

METRAC Safety Audit
Recommendation Progress Report
February 2014

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Abbreviations

Abbreviation	Description
ADC	Anti-Discrimination Committee (part of former SAC)
BOG	Board of Governors
CDS	Counselling and Disability Services
CHR	Centre for Human Rights
CPA	Communications and Public Affairs
CRCP	Community Relations and Crime Prevention
CSBO	Campus Services and Business Operations
CSC	Community Safety Council
CST	Centre for the Support of Teaching (renamed Teaching Commons)
CWTP	Centre for Women and Trans People
EDS	Environmental Design and Sustainability
EP	Emergency Preparedness
GSA	Graduate Students Association
MC	Marketing and Communications
MSC	Management Safety Committee
OP	Office of the President
OSCR	Office of Student Conflict Resolution
OSGC	Office of the Secretariat and General Counsel
PVP	President and Vice-Presidents
RIAT	Respect and Inclusivity Awareness Training (renamed Respect Equity Diversity Inclusivity Tutorial, REDI)
SAC	Security Advisory Council (disbanded)
SASC	Safety Audit Standing Committee
SASSL	Sexual Assault Survivors' Support Line and Leadership
SCLD	Student Community & Leadership Development
TC	Teaching Commons
TSS	Transportation and Student Services
UEC	University Executive Committee
VPA	Vice-President, Academic and Provost
VPFA	Vice-President, Finance and Administration
VPS	Vice-Provost, Students
WTPSC	Women and Trans People Safety Committee (SAC/CSC)

YFS	York Federation of Students
YSS	York Security Services
YUSC	York University Student Centre

Status Descriptions

Status	Description
Complete	Items which have been finished and do not require further work. They are finite in nature.
Complete and Ongoing	Items which have been finished, but require ongoing management
Significantly Advanced	Items in which there is active engagement in developing solutions for implementation
Under Review	Items where there have been initial discussions
Review Pending	Items anticipating review as others are completed
No Status	Items which either because of recommended time frame or other circumstances have not been reviewed

1.0 Social Environment

1.1 Presidential Statement

Related to recommendations: None

Recommendation:

The President should issue a statement that describes York's commitment to achieving a safe campus and outlines action steps to address violence against women, hate incidents and systemic inequities.

Theme: Awareness

Recommendation Status: Complete

Action By: OP

Comments:

- President's Safety Updates are available for review on the Safety Website: <http://safety.yorku.ca/metracsafetyaudit/presidentupdates/>

1.2 Budget Allocation

Related to recommendations:

Recommendation:

The University should continue to allocate eight million dollars to support physical security and prevention of violence and crime on campus.

Theme: Culture of Safety

Recommendation Status: Complete and Ongoing

Action By: VPFA

Comments:

11 Aug 10 (Stephen Jacobson) -

- \$8.35 million 09-10 (actual)
- \$8.89 million 10-11 (6.4% budgeted increase)

13 Aug 10 (MSC Meeting) - Should determine the status of this budget (ie. Should it be considered “uncuttable” as York’s commitment to safety?)

Fall 2011 - new \$1 million dollar allocation represents an 11% increase in safety related base budget

2011 – 2012 Budget -

- \$8.775 million on safety related items
- \$115,000 less than 2010
- \$1 million NEW allocated to METRAC recommendations
- \$750,000 reserved for one time only expenditures

Fall 2013 – Budget commitment remains to personnel

1.3 New Funds for Violence Prevention

Related to recommendations: 1.2; 2.2

Recommendation:

Priority should be given to finding new funding or reallocating existing resources to enhance primary, secondary and tertiary prevention of violence on campus with specific budgets to target violence against women, hate incidents and systemic discrimination.

Theme: Culture of Safety

Recommendation Status: Significantly Advanced

Action By:

Comments:

Nov / Dec 2010 – beginning process to develop resource / budgetary projections associated with recommendations.

Feb / Mar 11 – estimates being gathered for projections

16 Mar 11 (Rob Kilfoyle) - Investigate community safety office with 2 full time staff

16 Mar 11 (Noel Badiou) - To coordinate multiple training programs in Safety Audit, requires Senior Advisor in CHR

Fall 2011 - commitment to fund Senior Advisor in CHR; Job description in development

Fall 2012 - Programs, Outreach & HR Advisor hired. Sexual Harassment Prevention Education Advisor hiring underway.

Nov 2012 - Sexual Harassment Prevention Education Advisor hired.

1.4 Management Safety Committee

Related to recommendations: 1.8

Recommendation:

Senior administrators should form an interdisciplinary Management Safety Committee (MSC) to oversee development and implementation of departmental safety action plans, programs, policies and procedures recommended in the audit.

Theme: Culture of Safety

Recommendation Status: Complete and Ongoing

Action By: OP; VPFA

Comments:

21 Jul 10 - PVP accepted outline of structure for MSC and Community Safety Council (CSC), with reporting relationship to President

27 Jul 10 - Draft Terms of Reference (ToR) for MSC complete

13 Aug 10 - MSC held first meeting; reviewed audit process, MSC and CSC terms of reference; outlined recommendations completed or initiated over last 2 years; reviewed majority of recommendations

30 Aug 10 - identified 7 recommendations requiring institutional direction and assigned leaders for each

5 Nov 10 – reviewed: Human Rights cases to highlight need for integrated case management and early identification process; progress on goSAFE review; proposals to increase security staffing; Community Safety Council responsibilities; draft format for security stats to be posted on-line. Noted need to commence active review on 34 further recommendations in next quarter.

