

FAMILY STATUS ACCOMMODATION POLICY: EVIDENCE IN ONTARIO UNIVERSITIES

Summary:

Out of 22 Ontario Universities:

- 6 (Carleton, Laurentian, McMaster, Queen's, Hearst, and York) have clearly developed Family Status Accommodation Policies in place
- 14 refer to family status accommodations in their policies compliant with the Ontario Human Rights Code. 2 (Western and Waterloo) have specific accommodations for breastfeeding
- 2 (Algoma and Royal Military) do not have any reference to family accommodation.

NN	University Name / Address	Family Status Accommodation Documents/Links	Status
1	Algoma University 1520 Queen St E Sault Ste Marie ON P6A 2G4 Telephone: 705-949-2301 Admissions: 1-888-254-6628 Fax: 705-949-6583 www.algomau.ca	No references or documents referring to family status accommodation on their website.	None
2	Brock University 500 Glenridge Ave St. Catharines ON L2S 3A1 Telephone: 905-688-5550 Admissions: 905-688-5550 ext 3431 Fax: 905-988-5488 www.brocku.ca	One reference made to family status on their human rights page: http://brocku.ca/human-rights	ON HR Code
3	Carleton University 1125 Colonel By Dr Ottawa ON K1S 5B6 Telephone: 613-520-7400 Admissions: 613-520-3663 Fax: 613-520-4455 www.carleton.ca	Document titled, Labour Law and Discrimination on the Basis of Marital and Family Status (2007) https://www.google.com/url?q=http://http-server.carleton.ca/~mmacneil/Family_Status_MacNeilPaperRevisedAugust08.pdf&sa=U&ved=0ahUKEwj7g93K86LLAhUJv4MKHX6BAx0QFggEMAA&client=internal-uds-cse&usq=AFQjCNE9bmKARNabAvviyQrZwizh4JXIGA Student Guide to academic accommodation – refers to family status https://www.google.com/url?q=http://carleton.ca/equity/wp-content/uploads/Student-Guide-to-Academic-Accommodation.pdf&sa=U&ved=0ahUKEwj7g93K86LLAhUJv4MKHX6BAx0QFggIMAI&client=internal-uds-cse&usq=AFQjCNGXQNr9j5NMDOomR3SigpDwAZfIng	Yes

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4	Lakehead University 955 Oliver Rd Thunder Bay ON P7B 5E1 Telephone: 807-343-8110 Admissions: 807-343-8500 Fax: 807-343-8023 www.lakeheadu.ca www.nosm.ca/default.aspx	Refers to family status in their harassment and discrimination policy and their diversity awareness pages: http://hr.lakeheadu.ca/wp/?pg=2 https://www.lakeheadu.ca/faculty-and-staff/policies/general/diversity-awareness/node/947	ON HR Code
5	Laurentian University 935 Ramsey Lake Rd Sudbury ON P3E 2C6 Telephone: 705-675-1151 Admissions: 705-675-4843 Fax: 705-675-4891 www.laurentian.ca www.nosm.ca/default.aspx www.uhearst.ca/	Refer to family status in a document titled, Policy on a Respectful Workplace and Learning Environment: https://laurentian.ca/respectful-workplace-and-learning-environment They have a Women's Centre and a Child and Family Centre: https://laurentian.ca/supplemental-student-services	Yes
6	McMaster University 1280 Main St W Hamilton ON L8S 4L8 Telephone: 905-525-9140 Admissions: 905-525-9140 ext 24796 Fax: 905-527-1105 www.mcmaster.ca	McMaster lists "Family Status" under their "Discrimination, Harassment, and Sexual harassment" policy: http://www.mcmaster.ca/policy/General/HR/Discrimination_Harassment_Sexual_Harassment-Prevention&Response.pdf There is also a "Policy on Workplace Accommodation" that mentions "family status" and an "Employment Equity Statement" that mentions "family status". They also have a "Parenting Leave Policy" in place for their graduate students. But there is no specific Family Status Accommodation policy in place.	Yes
7	Nipissing University 100 College Dr PO Box 5002 North Bay ON P1B 8L7 Telephone: 705-474-3450 Fax: 705-474-1947 www.nipissingu.ca	Family Status is mentioned under the "Harassment and Discrimination Policy" (as part of a qualifying list). http://academiccalendar.nipissingu.ca/~Catalog/ViewCatalog.aspx?topicgroupid=518	ON HR Code

