ANNUAL REPORT

For the period:

May 1, 2021 to April 30, 2022

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EXECUTIVE SUMMARY

This Annual Report is provided in accordance with Laurentian University's Policy and Program on a Respectful Workplace and Learning Environment, Policy on Response and Prevention of Sexual Violence and Code of Student Rights and Responsibilities. The report provides details as to the number, type, and disposition of matters brought forward to the Equity, Diversity and Human Rights Office (EDHRO) as well as education, training and other initiatives completed by the EDHRO during the fiscal year. A copy of this report is available to the members of the Laurentian University community by contacting the EDHRO or on the EDHRO's website at https://laurentian.ca/human-rights.

An increase was noted in all case contacts, including under each respective policy, for 2021-2022. Indeed, the EDHRO received the highest number of case contacts - 463 - that it has ever received in one fiscal year since its inception in 2016. This increase is likely attributable to increased awareness and education activities, the return to on-campus activities from virtual delivery due to the ongoing COVID-19 pandemic, as well as the considerable challenges faced by the Laurentian community both on account of the pandemic, and the CCAA process entered into by Laurentian University. Throughout this difficult period, the EDHRO continued to provide critical support and guidance to respond to these challenges, including the novel human rights issues raised by the COVID-19 pandemic, while also ensuring to consider the disproportionate impact of the pandemic and barriers faced by some members of the Laurentian University covered by grounds protected under the Ontario *Human Rights Code*.

The EDHRO has continued to adopt new strategies to engage the campus community (which is detailed under Initiatives, below), and has remained committed to ensuring that timely, compassionate and confidential services continue to be available to all community members in its mandate of fostering an inclusive and respectful learning and working environment for all students, staff and faculty.

THE EQUITY, DIVERSITY AND HUMAN RIGHTS OFFICE

The mandate of the EDHRO is to lead the Laurentian University community in fostering an inclusive and respectful learning and working environment for all students, staff and faculty by providing expertise, guidance and counsel to members of the University community in order to ensure compliance with the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA), the

anti-harassment sections of the *Occupational Health and Safety Act, 1990* (OHSA), the *Ontario Human Rights Code*, *1990* (Code), the Sexual Violence and Harassment Action Plan Act (Supporting Survivors and Challenging Sexual Violence and Harassment) (Bill 132), as well as Laurentian University's Policy on a Respectful Workplace and Learning Environment, Policy on Response and Prevention of Sexual Violence, Policy on Accessibility Standards for Customer Service, the Code of Student Rights and Responsibilities and any other related policies.

The key functions of the EDHRO during the 2021-2022 fiscal year included:

1) Assisting individuals with complaints of harassment, bullying, discrimination, sexual harassment, sexual violence and student rights and responsibilities to understand the range of options available for responding, and help them to pursue a resolution;
2) Providing information and training to the community to increase awareness about the importance of promoting a respectful workplace and learning environment;
3) Providing information and training to the community to increase awareness about human rights, student rights and responsibilities and sexual violence response and prevention.
4) Administering the Policy and Program on a Respectful Workplace and Learning Environment, the Policy on Response and Prevention of Sexual Violence, Policy on Accessibility Standards for Customer Service and the Code of Student Rights and Responsibilities.
5) Providing policy and procedural guidance to members of the Laurentian University community.

RESOLUTION SERVICES

A function of the EDHRO is to receive and provide guidance on concerns/complaints of discrimination, harassment/bullying, sexual harassment, sexual violence, accessibility and non-academic behaviour of students and assist individuals in understanding the range of options available for responding, and help pursue a resolution.

Not only does the resolution function minimize the potential for the externalization of complaints, the service also informs, in part, the EDHRO's education agenda. In turn, the abilities of the EDHRO staff to address areas of vulnerability across the institution based on the evidence from case services reduces the potential for unmanaged conflict.

Case Contacts

A case contact is an individual or unit who brings forward a complaint, consultation or enquiry to the EDHRO. In this context, the case contact does not need to have made a complaint to be named as such. “Case contact” is simply the term used for the individual or unit who initially makes contact with the EDHRO, which includes contact for the purpose of an enquiry, consultation, or complaint.

Case Contact Composition

Each case contact with the EDHRO can be broken down into the following three (3) categories:

(1) **Complaint:** a written complaint received by the EDHRO by an individual who believes that they have been subjected to behaviour that may breach one of the policies under the EDHRO mandate. Note that once the EDHRO receives a Written Case Resolution Request Form, the case is categorized as a complaint. A consultation with respect to concerns about an individual and/or unit may also result in the triggering of a University- led alternative dispute resolution and/or investigation process under the policies and thereafter be categorized as a complaint. Complaints may be addressed both through formal and informal resolution processes;

(2) **Consultation:** guidance and/or direction provided by the EDHRO on concerns, questions or potential complaints. Consultations may include (but are not limited to) requests for assistance or clarification from members of the Laurentian University community, including academic or administrative leaders (i.e. those with the authority or responsibility to address concerns), requests for information and/or assistance by third parties (i.e. friends, co-workers seeking assistance to support others), or the provision of information with appropriate guidance. Typically, this would entail a longer interaction or more than one meeting to address questions or a possible concern relating to a matter falling under the EDHRO mandate. Some consultation services may also require follow up with other individuals or administrative or academic units. Consultations also include the provision of support and accommodations to individuals under EDHRO’s policies, including survivors under the Policy on Response and Prevention of Sexual Violence as a follow up to a report of sexual violence;

(3) **Enquiry:** a basic clarification, reference or provision of information.

Case Contacts by Policy or by Subject Matter

Case contacts are categorized by either the applicable Policy under which the case contact correlates, or where the case contact does not relate to a specific policy, under the following categories: AODA, EDHRO General, EDI, Training Request, or Non-Mandate.

The EDHRO received and responded to a total of 463 case contacts in 2021-2022, the breakdown of which are particularized below.

AODA

An individual requesting information or collaboration relating to the AODA.

During the 2021-2022 reporting year, the EDHRO received 13 case contacts as AODA.

EDHRO General

An individual requesting general assistance, information and/or collaboration with respect to the EDHRO's broader mandate, that includes multiple policies/subjects or is not specific to one particular policy.

During the 2021-2022 reporting year, the EDHRO received 72 case contacts as EDHRO General.

EDI

An individual requesting information or collaboration relating to equity, diversity and inclusion (EDI) initiatives.

