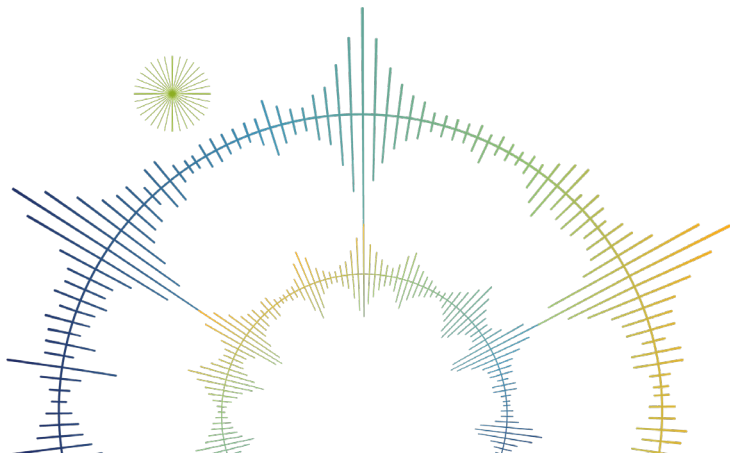
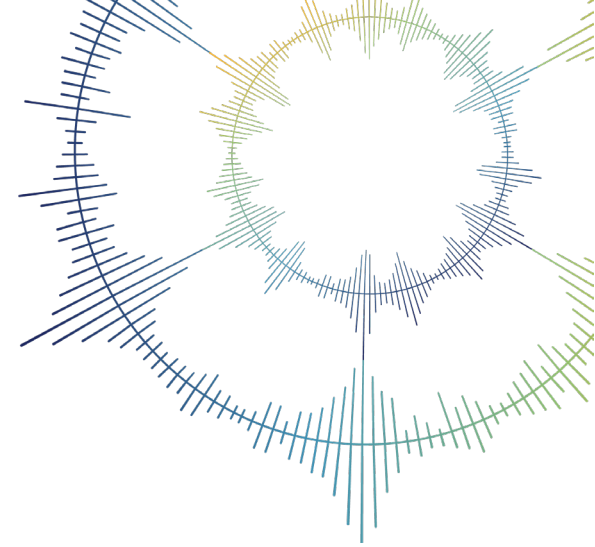


# Review of Statement on Prohibited Discrimination and Discriminatory Harassment:

## Report & Next Steps

Kelly Hannah-Moffat, Vice-President, People  
Strategy, Equity & Culture

Trevor Young, Vice-President and Provost



# Context of the Review

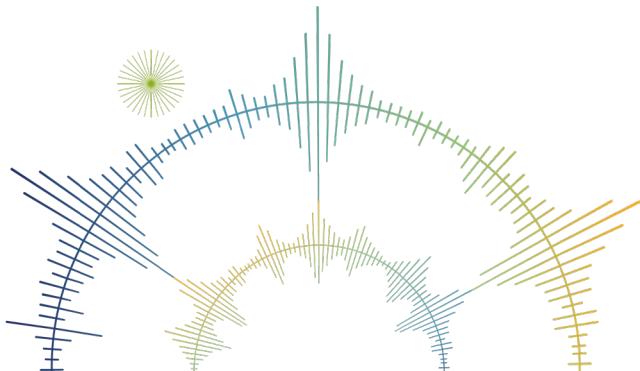
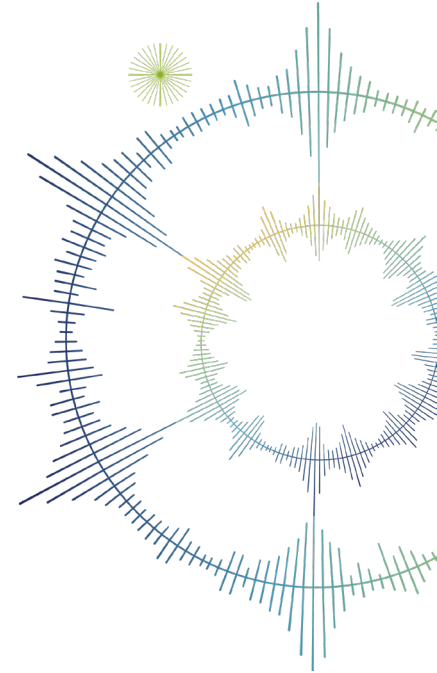
The 1994 *Statement* currently guides human rights-related issues for students, faculty, librarians, and staff.

