

You have right to report, here's how?

You have the right to report incidents confidentially or anonymously, and to receive support throughout the process. You are also protected from reprisal.

For Students:

- Contact the Equity & Human Rights Office (EHRO).
- Speak to your academic advisor, Student Affairs staff, or Accessibility Services for guidance.
- Reports can be formal or informal, confidential or anonymous.

For Employees (Staff and Faculty):

- Contact Human Resources or your union representative.
- Reach out to the EHRO for confidential advice or to file a complaint.

What Happens After You Report?

1. You'll have a confidential intake meeting to discuss what happened.
2. We'll explore options, which could include informal resolution, mediation, or a formal investigation.
3. You'll receive regular updates on the process.
4. Protection from reprisal is guaranteed, meaning no negative action can be taken against you for reporting.

Key resources and support at Trent

Equity & Human Rights Office (EHRO)

humanrights@trentu.ca | trentu.ca/ehro
705-748-1011 ext. 6602

Campus Safety

(705) 748-1328 | security@trentu.ca

Confidential Support

consent@trentu.ca | (705) 748-1011 ext. 7792

Human Resources (for employees)

humanresources@trentu.ca |
trentu.ca/humanresources

Office of Student Affairs

studentaffairs@trentu.ca |
trentu.ca/studentaffairs

First Peoples' House of Learning (FPHL)

fphl@trentu.ca | trentu.ca/fphl

Peer support and programming for 2SLGBTQ+ students

outoncampus@trentu.ca

Accessibility Services

accessibilityservices@trentu.ca
trentu.ca/wellness/sas)

Support Trainings at Trent:

- Tackling Harassment Training
- Valuing Diversity Training
- Skills to Enhance Peer Support (STEPS)

ADDRESSING DISCRIMINATION AND HARASSMENT



TRENT UNIVERSITY

EQUITY & HUMAN RIGHTS OFFICE

What is discrimination?

When someone is treated unfairly or differently because of who they are, based on protected characteristics like race, gender, or disability.

This can be:

- **Direct:** e.g., refusing services because of someone's ethnicity.
- **Systemic:** e.g., policies that unintentionally disadvantage certain groups.



What is harassment?

Harassment: Unwanted or offensive behavior or comments that create a hostile, intimidating, or offensive environment. This includes:

- Verbal abuse, slurs, jokes, or threats
- Bullying or intimidation
- Sexual harassment or gender-based harassment
- Online harassment (cyberbullying, hate speech) (Small icon next to "Harassment": A "stop" sign.)

PROTECTED UNDER THE ONTARIO HUMAN RIGHTS CODE

The Ontario Human Rights Code is key to our policy, protecting people from discrimination on these grounds:

- Race, ancestry, place of origin, color, ethnic origin, citizenship
- Creed (religion)
- Age
- Sex, gender identity or expression
- Sexual orientation
- Marital status, family status
- Disability (including mental health)
- Receipt of public assistance (housing)
- Record of offences (employment)

Intersectionality Matters

Discrimination and harassment can affect people differently depending on the combination of their identities, such as race, gender, disability, or sexual orientation. For example, a racialized student with a disability might face layered barriers. We recognize and address these unique challenges.

Examples of Harmful Behavior (And Why It's Not Tolerated)

Trent University has zero tolerance for these types of actions. They undermine the very foundation of our inclusive learning and working environment:

- A student being excluded from group projects because of their cultural background.
- Repeated derogatory comments about someone's religion.
- A staff member denied a promotion after requesting an accommodation, creating unfair barriers.
- Sexual jokes or unwanted advances in class or the workplace, contributing to an unsafe atmosphere.
- Harassment via social media or email, extending harmful behavior beyond physical spaces.

If you experience or witness any of these behaviors, we urge you to speak up. Your well-being, safety, and the integrity of our community are paramount. By reporting, you help us ensure Trent remains a place where everyone can thrive.