During the 2021-2022 reporting year, the EDHRO received 24 case contacts as EDI.

Training Request

Training requests are those that are requested specifically by the case contact, and may be a customized session or training relating to any matter under the EDHRO mandate, including human rights, discrimination, harassment/bullying, sexual violence prevention and response, accessibility or student rights and responsibilities. Training requests that are specifically requested are separate from the other education/training/awareness activities that the EDHRO undertakes as part of its mandate each year.

During the 2021-2022 reporting year, the EDHRO received 22 requests for specific training.

Non-Mandate

Case contacts that are categorized as non-mandate are those that do not fall under one of the Policies administered by the EDHRO, or within the general mandate of the Office. In such cases, the EDHRO will assist the individual in connecting with the appropriate university official and/or department which is able to address the circumstances, and/or assist with connecting with other resources including community partners.

During the 2021-2022 reporting year, the EDHRO received 33 case contacts as non-mandate.

Respectful Workplace and Learning Environment

There were 188 case contacts with the EDHRO in 2021- 22 that were dealt with under the Policy and Program on a Respectful Workplace and Learning Environment ("RWLE"). These case contacts were comprised of 20 complaints, 149 consultations, and 19 enquiries*. All case contacts were also categorized by type, as illustrated, below in Figures 1(a) and 1(b).

