Everyone has a right to feel safe where they work, live and learn. If you have any questions or concerns, or just want more information, please contact the office. Your dignity and privacy are of primary importance, and all information is kept confidential.

Contact information
Dr. Barbara L. Roberts, Human Rights Officer
barbara.roberts@unb.ca
Fredericton: 506-458-7889
Harriet Irving Library, Room 207
Saint John: 506-648-5511
Ganong Hall, Room 200A
www.unb.ca/humanrights/
We will provide a positive learning and working environment, one in which all members of our community are respectful and respected as individuals.
~ UNB Strategic Plan, 2010

Declaration of Rights and Responsibilities
http://www.unb.ca/humanrights/

Every member of the University community has a responsibility to:
• Treat all other members with respect
• Contribute to a respectful learning and work environment
And the right to:
• Fair and equitable treatment
• A safe environment
• Free from harassment or discrimination

Policy and Procedure on Discrimination, Sexual Harassment and Harassment
http://www.unb.ca/secretariat/policy-repository/#letterD

Discrimination
Differential treatment of an individual or group, based on designated grounds, which has an adverse impact on the individual or group

Sexual harassment
Conduct of a sexual nature including verbal, electronic or gestural threats, demands, taunting, when it affects employment or academics, or creates an intimidating or offensive environment

Harassment
Behaviour which serves no legitimate purpose, which is known or ought reasonably to be known, to create an intimidating, humiliating, hostile or offensive environment

Problem solving resources – have you tried these?
• Immediate supervisor
• Student Advocate
• Union representative

Office of Human Rights and Positive Environment
http://www.unb.ca/humanrights/

Resources and information
• Confidential consultation
• Education and awareness sessions
• Problem solving strategies and processes

Informal Process
• Meet with Human Rights Officer
• Decide if action is desired/required
• Informal supports and strategies

Informal Process, with external mediation
Initial strategies insufficient?
• work with outside third party

Formal Process
• Third party conducts investigation
• VP makes decision

Feeling harassed or in need of info? Talk with:
• An advisor,
• Your unit head,
• A union representative,
• or The Human Rights Officer.

Try talking to the other person

Informal process:
• support
• strategies
• facilitation
• negotiation

External mediator

Formal process:
• Investigation
• VP decision