

# Memorandum

**Office of the Provost and VP (Academic)**

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**TO:** Senate

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

**SUBJECT:** Appointment of Assessor under the *Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law*

**DATE:** January 16, 2019

**DOCUMENT #:** D18-33

**ACTION REQUIRED:** ☐ INFORMATION ☒ APPROVAL/DECISION

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**ISSUE** Senate approval of a new Assessor as required by *the Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law* (“the Policy”).

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**BACKGROUND  
& RATIONALE**

The Policy states that:

**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.

Current harassment assessors appointed by Senate under the Policy are:

**Academic Staff**

Luis Agellon (Agricultural and Environmental Sciences) (2016-2019)

Sara Laimon (Schulich School of Music) (2018-2021)

Erica Moodie (Medicine) (2019-2021)

Petra Rohrbach (Agricultural and Environmental Sciences) (2017-2020)

Brian Rubineau (Desautels Faculty of Management) (2017-2020)

Tracy Webb (Science) (2017-2020)

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### **Administrative and Support Staff**

Anne-Marie Huynh (University Advancement) (2017-2020)

Cindy Mancuso (Student Services) (2018-2021)

Chidinma Offoh-Robert (Engineering) (2019-2021)

John Poliquin (Human Resources) (2016-2019)

An assessor who is a member of the administrative and support staff is required to strike the balance required by Section 5.1.2 of the Policy. The term of one academic staff assessor will end shortly, at which point there will be 10 assessors in total (5 each of academic and administrative/support staff).

Senate is asked to approve the nomination of the following McGill administrative staff member to serve as an assessor under the Policy:

- **Myriam Audrey Larose** is as an immigration advisor at the Faculty of Science and the Faculty of Arts. A member of the Quebec Bar, M<sup>e</sup>Larose obtained degrees in civil and common law from McGill University. She also holds degrees in international studies from York University (BA (Hons)) and Université de Montréal (MSc). During her studies, she worked as an inspector for the *Commission des normes du travail*, where she handled claims under the *Act respecting labour standards*, including preliminary assessments of psychological harassment claims. Following her graduation from McGill Law, she articulated at the Department of Justice (Canada) and then worked as a sole practitioner in refugee and immigration law before coming to McGill in 2017.

<b>PRIOR CONSULTATION</b>	As required by section 5.1.1 of the Policy the following groups were consulted prior to bringing these names to Senate to approval: AGSEM, AMURE, AMUSE, MAUT, MUNASA, MUNACA, MACES, MCLIU, MCSS, PGSS, SACOMSS, SEDE, SSMU and the five trades and services unions.
<b>SUSTAINABILITY CONSIDERATIONS</b>	From a social sustainability perspective, the appointment and training as harassment assessors of community members sensitive to equity and diversity considerations will ensure the effective application of the Policy.
<b>IMPACT OF DECISION AND NEXT STEPS</b>	Training for new and current assessors to ensue.
<b>MOTION OR RESOLUTION FOR APPROVAL</b>	<i>Be it resolved that Senate approve the appointment of <b>Myriam Larose</b> as an assessor under the Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law, for a three-year term beginning 1 February 2019 and ending 31 January 2022.</i>
<b>APPENDICES</b>	N/A