4 Feb 11 – reviewed: update on policy recommendations; Women’s Studies / Equity course; role of Audit Implementation Standing Committee; mass notification system; and use of force model (roles and responsibilities)

5 May 11 – senior administrators to receive anti-oppression training; Catherine Salole and Rob Castle to meet with YFS executives in wake of recent death in Village; a working group will be struck by Gary Brewer to oversee community consultation with respect security’s roles and responsibilities; detailed discussion on status of RIAT (Respect Inclusivity Awareness Tutorial) and the role it can play for recommendation 1.30.

23 Sept 11 - meetings with YFS in summer over safety in Village were highly collaborative; Security’s roles to be enhanced, new equipment to be issued, training improved, and new officers to be hired; projections suggest that if all METRAC recommendations implemented as costed, there would be significant shortfalls in year 3.

1 Dec 11 – Security has started hiring process of new officer; enhanced roles and equipment likely in place for May rather than March; inclusivity training UEC, MSC, and CSC members completed in December; CSC looking to develop campus-wide safety campaign to run in Fall 2012.

22 Mar 12 - Security has hired all its new personnel complement; SOPs are currently being drafted for new YSS roles and responsibilities; \$200,000 of lighting upgrades complete; exterior lights out now at less than 1%; CSC is actively looking at a new Safety Awareness Campaign for 2012-13; CHR should have new advisor in place for some time after May to focus on RIAT upgrades; MSC supports posting building hour signs on all academic buildings and Gary Brewer would like CSC to be consulted on this; By the fall, there will be 69 LCD screen at the Keele campus and are looking to install screens at Glendon; expansion of Blue Emergency phones has been approved for installation in the fall; Rob Castle is coordinating a Report on the Safety of Campus Residences for the President's Office.

1.5 Performance Indicators to assess effectiveness of policies, programs and practices

Related to recommendations: None

Recommendation:

Establish processes that include performance indicators to monitor progress and assess the effectiveness of policies, programs and practices.

Theme: Security Services

Recommendation Status: Review Pending

Action By: VPFA; YSS

Comments:

- Investigate best practices

1.6 Partner with City of Toronto in Violence Prevention

Related to recommendations: None

Recommendation:

The MSC should establish a partnership between York and the City of Toronto to engage the University community in violence prevention activities through social development, which are outlined in the Toronto Community Safety Plan and the Neighbourhood Action Plan for Jane and Finch.

Theme: External Community Relations

Recommendation Status: Significantly Advanced

Action By: MSC; Town & Gown; VPFA (Senior Advisor)

Comments:

- What role could CSC play? This may be more appropriate to CSC.
- Possible creation of CSC community outreach committee, which could start by reviewing plans listed in recommendation to see how York could support. Review with Yvette Munro, Community Relations

Mar 2011 - Meeting of "Town and Gown" committee comprised of York U reps, Village Residents association, local City Council Anthony Perruzza, Toronto Police, City Standards and By-Law Enforcement, and Fire Dept. Working group set up to follow up with growing community concerns in the Village.

Fall / Winter 2010-11 - Outreach to Harry Crowe Coop community; Rob Castle and Carolyn McDougal met with members of the Coop Board; Dragan Spasojevic from YSS leading effort to coordinate youth programs in Coop Community; Rob Castle appointed to Harry Crowe Coop Board

Dec 2011 – Rob Castle had initial discussions with School of Social Work students about developing programs geared to residents at Harry Crowe Coop

22 Jun 12 - City of Toronto is setting up a working group to deal with zoning issues, but the Village will likely be dealt with on a site-specific basis. City is looking at city-wide Town and Gown Committee to develop discussions around common issues. Some members may form a working group to start discussions around Harry Crowe Coop.

1.7 Dissolve University Safety Audit Committee

Related to recommendations: None

Recommendation:

The University Safety Audit Committee (USAC) should be dissolved as its work is complete.

Theme: Culture of Safety

Recommendation Status: Complete

Action By:

Comments:

19 July 10 - Letters sent out thanking members of USAC for their time and commitment

1.8 Community Safety Council (CSC)

Related to recommendations: None

Recommendation:

A Community Safety Council (CSC) should be established to replace the Security Advisory Council in order to strengthen the community's role in contributing to planning, monitoring and evaluating safety programs, policies and practices on campus.

Theme: Culture of Safety

Recommendation Status: Complete and Ongoing

Action By: CSC; OP; PVP; VPFA

Comments:

- VPFA invitation letter to be more explicit detailing roles and responsibilities. Letter to be followed with phone call or meeting to all members, especially students from CSC chair, or one of the committee chairs

23 Aug 10 – Draft #4 ToR have been prepared.

10 Sep 10 - RC reviewed with President's Chief of Staff; Draft#5 in progress

22 Oct 10 - ToR finalized; Pat Bradshaw, Associate Professor at Schulich appointed CSC Chair

24 Nov 10 - Inaugural meeting held with over 40 members in attendance; overview of CSC mandate, METRAC recommendations, and Campus Safety Awareness Campaign; small group discussions around role of Audit Committee

2 Mar 11 - Update on METRAC recommendations; break out group discussions on mass notification system; presentation & discussion on goSAFE and Campus Shuttle services; review of Security Stats presentation on website.

23 Mar 11 - Open space discussion on role and expectations of security services.

28 Sep 11 - President Shoukri addressed CSC noting the importance of the Council's work and the University's ongoing commitment to safety; some members volunteered to perform CPTED audits (Crime Prevention Through Environmental Design)

30 Nov 11 - CSC members participated in Inclusivity Training based on case studies.

1 Feb 12 - Focus group discussions on Community Safety Campaign with the following suggestions: should have gravitas; promote ownership, empowerment, and culture of caring; not just a one year campaign; utilize wide range of media; audience to include community, media, future students, parents, surrounding community; CSC should be the leader of the campaign; Working Group to be established led by Rob Castle

28 Mar 12 - Pat Bradshaw announced that John Amanatides will be succeeding her as Chair; Reviewed Community Safety Campaign in detail: aiming for late Fall 2012, if possible, but must be ready prior to

launch; campaign must be one of engagement with all community members; education and awareness part of it, as is incremental change for transformation; discussions will continue over the summer with the working group led by Rob Castle. CSC agreed that building signs with opening hours would be a good safety measure.

