



# Memorandum

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**TO:** Senate

**FROM:** Professor Angela Campbell, Associate Provost (Equity and Academic Policies)

**SUBJECT:** Annual Report on the *Policy on Harassment and Discrimination Prohibited by Law* (2018-19)

**DATE:** September 18, 2018

**DOCUMENT #:** D19-05

**ACTION REQUIRED:**  INFORMATION     APPROVAL/DECISION

<b>ISSUE</b>	The 2018-19 Annual Report on the <i>Policy on Harassment &amp; Discrimination Prohibited by Law</i> is presented for information.
<b>BACKGROUND &amp; RATIONALE</b>	The <i>Policy on Harassment and Discrimination Prohibited by Law</i> (“the Policy”) calls for the Provost to report annually to Senate on its operation. This report addresses activities, cases, and developments under or in connection with the Policy in 2018-19.
<b>PRIOR CONSULTATION</b>	N/A
<b>SUSTAINABILITY CONSIDERATIONS</b>	N/A
<b>IMPACT OF DECISION AND NEXT STEPS</b>	N/A
<b>MOTION OR RESOLUTION FOR APPROVAL</b>	N/A
<b>APPENDICES</b>	Appendix A: 2018-19 Annual Report: <i>Policy on Harassment &amp; Discrimination Prohibited by Law</i>



## 2018-2019 ANNUAL REPORT

### POLICY ON HARASSMENT & DISCRIMINATION PROHIBITED BY LAW

#### 1. INTRODUCTION

McGill's Policy on Harassment and Discrimination Prohibited by Law ("The Policy"), adopted in 2006, applies to all members of the University community. The Policy sets out McGill's commitment to establishing and maintaining a respectful and inclusive work and learning environment via measures focused on education, prevention, and response to reports and complaints.

This annual report applies to the reference year 1 September 2018 to 31 August 2019.

#### 2. DEVELOPMENTS IN THE REFERENCE YEAR

Over the reference year covered by this report, several important developments have shaped the Policy and its application:

1. In April 2019, the Policy was revised concurrently with the review of the Policy against Sexual Violence. As a result, sexual harassment was removed from the Policy's ambit and is now addressed by the Policy against Sexual Violence. This ensures that all forms of sexual violence are covered by the same policy and procedures.
2. While reports of harassment and discrimination continue to be investigated by Assessors appointed by Senate, reports of sexual violence, including sexual harassment, are now investigated by an external Special Investigator appointed pursuant to the Policy against Sexual Violence. This has been the case since October 2018. As such, any queries or reports of sexual harassment initially raised under the Policy in this reference year were referred for investigation to the Special Investigator.
3. Enhanced resources have been devoted to (a) mediation for cases arising under the Policy where the parties have given their consent to seeking dispute resolution outside of a formal investigation; (b) increased training for Assessors appointed under the Policy; and (c) increased community-wide education about the Policy and the prevention of harassment and discrimination on our campuses (see Appendix 1).
4. There is an increasing demand and need for professionalizing the process for investigating complaints under the Policy. Questions arise about whether our current model, which entrusts investigations to Assessors who have full-time positions disconnected to the Policy at the University, is sustainable especially as the number and complexity of cases arising under the Policy grow. For the coming year, as a pilot project, the Coordinating Assessor will be seconded to this role from her current position at McGill so that she may take up this work under the Policy on a full-time basis.
5. The Policy and the role of the Senior Equity & Inclusion Advisor (SEIA), who oversees the operation of the Policy and intakes all Policy-related queries and complaints, have become more well-known and relied upon by members of the University community. This likely results from enhanced communication about the Policy and more robust and frequent training about the Policy rolled out across our campuses. Notably, in the reference year:
  - a. A new website about duties, rights, resources, and reporting processes under the Policy and the Policy against Sexual Violence was launched: <https://www.mcgill.ca/how-to-report/>.
  - b. Poster campaigns for both policies were carried out.
  - c. Educational sessions were delivered across the campuses about equity, inclusion and the connection of these University principles to the Policy.