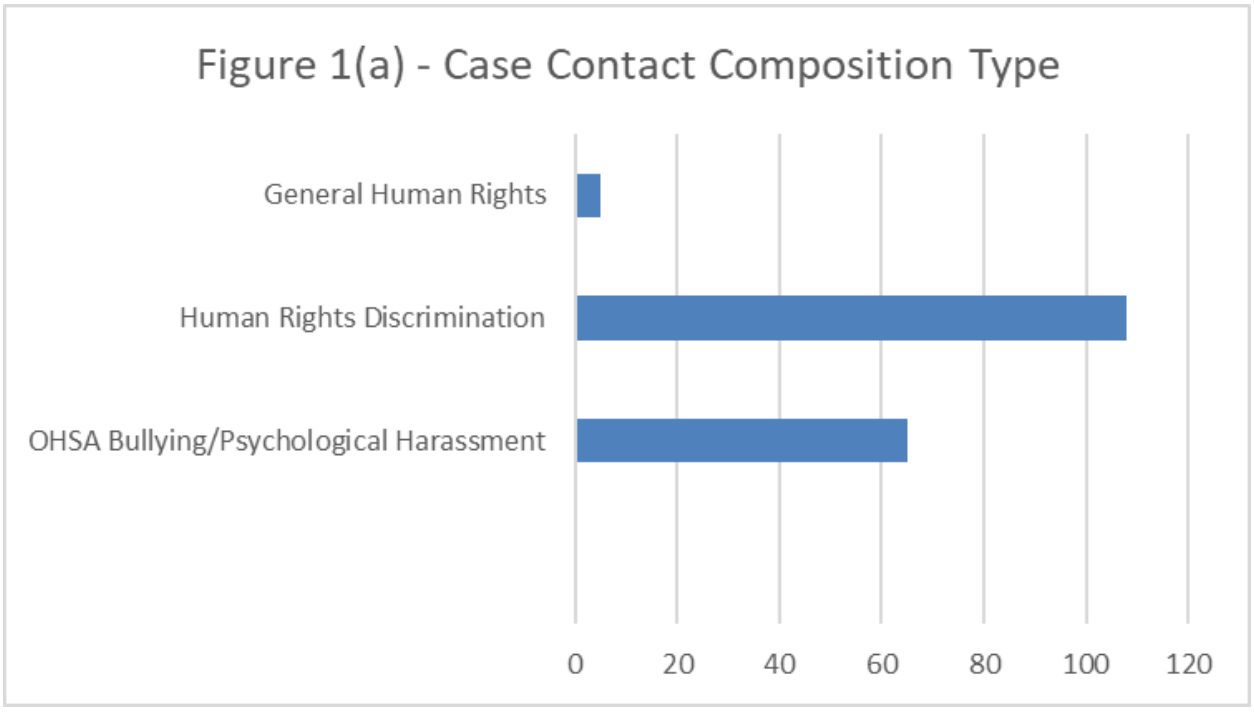


Figure 1(a) – RWLE Case Contact Composition Type Chart

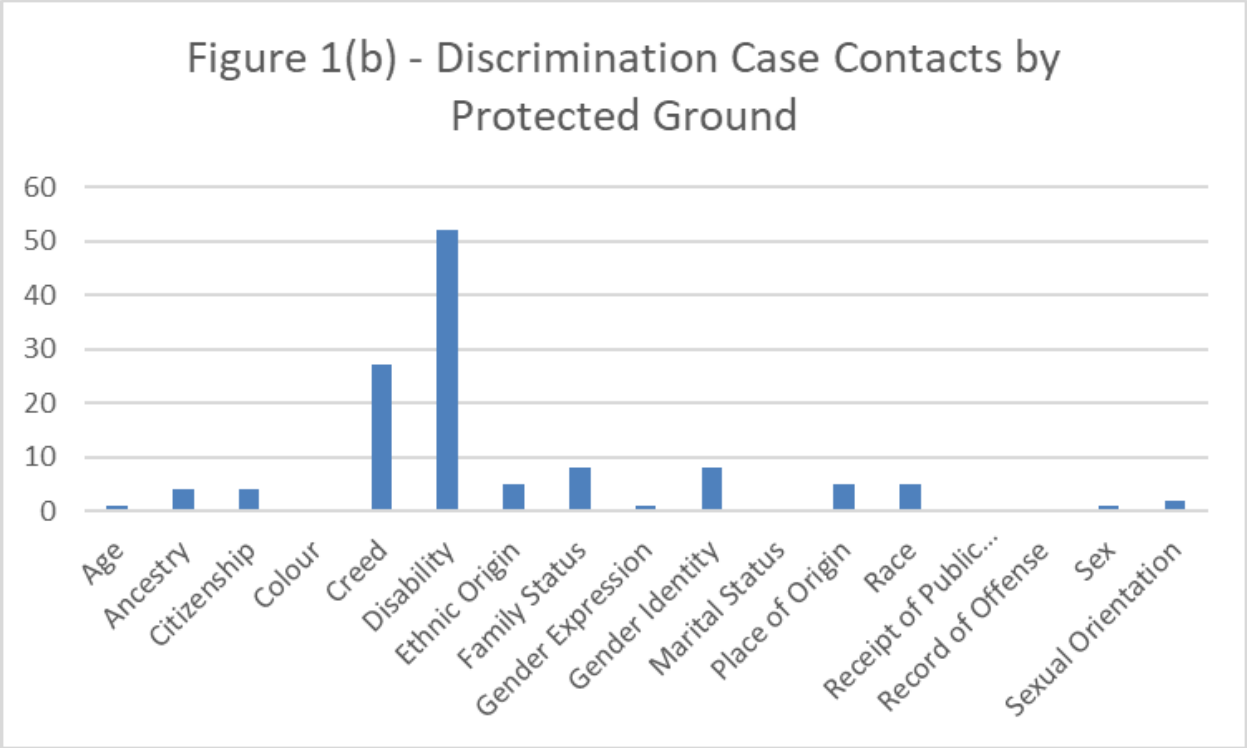


Figure 1(b) – Discrimination case contacts by protected ground

*Please note that prior to adding non-policy subject matter categories for 2021-22 as described above, many enquiries/consultations relating to those categories, generally, were captured in prior reporting years under the RWLE.

Response and Prevention of Sexual Violence

There were 37 total case contacts with the EDHRO in 2021-22 that were dealt with under the Policy on Response and Prevention of Sexual Violence. These case contacts were comprised of 5 complaints, 23 consultations, and 4 enquiries. As part of these case contacts, the EDHRO participated in two 2 external collaborations and 1 internal collaboration relating to sexual violence prevention and response as well as received 2 training requests specific to sexual violence.

Code of Student Rights and Responsibilities

There were a total of 76 case contacts with the EDHRO in 2021-22 under the Code of Student Rights and Responsibilities. These case contacts were comprised of 27 complaints, 40 consultations, and 9 enquiries.

Constituency Groups

The case contacts in each file are broken down into seven (7) constituency groups as follows:

(1) **Faculty:** this group includes all members of the Laurentian University Faculty Association (LUFA) as well as department Chairs/Directors (who are members of LUFA);
(2) **Faculty Unit/Department:** this group includes cases brought forward on behalf of a faculty unit or department as a whole and not by any one individual.
(3) **Employees:** this includes all employees other than Faculty. Included are members of the Laurentian University Staff Union (LUSU), graduate teaching assistants represented by the Canadian Union of Public Employees (CUPE), and members of the Laurentian University Administrative and Professional Staff (LUAPS) who do not fall into the leadership group personnel category listed below as well as all other employees who do not belong to a union or association;
(4) **Staff Unit:** this group includes cases brought forward on behalf of a staff unit or department as a whole and not by any one individual.
(5) **Students:** this group includes all students at Laurentian University;
(6) **Leadership group personnel:** this category includes all leadership personnel including Executive Team members, Associate Vice-Presidents, Deans and Directors. It does not include Chairs of departments as they are included as members of Faculty, as noted above, and;
(7) **"Other":** Included in this category are case contacts who are not a member of the Laurentian University community. This group may also include Laurentian University addressing a complaint as an institution.

The following is a breakdown by constituency group of case contacts who sought services through the EDHRO under both under non-policy subject matters of inquiry (Figure 2(a)) and under the Policy and Program on a Respectful Workplace and Learning Environment (RWLE), the Policy on Response and Prevention of Sexual Violence (RPSV) and the Code of Student Rights and Responsibilities (CSRR) (Figure 2(b)).

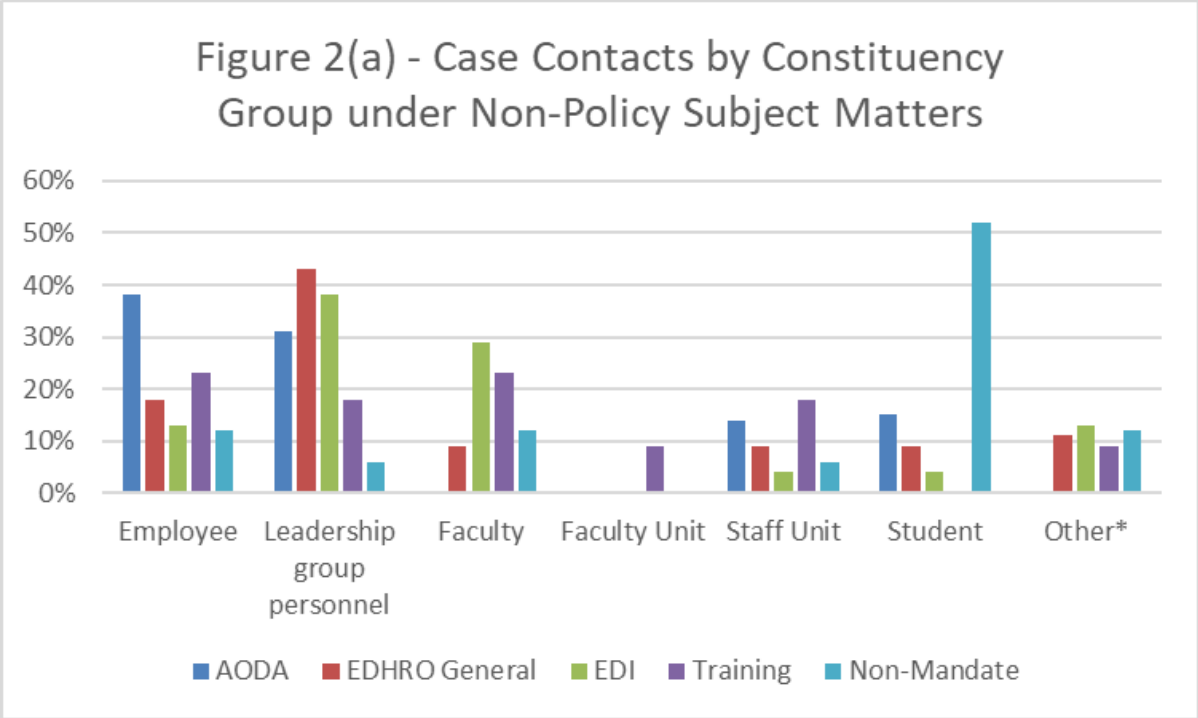


Figure 2(a) - Percentage of case contacts by non-policy subject matter based on constituency group