10 Sep 12 - Individual meetings with members of the working group (now named Safety Initiatives Working Group) held with Rob Castle and Safety Initiatives Coordinator, Elize Ceschia. Important Messaging Outcomes:

- We need to establish ourselves as leaders
- focus should be on an ongoing "dialogue" rather than a traditional "campaign"
- dialogue should be centered around education of both prevention and response resources/measures on campus
- community engagement and empowerment needed - WE make the community safe
- focus should be on changing attitudes - beginning to adopt a culture of safety on campus

10 Oct 12 - Focus group comprised of student representatives from CSC and around campus met to discuss issues of campus safety and various initiatives which could be considered as the Safety Awareness Campaign takes shape. The meetings will be ongoing throughout the year and used a communication tool for students to share concerns and ideas around safety. Next meeting 25 Oct 12.

Winter to Summer 2013 - Following initial meetings with student representatives from the CSC and across campus, the group agreed to meet on monthly basis.

- This group provided students with a forum for discussions around campus safety.
- Discussion around solidifying the student safety group as a committee of the CSC was held and terms of reference were drafted.

Fall 2013 - A recommendation has been made to the CSC Chair that this group be formalized as the CSC Student Committee with a term of 3 years. Awaiting decision at the first CSC meeting set in late October.

5 Oct 12 - Safety Awareness Campaign Information: Creative Brief for Safety Awareness Campaign was developed by Marketing and Creative Services. The Brief was reviewed by the working established in March 2012.

Campaign Goal: Through education and empowerment create a community that feels valued and safe

Key Objectives:

- Develop a sense of individual and communal responsibility
- Build a foundation that embraces diversity and promotes an open and inclusive process of engagement and dialogue amongst community members
- Develop a greater sense of safety by increasing awareness around safety and what services and programs are available
- Provide tools to empower individuals to participate fully in the development of a safe community
- Is progressive, ongoing and sustainable

The brief is in final stages of edits. Once finalized, it will be provided to a marketing agency to develop campaign material, which will be approved by CSC. Working Group wanted to ensure the campaign would engage with the community and meet the needs of the community. The working group decided on the concept of Safer Together: Safer meaning that we are moving towards a goal and Together highlights that we are working on this goal as a community. Expected launch of Safer Together is Winter 2013.

Feb 2013 - Safer Together was launched to the York Community. The launch included:

- A poster campaign highlighting key University resources featuring community members.
 - Resources highlighted included Security, SASSL, Centre for Human Rights, REDI, Campus Shuttle, and goSAFE.
- The York University Mobile Safety App which is an information tool providing the York community with safety related resources and information on campus.
- The safety website (www.yorku.ca/safety) was also launched as another means for community members to access key information and resources related to safety.

The next component of Safer Together will be focused on changing the culture of safety on campus. The Safety Initiatives Working Group reviewed options for an Active Bystander based program for York. The Green Dot program (adopted by UofT) was suggested.

May 2013 - A joint training for the Green Dot program was organized with UofT and brought together members of the York community as well as members from UofT, Guelph, Fanshawe, Sheridan and OCAD.

Aug 2013 - After consultations with York community groups, it was agreed that York would develop its own Active Bystander program. Active Bystander Steering Committee and Education Committee set to meet in January 2014.

Sept 2013 - CSC members are scheduled to participate in Inclusivity Training in October 2013.

12 Nov 13 – CSC hosted its Open Forum followed by the Annual Lighting Tour.

Jan 2014 – Phase Two of the Safer Together poster campaign will highlight additional key campus resources including CDS, OSCR, TBLGAY, YFS Access Centre and Health Education and Promotion. Poster content was developed in consultation with the services.

Feb 2014 – CSC to host second open forum of 2013/2014 on Feb. 11, 2014 to discuss student rights and responsibilities and support services.

1.9 Membership of CSC

Related to recommendations:

Recommendation:

The CSC should include and utilize the vast experience and ideas of community members, including students, faculty and staff, unions and federations, administrators, student clubs, campus programs, local businesses, police, security officers, Jane and Finch agencies, community members, local councilors, representatives from housing cooperatives on campus and Residence Life. This group should include women, men and trans people of diverse ages, races, sexual orientations, abilities, income levels, ethnicities and faiths who have knowledge of gender-based violence, hate issues and systemic inequality.

Theme: Culture of Safety

Recommendation Status: Complete

Action By: OP

Comments:

- CSC Terms of Reference are posted on the CSC website: <http://csc.info.yorku.ca/terms-of-reference/>
- ToR referred to in 1.8 to take into consideration
- Initial drafts include 1 local community representative

25 Aug 10 (Yvette Munro):

- One community may not be sufficient; perhaps one from each of Tribute Village, one from Jane-Finch and one from City of Toronto with background in community safety planning
- Need to define purpose of the roles; why are they there? (It cannot be tokenism) What sort of integration? What sort of knowledge / qualifications?
- Community members may, in turn, want help facilitating issues.
- CSC may not be ready immediately for community reps; there is much outreach at York to do; perhaps community reps could be phased in later in first year, or beginning of second year.
- Someone from Community Relations should at least sit on the CSC Outreach and Communication Committee, if not on CSC

3 Nov 10 – Letters sent out inviting new members to join. First meeting of CSC scheduled for 24 Nov 10

- CSC comprised of 54 members, approximately 1/3 are students, with representation from across the York community. External representation from 51 Division TPS and the Harry Crowe Housing Co-op

Apr 2013 - Consideration underway to review representative nature of CSC with the goal of enhancing faculty and student participation. The Office of the President has invited all Faculty Councils to appoint representatives.

