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University of Toronto

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LGBTQ Resources & Programs Annual Report – Executive Summary

The Office of LGBTQ Resources and Programs was created in 1999 in response to the growing need for services for students who were gay or lesbian, and in response to a series of high profile incidents of homophobia at the University. The Office was established by the then Assistant Vice-President, Student Affairs and funded through equal contributions from the Vice-Provost, Students and revenues from the budget of the Office of Student Affairs. At the end of the two-year pilot, the Office underwent an evaluation and review. The recommendations from that review have been largely implemented and are described in detail in the body of this year's report.

The Office has moved from a pilot project to a fully integrated equity office. Funding and reporting responsibilities have been expanded to include the Office of the Vice-President, Human Resources. The Co-ordinator of the LGBTQ Office now reports jointly to the Director of Student Affairs and the Vice-President, Human Resources and receives funding from both divisions. The Office completed a move to a new location this past summer, enabling the hiring of a much-needed part-time administrator. The Co-ordinator has been developing a draft mission statement and a long-range work plan, as envisioned in the recommendations of the review and the administrative response.

The Office's objectives, broadly defined, are to develop initiatives to support LGBTQ students, staff and faculty, and address homophobia and heterosexism in all aspects of University and campus life. The core services offered by the Office include direct counselling, support and referral, education and outreach and leadership development. The Co-ordinator works closely with students, staff and faculty on all three campus, both in a formal advisory capacity and as a resource. Through membership in the EIAG, the Co-ordinator is as an advisor to the senior academic administration, on issues such as recruitment, orientation and retention of new faculty and staff, and inclusion of sexual minorities to all activities of the University. In the coming year, the Co-ordinator will serve as the Convenor of the Equity Issues Advisory Group.

The Office's objectives for the last year included enhanced programming in several areas (Positive Space campaign, PRIDE-related activities, programs with established



campus groups such as LGBT-OUT) and new programs with emerging campus organizations. The Office published a summary of the proceedings of the Bent on Change Conference and distributed the summary widely. The Co-ordinator served on several University Task Forces and made contributions to several others. The Office expanded its web presence, including the development of a new web site for reporting hate crimes against LGBTQ members of campus. New or reinvigorated Positive Space initiatives were launched at each of UTM and UTSC campuses.

In the coming year, the Office will complete the development of its mission statement and a priority plan for new initiatives and programs. The Co-ordinator will continue to provide advice and support for all members of the campus community on sexual and gender-identities and other equity issues. As Convenor of the EIAG, the Co-ordinator will take a lead role in ensuring that the senior academic administration has access to timely and appropriate advice on equity issues.

**THE OFFICE OF
LESBIAN, GAY, BISEXUAL, TRANSGENDERED, QUEER
RESOURCES & PROGRAMS
UNIVERSITY OF TORONTO**

**ANNUAL REPORT |
JULY 2001 – JUNE 2002**

**Jude Tate, MSW
Coordinator, LGBTQ Resources and Programs
University of Toronto
October, 2002**



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Annual Report

July 1, 2001 — June 30, 2002

Preamble

The University of Toronto is a remarkably pluralistic community. Here, students, staff and faculty of widely divergent backgrounds come together in a climate of respect and dialogue. Some conflict is to be expected and, indeed, welcomed as part of the learning process. Hatred and discrimination, however, are not. This distinction represents a delicate balance that the Office of Lesbian, Gay, Bisexual, Transgendered and Queer Resources and Programs must navigate on a daily basis. The work of the Office involves a range of approaches — from subtle education to bold public statements — all serve to create a community on campus where students, staff and faculty can fulfill their social and learning pursuits in an environment of dignity and respect.

U of T is a leader among Canadian universities in its efforts to welcome and support members of sexual minority groups and its work in reducing homophobia¹ and heterosexism². However, it is also a community with unique and ongoing challenges. People come to campus with their own preconceptions about people who identify as Lesbian, Gay, Bisexual, Transgender, or Queer (LGBTQ). Communicating the institution's values and policies to almost 60,000 students as well as staff and faculty spread over three campuses is a formidable task — particularly when the work involves addressing deeply held beliefs. This task must be a shared one, involving individuals in every division prepared to counter heterosexism and homophobia on an individual or systemic basis. The Office of LGBTQ Resources and Programs, through its programs, events, partnerships and outreach initiatives, serves in a coordinating role in this shared community-wide effort.

