



Discrimination and Harassment
Prevention Services

OFFICE OF DISCRIMINATION & HARASSMENT PREVENTION SERVICES

ANNUAL REPORT

2011-2012



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ANNUAL REPORT

May 1, 2011 – April 30, 2012

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, 2011 to April 30, 2012.

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.

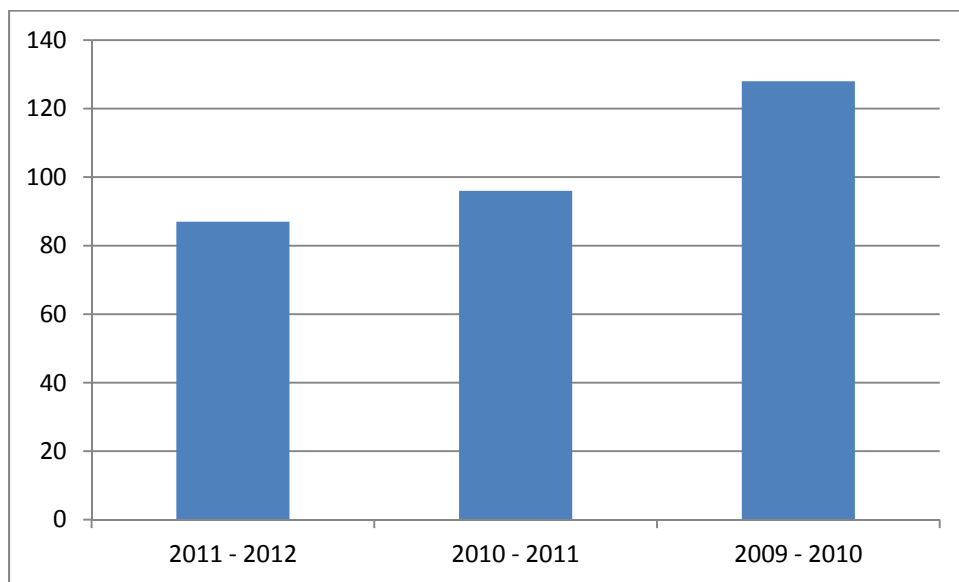
The DHPS is actively engaged in proactive activities to promote an inclusive community through educational and training sessions on equity, diversity, human rights; and due diligence issues, as well as building positive space communities on campus. Other services include referrals to resources within 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; two summer students, Jasmine Chaykowsky, and Faheem Mulla, as well as one TDSB student Sarah Grenier, and four work study students Jasmine Chaykowsky, Shoshana Erlich, Cassandra Thompson and Eric Siu.

Caseload

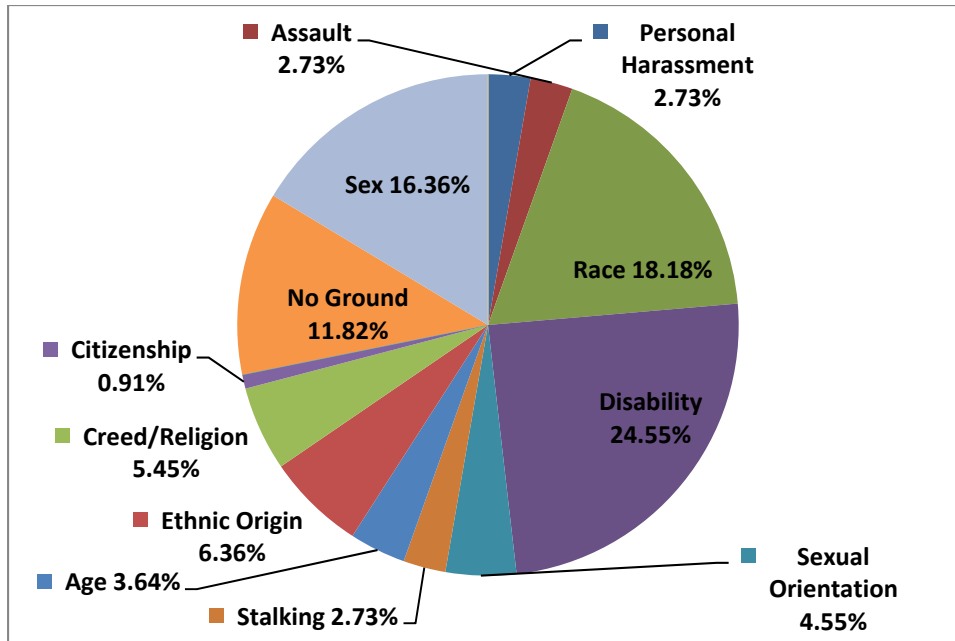
The DHPS Office works to empower the individual who has the concern to deal with the matter on their own if at all possible and/or appropriate. DHPS works with students, staff, and faculty with discrimination and harassment concerns to develop strategies to resolve their concerns prior to formal involvement 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 **87** human rights related complaints that were handled by DHPS Office for the 2011-2012 year, a decrease of **9** 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 **19.09%** of the human rights related complaints received by the DHPS Office. This is a **1.29%** decrease from the previous year continuing to show that Sexual Harassment, gender discrimination and criminal harassment continue to be ongoing issues for our campus.