1.10 Funding for SASSL and CWTP to provide programs

Related to recommendations:

Recommendation:

The Sexual Assault Survivors' Support Line & Leadership (SASSL) and Centre for Women and Trans People, in partnership with the Counselling and Disability Services, should be funded to provide a continuum of culturally relevant programs (e.g. individual and crisis Counseling, support groups, workshops) for women dealing with gender-based violence, hate and harassment.

Theme: Training

Recommendation Status: Under Review

Action By: CDS; CSC; OSCR; SCLD; VPFA

Comments:

- SASSL & CWTP levies and budget being reviewed (see 1.34)
- Women and Trans People Safety Grant (formally Women's Safety Grant) funds available on an ongoing basis
- How can we expand this to include all violence and all forms of discrimination / harassment?

21 Mar 11 – Catherine Salole and Rob Castle to follow through with discussions with SASSL and CWTP; also a matter for Women and Trans People Safety Grant Committee

Fall/Winter 2011/12 - Wide range of programs through SASSL, CHR, OSCR, Peer Health, CWTP continued to be funding by the Women and Trans People Safety Grant.

1.11 Safety Audit Standing Committee

Related to recommendations:

Recommendation:

A Safety Audit Standing Committee (SASC) should be created as a sub-committee of the CSC to liaise with the MSC and monitor implementation of audit recommendations. This Committee should include former members of USAC and new members of the CSC.

Theme: Culture of Safety

Recommendation Status: Complete and Ongoing

Action By: CSC Chair

Comments:

- Safety Audit Standing Committee information can be found at:
<http://csc.info.yorku.ca/csc-audit-sub-committee/>
- Included in draft ToR

24 Nov 10 - Membership appointed at first meeting of CSC; small group discussion at CSC on role of Committee

18 Jan 11 - Reviewed mandate, purpose and relationship with CSC; prioritized themes, with initial focus on Training and Education and the Physical Environment

10 Mar 11 - Noel Badiou presented range of training modules offered by CHR including “Can I Kiss You?”, Positive Space, RIAT

14 Apr 11 - Paul Mayol of VPFA Office reviewed operation of emergency lights on campus

9 June 11 - Rob Kilfoyle, Director, Security Services reviewed: operations of emergency phone; the need for enhanced communications for security; orientation of new students, staff and faculty, demographics of security;

15 Sep 11 - Rob Castle updated: all emergency blue phones checked weekly; graffiti removal process; changes to security model;

- Discussions around development of culture of safety at York

15 Dec 11 - Vice-Provost Rhonda Lenton reviewed ways to integrate inclusivity into the curriculum including: surveying course directors; using 5 year planning process; language in course outlines

22 Mar 12 - VP Rob Tiffin presented to the committee: new Student Code of Rights and Responsibilities focused on mediation and early intervention rather than the former code which was more punitive in nature.

2013 – Committee met throughout the year. Updates presented by SASSL, CHR, and Security.

2014 – Upcoming presenters include goSAFE, CDS, Security.

1.12 Violence Prevention Policy

Related to recommendations: 1.13

Recommendation:

The MSC should create a comprehensive Violence Prevention Policy to target and address violence against women, hate incidents and systemic discrimination.

Theme: Culture of Safety

Recommendation Status: Significantly Advanced

Action By: AVP HR; CHR; CPA; MSC; OSGC; VPFA

Comments:

- MSC should consult with CHR, ADC, WTPSC in policy development
- York currently has policies on hate, racial discrimination, violence in workplace, sexual harassment
- Existing policies to be reviewed to determine if overarching Violence Prevention Policy required and if it should supersede existing policies

30 Aug 10 -

- Through Human Resources, training is well advanced with respect Bill 168, which requires employers to amend their DOHS policies with respect workplace violence, harassment, and bullying. In terms of violence prevention, the workplace areas are each assessed as high, medium, or low risk. This covers employees, but students are not part of the requirement.
- There are opportunities throughout the year to reach out to students and at the very least there is active engagement through training seminars for various student leader groups. Perhaps club recognition could be linked to the completion of training sessions.
- More broadly, the University needs to determine if a distinct violence prevention policy is needed. Through such processes as Critical Incident Assessment there are procedures to respond to sexual assault. There are also established, though in some circumstances unwritten, response practices and there may be an historic reluctance to have an overarching policy. Such a policy may be able to breakdown "silos", whether real or perceived.
- Harriet Lewis will undertake to lead a review of all related extant policies and prepare a recommendation to the MSC within 6 months.

5 Nov 10 - In response to concerns raised by Joanna Rainbow (OSGC) with respect increasing race-based complaints, MSC agreed to review how a system of early case-identification might be developed to ease student's initial contact with the CHR.

Dec 2010 - Jan 2011 - Rob Castle to coordinate discussion group with members from MSC. Harriet Lewis and Noel Badiou reviewing in advance.

4 Feb 11—reported to MSC by Harriet Lewis that York is in compliance with its statutory obligation in terms of Bill 168 governing violence in the workplace. Sharon Hooper and Noel Badiou will lead a review which will include Harriet Lewis, Steve Dranitsaris and Rob Kilfoyle with respect to violence prevention in terms of students.

Nov 2012 - Following review during summer, CHR has created a new Sexual Harassment Prevention Education Advisor; interviews complete; position will also deal with sexual assault prevention.

- See 1.13 for Updates

1.13 Violence Prevention Policy and Procedures

Related to recommendations: 1.12; 2.27; 1.29

Recommendation:

The MSC, in consultation with members of the CSC, should establish formal violence prevention policies and procedures on how to identify, prevent and respond to physical assault, sexual assault, rape, stalking, intimate relationship violence, cyberviolence, harassment and hate incidents.