¹ Homophobia is defined as the irrational fear and loathing of gay, lesbian, bisexual people.

² Heterosexism is defined as the systemic promotion of heterosexuality and inferiority of LGB people.



Background of the Office

The Office of LGBTQ Resources and Programs was created in 1999 in response to a failed referendum to solicit financial support from the undergraduate constituency for the creation of a lesbian and gay centre, and subsequent high profile incidents of homophobia at the University. Prior to the referendum, the University had received reports from students of ongoing harassment based on sexual orientation, and the distribution of anti-lesbian and gay materials, and hate-oriented graffiti.

In addition, there was concern from students, staff and faculty with regard to addressing heterosexism and homophobia in and out of the classroom on all three campuses of the University. Several equity Offices, administrators and faculty members of the University had been working to raise the awareness of stigmatization related to homophobia and sexual orientation, in order to respond to the demand for education and professional development, and to support students and staff. Much of this work had been undertaken by these University staff through efforts over and above the responsibilities of their respective offices.

In response to these and other factors, the Vice Provost, Students and the Assistant Vice-President of Student Affairs proposed the creation of a staff position to provide education and assistance to all members of the University of Toronto community, on issues related to the lesbian, gay, bisexual, transgendered and queer (LGBTQ) student population. This proposal was endorsed by the Council on Student Services (COSS), which recommended that the position of Coordinator, LGBTQ Resources and Programs be filled for two years, and then reviewed. Further endorsement and recognition for this position was attained when the President's Office included the Office as a member of the Equity Issues Advisory Group (EIAG).

Jude Tate was appointed to the position of Coordinator, LGBTQ Resources and Programs on July 1, 1999. The position began as a 60% FTE but was expanded to full-time status in June 2000. Funding for the Office was derived in part from student ancillary fees, via the Office of Student Affairs, and in part from the Office of the Vice-Provost, Students.

In the spring of 2001, the Vice-Provost, Students and the Director of Student Affairs commissioned a limited review of the program to enable the administration to make informed decisions about the program's future role and mandate. The recommendations emerging from that review have largely been implemented and are documented in detail in the report. Most notably, the Office has successfully matured from its status as a pilot project to a fully integrated

program. Recognizing the Office's role in working with faculty and staff, the mandate of the office was formally expanded to include these additional groups. In support of the expanded portfolio funding and reporting responsibilities expanded to the Office of the Vice-President, Human Resources. The Office will continue to report to the Director of Student Affairs. To reflect the new mandate and portfolio the Office has developed a draft mission statement and will complete the process in 2002.

Objectives of the Office

The objectives of the Office are as follows:

- To develop and implement initiatives to provide information and programs in support of lesbian, gay, bisexual, transgendered, queer students, staff and faculty of the University;
- To respond to heterosexism and homophobia at the University through individual and group educational processes and professional development of students, staff and faculty, and to increase community awareness regarding the policies and commitments of the University;
- To raise awareness and increase capability of students and staff to respond to heterosexism and homophobia on campus;
- To develop and implement outreach strategies for new students, staff and faculty which inform members of the University community of its policies and resources which support LGBTQ individuals; and
- To develop materials that effectively fulfill the needs of the University community members.

The core services of the Office consist of the following:

- Direct service such as informal individual support and referral;
- Information and consultation;
- Education and outreach;
- Leadership development; and
- Development and execution of programs and events to enrich members of the University community.

Direct Service

Traffic in the Office — in person, on the phone and via the web and email — consistently increases in volume as the Office gains visibility. The following is a brief description of the services provided to students, staff and faculty.

