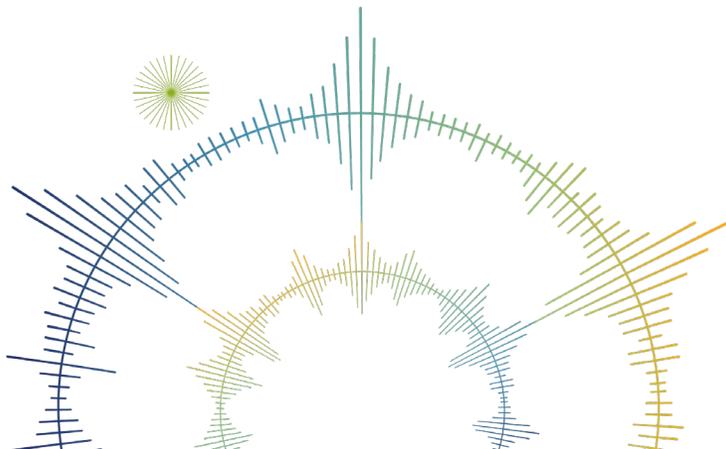
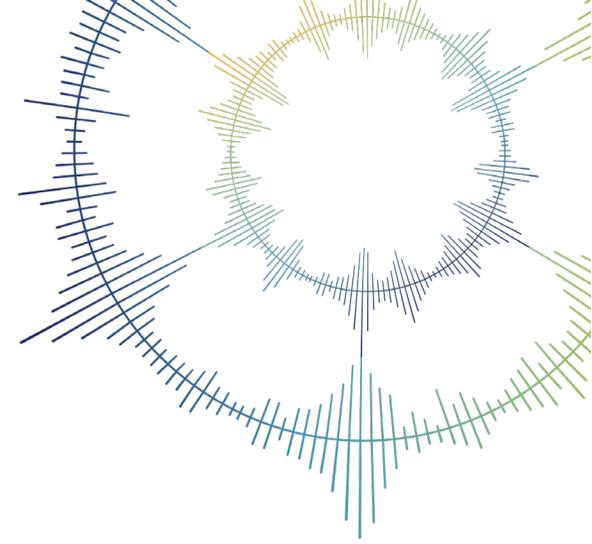


Review of Statement on Prohibited Discrimination and Discriminatory Harassment:

Report & Next Steps

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

Trevor Young, Vice-President and Provost



Context of the Review

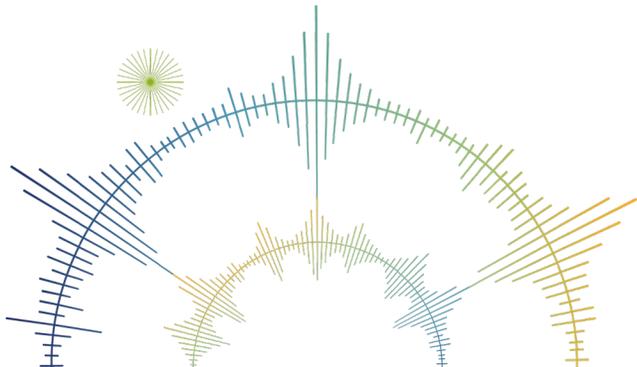
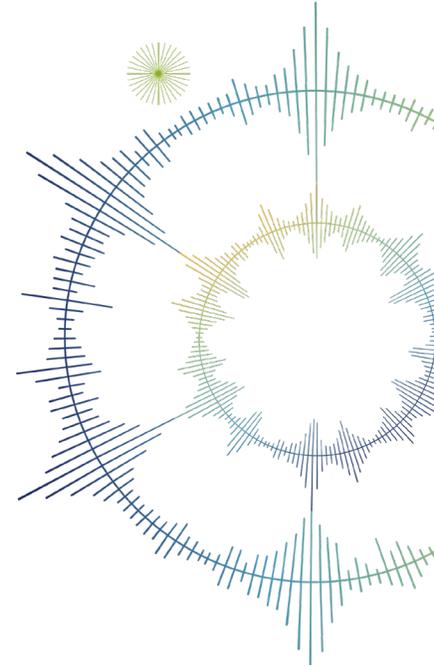
The 1994 *Statement* currently guides human rights-related issues for students, faculty, librarians, and staff.

