Memorandum

From: Irène Bujara, University Advisor on Equity and Human Rights

To: Daniel Woolf, Principal and Vice-Chancellor
Benoit-Antoine Bacon, Provost and V.P. Academic
Vice Principals and Deans

Date: October 13, 2017

Re: Update regarding the development of guidelines for graduate students seeking to address incidents of non-Code harassment in the academic context.

I am writing at this time to provide a final update on the work of the committee tasked by Principal Woolf with the development of resources aimed at assisting graduate students wishing to address situations they believe to be non-Human Rights Code based harassment; I am also requesting that you disseminate the attached Guidelines and Protocol as widely as possible.

You may recall from previous discussions at PVP and Dean meetings, that the Committee on Non-Code Based Harassment determined early in the process that the development of a policy addressing these specific issues would not be effective given the current use of existing policies by graduate students. The committee then determined that the most effective way to address the needs of graduate students who find themselves in a situation where they believe they are being harassed within the academic context – by a thesis supervisor, for example – would be to develop guidelines and an accompanying protocol. After consultation, the Committee has finalized these documents; they provide information on the various avenues available to students who believe they are facing such situations, guide students through the processes, and provide administrators with guidance on the procedure for addressing such issues. These documents are complementary to existing policies such as the Interim Harassment and Discrimination Policy and procedures and the new provisions of the Ontario Occupational Health and Safety Act.

You will find both the guidelines and the protocol documents attached. The Human Rights and Equity Office will be posting these on its website and we would ask that you disseminate this information as widely as possible.

Human Rights and Equity Offices