

News & ANNOUNCEMENTS

You Had Me At Consent

The Centre for Human Rights (CHR) will be hosting the event, **"You Had Me At Consent"** on Tuesday, September 3, 2012, starting at 6:00PM at the Rexall Centre for Excellence. Doors will be opened at 5:15.



Our keynote speaker this year is Don McPherson, a former NFL and CFL quarterback and member of the College Football Hall of Fame. A feminist and social justice educator, Don uses sports as a platform to address complex social issues and is a notable leader of the men against violence against women movement in the US. He addresses violence against women and responses to it through the exploration of masculinity while examining issues such as gender roles, date-culture and consent. By using his own life story, Don delivers powerful and compelling talks which are relevant to the everyday life of university students.

Don McPherson has conducted workshops and lectures for more than 200 university campuses, community organizations and national sports and violence prevention organizations. His programs and lectures have reached more than 1 million people.

We expect that Mr. McPherson's presentation will bring a new and fresh awareness to participants about the importance of respect and consent in dating and relationships generally. Based on a very positive experience at York University for the past three years with the "Can I Kiss You?" event, the CHR is confident that Mr. McPherson's presentation will provide another critical opportunity for the York community to continue the dialogue about the issue of sexual harassment/assault and this will assist in enhancing the safety of our campus.

We hope you are able to join us for this important awareness raising event about safety and sexual harassment/assault prevention on campus.

Follow us on Twitter! [@haveconsent](#) and use the hashtag [#YHMAC](#)

If you have any further questions about the event, please contact Noa Ashkenazi, Advisor, Sexual Harassment Prevention Education at noaa@yorku.ca

Are You REDI?

The REDI (Respect, Equity, Diversity and Inclusivity) Tutorial has now been upgraded to Moodle 2.3 and is being well-received by the York University Community. The tutorial now has many upgraded features, including voice-over recordings, eight supplementary dramatized videos as well as a newly updated glossary section with Allyship Tips. A new series of educational videos for the tutorial is set to be rolled out in January 2014.

The REDI tutorial been adopted by many departments as a learning tool, including the Division of Students as well as Student Community and Leadership Development. As an incentive to take the tutorial, the CHR is offering a week in September where community members can sign up for the tutorial. Those who enrol and complete REDI between September 18th-25th will receive a FREE American Apparel T-shirt. Those who wear the T-shirt on October 2nd, 9th, and 16th will be entered into a draw to win an IPAD Mini. To self enrol in the tutorial, please visit www.yorku.ca/REDI (please note that a York Passport account is required to enrol).

If you have any questions or problems accessing the tutorial, please contact Graham Bowditch, Programs, Outreach and HR Advisor at grahbowd@yorku.ca.

Stay tuned for more updates!



ARE YOU REDI?

Complete the Respect, Equity, Diversity and Inclusivity (REDI) tutorial between September 18th and 25th and receive a free American Apparel T-Shirt.

Wear your T-Shirt on either
Wednesday October 2nd
Wednesday October 9th
Wednesday October 16th
and visit our table in Vari Hall to be entered to win an iPad mini.

Moving Forward: Pursuing A Career In Human Rights

Is it almost time for you to put that Human Rights & Equity Studies degree into good use? Like your fellow majors, are you tired of being asked, "What are you going to do with your major?" or being met with, "Human Rights? Equity Studies? What's that?" Looking to find a career within the field of human rights? The Centre for Human Rights (CHR) and Department of Equity Studies are pleased to present a panel of speakers who work in human rights related fields, and are eager to tell students what careers wait for them in relation to upon completion of their degrees. Speakers include graduates from York's Human Rights & Equity Studies program, and individuals who have had a background in human rights education, research, and work. If you're looking to move forward with your human rights education, and possibly peruse a career come and engage in discussion with former Human Rights students, and be inspired to pursue a career that speaks to you.

When and where? On Wednesday September 25th 2013, Atkinson Building, Harry Crowe Room, from 1:30-3:30. Refreshments will be provided. See you there!

For more information please contact Amna Khan, Outreach and Education Ambassador at the CHR.