Goals of the Review:

- Strengthening Institutional Commitments
- Meeting Legislative Requirements

Review conducted by:

Professor Brenda Cossman & Caroline Rabbat



Consultation Summary



45 closed sessions



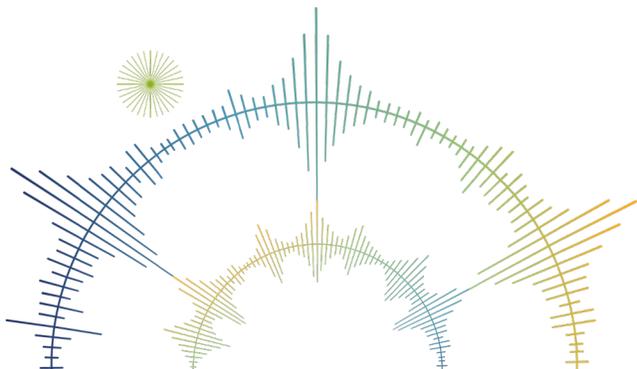
8 open sessions



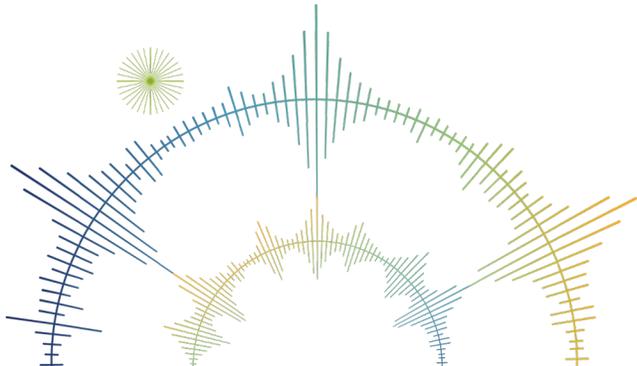
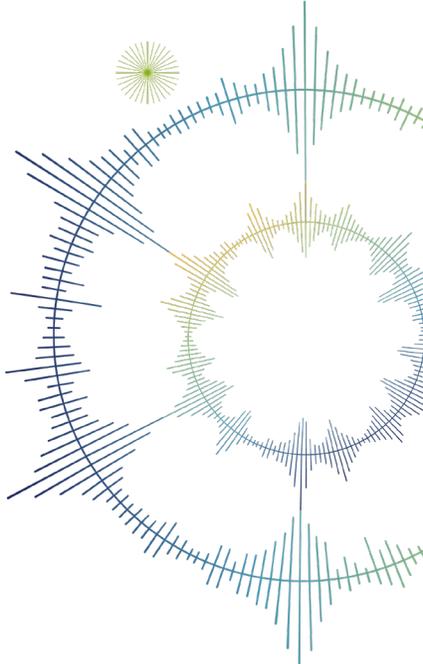
3,294 visits to consultation website



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

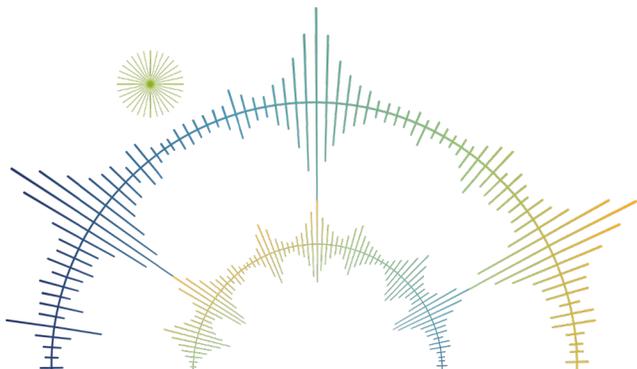
Recommendations

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

