

# Supporting Scholars & Scholarship at York

Across universities and disciplines, scholars may face diverse forms of harassment related to their research or teaching. In all instances, York is committed to faculty members' personal safety, human rights, and academic freedom.

If you have any of the concerns below, please reach out to resources in your Faculty (e.g., Chair/Director, Associate Dean, Dean), union, or to people listed below. They will be ready to support you.

## WHAT ARE YOUR CONCERNS?



### Physical Safety

**Ronald Tapley**  
Manager, Investigations,  
Community Safety  
[rtapley@yorku.ca](mailto:rtapley@yorku.ca)

#### What to expect:

Ron will conduct a formal intake to assess threats and develop a personalized safety plan. His office will also coordinate with other safety units as needed (e.g., CHREI, Toronto Police).

See also: [Safety Tips - Community Safety \(yorku.ca\)](#)



### Online Harassment

**Information Security Team**  
UIT  
[infosec@yorku.ca](mailto:infosec@yorku.ca)

#### What to expect:

The Information Security Team can offer guidance on protecting your personal, professional and research information online, and other ways to help you handle online harassment.

See also: [Cybersecurity Awareness \(yorku.ca\)](#) and [Information Security at York \(yorku.ca\)](#)



### Harassment at York

**Marian MacGregor**  
Executive Director, CHREI  
[mymac@yorku.ca](mailto:mymac@yorku.ca)

#### What to expect:

Marian will advise on steps you can take according to University policies given who is involved and what has occurred. She will also connect you with other offices and services that may be able to help.

See also: [Ontario Human Rights Code \(yorku.ca\)](#) and [Online Harassment Guide \(yorku.ca\)](#)



### Legal Issues

**University Counsel**  
**Elisabeth Lia**  
Senior Legal Assistant  
[liae@yorku.ca](mailto:liae@yorku.ca)

#### What to expect:

The Office of the Counsel advises the University on legal issues. They can consult with you to identify referrals and possible paths for you to address legal issues.

See also: [Office of the Counsel \(yorku.ca\)](#)



### Scholarship & Career Impact

**Jennifer Hyndman, AVP Research, [avpr@yorku.ca](mailto:avpr@yorku.ca)**  
**Chloë Brushwood Rose, VP Teaching & Learning, [vptl@yorku.ca](mailto:vptl@yorku.ca)**  
**Laina Bay-Cheng, VP Equity, People & Culture, [vpepc@yorku.ca](mailto:vpepc@yorku.ca)**

#### What to expect:

These colleagues can help you plan how to navigate around obstacles, deal with delays, and find paths to reach your research, teaching, and career goals.



### Well-being & Personal Impact

**Karen Drysdale-Chung**  
Manager, Employee Well-Being  
[kdrysdal@yorku.ca](mailto:kdrysdal@yorku.ca)

#### What to expect:

As a York faculty member, you can access health and well-being resources through the [Employee & Family Assistance Program](#) and [Sun Life](#). Contact Karen if you need guidance navigating these programs.