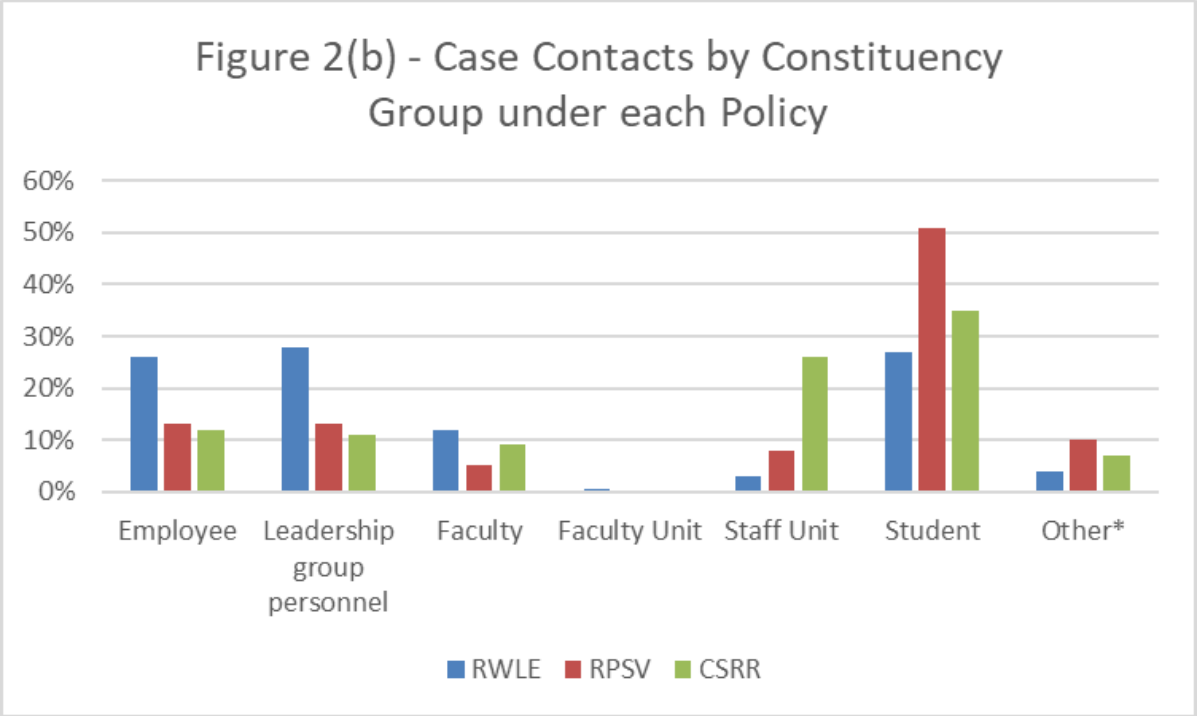


Figure 2 (b) – Percentage of case contacts by policy based on constituency group

Resolution of Complaints

Respectful Workplace and Learning Environment

Of the 20 complaints made in 2021-22 under the RWLE and 8 brought forward from 2020-21, there were a total of 11 complaints resolved in 2021-22 and 9 brought forward to 2021-22. Of the 11 resolved complaints:

- 3 complaints were resolved by way of informal resolution using various mediation/ADR techniques;
- 1 complaint was resolved through formal mediation;
- 1 complaint was withdrawn;
- 3 complaints were referred;
- 3 complaints required no further action.*

***** Please note that some of these complaints involved the clarification of information and once the clarification was made, the complaint was either withdrawn, or no further action or follow-up was necessary.

Policy on Response and Prevention of Sexual Violence

Of the 5 complaints made in 2021-2022 under the Policy on Response and Prevention of Sexual Violence and 1 brought forward from 2020-21, there were a total of 3 complaints resolved in 2021-22 and 3 brought forward to 2022-23. Of the resolved complaints, 1 was resolved through a facilitated informal resolution process, and 2 were abandoned or withdrawn.

Code of Student Rights and Responsibilities

Of the 27 complaints made in 2021-22 under the Code of Student Rights and Responsibilities and 5 brought forward from 2020-21, there were 20 resolved during this period and 12 brought forward to 2022-23. Of the 20 resolved cases, 12 complaints were resolved by way of informal resolution using various mediation/ADR techniques, 1 complaint was either abandoned or withdrawn, and 7 complaints either required no further action and/or were resolved through the provision of information or guidance*.

* Please note that some of these complaints involved the clarification of information and once the clarification was made, the complaint was either withdrawn, or no further action or follow-up was necessary.

INITIATIVES

Education and Training

The EDHRO conducted a number of training, education and awareness activities throughout the 2021-2022 fiscal year. It should be noted that at times education and training services were delivered remotely due to the COVID-19 pandemic or as a hybrid model. A number of training sessions were planned and offered by the EDHRO and email communications circulated to various groups and community members. Training sessions were also delivered by request. The EDHRO hosted or featured over 60 workshops and presentations reaching approximately 1200 students, staff and faculty. Topics included the role of EDHRO, Upstander, creating respectful workplace and learning environments, online harassment, healthy relationships, sexual violence response and prevention, human trafficking, student rights and responsibilities, racism, unconscious bias, universal design learning, and sexism to name a few.

Throughout the year, the EDHRO presented to various members (groups) of the Laurentian community (staff, students and faculty) on the role and mandate of the EDHRO which included discussions regarding:

- Definition of sexual violence
- Consent
- Responding to disclosures
- Resources on/off campus
- Laurentian's policies

EDHRO provided targeted training, including Upstander, to groups such as Residence Life staff, student athletes, student leaders, Pub Downunder staff and Residence students.

The EDHRO also invited external partners and groups to present to Laurentian community members, for example, the Greater Sudbury Police Service on Sexual Assault Online Reporting, Centre Victoria pour femmes on Agression sexuelle et le consentement, Sudbury and Area Victim Services on Human Trafficking, The White Ribbon on Eliminating Sexual Violence on Campuses and Safer Spaces.

The EDHRO continues to work with its community partners in establishing a mandatory online sexual violence education module that will be available for all Laurentian students.