### 3. DEFINITIONS

Senators, and all members of the University community, are encouraged to familiarize themselves with the meaning and scope of the Policy and with forms of misconduct that the Policy addresses:

**2.6 Harassment** means any vexatious behaviour by one Member of the University Community towards another Member of the University Community in the form of repeated hostile or unwanted conduct, verbal comments, actions or gestures, that affect the dignity or psychological or physical integrity of a Member of the University Community and that result in a harmful environment for such an individual. Within the employment relationship, a single serious incidence of such behaviour that has a lasting harmful effect on such an individual may also constitute Harassment.

**2.5 Discrimination Prohibited by Law** means any action, behaviour, or decision based on race, colour, sex (including gender identity), pregnancy, sexual orientation, civil status, age (except as provided by law), religion, political conviction, language, ethnic or national origin, social condition, a disability or the use of any means to palliate a disability which results in the exclusion or preference of an individual or group within the University community. This includes both the actions of individual members of the University and systemic institutional practices and policies of the University.

### 4. RESPONDING TO INQUIRIES AND COMPLAINTS

Complaints under the Policy typically follow an initial inquiry made with the SEIA. Once an individual decides that they wish to move beyond an inquiry to a complaint, that person will file a report with the SEIA, at which point they will determine whether they wish to attempt an informal resolution (mediation) or proceed via a formal resolution (investigation). In the latter case, investigations are conducted by one of McGill's Harassment Assessors, all of whom are appointed by Senate (see list of Assessors who served in the reference year in Appendix 2).

A note about the grounds of misconduct covered by the Policy in the reference year is in order before discussing data about files: Tables 1 and 2 provide data reflecting the overall number of inquiries/complaints that proceeded to the SEIA. These tables include data about sexual harassment since members of the University community raised queries about this ground of misconduct, and how to report it, with the SEIA who oversees the Policy. This is not surprising: until April 2019, sexual harassment formally fell within the Policy's scope. However, as indicated above, as of October 2018, all reports of sexual violence, including complaints of sexual harassment, were investigated by the Special Investigator appointed under the Policy against Sexual Violence and not an Assessor under the Policy.

As such, while Tables 1 and 2 show the queries that pertain to sexual harassment, the subsequent tables, which relate to formal complaints, do not include sexual harassment complaints. Side bar notes are, however, included for all Tables to provide full information about sexual harassment complaints investigated in the reference year, albeit by the Special Investigator rather than by an Assessor under the Policy.

#### 4.1 inquiries/Complaints

In 2018-2019, there were 161 inquiries/complaints made to the SEIA ([Table 1](#)). This is a significant increase in the number of cases arising under the Policy. Last year there were 78 inquiries/complaints and there was an average of 33 cases in the five years prior to that.

[Table 1](#) shows the grounds of inquiries/complaints. As in previous years, the largest number of inquiries and complaints concerned harassment (73 cases or 45%).

[Table 2](#) shows the number of inquiries that did not progress to complaints, i.e., no complaint was filed. Of the total 161 inquiries, 144 cases (89%) did not proceed beyond the inquiry stage. These inquiries include inquiries made by third parties who cannot file a complaint under the Policy and inquiries that were beyond the scope of the Policy.

[Table 3](#) provides information about the types of complaints that were filed. In total, 17 complaints (11%) were filed in 2018-2019. Filing a complaint is necessary to proceed with either mediation or a formal investigation under the Policy.

**Table 1: Grounds of Inquiry/Complaint**

Ground(s)	18/19	17/18	16/17	15/16	14/15	13/14	12/13	11/12	10/11	09/10	08/09
Discrimination	20 (12%)	12 (15.5%)	3 (7%)	6 (15%)	3 (13%)	2 (8%)	1 (3%)	5 (21%)	5 (12%)	6 (17%)	1 (4%)
Harassment	73 (45%)	26 (33%)	33 (79%)	19 (49%)	16 (70%)	17 (71%)	27 (73%)	15 (62.5%)	20 (46.5%)	24 (61%)	15 (58%)
Sexual Harassment	19 (12%)	11 (14%)	4 (10%)	8 (21%)	2 (9%)	2 (8%)	5 (13%)	1 (4%)	4 (9%)	7 (19.5%)	10 (38%)
Mixed	31 (19%)	12 (15.5%)	2 (4%)	6 (15%)	2 (9%)	1 (4%)	4 (11%)	3 (12.5%)	14 (32.5%)	2 (5.5%)	-
Other (usually: general info or outside scope)	18 (11%)	17 (22%)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Total</b>	<b>161</b>	78	42	39	23	24	37	24	43	39	26

