



CONFEDERATION COLLEGE BOARD OF GOVERNORS

BOARD REPORT

MEETING TYPE:	Board	REPORT NUMBER:	2-2021
MEETING DATE:	January 13, 2021	DATE PREPARED:	December 8, 2020
SUBJECT:	EL-4 – Treatment of Students, Employees, Volunteers, Clients and Visitors		

MOTION:

THAT Board Report No. 2-2021 relative to EL-4 – Treatment of Students, Employees, Volunteers, Clients and Visitors, presented to the Board of Governors on January 13, 2021, 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 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 have been established.

All provincial statutes and Board policies have been adhered to.

Communications 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.

SUBJECT: EL-4 – Treatment of Students, Employees,
Volunteers, Clients and Visitors
MEETING DATE: January 13, 2021
MEETING TYPE: Board of Governors

PAGE 2 OF 3

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 13, 2021.

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. A report with respect to data security will be presented In Camera at the meeting on January 13, 2021.

The results of the recent Student, Faculty and Employee Engagement Surveys will be presented to the Board on January 13, 2021.

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. 2-2021 relative to EL-4 – Treatment of Students, Employees, Volunteers, Clients and Visitors be approved.

ATTACHMENTS:

None.

PREPARED BY: Kathleen Lynch, President
Barbara Greer, Secretary to the Board
REVIEWED BY:: Kathleen Lynch, President
SUBMITTED BY: Kathleen Lynch, President

SUBJECT: EL-4 – Treatment of Students, Employees,
Volunteers, Clients and Visitors
MEETING DATE: January 13, 2021
MEETING TYPE: Board of Governors
