Quick Facts
Office of Human Rights & Equity Services

Description:

The Office of Human Rights and Equity Services (HRES) envisions an inclusive and accessible McMaster community that reflects the principles of respect, diversity, accessibility and collaboration. We administer the University’s Sexual Harassment Policy, Anti-Discrimination Policy and Accessibility Policy. We also work to ensure that all academic and employment programs and activities are in compliance with legislation including the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA).

HRES partners with diverse campus and community individuals, groups and offices to deliver a wide range of educational workshops, commemorative programs and community-building initiatives aimed at meeting the University’s 3rd strategic goal of building an inclusive community with a shared purpose”.

HRES Program Areas

Human Rights Program:

If you feel discriminated against or harassed on the basis of a protected ground such as race, colour, ethnic origin, religion, gender, disability, sexual orientation, family status, citizenship or age you can:

• **Confidentially** consult with a Human Rights Officer who will discuss options with you. If you want, the Human Rights Officer will guide you through a dispute resolution process.

• If you are feeling bullied in your workplace because of reasons not related to a protected human rights ground, you can still contact us for help.

Note: Human Resources, your Union or your supervisor are also available to assist you; however, they may not be able to offer the same degree of confidentiality as HRES. In some circumstances, they may be compelled to take action to stop harassment/bullying even against your wishes.

Equity Services Program:

• Works in partnership with individuals and groups on campus to make McMaster a university community where all students, staff and faculty can learn, work and live in equality and respect.

• Raises awareness and provides education on harassment, discrimination, accommodation and other human rights-related issues; e.g. customized trainings and organized events such as Aboriginal Awareness Day, National Come Out at Work Day, International Women’s Day and Black History Month.

• Publishes a list of religious and faith-based holidays so that departments are aware when booking meetings, scheduling exams and organizing events.

...continued on page 2
...continued from page 1

**Accessibility Program:**

- Addresses issues of accessibility across campus as per the Accessibility for Ontarians with Disabilities Act (AODA), 2005.
- Provides resources and offers support on how to create accessible and inclusive events; visit: www.mcmaster.ca/hres.
- Coordinates accessibility initiatives across campus.

**Frequently Asked Questions:**

**What happens when I contact HRES?**

When you contact us, we will listen to your concerns in a confidential and non-judgmental manner. We will present various options to you so that you can decide which of them best suits your needs and circumstances. We will not report what you tell us to anyone without your permission. There are some exceptions to our duty of confidentiality; for instance, we are compelled to report suspected child abuse. We will also take action if the situation you bring to our attention involves immediate physical danger to you or to someone else. We are committed to ensuring your safety and the safety of all community and campus members.

**Who can use the Office's services?**

The Office’s confidential services are available to McMaster University faculty members, students and employees as well as visitors to campus.

**What do I do if I’m not sure if HRES can help me with my concern?**

HRES sees itself as an entry point. If you’re not sure about where to turn for assistance, please contact our Office. We are here to help and if we can’t help you, we will redirect you to the appropriate place.