Awareness and Community Engagement

In the 2021-22 academic year the EDHRO created monthly newsletters which were sent to staff, faculty and students featuring themes relating to the EDHRO mandate. Within each newsletter educational information was shared regarding the topic and also further resources and training opportunities were highlighted including self led/online training opportunities and workshops facilitated by the EDHRO and/or university and community partners:

- October 2021: Building a Respectful Workplace and Learning Environment
    - EDHRO facilitated workshops:
        - Call Out Bullying - A virtual workshop for Students, Staff and Faculty (offered in two sessions French and English)
        - Know Your Rights and Responsibilities: Building Respectful Learning Environments - A virtual workshop for students (offered in two sessions French and English)
        - Know Your Rights and Responsibilities: Building Respectful Workplaces - A virtual workshop for Staff and Faculty (offered in two sessions French and English)

- November 2021: Sexual and Gender Diversity
    - Safer Spaces Training: Making Safe and Inclusive Spaces for LGBTQ2S+ People Together facilitated by Élias Daigle - a virtual workshop for Students (French and English)
    - Safer Spaces Training - Making Safe and Inclusive Spaces for LGBTQ2S+ People Together facilitated by Élias Daigle - virtual workshop for Staff and Faculty (French and English)
    - "Eliminating Sexual Violence on Campuses" facilitated by The White Ribbon

- December 2021: Disability
    - AODA, Universal Design and Learning Workshop facilitated by the Center for Continuing Learning - A virtual workshop for Staff and Faculty (offered in two sessions French and English)

- January 2022: Response and Prevention of Sexual Violence
    - Consent Week 2022 (see description, below)

- February 2022: Racism and Racial Discrimination
    - EDHRO facilitated workshops:
        - Unconscious Bias - A virtual workshop for Students (offered in two sessions French and English)

        - Unconscious Bias - A virtual workshop for Staff and Faculty (offered in two sessions French and English)

- March 2022: Sexism and Discrimination Based on Sex
    - EDHRO facilitated workshops:
        - Sexism in the Workplace- A virtual workshop for Students (offered in two sessions French and English)
        - Sexism in the Workplace- A virtual workshop for Staff and Faculty (offered in two sessions French and English)

- April 2022: Year in Review

In March, the EDHRO in collaboration with community partners, the Consent is Simple Action Team, the Women's Centre and the Presidential Advisory Committee on Gender Equity also hosted events during International Women's Week and the Outstanding Women of Laurentian University Awards.

In collaboration with the Centre for Continuing Learning, the EDHRO developed a workshop, "Defining Equity, Diversity and Inclusion: Addressing Unconscious Bias" forming part of the Centre's roster of Professional Development opportunities offered to external individuals and organizations.

The EDHRO created the Consent is Simple Action Team (CISAT), a student-led group, on a mission to encourage conversations about consent. CISAT's goal is to make Laurentian's campus a place of healthy and respectful relationships consisting of consensual practices.

During orientation 2021, EDHRO hosted a booth in the Atrium where over 100 students were actively engaged through games and discussions. "Consent is Simple" merchandise was handed out and in support, Tim Horton's and Old Rock Coffee on campus added our 'Consent is Simple' cup sleeves on every coffee sold.

The CISAT also hosted Consent Culture Awareness Week which was very successful with the student volunteers making approximately 500 connections with students through the various events, along with the Consent Hearts activity and a "Conversation" couch, highlighting the Draw the Line campaign (http://www.draw-the-line.ca/), which were designed to engage students in conversations about consent and what it means to them.

In November, 2021, EDHRO participated in the #16 Days of Activism Against Gender-Based Violence and planned various events held daily between November 25, 2021 through to December 6, 2021. Events included a purple flag raising, highlighting the International Day for the Elimination of Violence against Women in collaboration with community partners in the

Atrium, and a purple lit tree in Founder's Square in honour of the National Day of Remembrance and Action on Violence Against Women.

The EDHRO held its annual Consent Week at the end of January, 2022. This year, on account of campus closures related to the COVID-19 pandemic, EDHRO partnered with many community partners, including Collège Boréal, Cambrian College, Greater Sudbury Police Services, Sudbury and Area Victim Services, Voices for Women, Centre Victoria pour femmes and the Laurentian Women's Centre to collectively raise awareness and engage in consistent messaging around consent, across all of our local post-secondary campuses. The EDHRO hosted Keynote speaker, Leona Skye, who shared her song on her experience with sexual violence and human trafficking. Other presentations included: Human Trafficking in Sudbury, Healthy Relationships and Safe Dating, Non-Consensual Photo Sharing Online, Sexual Violence and Consent Panel Discussion, A Book Club hosted by the Alumni Association, Sexual Harassment in the Workplace and What Men Can Do to Prevent Sexual Assault?

EDHRO collaborated with Collège Boréal and Cambrian College to create a video on Survivors' Stories and perspectives (available here: https://www.youtube.com/watch?v=cqJSuvoS9YI).

EDHRO also collaborated with the Greater Sudbury Police Service, Sudbury and Area Victim Services, Cambrian College and Collège Boréal to create a video on consent with students participating from all three campuses (available here: https://www.youtube.com/watch?v=XAKaqytxX4Q).

POLICY REVIEW AND PROCEDURAL GUIDANCE

Minimal revisions were brought forward to Policy and Program on a Respectful Workplace and Learning Environment to reflect changes at the University. Revisions to the Code of Student Rights and Responsibilities were made to better clarify and align the Code and its procedures with other Policies within the administration of the EDHRO and to strengthen the University's commitment to promoting a respectful, diverse and inclusive community. The Policy on Accessibility Standards for Customer Service was reviewed and updated with minor language and formatting revisions to improve clarity.

The Presidential Task Force on the Prevention of Sexual Violence also met during the 2021-2022 fiscal year, and assisted with the review of the Policy on Response and Prevention of Sexual Violence.

On September 16, 2021, the Ontario government announced regulatory amendments to require post-secondary institutions to update their sexual violence and harassment policies by March 1, 2022, to provide that:

(1) A complainant acting in good faith, who discloses or reports sexual violence, will not be subject to actions for violations of the institution's policies related to drug and alcohol use at the time the sexual violence took place;

(2) During the institution's investigative process, students who share their experience of sexual violence through disclosing, accessing support, and/or reporting to the university or college, will not be asked irrelevant questions from institution's staff or investigators, such as those relating to past sexual history or sexual expression.

These new regulations were based on recommendations brought forward by the Ontario Undergraduate Student Alliance (OUSA) to ensure that post-secondary sexual violence policies are trauma-informed and survivor-centric to protect and support students who have experienced sexual violence.

The EDHRO's existing practices in administering the Policy on Response and Prevention of Sexual Violence were already aligned with the recommendations, and the Policy was accordingly brought forward for review and revision to the Board of Governors on February 11, 2022, to add the new provisions, as per the Ministry announcement, confirming the University's values and commitments to survivors of sexual violence.

