Peoples Workshop in partnership with Aboriginal Student Services
2. Chairs and Directors – Managing Difficult Students
3. Ted Rogers School of Business – Human Resources
  - Recruitment and Selection
  - Equity in the Workplace
  - Business 100
  - Harassment in the Workplace
  - Diversity: The Business Difference
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
8. ENG 100 - Faculty of Engineering, Architecture and Science

In 2009-2010, 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 2009-2010 were:

- Aboriginal Awareness Day
- Beats & Rhymes: Hip Hop Film Screening and Panel Discussion
- Colour of Poverty Provincial Forum
- December 6<sup>th</sup> Memorial Fund Raiser
- Disability Round Table
- Discover Ryerson Program
- Film Screening – Dictator Hunter
- International Day for the Elimination of Homophobia
- New Chairs Due Diligence Session
- New Faculty Orientation and Boutiques
- Black History Events
- Personality Dimensions – Student Services Staff
- 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
- Supporting Indigenous Academics: An Australian Perspective
- The Clothesline Project
- Trans Day of Remembrance
- United Black Students Conference
- University Students & The Hows: Practical Strategies to Today’s Legal Challenges

## **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 and Task Force on Anti-Racism
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 6<sup>th</sup> Memorial Committee
9. Assessment for Behavioural Risk Team
10. Student Services Equity Committee
11. Black History Awareness Committee
12. Academic Code of Conduct – Procedural Committee
13. Positive Space ALLY Ryerson Committee

## **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)
- Queens University Faculty of Education – Race, Reality and Relationships

## **Office Operations**

The DHPS website is located at [www.ryerson.ca/equity](http://www.ryerson.ca/equity). The website is updated regularly. Currently the DHPS website includes:

- The DHPS Policy
- A Religious Observance Calendar
- 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

- A website devoted to the December 6<sup>th</sup> Memorial including information on the December 6<sup>th</sup> Committee, and a way to get involved in the committee
- A website devoted to No Barriers including the Mission Statement, background information and history
- A page displaying all the publications and brochures DHPS regularly distributes
- A page devoted to the Resource Room listing all the items currently available for use

## **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 DHPS Office continued to enjoy the cooperation of our community partners when resolving discrimination and harassment complaints during the 2009-2010 year. In addition, the DHPS Office 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 Solomon 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 Office complaint process and helped to make the Ryerson University community a more supportive and inclusive environment.