



Meet the

**AVP**



Diversity & Human Rights

At the University of Guelph, we believe that a diverse campus environment enriches our lives and provides us the broad range of experiences necessary for personal and professional growth.

Interacting daily with people whose backgrounds, life experiences and beliefs may be different than our own benefits each one of us.

We are committed to welcoming, respecting and supporting diversity in all its forms.

Whether you are considering joining our community as a student, member of our faculty or staff, or are already a part of the Guelph community, I encourage you to join me and my colleagues as we continue to cultivate a campus environment that welcomes, includes and celebrates one another for all that we are.

Dr. Jane Ngobia

Assistant Vice President

Diversity & Human Rights



### **Inclusive Community**

We provide training and awareness on human rights and equity issues to all members of our University community.

### **Accessibility**

We work with our University community to fulfill the requirements of the Accessibility for Ontarians with Disabilities Act (AODA).

### **Human Rights**

We are responsible for assisting those involved in human rights disputes and managing the fact-finding process for formal human rights complaints in a consistent, timely and fair manner.

### **Employment Equity**

We are responsible for coordinating the University's employment equity initiatives and monitoring compliance with the requirements of the Federal Contractors Program.

### **Educational Equity**

We work with our University community to achieve conditions of fairness with respect to educational opportunities for everyone.

## **Inclusion. Own It**



Discuss an educational or outreach partnership with us

Review the University's Human Rights Policy and Procedures

Discuss your concerns if you or a colleague is experiencing discrimination or harassment.

Complete your *Diversity Matters* (Employment Equity); snow removal and emergency evacuation survey(s)

Discuss diversity, equity and human rights training for your department, student group or employee group

Explore AODA compliance and inclusive hiring practices for your department

# TRAINING



## Human Rights for Supervisors:

Learn the principles of human rights & the crucial role of supervisors in resolving conflicts @ UofG

## Go for the Gold!:

Faculty hiring committees learn inclusive recruitment & hiring practices.

## Accessible Service Provision

An e-learning module for the Accessibility for Ontarians with Disabilities Act (AODA) Customer Service Standard.

*All regular full time and part time U of G staff are required to complete this training*

## Making Education Accessible:

An e-learning module for faculty which draws connections between teaching principles, formats and the courses taught.



Diversity & Human Rights

**Inclusion**  
**Academic Freedom**  
**Human Dignity**  
**Impartiality**  
**Fairness**  
**Confidentiality**  
**Access**  
**Diversity**  
**Equity**



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UNIVERSITY  
of GUELPH



Diversity & Human Rights



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**Call ext. 53000**

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