The Policy was also slightly revised to provide that the Complainant and Respondent both have the option of independently providing written submissions directly to the decision maker as opposed to being required to exchange these submissions with the other. This change was brought forward based on best practices as well as experiences in administering the Policy which will provide the survivor with the opportunity to share the impact of the sexual violence in a safe and supportive manner which is consistent with the survivor-centric focus of the Policy. Finally, the Policy was updated to reflect changes in titles and roles at the University.

Covid-19 Pandemic

The EDHRO provided expertise and guidance with respect to navigating the Covid-19 pandemic and its impact on university operations and community members, including creating a manual that was circulated to all staff and faculty entitled *COVID-19 and Human Rights Responsibilities: A Guide for Laurentian University Staff and Faculty* and also providing advice on the Policy and Program on Covid-19 Vaccination.

ADMINISTRATIVE

The following was initiated and/or completed by the EDHRO in 2021-22:

- Ongoing support and leadership to the Laurentian University CARE team
- Consulting with sector colleagues and providing feedback on the Initial Recommendations Report for Postsecondary Education Proposed Accessibility Standards (AODA)
- Maintained legislative reporting compliance regarding Bill 132 and the AODA;
- A Work-Study student was hired and assisted with the EDHRO's communications/social media presence on Twitter, Facebook and Instagram;
- Social work students completed their placements with the office, whose work and collaboration led to the creation of the student-led Peer Wellness Centre
- Mentorship and oversight of Pride Laurentian and the Women's Centre (including Laurentian University Women in Sport); student led resource centres which provide information, peer support, referrals, education and facilitate events

Committee Representation

Laurentian University

- President's Task Force on the Prevention of Sexual Violence
- CARE Team
- Advisory Committee on Security and Parking
- President's Advisory Council on Gender Equity
- Committee on Freedom of Expression Policy
- Student Fees Committee

PSE Sector/Community

- Sexual Assault Review Committee with the Greater Sudbury Police Service in collaboration with community partner agencies
- COU Sexual Violence Reference Group
- AODA Community of Practice

The two existing Interim Co-Directors, Jennifer N. Dowdall and Shannon E. Goffin, continue to lead the EDHRO in 2021-22. The EDHRO was also pleased to welcome two new members to its team during 2021-2022: Stephanie Harris, the Intake Support and Community Outreach Coordinator, joined the team in May, 2021 and Stéphanie Albert commenced her role as Executive Administrative Assistant in March, 2022. Together, the EDHRO team continues to foster an inclusive and respectful learning and working environment for all Laurentian University community members.

CONCLUDING COMMENTS

The challenges of the COVID-19 pandemic highlights the critical role human rights offices play in supporting and navigating complex and evolving human rights issues impacting on universities. The EDHRO was required to stay current on the emerging guidance on the human rights implications caused by the pandemic as well as assist with addressing the disproportionate barriers faced by the most vulnerable groups in our campus communities. Novel human rights issues touching on our campus included accessibility in pivoting to online teaching and learning, the duty to accommodate under campus vaccination policies, as well as family status accommodations for students, staff and faculty.

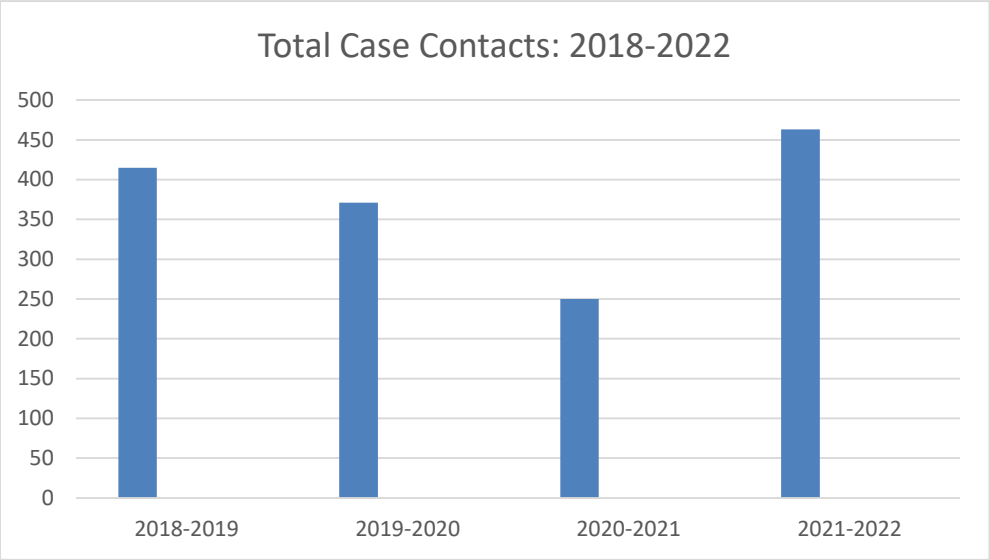
Similarly, the EDHRO had to navigate ongoing challenges faced by the Laurentian community, including on account of the pandemic and the CCAA process entered into by Laurentian University. The EDHRO remained committed to serving members of the community and to its mandate of leading the University community in fostering an inclusive and respectful learning and working environment for all students, staff and faculty, through adopting new strategies and pivoting as required to engage the campus community.

It should be noted that these challenges directly impacted the number of community members accessing the EDHRO's services, as evidenced by the highest number of case contacts - 463 - that the EDHRO has received in a fiscal year since its inception in 2016. While this placed additional strain on EDHRO resources, the EDHRO remained committed to ensuring the continuance of initiatives to engage the university community and also timely, compassionate and confidential services were available to all community members.

The EDHRO would like to thank its many partners, both internally within Laurentian University and its community partners for their collaboration and support throughout a challenging year. Their commitment and dedication is integral to the EDHRO's efforts in creating a safe, inclusive, and welcoming campus community for our students, faculty and staff.

