

Trent University Centre for Human Rights, Equity and Accessibility

2019-20 Report to the Community



"I am pleased to report on the activities undertaken by the staff of the Centre for Human Rights, Equity and Accessibility (CHREA) over the past year. We would welcome the opportunity to discuss these initiatives in greater detail.

-Tara Harrington, Human Rights Advisor



We lead conversations and initiatives related to human rights at Trent University. Our work includes the following areas:

- * Monitoring and advising on Trent University's Accessibility Policy and compliance with the Accessibility for Ontarians with Disabilities Act (AODA).
- * Monitoring and advising on Trent University's Discriminations and Harassment Policy and responding to reports and complaints made pursuant to the Policy.
- * Supporting the Presidential Advisory Council on Human Rights, Equity, and Accessibility (PACHREA) and its subcommittees.
- * Providing education and outreach to the Trent University Community on issues related to human rights, equity, and accessibility.

Education and Outreach

In 2019-20, CHREA staff delivered workshops on:

- *Equity Hiring—Best Practices for Selection Committees
- *Trans-inclusive Customer Service
- *Allyship
- *Creating Accessible Documents
- *Valuing Diversity
- *Positive Space
- *Know Your Rights
- *Equity and Bias

We also provided coaching and advice on the human rights-related aspects of:

- * Gender-neutral washrooms
- *Free speech
- * Employment Equity
- *Smudging
- * Differential tuition fees
- * Accessible campus way-finding and maps
- * Behavioral contracts for students
- * Articles in Arthur
- * The duty to accommodate based on creed, disability (incl electromagnetic sensitivity, family status and gender identity)
- * Behaviours of concern in student-run groups
- * Emergency procedures for those with disabilities
- * Various Trent policies

In addition, CHREA staff joined students and other Trent staff at a multi-university summit on anti-racism.



Accessibility

This year the Accessibility Advisor:

- * Received and responded to 212 accessibility-related inquiries.
- * Ensured compliance with all AODA-related reporting requirements.
- * Supported departments such as Facilities Management and Purchasing on projects to promote accessibility compliance, and facilitate inclusion within physical and institutional environments at Trent University.
- * Offered 6 training sessions focused on accessibility of various document file types.
- * Continued to offer support for creation of accessible documents through virtual office hours, drop-in hours and departmental training sessions.

Reports of Discrimination and Harassment

In 2019-20 the Human Rights Advisor received 16 reports of discrimination and/or harassment on the following Code-protected grounds:

Disability	10 reports	62%
Racism	1 report	6%
Family Status	1 report	6%
Gender Identity	1 report	6%
Other/Multiple	3 reports	19%

Questions? Like to get involved? www.trentu.ca/chrea