**Table 2: Inquiry Only**

Ground(s)	18/19	17/18	16/17	15/16	14/15	13/14	12/13	11/12	10/11	09/10	08/09
Discrimination	19	11	2	4	2	2	1	4	5	3	1
Harassment	59	16	22	16	11	12	16	10	15	14	9
Sexual harassment	19	12	2	4	2	2	4	1	3	3	5
Mixed	29	6	-	4	1	-	1	2	7	-	-
Other (gen. information)	18	13	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Total</b>	<b>144</b> (89%)	58 (74.5%)	26 (62%)	28 (72%)	16 (70%)	16 (67%)	22 (60%)	17 (71%)	30 (70%)	20 (51%)	15 (58%)

**Table 3: Complaints Filed**

Ground(s)	18/19
Discrimination	1
Harassment	14
Mixed (Harassment & Discrimination)	2
<b>Total</b>	<b>17</b> (11%)

**NOTE on Table 3:** Sexual harassment cases in 2018-2019 may have initiated with the SEIA since that ground fell within the Policy's scope until April 2019.

In this reference period, 5 complaints of sexual harassment were referred for investigation to the Special Investigator under the Policy against Sexual Violence. These complaints do not include reports of other forms of sexual violence covered by that Policy against Sexual Violence (e.g., sexual assault).

**4.2 The Parties**

Tables 4 and 5 provide information about the parties identified as complainants and respondents. Parties are designated as a complainant or as a respondent only once a complaint is filed. Table 4 demonstrates that the most frequent cases involve staff members advancing complaints against other staff members (5 cases of academic staff\* complaints against other members of academic staff and 6 cases of admin/support staff complaints against other members of admin/support staff). Table 5 shows that most complainants and most respondents are women.

*\*In this report "academic staff" includes tenure-track and tenured academic staff, contract academic staff, librarian staff and course lecturers.*

**Table 4: Status of Parties to Complaints**

Complainant	Respondent	18/19
UG student	Undergrad student	0
	Grad student	0
	Academic staff	1
	Admin/Support	0
	Other	0
Grad student	Undergrad student	0
	Grad student	2
	Academic staff	2
	Admin/Support	0
	Other	0
Academic staff	Undergrad student	0
	Grad student	0
	Academic staff	5
	Admin/Support	0
	Other	0
Admin/Support Staff	Undergrad student	0
	Grad student	0
	Academic staff	0
	Admin/Support	6
	Other	0
<b>Total</b>		<b>16</b> NB: Total < 17 due to one joint complaint, i.e., 2 complainants jointly named 1 respondent.

**NOTE on Table 4:** The following data relate to the 5 reports of sexual harassment filed in the reference period, investigated by the Special Investigator:

Survivor	Respondent	18/19
UG student	UG student	2
Academic Staff	Academic Staff	1
Admin Staff	Academic Staff	1
	Admin Staff	1
<b>Total</b>		<b>5</b>

Additionally, 1 report was made against an academic staff member of conduct now covered by the Policy against Sexual Violence's Code of Conduct on Romantic and Sexual Relationships between Teaching Staff and Students (8.1). Predating the revised Policy against Sexual Violence, this report was investigated by the Faculty Dean as a violation of the Regulation on Conflict of Interest.

**Table 5: Gender of Parties to Complaints**

	18/19	
	C	R
Women	11	10
Men	6	8
Non-binary/ Unknown	0	0
<b>Total</b>	<b>17</b>	<b>18</b>
		NB: Total > 17 because multiple respondents may be named in a case.

**NOTE on Table 5:** The following data relate to the 5 formal reports of sexual harassment filed in the reference period, investigated by the Special Investigator:

	18/19	
	S	R
Women	5	0
Men	0	5
Non-binary/ Unknown	0	0
<b>Total</b>	<b>5</b>	<b>5</b>

**4.3 Outcomes**

An inquiry or a complaint may yield the following outcomes:

- i. complainant makes inquiry and decides to take no further action under the Policy;
- ii. informal resolution/mediation between the parties;
- iii. formal resolution following an investigation;
- iv. withdrawal of a complaint.

