

I-EDIAA NEW ACHIEVEMENTS AND CONTRIBUTIONS

HUMAN RIGHTS AND EQUITY OFFICE- 2021/2022

EMPLOYMENT AND EDUCATIONAL EQUITY

designated groups. Queen's University
requirements of the [Federal Contract](#)

Results of the review were presented to the FSSR Subcommittee and were incorporated into the university's draft 2022 -23 Employment Equity Plan.

2. Policies on Exclusive Hiring and Senior Level Recruitment. Exclusive hiring programs constitute one type of initiative used to address systemic discrimination and achieve equity. The HR and HREO in collaboration with the FSSR developed a list of interview questions when recruiting new employees, HR and HREO in collaboration with the FSSRS developed a list of



ACCESSIBILITY

1. Accessibility Cafés: Accessibility Services held four Accessibility Cafés in 2021/2022. were: WECan/HREO: Accessibility Café for Women Entrepreneurs with Disabilities, CNIB - Myth-busting Vision Loss at



Workplace Accommodations	8	5.6
Accessibility Standards and Guidelines	3	2.1
Campus Supports/Services	29	20.4
Alternate Formats	1	0.7
AODA	4	2.8

TRAINING

1. In-person (virtual) training: the following sessions were facilitated by the HREO in 2021/22:



selected HREO trainings.



in 21/22 and primarily worked on an updated washrooms policy ~~also~~ the Student Names Policy.

7. Scarborough Charter: Four Scarborough Charter Working Groups in the areas of Student Success and Learning, Research, Community Engagement, and Representation have been established with clear Terms of Reference. The groups plan to review representation/engagement data and complete institutional scans of existing programs over the spring/summer term. Community engagement sessions will launch in the fall. Working groups will provide regular reports to the community and deliver a final report to the community and the Principal's Office by April 2023.

HUMAN RIGHTS ADVISORY SERVICES

- 1.



SEXUAL VIOLENCE PREVENTION AND RESPONSE

1. Programming on sexual violence prevention and awareness continued to be offered this past year through coordinated and collaborative efforts across campus. This work was facilitated through the Sexual Violence Prevention and Response Task Force (SVPRTF). The Task Force comprises a diverse group of student, staff and faculty representatives from across the University and includes a representative from the Kingston Sexual Assault Centre.
2. Training: The ongoing pandemic and the evolving public health guidelines continued to impact in person service provision and program delivery. Aspects of some programs were not able to run in person (e.g., self-defense courses) while many others continued to be offered virtually or with a hybrid format, with considerable success.
SVPRS, as part of the Human Rights and Equity Office (HREO), has continued to offer training and information sessions for faculty and staff on the Policy and on topics such as: how to respond to a disclosure of sexual violence, academic considerations for students who have experienced sexual violence, and workplace harassment and discrimination.
3. Clients: There were 187 cases from May 2021 to April 2022. The busiest time for case work for the SVPR Services was in September and November 2021. The majority of cases were Students (83.4%)

