

➤ **Resolution of Concerns:**

- A safe environment to voice concerns should one feel they have been treated unfairly, discriminated against or harassed (Code-related)
- Investigate and manage the fact-finding process for complaints in a consistent, timely and fair manner
- Assist those involved in disputes or complaint resolutions to acquire needed assistance or support
- Provide consultation as a separate process or prior to engaging in another process

There are three (3) processes available at the University of Windsor for dealing with human rights issues:

- Informal Resolution Process
- Mediated Resolution
- Formal Resolution Process



Influence by Danielle R. Shaw
(OHREA Art Exhibit 2011)

WHAT IS OUR COMMITMENT TO CONFIDENTIALITY?

All concerns brought to our Office are handled in a confidential manner.

The discreet disclosure of information may be necessary to gather the facts or implement and/or monitor the terms of a resolution.

In addition, disclosure of information may be necessary as per certain legislative requirements



University
of Windsor

**Office of Human Rights,
Equity & Accessibility
(OHREA)**

WE'RE HERE FOR YOU

Contact Us:

519-253-3000 x. 3400

TTY: 519-971-3690

Fax: 519-971-3673

Email: ohrea@uwindsor.ca

Website: www.uwindsor.ca/ohrea

The University of Windsor is committed to providing an equitable working and learning environment that promotes and supports academic achievement.

WHAT IS OUR MANDATE?

The Office of Human Rights, Equity & Accessibility (OHREA) is responsible for education, human rights inquiries and concerns, employment equity, accessibility, government reporting, policy development, and any other matters requiring accountability in these areas at the University of Windsor.

Human Rights

The University is committed to upholding the Ontario Human Rights Code which prohibits discrimination and harassment on the following grounds:

- Race, Ancestry, Place of Origin, Colour, Ethnic Origin, Citizenship
- Sex
- Creed (religion)
- Disability
- Age
- Marital Status, Family Status
- Sexual Orientation
- Gender Identity and Gender Expression
- Receipt of Public Assistance (in accommodation only)
- Record of Offences (in employment only)

Equity

The University is committed to meeting its employment and educational equity goals with respect to the four federally designated groups:

- Indigenous/Aboriginal
- Peoples with disabilities
- Racialized People/Visible Minorities
- Women

In addition, the University has included members of sexual/gender minorities as a designated group.

Accessibility

The University is committed to providing an accessible learning and working environment for persons with disabilities through the prevention, identification and elimination of barriers. This includes respect for dignity, independence, integration and equal opportunity as recognized in the University's policies and the Accessibility for Ontarians with Disabilities Act, 2005 (AODA).

HOW CAN WE ASSIST YOU?

► Consultation, Support and Advice:

- For human rights, equity and accessibility issues
- Referrals and/or advice for inquiries outside our mandate
- A place on campus where all members of the University community feel welcomed

► Awareness and Education:

- Organize and/or participate in events and training sessions designed to raise awareness and to educate the University community
- A reference library of audiovisual and print resources