Outcomes of inquiries/complaints are shown in Tables 6a, 6b, and 6c. Of those cases that proceeded to a complaint, 2 were withdrawn prior to mediation and 2 proceeded to mediation (1 case resulted in a mediated agreement, the other did not). 1 case was withdrawn during an investigation, and the balance (12 cases) proceeded to an investigation and formal resolution.

**Table 6: Outcomes of Complaints Filed**

(Total = 17 files, see Table 3)

6a. Withdrawn											
	18/19	17/18	16/17	15/16	14/15	13/14	12/13	11/12	10/11	09/10	08/09
Discrimination	0	1		1	1	-	-	1	-	2	-
Harassment	2	-	2	-	-	-	3	-	3	2	1
Sexual harassment	-	-	-	-	-	-	-	-	1	-	3
Mixed	1	-	1	1	-	1	2	-	3	-	-
<b>Total</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>7</b>	<b>4</b>	<b>4</b>

<b>6b. Informal Resolution (Including Mediated Agreements)</b>											
	18/19	17/18	16/17	15/16	14/15	13/14	12/13	11/12	10/11	09/10	08/09
Discrimination	0	1	-	-	-	-	-	-	-	3	-
Harassment	1	8	-	2	2	1	3	2	-	5	-
Sexual harassment	-	-	-	3	-	-	-	-	-	-	-
Mixed	1	1	-	-	-	-	-	-	1	2	-
<b>Total</b>	<b>2</b>	10 (13%)	0 (0%)	5 (13%)	2 (9%)	1 (5%)	3 (8%)	2 (8%)	1 (2%)	10 (28%)	-

<b>6c. Formal Resolution Following Investigation</b>											
	18/19	17/18	16/17	15/16	14/15	13/14	12/13	11/12	10/11	09/10	08/09
Discrimination	1	1	1	1	-	-	-	-	-	-	-
Harassment	10	2	9	1	3	-	7	3	2	3	5
Sexual harassment	-	2	2	1	-	-	1	-	-	2	2
Mixed	1	4	1	1	1	6	1	1	3	-	-
<b>Total</b>	<b>12</b>	9	13	4	4	6	9	4	5	5	7

**NOTE on Table 6:**

All reports of sexual harassment proceeded via investigation (formal resolution) undertaken by the Special Investigator and are thus not represented in the tables immediately above.

#### 4.4 Results of Formal Resolutions (Investigations)

Table 7a provides information about the results of formal resolutions. It demonstrates that none of the investigations yielded a finding of harassment and/or discrimination. This is in contrast, as noted in the text box below, to the results of the investigations into reports of sexual harassment in the reference year. The one report made against an academic staff member for conduct that is covered under the Policy against Sexual Violence's new Code of Conduct on Romantic and Sexual Relationships between Teaching Staff and Students (s. 8.1) was also deemed founded.

Table 7b provides information about whether discipline was imposed in cases where a complaint is deemed founded. No cases under the Policy were founded, thus discipline was not imposed pursuant to this Policy in the reference year. The sidebar shows that disciplinary measures were imposed in founded complaints of sexual harassment except in cases where the respondent's departure from the University made that impossible.

Table 7c indicates whether administrative or other measures were imposed regardless of whether a complaint was founded (note: disciplinary measures can only be imposed when a complaint is deemed



founded). It demonstrates that in half of the cases, even where an investigation did not yield a finding based on a ground covered by the Policy, the Provost imposed other measures to address issues or problems that the investigation identified. Such measures may include: professional development and training, oversight or suspension of graduate supervision privileges, referral of parties to mediation, and investigation of/support for effective management duties and practices.

