Management of Hate Activities

PURPOSE

The purpose of this Procedure is to provide a standard operating procedure (SOP) to guide intervention in cases where alleged hate activities that express intolerance on grounds protected by the University’s human rights policy manifest themselves at the University. This SOP is based on the principles and underlying values of the University of Guelph’s human rights policy.

MANDATE, MEMBERSHIP, ROLES & RESPONSIBILITIES

1. Hate Activities Sub-Committee

The Hate Activities Sub-Committee is a sub-committee of the Human Rights Advisory Group (HRAG). The purpose of the Hate Activities Sub-Committee is two-fold: (1) to educate the community about this SOP and its relationship to the University’s human rights policy and to make recommendations to HRAG for amendments as necessary and appropriate; and (2) to respond to particular allegations or incidents and make recommendations for action that uphold the University’s human rights policy.

Membership

The Hate Activities Sub-Committee advises HRAG on policy and procedural matters and the Director of the Office of Diversity and Human Rights (DHR) with regard to specific allegations or incidents. Its membership is comprised as follows:

- Director of the DHR (chair)
- The Associate Vice-President (Student Affairs)
- Director of Campus Community Police
- Assistant Vice-President (Human Resources)
- 2 members of HRAG, one of whom is a student

Depending upon the allegations or incident, the Sub-Committee’s membership will be augmented appropriately to ensure that the committee utilizes specialized expertise and/or incorporates groups that may be impacted.

Role and Responsibilities of the Director of the DHR

The Director of the DHR is responsible for the implementation of the SOP and will convene the Sub-Committee as required and in a timely fashion. Specific roles include:

- Receive information from members of the University community concerning allegations of hate activities;
- Upon receiving such information, undertake a preliminary assessment to determine whether the matter should be brought before the Sub-Committee;
- In collaboration with Director, Campus Community Police, ensure that appropriate documentation and photographic records of the alleged hate incident(s) are made before any offending or potentially offensive material is removed;
- Schedule meetings of the Sub-Committee and ensure the relevant administrators are informed appropriately;
- Ensure that individuals with the appropriate expertise and responsibilities are available on the Sub-Committee to discuss particular allegations or incidents;
- Maintain records of the manifestations of hate and ensure appropriate reporting to HRAG;
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Published on Diversity and Human Rights (DHR) (https://www.uoguelph.ca/diversity-human-rights)

- Through the Sub-Committee, ensure that there is coordinated, regular review of the SOP.

Roles and Responsibilities of the Sub-Committee

Education
Disseminate information on the purpose and procedures of the SOP, explaining its relationship to the University's human rights policy. Make recommendations to the Director of the DHR about educational interventions necessary in relation to allegations or incidents of hate activities.

Affirmative Measures
Regularly review and update the SOP based on incidents handled by the Sub-Committee, changing federal or provincial legislation, or changing University needs or policies and make recommendations for change to the SOP to HRAG;

- Provide advice on planned events that may be controversial.
- Responses to a particular incident
- Ensure that pertinent information is gathered and documentary evidence obtained with regard to allegations or incidents;
- Coordinate timely internal communication to the University community about allegations or incidents including information concerning the University's responses to hate activity;
- Devise and implement appropriate responses to allegations or incidents of hate activity in a manner consistent with the principles and procedures embodied in the University's human rights policy;
- Consider and recommend appropriate consequences for proven incidents of hate activity;
- After the initial response to allegations or incidents of hate activity, pursue any follow-up communications, procedures or activities deemed to be necessary;
- Where appropriate, ensure that senior administrators and the targeted individuals or groups involved are aware of the actions of the Sub-Committee;
- Debrief regarding incidents and related interventions to assist in the formulation of any recommendations to HRAG for appropriate changes to the SOP.