

Consultation, Resolution and Reporting Options for Violations of the Discrimination and Harassment Policy*

School of Rehabilitation Science, McMaster University *<https://secretariat.mcmaster.ca/app/uploads/Discrimination-and-Harassment-Policy.pdf>

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All McMaster Community Members are responsible for contributing to an environment that is free of Discrimination and Harassment. This guide is intended to provide at-a-glance guidance on options available for consultation, reporting and resolution for McMaster members who experience a potential violation, or to whom a potential violation is reported.

McMaster's Equity and Inclusion Office (EIO) has created the following resources to inform you of your options. Please review:

BLUE FOLDER (Discrimination & Harassment Policy): https://equity.mcmaster.ca/app/uploads/2021/03/Remediated_Blue-Folder-McMasters-Discrimination-Harassment-Policy.pdf

GOLD FOLDER (Sexual Violence Prevention and Response Office (SVPRO)): <https://svpro.mcmaster.ca/app/uploads/2020/11/Gold-Folder.pdf>

Potential Violation of McMaster Discrimination and Harassment Policy

Consultation, Resolution and Reporting Options at McMaster University

Anyone wishing to consult on the Discrimination & Harassment Policy may contact an Intake Office.

Contacting an intake office does not mean a formal report or complaint is being made.* These offices exist to support McMaster community members in navigating their options when a potential policy violation is experienced or reported to them.

SRS Consultation and Resolution Options

You may wish to discuss the event with SRS leadership before or instead of a McMaster intake office. Please approach:

Students: Course Instructor, Assistant Dean, SRS Vice-Dean

Staff: SRS Director of Administration, SRS Vice-Dean

Faculty: Assistant Dean, SRS Vice-Dean

If an event is reported to you, consult the EIO resources noted above. You may also approach an intake office for advice or assistance.

Intake Offices

ALL MCMASTER MEMBERS:

Human Rights & Dispute Resolution Program
<https://equity.mcmaster.ca/program-resources/human-rights-and-dispute-resolution/>

E: equity@mcmaster.ca; T: 905-525-9140, x27581

STUDENTS:

Student Case Management Office

<https://scm.mcmaster.ca/>

E: sscmo@mcmaster.ca; T: 905-525-9140, x20220

FACULTY/STAFF:

Employee and Labour Relations

<https://hr.mcmaster.ca/about-us/our-services/employee-and-labour-relations/>

E: elrintake@mcmaster.ca; T: 905-525-9140, x22247

ALL FHS COMMUNITY MEMBERS (INCL. ADJUNCT/PART-TIME/CLINICAL):

FHS Professionalism Office

<https://fhs.mcmaster.ca/pcbe/>

E: fhsprof@mcmaster.ca; T: 905-525-9140, x22249

*Limits to Confidentiality under the Policy

Identifying information may need to be shared or a formal report made under the following circumstances:

1. An individual is at risk of harm to self
2. An individual is at risk of harming others
3. There are reasonable grounds to be concerned about risk of future violence or the safety of the University and/or broader community
4. Disclosure is required by law
5. To comply with the reporting requirements of regulatory bodies and/or professional licensing bodies.