Theme: Culture of Safety

Recommendation Status: Significantly Advanced

Action By: AVP; HR; CPA; MSC; OSGC; VPFA; VPS; YSS

Comments:

- OSCR has produced "file folder" entitled "Guidelines for Responding to Sexual Assault Disclosure: Response Guide for Faculty and Staff". See: www.yorku.ca/sexualassaultsupport

Sept 2012 - Vice-Provost Students, Janet Morrison, issued "Communiqué on Sexual Assault" in response to a series of sexual assaults during the opening weeks of term.

Oct/Nov 2012 - Vice-Provost Students, Janet Morrison, leading an administrative review for coordinating issues around sexual assault. Such review including an analysis of sexual assaults over the last seven years.

Sept 2013 - Upon further review and under the direction of the University President, the VPFA has been designated to facilitate the development of a Sexual Assault Prevention and Response Policy.

Nov 2013 – A working group comprised of individuals representing key offices, departments, and student organizations from across the institution will lead the University's efforts in developing the Sexual Assault Prevention and Response Policy.

3 Dec 13 – The Working Group had its initial meeting and reviewed its Terms of Reference. The working group will continue to meet in the new year.

1.14 Training for Faculty, Staff and Students

Related to recommendations: 1.29; 1.12; 1.13; 1.31

Recommendation:

Students, faculty and staff should receive training on York's policies and procedures to identify, prevent and respond to perceived and actual risks of physical assault, sexual assault, rape, stalking, intimate relationship violence, cyber-violence, harassment and hate incidents.

Theme: Training

Recommendation Status: Significantly Advanced

Action By: AVP HR; CHR; MSC; OSGC; VPA; VPFA; VPS; YSS

Comments:

- Requires institutional decision

29 Jul 10 (Rob Kilfoyle): Investigate web-based training model

23 Jul 10 (Noel Badiou): CHR set to host "Can I Kiss You?" - a seminar on the issue of consent. (See 1.29 for Updates)

8 Sept 10 - CHR co-hosting with YFS a session on sexual harassment for "Orient the Leaders" using Metrac Safety Audit as basis.

Mar 2011 - OSCR distributed to faculty and staff a folder entitled "Guidelines for Responding Sexual Assault Disclosure: Response Guide for Faculty and Staff"

16 Mar 11 (Noel Badiou): CHR is hosting on 17 May a full day seminar by National Coalition Building Institute (NCBI), an organization that is dedicated to developing leadership that builds diverse and inclusive environments; NCBI trains local trainers for work in the community; program would be aimed at students, faculty, and staff (Debrief of seminar concluded that in its current format, NCBI training not appropriate for York)

- Development of folder for Human Rights complaints modeled on OSCR's sexual assault folder should be developed for all faculty and staff to help guide process. This flows from MSC presentation by Joanna Rainbow on 5 November 2010

21 Mar 11 (Catherine Salole): New student transition program will include video podcasts and a student play, both of which could include elements of safety (determined not appropriate for York...)

Sept 2011 - Can I Kiss You held for a 2nd year for 1,600 undergrads; inclusivity training with YFS for 700 student orientation leaders

Fall 2011 - CHR is developing a brochure / folder to be distributed to faculty and staff

- CHR Folder developed as well as Sexual Harassment brochure

Sept 2012: Can I Kiss You held for 3rd year; over 2,000 students attended; inclusivity training with YFS for 900 student orientation leaders.

- Sexual Harassment Prevention workshop attended by 144 students and staff throughout the year.

Sept 2013: You Had Me At Consent featuring keynote speaker Don McPherson was held; approximately 3,000 students attended.

- All Residence Dons were trained in the protocol for responding to a disclosure of sexual assault. Training was facilitated by Residence Life, OSCR, SASSL, and Security.
- Anti-Oppression training with YFS, SASSL, and CHR for orientation leaders.

1.15 Website on Violence Prevention Policies

Related to recommendations: 1.20

Recommendation:

All violence prevention policies should be promoted in clear language on an accessible webpage for easy reference.

Theme: Awareness

Recommendation Status: Complete and Ongoing

Action By: MC; OP; OSGC; VPFA; YSS

Comments:

- OP has initiated meetings and is developing a fall awareness campaign which will augment a website. Website to be live early September
- Awareness campaign through September culminating in Safety Awareness Day on 5 October in Vari Hall

29 Jul 10 (Rob Kilfoyle) -

- YSS is currently developing a communication strategy with MC including new brochures and revamped website (this strategy should be integrated broadly with Safety Audit recommendations)
- Set up website that integrates all safety issues and programs through YSS, CHR, SCLD, etc.
- Possibly modification of safety audit website

7 Sept 10 – new safety website set up; first of its kind in Canada. www.yorku.ca/safety

Sept 2010 – Safety Awareness Campaign

5 Oct 10 – First Safety Awareness Day held in Vari Hall; many student and administrative groups participated; plans developed for 2 Safety Awareness Days each year (fall & winter terms)

Jan 2011 - Security Incident stats to be posted on the YSS webpage with links to www.yorku.ca/safety, representing a first at a Canadian university

4 Feb 11 – Rob Castle to follow up adding policies outlined in recommendation 1.20 to existing safety website.

Winter 2013 - Safety website was reviewed and revamped for consistency with the Safer Together messaging and campaign.

- Safety Related Policies linked from safety website: <http://safety.yorku.ca/policies/>

1.16 Student Code of Conduct Review (rights and responsibilities)

Related to recommendations: 1.17

Recommendation:

The Student Code of Conduct should be reviewed and revised to emphasize students' rights and responsibilities and include specific mention of cyberviolence.

