



**CONFEDERATION COLLEGE BOARD OF GOVERNORS**

**BOARD REPORT**

<b>MEETING TYPE:</b>	Board	<b>REPORT NUMBER:</b>	7-2022
<b>MEETING DATE:</b>	January 5, 2022	<b>DATE PREPARED:</b>	December 8, 2021
<b>SUBJECT:</b>	EL-4 – Treatment of Students, Employees, Volunteers, Clients and Visitors		

**MOTION:**

THAT Board Report No. 7-2022 relative to EL-4 – Treatment of Students, Employees, Volunteers, Clients and Visitors, presented to the Board of Governors on January 5, 2022, be approved.

**PURPOSE:**

To receive information confirming compliance with EL-4 – Treatment of Students, Employees, Volunteers, Clients and Visitors.

**BACKGROUND:**

Students, employees, clients and visitors are entitled to an environment that maintains the rights afforded to them by the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA).

**DISCUSSION:**

All conditions, procedures and decisions of the college uphold vision, mission and values during interactions with all stakeholders and in the promotion of the college.

Practices have been established for the safety and security of students, employees, clients, volunteers and visitors on all Confederation College campuses and learning sites in the event of an emergency.

All provincial statutes and Board policies have been adhered to.

Communication standards meet the needs of the service groups and comply with the regulations of the AODA, when communicating with students, employees, clients, volunteers and visitors.

In accordance with Ministry of Training, Colleges and Universities Act, 1990 and Ontario Regulation 131/16 - Sexual Violence at Colleges and Universities, Confederation College has a Sexual Assault and Sexual Violence Policy (Policy Number: 4-4-28) which is reviewed by the Board of Governors annually. A report on the college's Sexual Assault and Violence Policy will be presented to the Board in March.

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Policies and processes are in place that allows students, employees and visitors to initiate a complaint, including the Whistleblower Policy for a serious misconduct wrongdoing or illegal activity and for provisions for protection against retaliation. Students and employees are aware of these policies and processes. A report on the Whistleblower policy will be presented In Camera at the meeting on January 5, 2022.

Student data is collected and managed in a secure manner in accordance with College policy, specifically Policy No. 7-3-01 – Data Management and Policy No. 1-1-02 Freedom of Information and Protection of Privacy. These policies set out the processes in which employees follow to maintain the protection and privacy of student data. There were no privacy breaches reported for the year January 2021 to December 2021.

The results of the recent Student Survey (International and Domestic/Indigenous) will be presented to the Board on January 5, 2022. Employee Engagement Surveys are conducted every two years with the next one scheduled for the fall of 2022.

The College has developed a Covid 19 vaccine policy and procedure to manage and keep both students and staff safe.

A Covid 19 Continuity of Education plan for students was required by MCU and posted on our website to inform students how programming would continue if campuses could not accommodate face-to-face learning.

***ENDS:***

This report relates to the “Institutional Excellence” pillar of the Board’s Ends to be recognized as an excellent and progressive organization by engaging with its employees and students ethically, responsibly and sustainably.

***FINANCIAL IMPLICATIONS:***

There are no financial implications with this report.

***STAFFING IMPLICATIONS:***

There are no staffing implications with this report.

***RECOMMENDATION:***

Given that the President has not caused or knowingly permitted any practice, activity, decision or organizational circumstances that is unlawful, imprudent or in violation of commonly accepted business and professional ethics, it is recommended that Report No. 7-2022 relative to EL-4 – Treatment of Students, Employees, Volunteers, Clients and Visitors be approved.

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***ATTACHMENTS:***

None.

***PREPARED BY:*** Kathleen Lynch, President  
***REVIEWED BY::*** Kathleen Lynch, President  
***SUBMITTED BY:*** Kathleen Lynch, President