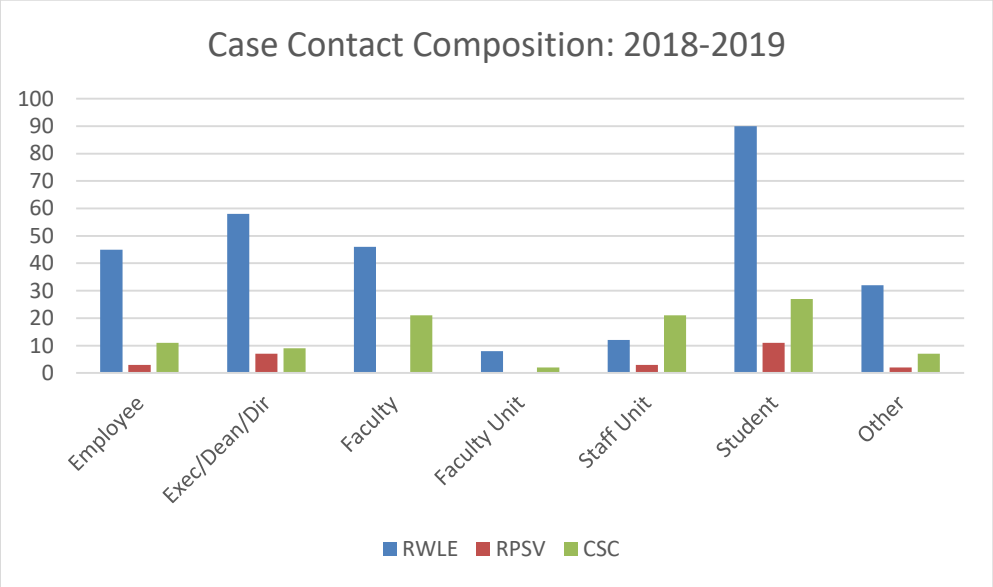
APPENDIX A – COMPARATIVE STATISTICS

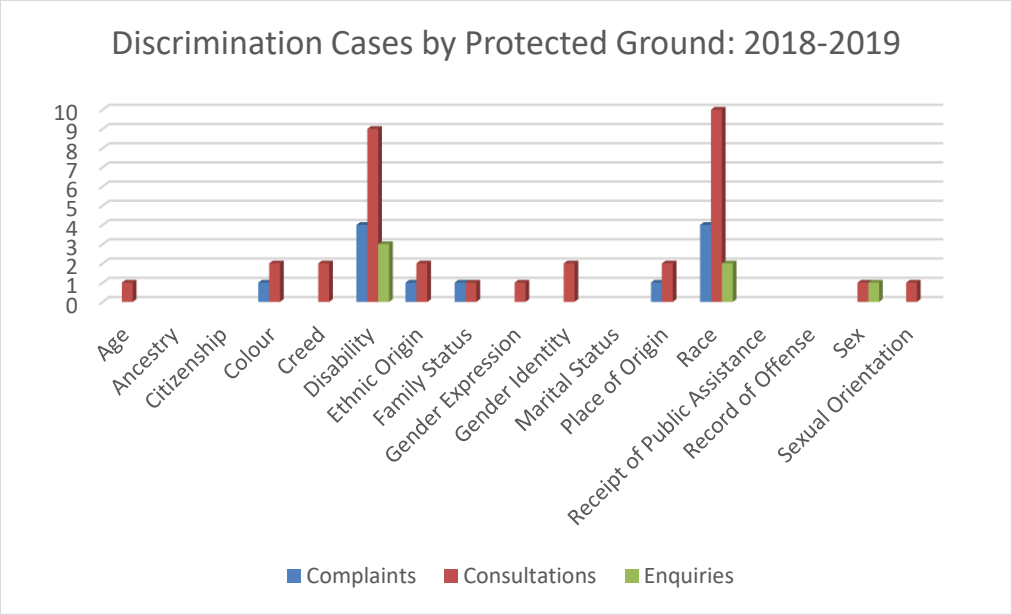
TOTAL NUMBER OF CASE CONTACTS FOR 2018-2022



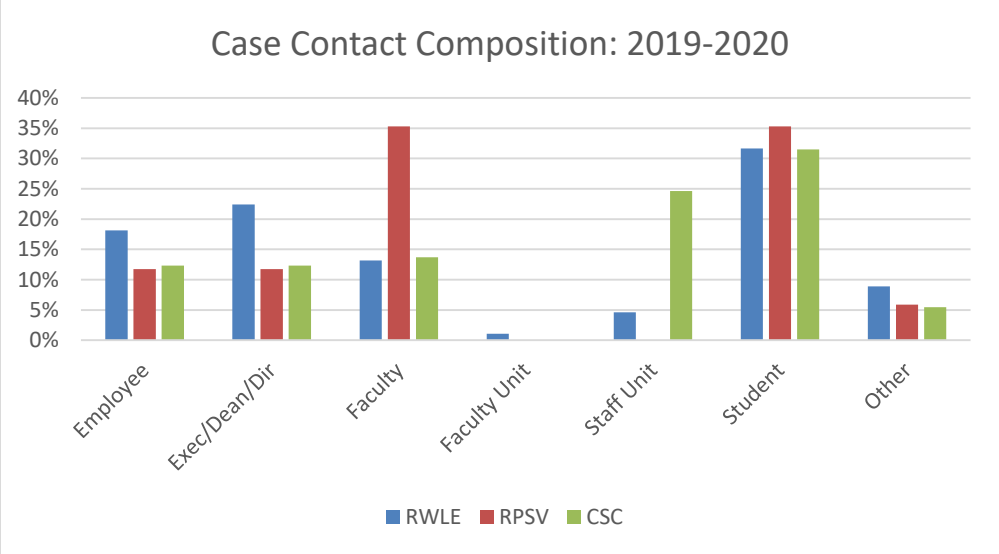
BREAKDOWN OF CASE CONTACTS (2018-2021)