Theme: Culture of Safety

Recommendation Status: Complete

Action By: OSCR; VPS

Comments:

10 Aug 10 (Shaddell Permanand) - Revised Student Code of Conduct near completion, which includes harassment via internet

- Code of Conduct now "Student Code of Rights and Responsibilities"

20 Aug 10 (Marty Williams)

- May be able to insert cyber violence, but first should determine if cyberviolence is covered by internet harassment

30 Aug 10

- The Student Code of Conduct has undergone a thorough revision and will soon be released as the Student Code of Rights and Responsibilities. The Code has included provisions to deal with frivolous complaints as recommended by the Safety Audit. It also includes harassment via the internet, which should encompass "cyber-violence" as recommended in the Audit, though we need to clarify what METRAC meant by the term.
- Rob Castle will review with Marty Williams of OSCR to confirm. Upon confirmation, this recommendation will be deemed complete.

8 Sept 10 - Rob Castle and Marty Williams confirmed that the current language in the new Code of Student Rights and Responsibilities covers cyber violence.

1.17 Student Code of Conduct Review (frivolous complaints)

Related to recommendations: 1.16

Recommendation:

The Student Code of Conduct should be reviewed to address potential abuses through unfounded complaints. The complaint form should include a warning that unfounded or frivolous complaints constitute a breach of the code and may result in dismissal of the complaint and/or sanctions against the complainant. A standing test should be developed to help adjudicators identify frivolous complaints

Theme: Culture of Safety

Recommendation Status: Complete

Action By: OSCR; VPS

Comments:

14 Aug 10 (Catherine Salole): Revised code states that “Abuse of or disrespect for, the processes of this Code, such as: bringing unfounded complaints with malicious, frivolous or vexatious intent”; such abuse “[falls] below the standard of conduct that is expected of all students”

20 Aug 10 (Marty Williams):

- OSCR acts as a filter of complaints, determining which have merit to proceed
- Have developed respondents form for balance
- May include language in complaint form to the effect that the complainant certifies the complaint as genuine and not frivolous

8 Sept 10 - New Code of Student Rights and Responsibilities covers unfounded complaints.

- Code of Student Rights & Responsibilities can be found at:
<http://www.yorku.ca/oscr/pdfs/CodeofRightsandResponsibilities.pdf>

1.18 Training for University Tribunal Adjudicators

Related to recommendations: None

Recommendation:

Adjudicators for University Tribunals should be trained on dynamics of violence against women and hate incidents.

Theme: Training

Recommendation Status: Significantly Advanced

Action By: CHR; OSCR; VPS

Comments:

20 Aug 10 (Marty Williams) - Should be accommodated in training with adjudicators

26 Aug 10 (Kevin Wilson) - external trainers are brought in to train adjudicators

Fall 2010 / Winter 2011 – training for adjudicators in place

March / April 2012 – new training system being set up with OSCR for adjudicators

2013 – Tribunal adjudicators now required to complete the REDI tutorial as part of their training

1.19 a. Senate Policy on Religious Observance

Related to recommendations: None

Recommendation:

The Senate Policy on Religious Observances should be reviewed and revised to cover faculty and staff and highlight students' right to accommodation by faculty during classroom hours.

Theme: Culture of Safety

Recommendation Status: Complete

Action By: Senate Chair and Exec

Comments:

- Non-Academic Staff: Practice in place since 2007 providing accommodation for non-academic staff taking time for religious observance. A Standard Operating Procedure formalized practice in July 2012.
- Students: Every effort will be made to avoid scheduling in-class or formal examinations on days of special religious significance throughout the year.
 - Students are responsible for giving their instructor reasonable notice of the religious observance (not less than 14 days)
- See Registrar's Office website regarding exams: <http://www.registrar.yorku.ca/exams/>

1.19 b. Religious Services Space

Related to recommendations:

Recommendation:

A provision should be added to designate spaces for religious/spiritual practices to reduce physical risks and fire hazards in stairwells.

Theme: Culture of Safety

Recommendation Status: Under Review

Action By: CSBO; SCLD; VPFA; VPS

Comments:

20 Aug 10 (Catherine Salole) - What of Scott Religious Centre?

26 Aug 10 (Kevin Wilson) -

- Scott RC lacks sufficient space to accommodate current demand
- Many groups have requested more space

Oct 2011 to Current - discussions with YUSC regarding possible construction of second Student Centre building has included preliminary suggestion of increased religious space

Fall 2013 – New Student Centre referendum passed.

1.20 Policies on Sexual Harassment, Racism and Hate to include defined procedures

Related to recommendations: 1.2; 1.12; 1.13; 1.15

Recommendation:

The Sexual Harassment Policy, Policy Concerning Racism and Hate Propaganda Guidelines should be reviewed and revised to include rights and responsibilities of students, staff and faculty and provide clear definitions and procedures for identifying, preventing and responding to situations involving hate, harassment and discrimination.

Theme: Culture of Safety

Recommendation Status: Complete

Action By: CHR; OSGC; VPFA

Comments:

- Review policies to ensure up to date
- Do we create detailed guidelines flowing from policies?
- Currently, York does not have a human rights policy. Should one be developed with guidelines for each enumerated protection?
- Should this include a policy on freedom of expression which outlines reasonable parameters (volume, location, etc.)

4 Feb 11 – at MSC Noel Badiou indicated that these policies are consistent with both the letter and intent of the Ontario Human Rights Code, as well as York’s own social justice mandate. Rights and responsibilities for students are covered by the new Code of Student Rights and Responsibilities. These policies should all be presented on a separate webpage, which emphasizes that York is committed to and has gone beyond its statutory compliance. This is consistent with recommendation 1.15. Rob Castle to follow-up on website.

