Anti-Discrimination/Sexual Harassment Policies and Procedures
Review Panel

‘The Terms of Reference for the Review Panel will focus on the development of
recommendations for necessary revisions to the current policy and procedures related to
complaints of discrimination/harassment and sexual harassment and will include a review of
the current operational practices of a number of areas of the University, including the Human
Rights and Equity Services Office’.
(Report to Senate from the Executive Committee, Nov 13, 2013)

The need for review of the SH/AD policies, procedures and practices stems from multiple
changes since the policies were introduced (1994/1996) and last revisited (2001) e.g.: changes
in related legislation; changes in wider cultural understandings of discrimination and the
development of inclusive/respectful organizational cultures; changes in related McMaster
policies and institutional arrangements; changes in collective agreements on campus. The
Panel’s understanding of these developments will be informed by: consultations with
representatives of University areas and offices involved with the existing policies and with this
changing landscape (including recommendations from the DSB Tribunal); consultation with
student, staff and faculty constituencies of the campus community; and by expertise provided
by those with knowledge of best practices in other universities.

On the basis of this data gathering and analysis, the Panel expects to:

- Address the relationship between a) educational and preventive activities that
  communicate expectation and support of a respectful/non-discriminatory University
culture and b) complaint mechanisms available to campus members when they consider
that culture is not upheld.

- Develop recommendations for revisions to the current AD/SH policies that will include
  overarching policy principles and detailed procedures for making and processing
  complaints.

- Articulate the implications of the suggested policy/policies for the operation of the
  various offices responsible for or involved with their implementation, including the
  Human Rights & Equity Services Office, and where appropriate suggest areas for
  possible change.

April 30, 2014