Together, race and ethnic origin complaints comprised **24.54%** of the human rights based complaints for the 2011-2012 year. This is a **2.96%** decrease 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.

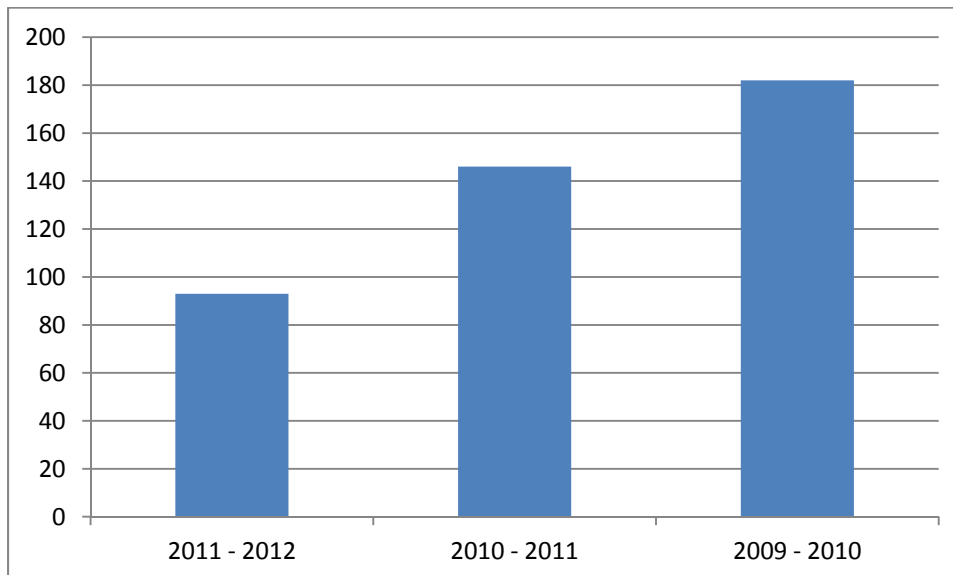
Disability is a large area of complaints for the DHPS Office as **24.55%** of the complaints representing a decrease from last year where disability complaints comprised **26.6%** of the DHPS caseload. Across provincial human rights commissions there has been a trend of increased disability complaints 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 2011-2012	Complaints from 2010-2011	Complaints from 2009-2010
Personal Harassment	3	0	0
Assault	3	0	1
Race	20	25	43
Disability	27	29	34
Sexual Orientation	5	11	13
Stalking	3	2	6
Age	4	3	1
Ethnic Origin	7	5	6
Creed/Religion	6	9	14
Citizenship	1	1	2
Family Status	0	2	0
No Ground	13	2	2
Sex	18	20	25
Record Of Offences	0	0	0
Marital Status	0	0	0

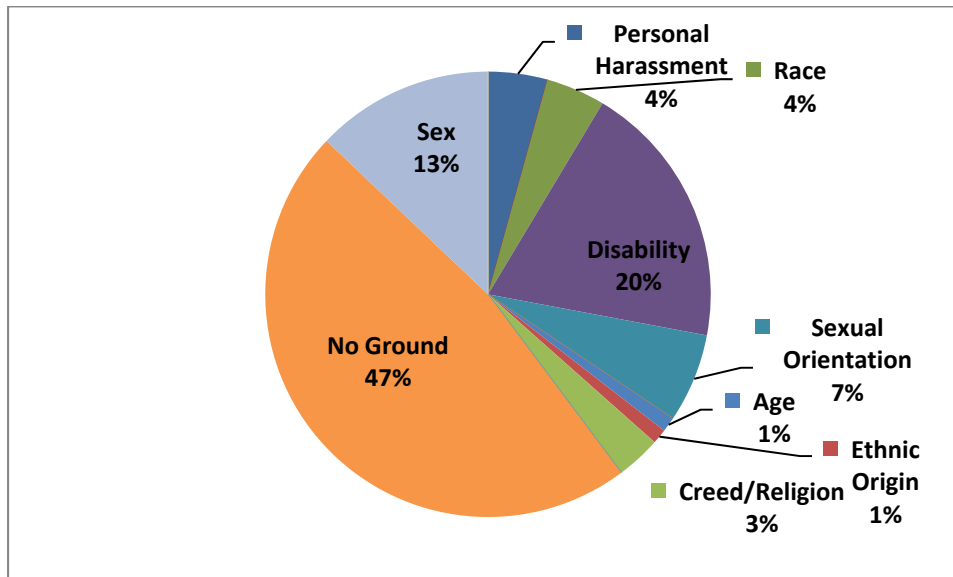
★ A complaint is defined as an allegation of discrimination or harassment on a prohibited ground by a student, staff or faculty member of Ryerson.