- ▼ *Students* —The provision of information, consultation and advice to students continues to form the bulk of the work of the office. The nature of requests ranges from simple requests for print materials, to more complex problem solving, referrals, consultations and proactive initiatives on campus which address climate and environment issues (e.g. defacement of posters, harassment, programming initiatives), as well as support in crisis situations, often linked to individual experience of heterosexism and the challenges of developing a positive sexual identity.³
- ▼ *Staff* — The Office works closely with staff assisting them in their work with students through education, best practice seminars and case-by-case consultation. In addition, the Office responded to individual staff concerns, the work place environment including safety, harassment and isolation experienced by LGBTQ identified staff.
- ▼ *Faculty*- The role of the Office with respect to faculty is being re-defined as a result of the change in funding and reporting structures. While the Office has always worked with faculty members through committees, orientation and training sessions and on an individual basis, this role will be formalized and strengthened to include support for faculty recruitment, retention and relocation. Many opportunities arose this past year where the office consulted with new faculty and faculty considering employment with the University. Meeting and linking existing faculty with resources and information regularly occurred.

Information and Consultation

The Office continued to work closely with long standing and newly emerging LGBTQ groups on all three campuses, including:

- LGBTQueers at UTSC) The University of Toronto at Scarborough
- Jewish Gay, Lesbian, Bisexual, Transgendered Group (JGLBT) Jewish Campus Services
- *Inqueerics* in Education, OISEUT
- OUT In Law (UTOIL), The Faculty of Law
- Gays & Lesbians International students (GLINT)
- Queers @ St. Mike s ([Q@SMC](#)); St, Michael s College

³ Sexual Identity-is a fundamental concept-especially for the sexually marginalized, offering a sense of personal unity, social location, and even at times a political commitment. (Weeks, 1987)

- Queers Of Colour at U of T and
- LGBTOUT — undergrad and graduate chapters

The Coordinator of the Office also serves in a formal advisory capacity to the President and Senior Administration through the Equity Issues Advisory Group. The Office consulted and collaborated on recruitment and retention, participated in new faculty orientations, advised on the inclusion of sexual minority included in the University's employment equity statement, provided orientation to senior academic administrators; consulted with Principals and Deans increasing the awareness of the impact of heterosexism in departments and in the classroom.

Education and Outreach

- ▼ *Orientation*-- The Office devotes a great deal of time, energy and resources into ensuring that new students to campus understand the community's values with respect to sexual diversity and have an opportunity to support those values publicly. To this end, the Office developed and coordinated the inclusion of new resources for all Frosh Kits, in the Getting There handbook, and distributed information including Positive Space tattoos and stickers at College and frosh orientation events. Along with other members of the Equity Issues Advisory Group, the Coordinator also participated in the planning and implementation of orientations for new faculty.
- ▼ *Hate Incident Reporting Web Page* -- A major initiative of the Office this year was to provide a means via the web for individuals to report, anonymously, incidents motivated by hatred and intolerance toward lesbians, gay men, bisexual, transgendered and queer people. The purpose of the site is to address barriers that prevent reporting (e.g. the need for anonymity, convenience) and collect information on incidents that often go unreported or undocumented elsewhere. This information contributes to the development of programming, education seminars and assists in raising greater awareness of the administration and student leadership concerning campus environments.
- ▼ *Task Forces & Committees* —The Coordinator continues to work with the Faculty of Physical Education and Health on its task force on sexual diversity. As well, the Coordinator co-chairs an external task force on diversity at the Faculty of Social Work with final report due Fall 2002. Chairing committee comprised of students and psychiatrists on behalf of the U of T Psychiatric Services, culminated in several key

changes within the Service as well as the development of a paper currently submitted for publication. The Coordinator also serves on the Steering Committee for the 2003 Equity Conference hosted by the University of Toronto.