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8	OCAD University 100 McCaul St Toronto ON M5T 1W1 Telephone: 416-977-6000 Admissions: 416-977-6000 ext 4869 Fax: 416-977-6006 www.ocadu.ca	<p>Family Status is mentioned briefly under their “Respectful Work and Learning Environment” (as part of a qualifying list).</p> <p>There is no specific Family Status Accommodation policy in place.</p>	ON HR Code
9	Queen's University 99 University Ave Kingston ON K7L 3N6 Telephone: 613-533-2000 Admissions: 613-533-2218 Fax: 613-533-6810 http://www.queensu.ca	<p>There is a family Status Accommodation paper published by their Industrial Relations Centre (School of Policy Studies).</p> <p>As well, there is a detailed Marital and Family Status advisory service in place, under Queen's policy. http://www.queensu.ca/humanrights/advisory-service/issues/marital-and-family-status</p>	Yes
10	Royal Military College PO Box 17000 Stn Forces Kingston ON K7K 7B4 Telephone: 613-541-6000 Admissions: 613-541-6000 ext 6984 or 6652 Fax: 613-542-3565 www.rmc.ca	<p>There is no Family Status Accommodation in place, nor is family status mentioned in any of the links that I found.</p>	None
11	Ryerson University 350 Victoria St Toronto ON M5B 2K3 Telephone: 416-979-5000 Admissions: 416-979-5036 Fax: 416-979-5221 www.ryerson.ca	<p>Family Status is listed under their “Discrimination and Harassment Prevention Policy” (as part of a qualifying list). http://www.ryerson.ca/policies/board/dhpspolicy.html</p> <p>In the “Chang School of Continuing Education” they mention family status under “Human Rights Services” (as part of a qualifying list).</p>	ON HR Charter
12	Trent University 1600 West Bank Dr Peterborough ON K9J 7B8 Telephone: 705-748-1011 Admissions: 705-748-1215 Fax: 705-748-1629 www.trentu.ca	<p>Trent U has a Discrimination and Harassment Policy which includes Family Status (as part of a qualifying list): http://trentu.ca/ohrea/humanrights/documents/DiscriminationandHarrassmentPolicy2013FINAL.pdf</p>	ON HR Charter

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13	University of Guelph 50 Stone Rd E Guelph ON N1G 2W1 Telephone: 519-824-4120 Admissions: 519-821-2130 Fax: 519-766-9481 www.uoguelph.ca	U of Guelph covers this under Diversity and Human Rights (as part of a qualifying list). https://www.uoguelph.ca/registrar/calendars/undergraduate/2015-2016/c14/c14-hreo.shtml	ON HR Code
14	University of Hearst 60 Ninth Street Hearst ON P0L 1N0 Telephone: 705-372-1781 Toll-free: 1-800-887-1781 Admissions: 705-372-1781 ext. 224 Fax: 705-362-7518 www.uhearst.ca	Note: Université de Hearst (formerly Collège universitaire de Hearst) is a Canadian postsecondary institution with campuses in Hearst , Timmins and Kapuskasing , Ontario . It is a federated school of Laurentian University in Sudbury , and is the only exclusively francophone university-level institution in the province. PLEASE REFER TO LAURENTIAN UNIVERSITY POLICIES.	Yes as per LaurentianU
15	University of Ontario Institute of Technology 2000 Simcoe St N Oshawa ON L1H 7K4 Telephone: 905-721-8668 Fax: 905-721-3178 www.uoit.ca	University of Ontario Institute of Technology covers Family Status Accommodation under their Harassment and Discrimination Policy https://shared.uoit.ca/shared/departement/accessibility/documents/ACCESSIBILITY%20POLICY.pdf https://shared.uoit.ca/shared/departement/accessibility/documents/HARASSMENT%20AND%20DISCRIMINATION%20POLICY%20.pdf	ON HR Code
16	University of Ottawa 75 Laurier Ave E Ottawa ON K1N 6N5 Telephone 613-562-5700 or 1-877-868-8292 Admissions: 613-562-5700 ext 5315 Fax: 613-562-5323 www.uottawa.ca/welcome.html	OttawaU has no specific family status policy but some provisions might be included in the leaves regulation and prevention of harassment and discrimination. UOttawa covers this under Policy 67a- Prevention of Harassment and Discrimination http://www.uottawa.ca/administration-and-governance/policy-67a-prevention-of-harassment-and-discrimination http://www.uottawa.ca/administration-and-governance/policy-9a-leaves-annual-vacation-statutory-and-others	ON HR Code