**Table 7. Results of Formal Resolutions (Investigations)**

	7a. Total Formally Resolved										
	18/19	17/18	16/17	15/16	14/15	13/14	12/13	11/12	10/11	09/10	08/09
Founded	0	2	4	1	1	1	2	1	2	2	2
Not Founded	12	7	9	3	3	5	4	3	3	3	5

	7b. Discipline in cases where Complaint Deemed Founded										
	18/19	17/18	16/17	15/16	14/15	13/14	12/13	11/12	10/11	09/10	08/09
Yes	N/A	1	3	1	1	-	1	-	2	2	2
No	N/A	1	-	-	-	-	-	-	-	-	-

	7c. Other Measures										
	18/19	17/18	16/17	15/16	14/15	13/14	12/13	11/12	10/11	09/10	08/09
Founded	N/A	2	4	1	-	1	1	1	-	2	2
Not Founded	6	6	4	3	3	3	-	1	-	-	3

**NOTE on Table 7:** 4 of the 5 reports of sexual harassment that were investigated were deemed founded. In one case, the investigator concluded there was insufficient evidence to conclude that sexual harassment occurred.

In 2 of these cases, disciplinary measures were imposed. In the other 2 founded cases, disciplinary measures were not possible because the respondent was no longer a member of the University community at the time the disciplinary process occurred.

In the case referred to in the sidebar to Table 4 involving a report against a member of academic staff investigated as a breach of the Regulation on Conflict of Interest, the report was deemed founded and disciplinary and administrative measures were imposed.

## 5. ASSESSOR TRAINING AND SUPPORT

As provided by Section 5.1.6 of the Policy, Assessors attend multiple training sessions throughout the year. In 2018-2019, sessions addressed, *inter alia*, the following topics:

- investigating sexual and gendered misconduct
- what constitutes harassment and discrimination prohibited by law
- writing reports following an investigation
- psychological impact of harassment
- identifying and avoiding conflicts of interest
- preserving confidentiality
- conducting effective investigations
- communicating effectively with parties and witnesses
- resources for students within and beyond the Policy

## 6. CONCLUSION

As issues of equity, inclusion, and healthy work and learning environments attract increased attention across university campuses, it is not surprising that our own community's awareness of and reliance upon the Policy, and its associated resources, have grown. In the present reference year (1 Sept 2019 to 31 August 2020), a review of the Policy will be undertaken by a working group struck pursuant to Section 8 to ensure that our Policy meets the changing goals, needs, and commitments of the University community as these connect to issues of harassment and discrimination prohibited by law.

In closing, I acknowledge the fine work and exceptional commitment of our Senior Equity and Inclusion Advisor, Sinead Hunt, our team of Assessors, McGill's equity education advisors, and mediator Julie Lassonde.

## APPENDIX 1: 2018-2019 TRAINING RELEVANT TO THE POLICY

### 1. Policy-Related Trainings

Trainings on McGill’s Policy on Harassment and Discrimination Prohibited by Law and Policy against Sexual Violence. Designed for specific units or job functions upon request or when a unit or job function was identified as a strategic priority.

<b>Participants</b>	<b>Topic(s) Covered</b>	<b>Date</b>
New Faculty Orientation (academic staff)	Equity, Diversity, and Inclusion at McGill	August 2018
Res Project Facilitators (undergraduate students)	Harassment Policy	August 2018
Leadership Development Program (all new Deans, Chairs, & Directors)	Equity, Diversity, Inclusion, Harassment- and Violence- free working and learning environments	August 2018
School of Social Work (academic staff)	Facilitating Classroom Conversations	September 2018
Department of Political Science (academic staff)	Policy Developments and Institutional Obligations: Employment Equity, Harassment, Sexual Violence	October 2018
Department of Anthropology (graduate students)	Conflicts of Interest	October 2018
Department of Geography (equity committee)	Sexual Violence	October 2018
Speed(Up) Dating (McGill staff)	Responding to Harassment, Discrimination, & Sexual Violence	November 2018
School of Continuing Studies (staff)	Inclusive Learning Environments	November 2018
Experimental Surgery (graduate students and medical residents)	Equity, Diversity, and Inclusion at McGill	November 2018
Languages, Literatures, and Cultures (academic staff)	Responding to Equity-Related Issues	February 2019
School of Music (admin/support staff)	Responding to Equity-Related Issues	February 2019