- ▼ *Supervision of Students*- The Coordinator plays a vital role in providing employment, study and professional development opportunities to students in an environment that is not only supportive but allows them to expand their skills, and learning opportunities. The Office provided Work-Study opportunities and supervised a Master s of Divinity student. The Office also provided a very unique opportunity for three student leaders to present and participate in a conference at Yale University addressing issues related to Race and Sexual Diversity.
- ▼ *Workshops & Presentations* — The Office is invited to participate in a wide variety of outreach and educational events each year. This year, the Office worked in partnership with various divisions and services offered the following presentations and workshops:
 - *Out at Work*: A panel presentation in partnership with the Career Centre.
 - *Who Says Gay Men Can t be Parents?* A panel discussion presented in partnership with the Family Care Office & the LGBTQ Parenting Network, Family Service Association of Toronto.
 - *Diversity in the Classroom*: Panel discussion at the UTSC conference on Diversity in Education.
 - *Diversity Issues in Crisis Situations*: Workshop for frontline staff offered through the Network for Effective Student Support (NESSIE) and co-presented with the International Student Centre.
 - *Equity & Diversity in the Classroom*: Teaching Assistants Training Program
 - *LGBTQ Health and Counselling Training*: Health Services, St. George, and Health & Wellness Centre, UTSC
 - *New Recruits Training Seminars: Campus Police Services*
 - *Positive Spaces at UTSC*: Administrative Staff & Student Services, UTSC
- ▼ *Intra-University Networks* — Because of the Coordinator s unique position in Canada as one of the only fully funded and full-time positions of this nature, the Office is periodically asked to provide resource materials and consultation to other institutions looking to establish LGBTQ programs and Positive Space initiatives. This year, the Coordinator traveled to provided expertise and information to students, staff and faculty

at Dalhousie University, McGill University and Concordia University and Centennial College, Scarborough Campus. The Office continues to play a lead role in the broadening of communication and information sharing across Canadian universities and colleges by moderating a list serve.

- ▼ *The Positive Space Campaign-* With respect to the Positive Space Campaign, the goal of the Office is to remain one of its many supporters and avoid becoming *the face* of Positive Space given the obvious linkages, to maintain and build upon the vibrancy of this community building initiative. Positive Space is an excellent tool that the Office uses in raising the visibility and support of sexual diversity in such forums as educational seminars, professional development workshops, and orientation for students and new faculty, committees addressing diversity on the three campuses. Through the support of the President's office, Positive Space has been able to expand its resources and bring greater depth to the issues through visibility, seminars and resources. New and revised materials were developed and reprinted.

This past year, the Positive Space campaign was formally initiated at the University of Toronto at Scarborough, led by a committee involving students, staff, faculty and the administration at Scarborough. The Principles Office, the Office of Student Affairs and the Director, Human Resources at Scarborough fulfilled strong and supportive roles. The Office in partnership with these offices and students will continue the integration and inclusion of Positive Space in the culture and climate at UTSC.

Again this year, much of the Office's time was taken up responding to consistent reports of backlash against Positive Space in the form of defacement of stickers and posters on all three campuses. The impact of this form of harassment is painful and unnerving. The provision of the anonymous web-based reporting mechanism has given community members another method of reporting this hate-oriented behavior.

Leadership Development

An area of increasing activity for the Office is in providing leadership development training in the areas of equity and anti-oppression. To this end, the Office provided seminars for:

- ▼ *New U 2002:* the University-wide student leadership conference held at UT-Scarborough in June 2002.

- ▼ *Facilitation Skills for LGBTQ students:* training for students to improve their skills in facilitating dialogue and meetings among their peers.
- ▼ *Residence Life Staff Training:* the University-wide training retreat for all residence dons and assistants.
- ▼ *The Faculty of Physical Education and Health:* Anti-Oppression Training offered through the Faculty's leadership development program.
- ▼ *Student Health Outreach Program (SHOP)* peer educators for sexuality, nutrition and stress.