- Safety Related Policies are linked from safety website: <http://safety.yorku.ca/policies/>

1.21 Accessibility Policy Updated for Emergencies

Related to recommendations: None

Recommendation:

The Physical Accessibility of University Facilities Policy should be reviewed and revised with attention paid to emergency and safety requirements for students and faculty with physical disabilities.

Theme: Culture of Safety

Recommendation Status: Significantly Advanced

Action By: CSBO; DOHS; OPD; OSGC; VPFA

Comments:

22 Mar 11 (Kathy Branton):

- Established protocol for residence last year which includes quick reference guide advising persons with disabilities to contact 911 directly in an emergency, as EMS is trained and equipped appropriately
- debrief from CUB fire of 13 Dec 10 raised concerns over evacuation of persons with disabilities; working now with Housing and Physical, Sensory & Medical Disability Services to develop protocol based on protocol for residence; meeting with ACCESS York committee on 25 Mar 11 for input

Fall 2011 - Office of Emergency Preparedness developed Emergency Preparedness Guide for People with Disabilities. The guide is available online at <http://www.yorku.ca/epp/>.

1.22 Advertising, Poster Policies with respect to issues of Hate and Discrimination

Related to recommendations:

Recommendation:

Policies and guidelines for advertising, posters, images and promotional materials should be reviewed and amended to foster environments free of hate and discriminatory speech. Students, faculty and staff must receive orientation and continuous training to these policies and procedures.

Theme: Awareness

Recommendation Status: Complete and Ongoing

Action By: OSGC; SCLD; TUUS; VPFA

Comments:

21 Mar 11 (Catherine Salole) – Clubs receive training as part of SCLD’s “Clubs 101”; matters referred to CHR when necessary

22 Mar 11 (Pam Persaud) – signs now placed on all poster boards in central core referencing policy; work study students remove posters deemed inconsistent with policy; in light of inconsistent enforcement, TUUS has initiated comprehensive review of policy management and enforcement with various offices on campus; TUUS gives targeted presentations to groups, which includes highlighting post policy

- Current Postering Policy:
<http://www.yorku.ca/secretariat/policies/document.php?document=120>

1.23 Programs with Jane Finch (University Heights) community

Related to recommendations: 1.6

Recommendation:

Community Relations Officers should work to build the appropriate safety programs in partnership with Jane and Finch neighbourhood agencies, schools, the local councillor and community members, faculties and student organizations so safety efforts can have deeper impact campus-wide and in the surrounding community.

Theme: External Community Relations

Recommendation Status: Significantly Advanced

Action By: CRCP; VPFA

Comments:

25 Aug 10 (Yvette Munro):

- In what capacity would Community Relations Officers reach out to Jane and Finch?
- How would it differ from a police outreach program? What would be the value added for the local community?
- Such contact should be comprehensive / holistic and not just security centred
- Collaboration is key. Could help do awareness training, leading to a climate of safety.
- York already has established relations with the community. Could CROs be part of something that already exists? It would be better to participate in a local initiative or York-Jane Finch initiative like Good Food Market
- (Should Community Relations Officers be renamed “Campus” Relations Officers to distinguish them from the Office of Community Relations?)
- (How do York community members differentiate between CROs and SOs, as they where the same uniform)

Fall / Winter 2011 – focus has been on the Village south of York through Town and Gown Committee; Successful initiative has led to: new parking regulations in Village; review of rooming houses by City staff for Municipal Standards and Licencing Committee; production and distribution of “Good Neighbour Guides”; expansion of Campus Shuttle service with stops on every street in Village

- New initiative now to help support the Harry Crowe Housing Co-op.
- See Recommendation 1.6 Town and Gown Committee update

1.24 Multipurpose spaces for dialogue

Related to recommendations: 1.26

Recommendation:

MSC should dedicate resources and increase investments to multi-purpose spaces for students, particularly to promote recreational activities and foster dialogue between diverse groups at various times of the day.

Theme: Culture of Safety

Recommendation Status: Significantly Advanced

Action By: CSBO; SCLD; VPFA; VPS

Comments:

- Campus Committee on Dialogue chaired by David Leyton Brown.
- Space constraints informed by capital planning

26 Aug 10 (Kevin Wilson):

- Draft Sport and Rec report recommends substantial increase in facilities including an expansion of Tate McKenzie and new facilities at east side of Keele campus. Creativity required given space and budget limitations
- Good examples in colleges (Vanier, Bethune, Calumet) of renovations to create classroom and club space close to common spaces, which has allowed previously underutilized spaces to become areas of exchange and activity

22 Mar 11 - (Steve Dranitsaris) a number of projects have been completed over the last 18 months or are in the planning / construction phase:

- Graduate student space has been expanded annexed to the "Grad Lounge"
- Osgoode Hall's Gowling Hall provides for public gathering space
- Vari Hall has been renovated to allow for user friendly informal student gathering; Phases 2 and 3 of that project will add more seating and discussion space
- Learning Common provides both for studying and socializing with a white noise system to mitigate against sound carrying
- New Life Sciences building includes a similar study common

Fall 2011 – discussions underway between York and the Student Centre for a new multi-purpose student operated facility

Oct 2011 - Current - Negotiations underway between YUSC and Administration through VPFA for a second Student Centre; draft MOU near completion, with possible referendum in Spring 2013

Fall 2013 – New Student Centre approved via referendum.

1.25 Positive Space Program

Related to recommendations: None

Recommendation:

The Positive Space Program should be expanded campus-wide to foster inclusive spaces for people of all sexual orientations and gender identities.