Department of Atmospheric & Oceanic Studies (academic staff)	Policy Developments and Institutional Obligations: Employment Equity, Harassment, Sexual Violence	February 2019
Joint Board-Senate Committee on Equity (members)	Challenging Harassment and Discrimination	February 2019
Department of Pharmacology & Therapeutics (academic staff)	Equitable and Inclusive Learning and Work Environments	April 2019
Academic Leadership Forum (Deans, Chairs, & Directors)	Sexual Violence Prevention & Response	April 2019
French Language Centre (academic staff)	Equitable and Inclusive Learning and Work Environments	May 2019
Faculty of Science (Chairs and Directors)	Sexual Violence and Sexual Harassment	May 2019
Réseau interuniversitaire québécois pour l'équité, la diversité et l'inclusion	Equity, Diversity, and Inclusion at McGill	June 2019

## 2. Made-to-Measure Trainings

Trainings and workshops designed and delivered by Equity Education Advisors Meryem Benslimane and Shanice Yarde for specific units or job functions. This was upon the request of a unit or when a unit or job function was identified as a strategic priority.

<b>Participants</b>	<b>Topic(s) Covered</b>	<b>Date</b>
Frosh Coordinators	Equitable Frosh	August 2018 and May 2019
Floor Fellows	Floor Fellow Training: Anti-Racism	August 2018
Protection Unit (Night Stewards)	Understanding Discrimination	August 2018
Rez Project Facilitators	Anti-Racism; Gender & Sexuality	August 2018
Hispanic Studies (undergraduate students)	Understanding Discrimination	September 2018
McGill Consent Volunteers	Sexual Orientation and Gender Identity; Racism, Power & Sexual Violence	September 2018, February 2019, and March 2019

McGill Law Journal	Understanding Anti-Oppression	September 2018
Engineering TAs	Equity, Diversity, and Discrimination	September 2018 and January 2019
Queer McGill	Understanding Anti-Oppression	September & October 2018
AEC#8 Department of Medicine	Onboarding non-binary and trans employees	October 2018
School of Information Studies (graduate students)	Gender and Sexuality: Culture Competency; Anti-Racism	October & November 2018
School of Continuing Studies	Fostering an Inclusive Learning Environment	November & December 2018
Model UN (McMUN and SSUNS)	Equity in Organizing	November 2018
Scientista	Diversity in STEM	November 2018 and March 2019
Jazz Area (equity committee)	Understanding Discrimination	November 2018
Scholarships and Student Aid	Gender and Sexuality	November 2018
Skills21 (undergraduate students)	Equity 101	November 2018, January 2019, March 2019
Speed(Up) Dating	LGBTQ21+ History Month	November 2018
Faculty of Music	Gender and Sexuality	December 2018
Jazz Area (all faculty)	Understanding Discrimination	January 2019
Faculty of Law (Law Admissions)	Equity	January 2019
New Faculty Orientation (Engineering)	Equity	January 2019
Department of Biology	Understanding Discrimination	January and February 2019
Materials Engineering (MIME 452)	Transforming Teamwork	January 2019
Queer McGill	Understanding Anti-Oppression	February 2019
Engineering (graduate students)	Understanding Discrimination	February 2019

Chemical Engineering (equity committee)	Gender and Sexuality	February 2019
Student Wellness Hub (staff)	Improving Client Support: Equity in Practice	March, May, and June 2019
Arts Internship Office (students)	Field Placement Preparedness	March 2019
Department of Physics (academic staff, admin/support staff, students)	Understanding Discrimination	April 2019
Department of Mathematics & Statistics (students)	Gender and Sexuality	April 2019
School of Nursing (students)	Sexual Orientation and Gender Sensitive Nursing Assessment	April 2019
School of Continuing Studies (course lecturers)	Understanding Discrimination	April 2019
School of Social Work Field Team (staff)	Equity	May 2019
QPIRG McGill Board & staff	Anti-Oppression	May 2019
CASCA (Astronomy students)	Understanding Discrimination	June 2019

### 3. **Safer Spaces Workshop Series**

Regular trainings for staff, faculty, and graduate students, offered by the Office of the Provost and Vice-Principal (Academic) in partnership with Teaching and Learning Services; the Office for Sexual Violence Response, Support and Education, and the Office for Students with Disabilities. A Safer Spaces suite consists of 6 targeted workshops, after completion of which participants receive a certificate.