Total Consultations with DHPS



Consultations with DHPS

In 2011-2012, the DHPS Office conducted approximately 93 consultations compared to 146 consultations in 2010-2011. Disability comprised of **19.4%** consultations. Personal Harassment comprised **4.3%** of consultations. Race **4.3%** combined with ethnic origin **1.08%** represented **5.38%** of consultations. Other major areas that faculty, staff, and students consulted on were creed/religion **3.23%**, sex **12.9%** and many miscellaneous complaints, classified under 'no ground' **47.3%**. 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 **34 to 23** from 2010-2011 to 2011-2012. 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 **3** contacts from the media during the 2011-2012 year, compared to **18** contacts during the 2010-2011 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 **32** educational/workshop sessions were conducted by DHPS for faculty, students, and staff in 2011-2012 compared to **13** workshops in 2010-2011. There were approximately **1354** students, **64** staff, and **1** 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 2011-2012 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
- Diversity: The Power of Difference

DHPS customized and/or developed new workshops to suit various programs throughout the university. In the 2011 – 2012 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 2011 – 2012 were:

1. Inclusive Classroom and Diversity – Learning and Teaching Office
2. Professional Communications – Race, Reality and Relationships
3. Faculty of Engineering, Architecture and Science
 - CEN 100 – Common Engineering
 - Positive Space – Ryerson Engineering Student Society
4. Ryerson Student Union and Continuing Education Student Association of Ryerson
5. Student Services Equity Committee – Aboriginal Peoples Workshop in partnership with Aboriginal Student Services
6. Chairs and Directors – Health, Safety, Security and Harassment, Legal and Leadership Responsibilities
7. Ted Rogers School of Management
 - a. Human Resources
 - Recruitment and Selection
 - Equity in the Workplace
 - b. Retail Management
 - c. Business 100

8. School of Midwifery

In 2011-2012, 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 2011-2012 were:

- Human Rights: A Managers Primer
- International Day for the Elimination of Homophobia
- New Chairs Equity Session
- New Faculty Orientation and Boutiques
- Aboriginal Awareness Day
- Building Capacity for Managers: Equity, Diversity and Human Rights
- Consultation with Access Centre on Disability and Accessibility at Ryerson
- Consultation with RSU on Sexual Assault Survivor Support Line
- Cultural Awareness Committee
- December 6th Memorial Committee Events
- Disability Round Table
- Discover Ryerson Program
- Positive Space collaboration with Rye Pride
 - “God Love’s Hair” book launch
- Trans Day of Remembrance
- Black History Events
 1. “Black-Out”: Who’s Missing in Politics
 2. Viola Desmond Day Awards Celebration
- RyeACCESS – Disability Awareness Week
- RyePRIDE Queer Award Night, PRIDE week
- Ryerson Student Union Events
- Student Services Orientation Committee
- The Clothesline Project

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. Student Services Equity Committee
4. Black History Awareness Committee
5. Academic Code of Conduct – Procedural Committee
6. Positive Space ALLY Ryerson Committee
7. Islamophobia and Anti-Semitism Committee
8. Student Code of Non-Academic Conduct Committee
9. Student Code of Conduct Committee
10. Disability Policy Review committee
11. Religious Observance Committee
12. December 6th Memorial Committee
13. Assessment for Behavioural Risk Team

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 Seneca College
- Member for the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education
- Ontario Human Rights Commission’s consultation on:
 - Policy on Sexual Harassment and Gender Identity
- Developing training resources with York 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
- 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 6th Memorial including information on the December 6th 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
- A website devoted to the Black History Awareness Committee including a timeline, past events, articles, and photo gallery

Acknowledgements

The DHPS Office continued to enjoy the cooperation of our community partners when resolving discrimination and harassment complaints during the 2011-2012 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. 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.