Goals of the Review:

- Strengthening Institutional Commitments
- Meeting Legislative Requirements

Review conducted by:

Professor Brenda Cossman & Caroline Rabbat



# Consultation Summary



45 closed sessions



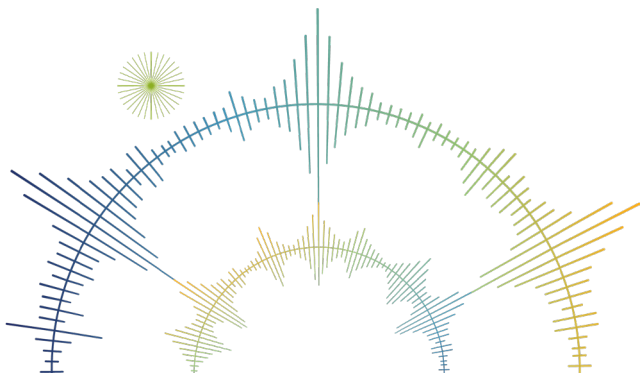
8 open sessions



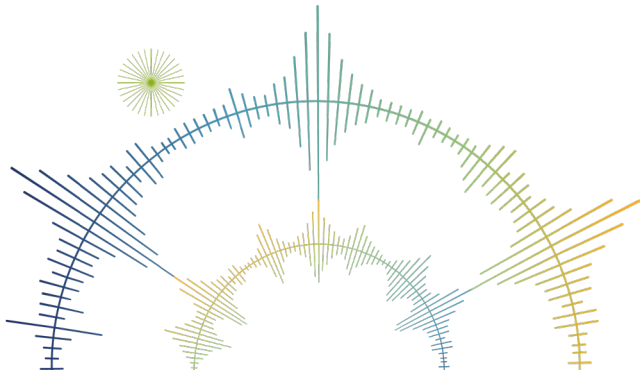
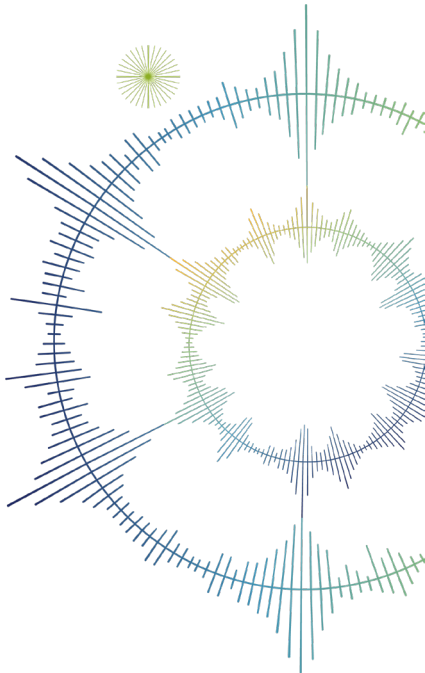
3,294 visits to consultation website



270 individuals participated in person and online



# Key Insights & Recommendations from the Review



# Statement to Policy



## Feedback Received

- Statement is outdated
- Support for a clear enforceable policy
- Need alignment and definitions

## Recommendations

1. Replace *Statement* with a policy
2. Align new policy with other U of T policies
3. Begin policy with clear statement
4. Incorporate Statement on Human Rights
5. Provide definitions of key terms

# Pathways

## Feedback Received

- Lack of clarity in formal v. informal pathways
- Support for one point of entry model

## Recommendations

6. Establish a Student Human Rights Office
7. Define formal and informal complaint pathways
8. Clarify responsibilities in formal pathway
9. Create conflict resolution framework for informal pathway
10. Ensure support for respondents



# Training, Communications, & Tracking



## Feedback Received

- Need for clear, consistent communication and training
- No shared system for tracking complaints

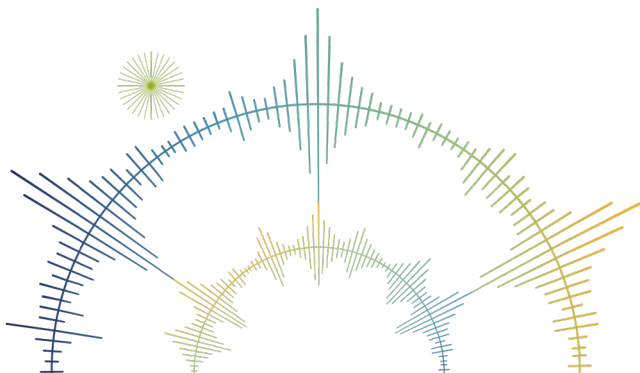
## Recommendations

11. Develop training and education strategy
12. Promote policy awareness across the community
13. Implement a system for tracking and reporting

# Next Steps

Implementation of the recommendations, with further consultation as needed. This includes:

1. Draft a new policy with consultation from the community
2. Establish single-entry intake office with dedicated human rights expertise



# Thank you.

Any questions or comments can be submitted to  
[vp.psec@utoronto.ca](mailto:vp.psec@utoronto.ca)