Programming

- *Pride 2001:* For the third year, the Office coordinated the University's presence in the Lesbian and Gay Pride week, including the second, very successful Pride Pub held at Hart House, and culminating in a large contingent of students, staff and faculty participating in the Parade. The University's role as Bronze sponsor continued to provide a strong lead amongst Universities and in the communities in its recognition of the role plays Pride Toronto plays in the lives of alumni, students, staff and faculty.
- *Coming Out Week:* In October 2001, the Office worked in partnership with students to create a series of small events aimed at students who are coming out or questioning their sexual orientation. Most notably, a workshop on Cultural Diversity and Coming Out, offered in partnership with Counselling and Learning Skills and the International Student Centre, and the discussion group UT Queers of Colour represents an outreach initiative to students whose cultural and racial backgrounds plays an important role in their self-identity and acceptance by their community.
- *Lesbian Lunch Divas:* This informal monthly gathering provides a very meaningful outlet and sense of community and network for staff at the University, several of whom experience some isolation in their daily work. This activity demonstrates the positive impact of community development efforts from the Office.
- *Rainbow Thanksgiving Dinner:* Holiday weekends can be particularly difficult for students whose sexuality has resulted in conflict with friendship circles and family members. The Rainbow Thanksgiving Dinner, co-hosted by Knox College, provides a delicious meal and the company of others for students who remain on campus over the

long weekend. It s one of the best events the Office coordinates! Special thanks to Knox College for their continued support.

- *Bent on Change*: The first *Bent on Change* conference, held in November 2000, was a major undertaking for the Office and resulting in many lasting and positive benefits, particularly in the advancement of communication among campuses. This year, the proceedings of Bent on Change were prepared and distributed. Building upon the successes of Bent On Change 2000, planning for *Bent on Change II — Beyond Tolerance: Rethinking Queer Issues on Campus and in Communities* got underway. *Bent on Change II*, co-hosted by York, Ryerson and U of T, will take place November 1 &2, 2002.

Operation of the Office

The Office of LGBTQ Resources and Programs was initiated three short years ago as a part-time office of one with no dedicated administrative support and a funding commitment of only two years. To its credit, the University recognized that the effectiveness of the Office would be severely limited by its lack of resources. Significant developments in the operation and effectiveness of the Office came to fruition in 2001-02:

- A commitment of base budget funding for the Office, via the Vice-President, Human Resources and a new reporting structure that recognizes the Office s role with respect to service to faculty and staff.
- Provision of funding for a .5 FTE administrative assistant
- Identification of new Office space providing greater visibility and space to create an appropriate and welcoming environment with resources publicly available.

Despite these significant improvements, the Office continues to be limited in its capacities to meet the demand and need. This is particularly so when considering the growth of the campuses and the breadth of programs and resources offered.

Issues and Concerns

The University of Toronto, like all universities, is an important source of challenge to dominant ideas about gender and sexuality. In many ways, we lead society in this respect — we are among the first institutions to provide protection from discrimination, to recognize same-sex relationships, and to develop programs to increase awareness of sexual diversity issues. However, the University s approach to sexual diversity is still, by and large, one of merely

tolerance. Tolerance implies reluctant and limited acceptance, acceptance granted by those in power, acceptance conditioned on good behavior. As a result, change is inconsistent and often dependent on unwilling leadership.

The emphasis of the Office of LGBTQ Resources and Programs in the coming years will be on moving this community beyond the concept of tolerance to one of full participation negotiated on principles of justice and equity. To this end, the Office is committed not only to policy change but also to raising awareness and understanding of those policies and to the application of these policies in real and tangible ways.

Several issues and concerns that arose in 2001-02 illustrate the need for the University to move beyond tolerance:

- ▼ *Social Spaces for Students*- The Office dedicated a great deal of time in 2001-2 working to resolve issues with respect to the closure of the *HangaR* and relocation of the HomoHops. These monthly social events organized by the student group LGBTQOUT play a critically important role in the lives of many LGBTQ students searching for a sense of community and acceptance. LGBTQOUT, unable to meet the demands of the University with respect to the use of the *HangaR* space and unable to find another suitable location on campus, chose to relocate the HomoHops to a private facility off campus. This change is a serious concern for the Office as it sends a very unfortunate message to LGBTQ students, leaving the impression that while they may be tolerated on campus, their social activities are relegated to the peripheries. LGBTQOUT is not the only student group with this problem, albeit this group has the largest attendance at social gatherings. Any student group, club or association not attached specifically to a college does not have social space on the St. George campus. It is therefore a concern for the entire community, as it sets up dynamics that are destabilizing and counter-intuitive to the mission of the University. The students are anxious to return to campus and regain the atmosphere and community sense that comes from having events on campus.