Introducing the Men's Team

We are the Men's Team. Now that may not sound like much now (it sort of makes us sound like some kind of men's rights team), but we promise that what we're planning to do this year will make us widely known as a team of men talking to other men about gender based violence prevention. The Men's Team (as we're called now) seeks to raise awareness on campus about issues concerning violence against women by examining masculinity, and how social constructs of masculinity affect gender based violence. Statistically, men are responsible for the majority of cases of gender based violence, therefore it is up to men to take the initiative in preventing it. We are here to create an on-campus forum for raising awareness and having discussions about these issues, and to critically examine stereotypes about what men at York are thought to or supposed to be. Through group discussions, tabling sessions, movie nights, and in association with various on-campus group events, the Men's Team will work to create a positive space for open and safe dialogue about these issues.

You might remember our team from last year. We used to be a part of Health Ed and Promotion but we have moved over to the Centre for Human Rights because (as you might know) gender based violence is essentially a human rights issue (so this is the place for us to be!). One last thing: We are currently looking to change the name of the team (We know...the name Men's Team doesn't really say much about what we do).

If you would like to offer any suggestions or for more information please contact Michael Hassani, Men's Team Lead at the CHR.

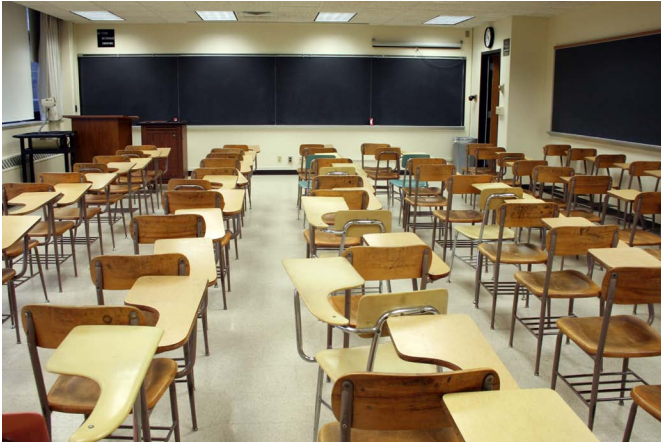
Introducing the CHR's 2013-2014 Diversity Peer Education Team (DPET)



Did you know that the Centre for Human Rights has its own student team? That's right, and it's called the Diversity Peer Education Team! It's a volunteer group made up of students dedicated to exploring human rights issues, raising social justice awareness, and helping end discrimination and harassment on campus. Commonly shortened to DPET, the team is currently in its fourth year, and how it's grown. From around six students at inception, it has grown to a recognized team of over twenty students. They are usually found at Vari Hall Mondays and Wednesdays to play some human rights trivia, hand out buttons and tons of other giveaways, and speak about a wide variety of human rights issues. They also help out with workshops at the Centre for Human Rights and in putting on some of the large events (such as Inclusion Day) you know and love at York. If you are looking to get involved with social justice, go home with some cool prizes or just chat with a group of knowledgeable and diverse students, come on by!

For more information, please contact Steve Mulholland, DPET Lead at the CHR.

Accommodating Students at York University: Balancing the Duty to Accommodate with Academic Integrity



For the past number of years, the most frequent form of discrimination reported to the Ontario Human Rights Commission, the Human Rights Tribunal of Ontario and even York University's Centre for Human Rights has been discrimination based on disability, or failure to accommodate a disability. York University, similar to other educational institutions is legally required (based on the Ontario Human Rights Code) to accommodate students with disabilities; however, York University is also entitled to maintain the academic integrity of a course/program of study. Based on human rights legislation and case law, York University must accommodate students with disabilities to the point of **undue hardship**, which, in the academic context means that unless an accommodation requirement compromises an **essential, vital and core requirement** of a course and program of study, a student must be accommodated.