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17	University of Toronto 27 King's College Circle Toronto ON M5S 1A1 Telephone: 416-978-2011 Admissions: 416-978-2190 Fax: 416-978-6089 University of Toronto Mississauga: 905-569-4455 University of Toronto Scarborough: 416-287-8872 www.utoronto.ca	No specific document, but the "family status" is referred to in a number of the documents that are to create a proper (law abiding) working condition: 1) http://www.governingcouncil.utoronto.ca/Assets/Governing+Council+Digital+Assets/Policies/PDF/ppmar311994.pdf 2) http://www.hrandequity.utoronto.ca/Assets/HR+Digital+Assets/Miscellaneous/Guidelines+for+Employees+on+Concerns+and+Complaints+Regarding+Prohibited+Discrimination+and+Discriminatory+Harassment.pdf 3) http://www.anesthesia.utoronto.ca/sites/default/files/harassmt.pdf	ON HR Code
18	University of Waterloo 200 University Ave W Waterloo ON N2L 3G1 Telephone: 519-885-1211 Admissions: 519-888-4567 ext 33106 Fax: 519-746-2882 www.uwaterloo.ca	RENISON UNIVERSITY COLLEGE POLICY ON DISCRIMINATION AND HARASSMENT: https://uwaterloo.ca/renison/sites/ca.renison/files/uploads/files/discrimharasspol.pdf Report on Gender Equality Issues at UW-CS (2007) (touches on issues of breastfeeding): https://cs.uwaterloo.ca/sites/ca.computer-science/files/uploads/files/Report%20-%20WICS%20Task%20Force.pdf	ON HR Code Breastfeeding accommodations
19	University of Windsor 401 Sunset Ave Windsor ON N9B 3P4 Telephone: 519-253-3000 Admissions: 519-253-3000 ext 3315 Fax: 519-971-3653 http://www.uwindsor.ca	None per se, but the university refers to the Ontario Human Rights policy Their Human Rights Policy was developed in 1997: http://www1.uwindsor.ca/ohrea/system/files/Human%20Rights%20Policy_0.pdf All the active links related to the "marital status", "family status" take to the Ontario Human Rights' web-site.	ON HR Code

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20	Western University 1151 Richmond St London ON N6A 3K7 Telephone: 519-661-2111 Admissions: 519-661-2100 Fax: 519-661-3388 www.westernu.ca	<p>None per se, but the Equity & Human Rights Services do indicate "family status" as an important area of potential discrimination: http://www.uwo.ca/equity/discrimination/discrimination.html</p> <p>Policy 1.35: Non-Discrimination/Harassment Policy: http://www.uwo.ca/univsec/pdf/policies_procedures/section1/mapp135.pdf</p> <p>Family Support: http://www.uwo.ca/campus_life/family/index.html</p> <p>"Western prides itself on supporting our campus community members who have families. We are committed to providing accommodations as outlined in the Ontario Human Rights Code. This page outlines several family specific resource available on campus for individuals who need to attend to family specific needs."</p> <p>The campus map indicated the breastfeeding stations and change tables: http://www.uwo.ca/campus_life/family/stations.html</p>	ON HR Code Breastfeeding accommodations
21	Wilfrid Laurier University 75 University Ave W Waterloo ON N2L 3C5 Telephone: 519-884-1970 Admissions: 519-884-1970 ext 3351 Fax: 519-884-8826 www.wlu.ca	<p>There is no information per se. The university has, however, in place policies on Employment Equity on the page of Diversity & Equity office: http://legacy.wlu.ca/page.php?grp_id=2465&p=10545</p> <p>They do have a number of other policies in place (all compliant with the Ontario Human Rights): accessibility, multi-faith accommodation, gendered violence task force, etc.</p>	ON HR Code
22	York University 4700 Keele St Toronto ON M3J 1P3 Telephone: 416-736-2100 Admissions: 416-736-5000 Fax: 416-736-5536 www.yorku.ca	<p>York University has an "Accommodating Family Status & Breastfeeding" policy in place.</p> <p>As well, it has a "FAMILY STATUS ACCOMMODATION PROCESS GUIDELINES—MEMBERS OF CUPE 3903" in place. These guidelines for CUPE 3903 members are in accordance with the York University Accommodation Procedures for Family Status and Breastfeeding –based needs.</p>	Yes Breastfeeding accommodations