- ▼ *Homophobic Incidents and Harassment*- The Office continues to respond to increasing numbers of incidents of harassment related to homophobia on all three campuses. The increase is due, in part, to a growth in visibility of the Positive Space, its inclusion and exclusion in Frosh kits, the rise of queer student groups at UTSC, St. Mike s and Trinity—

giving individuals motivated by hate more targets for the expression of those feelings — and, in part, to the on-line Hate Crime reporting form initiated by the Office. In a community that prides itself on values of equity and respect, this kind of backlash is particularly of concern for our campuses.

Priorities and Initiatives 2002/2003

- Complete the process of formalizing the mission statement and develop a multi-year plan that reflects the mission.
- Provide support for and deliver programs and resources that fulfill outreach, support and enrichment objectives for the UofT community,
- Enhance and expand professional development and educational seminars that address heterosexism, homophobia and other related equity issues,
- Coordinate and facilitate networks of communication and outreach which expand and diversify current resources and constituent members, and
- Collaborate with other University departments on programs and services that focus on LGBTQ equity on all three campuses.
- Contribute to the University's efforts to recruit and retain excellent faculty, staff and students.

Sources

Weeks, Jeffrey, (1987) Questions of Identity in Pat Caplan (ed.) The Cultural Construction of Sexuality, London. Routledge

With grateful acknowledgements to whom the work of the Office could not have done without

Nancy Strukelj, Alyssa Manning, Paul Oleskevych, Bill Macdonald, Deanne Fisher, Jim Delaney, Susan Addario, Adele Bugajski, Patty McCarthy, Jenn Kuo, Jamie Berrigan, Annette Taylor, Alyssa Manning, Paul Bowser, Anthony Collins, Nadia Bello, David Rayside, Margaret Hancock, Laney Marshall, the Lesbian Divas, Myra Lefkowitz, Carl Amrhein, I.GBT-OUT, the Bent On Change steering committee, the Positive Space committees, members of the EIAG, Rona Abramovitch, the Pride 2000, 2001, 2002 steering committee.

APPENDIX

A) Hate Crime Web Site, Poster and Reporting Reporting Page.

**The Majority of Hate Crimes
Against Lesbian, Gay,
Bisexual, Transgendered
and Queer Individuals
GO UNREPORTED**

SEE IT?

HEAR IT?

REPORT IT!

<http://igbtq.sa.utoronto.ca>

**Anonymous Reporting
for Victims, Witnesses,
and Individuals Aware of
Hate Crimes on Campus**

sa student affairs university of toronto
life beyond the classroom

HOME Student Life Campus Organizations Student Handbook Crisis Response LGBTQ Resources Accessibility Services

Select A Quick Link [GO] [text links]

LGBTQ Resources & Programs

- About the Office
- Positive Space Campaign
- For Students
- U of T LGBTQ Hate Crime / Incident Reporting
- Sexual Diversity Studies
- U of T Celebrates PRIDE 2002
- LGBTQ Campus Connection
- Community Links

U of T LGBTQ Hate Crime / Incident Reporting

If you are in immediate need of medical assistance, please call 911 or go immediately to the emergency department of a nearby hospital.

The purpose of this site is to provide a way for members of the University of Toronto community and visitors to our campuses to report crimes and other incidents motivated by intolerance and hatred toward lesbians, gay men, bisexuals, transgendered and queer people. Serious incidents should also be reported to the U of T Police or the Toronto Police.

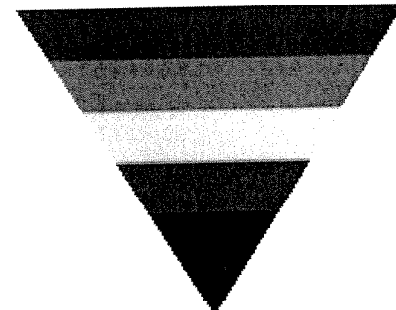
Use this [hate crime/incident form](#) to report any on any of our three campuses (St. George, Scarborough or Mississauga). Examples of incidents that should be reported include:

- Derogatory notes, graffiti, email messages or web sites
- Homophobic/ anti-gay comments, in class or elsewhere
- Verbal or physical harassment
- Defacement or tearing down of posters, including Positive Space posters
- Threats or actual assault by a known or unknown perpetrator, including a same-sex date or domestic partner
- Any act that makes you feel uncomfortable around issues of sexual orientation or gender identity.