First, we must be clear on the definition of a "disability" according to human rights law. The term "disability" covers a very broad range and degree of conditions, some visible and some not visible. A disability may have been present from birth, caused by an accident, or developed over time. There are physical, mental and learning disabilities, mental disorders, hearing or vision disabilities, epilepsy, drug and alcohol dependencies, environmental sensitivities, and other conditions. The Ontario Human Rights Code (the "Code") also protects people from discrimination because of past, present and perceived disabilities. For example, the Code protects a student who is perceived by an instructor to have a mental health disability and is then denied opportunities in the classroom that are afforded to others (discrimination).

Some basic principles with regard to accommodation based on disability have been established by the Ontario Human Rights Commission, and these help to lay the framework for how rights and responsibilities are interpreted in an academic context. These principles include:

- **Respect for dignity**
Human dignity encompasses individual self-respect and self-worth and is concerned with physical and psychological integrity and empowerment. It is harmed when individuals are marginalized, stigmatized, ignored or devalued. Therefore, education providers must create accommodation processes and solutions in a manner that respects the dignity of students with disabilities. This includes respecting the confidentiality and privacy of those requesting accommodation.
- **Individualized accommodation**
There is no set formula for accommodation and thus no blanket approach will be acceptable. Each student's needs are unique and must be considered afresh when an accommodation request is made, and the emphasis must be on the individual student and not on the category of disability.
- **Inclusion and full participation**
Specialized services for students with disabilities may at times be the best way to ensure dignity and respect is maintained; however, education providers must first make efforts to build or adapt educational services to accommodate students with disabilities in a way that promotes their inclusion and participation. This includes removing barriers to ensure equal access to the environment and to the services.

York University's "Policy on Academic Accommodation for Students with Disabilities" sets out the university's commitment to accommodation and the guidelines for community members to follow - (www.yorku.ca/secretariat/policies/document.php?document=68).

Other useful York University resources include (click to view):

- **Faculty Guidelines on Accommodation for Students with Disabilities**
- **Academic Accommodation for Students with Disabilities: Recommended Protocol for Course Directors** and,
- **Memo for Faculty and Teaching Assistants: Academic Accommodations at York University**

(continued...)

(Accommodating Students /continued...)

The resources listed above set out more specific details as to how students should go about requesting accommodation, and how instructors should respond to these requests and cooperate with other offices on campus, such as Counselling and Disabilities Services (CDS) and the Centre for Human Rights (CHR) to ensure accommodation needs are met and confidentiality requirements are respected.

Questions and/or concerns may arise on the part of students and/or instructors during the accommodation process. CDS and the CHR are resources accessible to all York community members to ensure that Code requirements are being met, and to assist all involved to feel supported and respected during the process.

For more information about disability and accommodation, please go to www.yorku.ca/rights to check out human rights related resources and links. Or, contact the CHR by email, telephone or in person any time!

WORKSHOPS

Race & Inclusivity
(3hrs in-class)

Positive Space
(3hrs in-class)
October 3rd, 2013

Re: Consent
1:00p.m. October 1, 2013
McLaughlin College, room 140

12:00p.m. October 23, 2013
Bethune College, room 203

Understanding Sexual Harassment
(3hrs in-class)
November 7th, 2013

We welcome all York students, staff and faculty to attend our workshops. For more information and to register, please go to:
www.rights.info.yorku.ca/education-training-presentations/

Upcoming Events:

September 3 - You Had Me At Consent
6:00pm (Doors at 5:15pm) Rexall Centre of Excellence



Featuring
DON MCPHERSON
Activist, Educator, Feminist, Entrepreneur,
College Football Hall of Famer

September 3, 2013
Doors at 5:15PM
Show starts at 6:00PM
Rexall Centre of Excellence
Everyone welcome!

Follow us on Twitter @haveconsent

September 25 - Moving Forward: Pursuing a Career in Human Rights
1:30-3:30pm Atkinson Building, Harry Crowe Room

SAVE THE DATE!
January 23, 2014 - **INCLUSION DAY**

Connect with the CHR!

Visit our Website to get more information about our services, events, workshops, and human rights resources
yorku.ca/rights



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YUconnect

Find us on York's YU Connect Website
www.yuconnect.yorku.ca