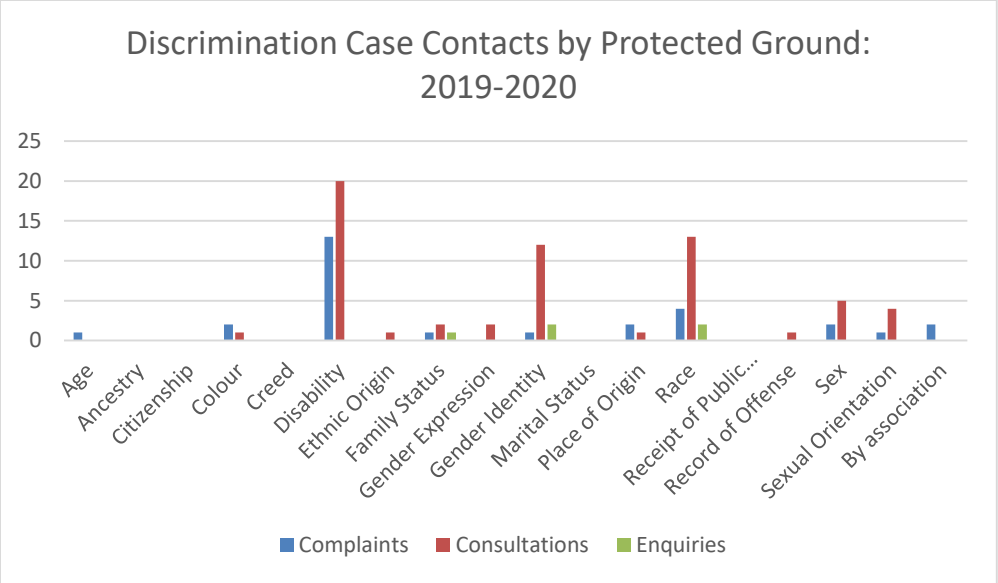
2018-2020



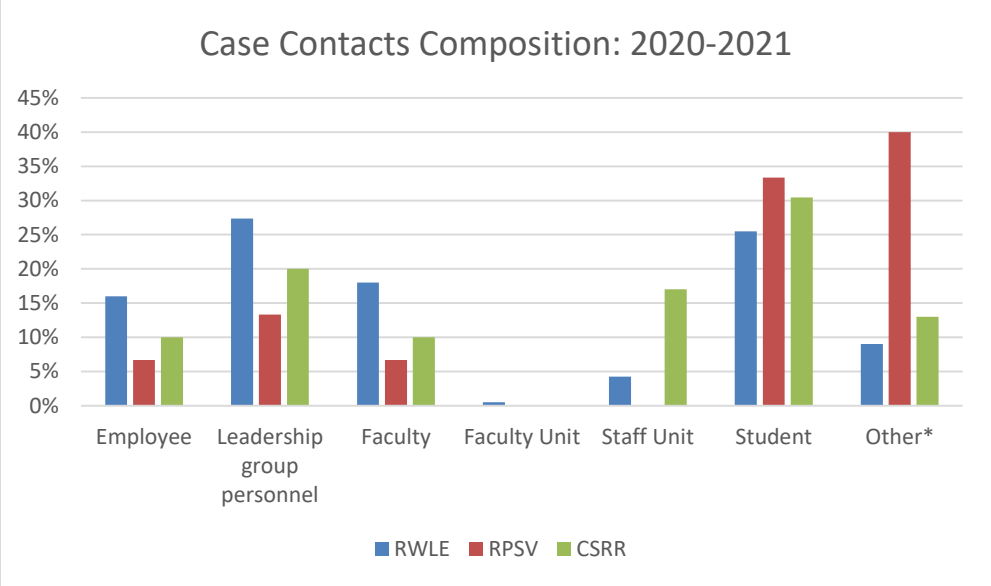

Discrimination Cases by Protected Ground: 2018-2019
10
9
8
7
6
5
4
3
2
1
0
Age
Ancestry
Citizenship
Colour
Creed
Disability
Ethnic Origin
Family Status
Gender Expression
Gender Identity
Marital Status
Place of Origin
Race
Receipt of Public Assistance
Record of Offense
Sex
Sexual Orientation
Complaints
Consultations
Enquiries

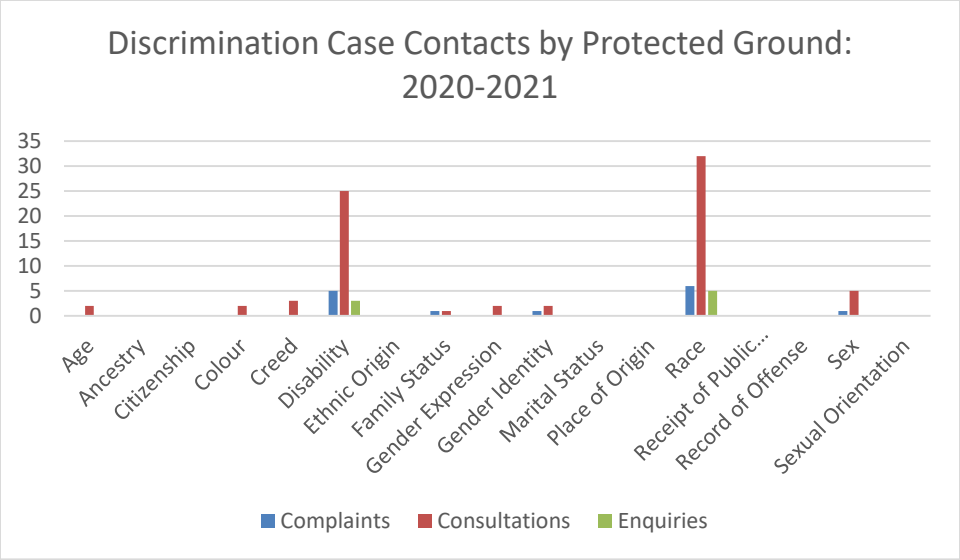
2019-2020


Case Contact Composition: 2019-2020
40%
35%
30%
25%
20%
15%
10%
5%
0%
Employee
Exec/Dean/Dir
Faculty
Faculty Unit
Staff Unit
Student
Other
RWLE
RPSV
CSC


Discrimination Case Contacts by Protected Ground: 2019-2020
25
20
15
10
5
0
Age
Ancestry
Citizenship
Colour
Creed
Disability
Ethnic Origin
Family Status
Gender Expression
Gender Identity
Marital Status
Place of Origin
Race
Receipt of Public...
Record of Offense
Sex
Sexual Orientation
By association
Complaints
Consultations
Enquiries

2020-2021


Case Contacts Composition: 2020-2021
45%
40%
35%
30%
25%
20%
15%
10%
5%
0%
Employee
Leadership group personnel
Faculty
Faculty Unit
Staff Unit
Student
Other*
RWLE
RPSV
CSRR


Discrimination Case Contacts by Protected Ground: 2020-2021
35
30
25
20
15
10
5
0
Age
Ancestry
Citizenship
Colour
Creed
Disability
Ethnic Origin
Family Status
Gender Expression
Gender Identity
Marital Status
Place of Origin
Race
Receipt of Public...
Record of Offense
Sex
Sexual Orientation
Complaints
Consultations
Enquiries