Filling out the report generates an email message from "nobody@sa.utoronto.ca" to the Coordinator of LGBTQ Resources and Programs. The Coordinator will **not** trace the source of your message and will only attempt to contact you if you have submitted your contact information.

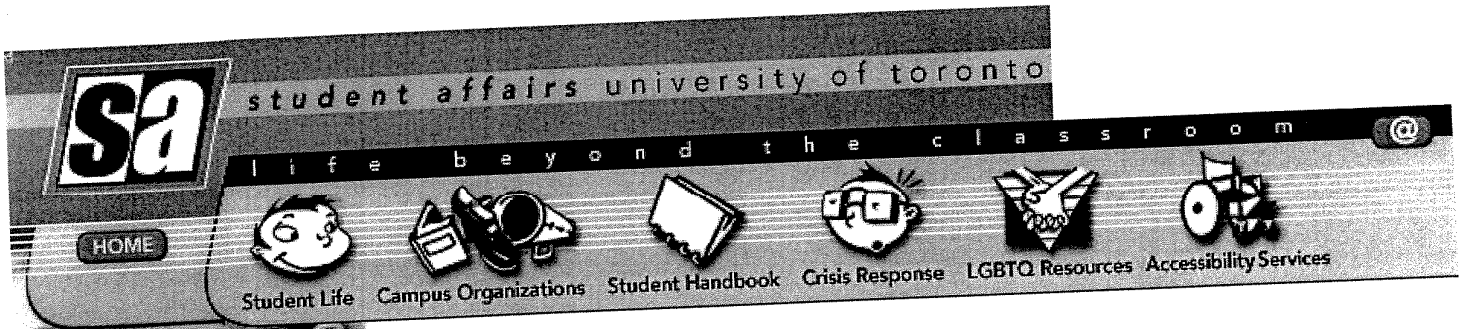
The information you provide will be compiled by the Office of LGBTQ Resources Programs and used to bring about improvements to the campus environment. Please provide as much information and detail as possible.

- [Hate Crime / Incident Reporting Form](#)



Protect Yourself Against Bashing

- Avoid walking alone
- Walk confidently, quickly and directly
- Stay in well lit areas and avoid walking in shadows
- Walk close to the curb
- Avoid driveways, bushes or alleys
- Don't be brave - run if you feel threatened
- Have your car keys in your hand
- Keep your car locked, even while driving
- Don't respond to verbal taunts from anyone
- Report any crime or suspicious activity
- Call 911 if you see a violent crime in progress
- Report bashing incidents immediately
- Use the Walksafer Service on your campus: [St. George](#) , [UT-Scarborough](#) , [UT-Mississauga](#)



LGBTQ Resources & Programs

Home

Hate Crime / Incident Reporting Form

Use this hate crime/incident form to report any incident: eg. derogatory notes, graffiti, verbal or physical harassment, threats, defacement or tearing down of posters, including Positive Space materials. The information provided will be compiled by the Office of LGBTQ Resources Programs and used to bring about improvements to the campus environment. Please provide as much information and detail as possible.

Incident Information

Were you a **victim, observer** or a **third party** to the incident?

- Victim
- Observer
- Third party

Date of incident:

Time of incident:

On which **campus** did the incident occur? (check all that apply)

- St. George Campus (downtown)
- U of T at Scarborough
- U of T at Mississauga

Where, specifically, did the incident occur?

What happened? (please be as specific as possible)

Contact Information (optional)

This form can be submitted anonymously to the Coordinator of LGBTQ Resources & Programs at the University of Toronto. Contact information is optional and will allow us the follow-up with you on specifics of the incident or strategies to prevent it from happening again.

Your Name

Email Address

Phone Number (including area code)

Send Incident Report

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