<b>Topic(s) Covered</b>	<b>Date</b>
Understanding Discrimination	September 2018
Understanding Discrimination	October 2018
Sexual Orientation and Gender Identity	October 2018
Race & Cultural Identity	November 2018
Disability, Access, and Universal Design	January 2019
Understanding Discrimination	January 2019
Indigenous Perspectives	February 2019
Race & Cultural Identity	March 2019

How to Respond to Disclosures of Sexual Violence	March 2019
Sexual Orientation and Gender Identity	March 2019

#### 4. Consultations, Events and Special Projects

Event/Consultation/Project	Topic(s) Covered	Date
McGill Consent Campaign (students)	Screening of <i>Pariah</i>	September 2018
LGBTQ2I+ History Month		October 2018
McGill Student Association for Collaborative Mental Healthcare	Panel on Challenges in Mental Healthcare within LGBTQ2I+ Communities	October 2018
Ceremony commemorating the victims of the Centre culturel islamique de Québec attack		January 2019
Guest lecture: Introduction to Social Entrepreneurship & Innovation Class (Desautels Faculty of Management)	Allyship	February 2019
Black History Month	Justice	February 2019
Guest lecture: Anti-Oppressive Practice course (School of Social Work)	Racial Oppression	March 2019
OPVPA and McGill Family Care Program	Gender Inclusive Parenting and Caregiving Workshop	March 2019
The WELL Office, Faculty of Medicine	Practical Approach to Diverse Sexuality and Gender	March and May 2019
International Women's Day	Screening of <i>Ouvrir la Voix</i>	March 2019
Review of student modules on sexual violence		March to August 2019
Equity and Community Building Awards		May 2019
McGill Programs in Whole Person Care, Medicine	Panel and screening of <i>Nanette</i>	May 2019
Interfaith Iftar + the International Day Against		June 2019

Homophobia, Transphobia and Biphobia (IDAHOTB)		
Lavender Celebration for LGBTQ2SIA+ graduating students		June 2019



## APPENDIX 2: 2018-2019 HARASSMENT ASSESSORS

### ***Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law***

**5.1.1** The Provost shall consult with the university-level student associations, staff associations and unions on the appointment of at least ten (10) Assessors from the University community. The appointment of the Assessors shall be approved by Senate. The Assessors shall report directly to the Provost.

**5.1.2** The Assessors shall be employees or appointees of the University. Half shall be chosen from the members of academic staff and half from the members of administrative and support staff (excluding staff in academic administrative appointments). At least one of the Assessors shall be from Macdonald Campus.

**5.1.2.1** The Provost shall endeavour to have a diverse group of Assessors reflective of the diversity of the University Community.

**5.1.3** The Assessors shall have staggered terms of three years each, normally commencing on September 1st.

### Assessors 2018-2019

1. Luis Agellon, Faculty of Agricultural & Environmental Sciences, 2016-2019
2. Niladri Basu, Faculty of Agricultural and Environmental Sciences, 2019-2022
3. Anne-Marie Durocher, Office of the VP-Research & Innovation, Strategic Initiatives, 2016-2019
4. Eamon Duffy, Libraries, 2016-2018
5. Anne-Marie Huynh, Development and Alumni Relations, 2017-2019
6. Sara Laimon, Schulich School of Music, 2018-2021
7. Myriam Larose, Faculty of Arts and Faculty of Science, 2019-2022
8. Alexander Liepins, Student Life & Learning, 2019-2022
9. Cindy Mancuso, Student Services, 2018-2021
10. Erica Moodie, Faculty of Medicine, 2018-2021
11. Chidinma Offoh-Robert, Faculty of Engineering, 2018-2021
12. John Poliquin, Human Resources Staffing Unit, 2016-2019
13. Inès Scharnweber, Faculty of Arts, 2017-2018
14. Petra Rohrbach, Faculty Agricultural & Environmental Sciences, 2017-2020
15. Brian Rubineau, Faculty of Management, 2017-2020
16. Romesh Vadivel, Service Point, 2016-2018
17. Tracy Webb, Faculty of Science, 2017-2020