Theme: Culture of Safety

Recommendation Status: Complete and Ongoing

Action By: CHR; SexGen Committee

Comments:

23 Jul 10 (Noel Badiou) –

- Positive Space program is already expanding
- CHR Senior advisors are getting ready to roll out this fall, focusing on training
- Current Working group to redevelop programs and curriculum

10 Mar 11 (Noel Badiou) – At Audit Implementation Committee

- Program now completely revised and campus wide
- Introductory level strong, now developing advanced level II
- Suggestion that MSC, CSC, and University Executive should take training to set example for community

Fall 2011 (Noel Badiou): Program has been expanded with training offered to 60 Security Services personnel and 50 Residence Life Staff

- Program information can be found online at <http://rights.info.yorku.ca/positive-space/>

1.26 In-Kind Support for Student Programs

Related to recommendations: None

Recommendation:

York should increase in-kind resources (e.g. meeting space, equipment, office supplies) to promote and generate interest in programming activities to build and support existing student led programs.

Theme: Culture of Safety; Physical Environment

Recommendation Status: No Status

Action By: CSBO; SCLD; VPS

Comments:

1.27 Self-Defense Classes

Related to recommendations: 1.29

Recommendation:

Continue to offer free self-defense classes, inclusive of women with disabilities and trans individuals, to foster safety for women and trans people (e.g. Wen-Do, Rape Aggression Defense techniques).

Theme: Training

Recommendation Status: Complete and Ongoing

Action By: OSCR; VPS; YSS

Comments:

- Wen-Do is currently funded through Women's Safety grant administered by WTPSC

10 Aug 10 (Shadell Permanand):

- As well as training, OSCR established a Sexual Assault Initiative Committee with representatives from SASSL, CWTP, CHR, OSCR, CUP, and YSS to share initiatives and to develop broader understanding of issues and services provided
- SASSL held Wen-Do for women with disabilities in May

16 Mar 11 (Rob Kilfoyle) – YSS is looking to reintroduce Rape Aggression Defense

Dec 2011 (Catherine Salole) – preliminary discussions with Sport York to develop in-house Wen-Do training program.

- Wen-Do does not offer a train-the-trainer structure for their program therefore an in-house Wen-Do is not an option at this time.

Fall 2012 - SportYork offered Wen-Do training over 2 weekends in September and October 2012; SASSL offered 2 training sessions of Wen-Do in Fall 2012.

Winter 2013 - SportYork offered 2 sessions of Wen-Do in Winter 2013; SASSL offered 2 sessions of Wen-Do that were held in February and March 2013.

Fall 2013 - SportYork set to offer 2 sessions of Wen-Do, scheduled for September and October 2013; SASSL set to offer 4 sessions of Wen-Do, scheduled for October 2013, January and March 2014.

1.28 Prevention of Violence Against Women Education Programs for Men

Related to recommendations:

Recommendation:

The CSC, in partnership with the relevant faculty members, should develop an educational program for men with a focus on prevention of violence against women and other vulnerable groups. It should be led by men, for men.

Theme: Culture of Safety

Recommendation Status: Complete and Ongoing

Action By: CHR; OSCR; SCLD; VPS

Comments:

- Review practices at other campuses to determine if similar programming exists from which best practices could be drawn.
- UT has program in place

Oct 2010 – meetings underway of newly formed group “Men Talking to Men About Violence Against Women Group” under auspices of SCLD with student co-chairs

6 Dec 10 – Tabling outreach in Vari Hall.

Fall 2011 - \$2,500 funding approved from METRAC budget

Fall 2012 – Men’s Team participated in Toronto’s Walk A While In Her Shoes event.

Winter 2013 – After consideration and consultation the Men’s Team has been relocated from SCLD to CHR.

- CHR’s Programs, Outreach, and HR Advisor will supervise the Men’s Team. Team Lead for Men’s Team hired.

1.29 Prevent Sexual Assault Campaign

Related to recommendations: 1.14; 1.27

Recommendation:

Campus Relations Officials, in partnership with SASSL and other relevant groups, should develop a university-endorsed prevent sexual assault campaign launched for beginning of the academic year.

Theme: Culture of Safety

Recommendation Status: Complete and Ongoing

Action By: CHR; CRCP

Comments:

- Review programs currently underway with health education, residence life, orientation programs
- Review meetings have resulted in development of new Safety website and an awareness campaign

23 Jul 10 (Noel Badiou) - CHR is hosting "Can I Kiss You" - a seminar on the issue of consent; all but two undergrad colleges (Stong and Glendon) are participating; approx 3,000 students to attend

8 Sept 10 - Over 1,500 students attended event led by Mike Domitrz. Attendance less than planned due to time conflicts with orientation events for 2 colleges. Looking to include event in next year's orientation as well

Oct 2010 – "Can I Kiss you" has been booked again for Sept 11

Sept 2011 - Second presentation of "Can I Kiss You" with 1,600 undergrads in attendance

Aug 2013 - CHR developed a York branded event entitled, You Had Me At Consent. It will take the place of Can I Kiss You? as the annual consent event.

- Having a York branded event will more easily allow for the event to connect to ongoing programming throughout the year.
- There is the potential to host a range of rotating featured speakers at the annual consent event.

Sept 2013 - You Had Me At Consent featuring keynote speaker Don McPherson was held. The event featured a community resource fair with internal and external organizations; approximately 3,000 students attended.

1.30 Mandatory Equity or Women's Studies Courses

Related to recommendations:

Recommendation:

Equity Studies or Women's Studies courses should be a mandatory element of receiving an undergraduate degree at York.

Theme: Training

Recommendation Status: Significantly Advanced

Action By: CHR; OSGC; UEC; VPA; VPFA

Comments:

- UEC needs to give institutional response
- Senate is initial stakeholder, then would be full participant if recommendation moves forward

30 Aug 10 - The recommendation that all undergraduates be required to take a Women's Studies or Equity course is one of the more challenging recommendations to address. METRAC recognized that this would be difficult. There are a number of logistic issues: who would deliver the courses, what resources would be required, how much would it cost, who would pay to support it? The Committee wants to fully embrace the report and the intent of the recommendation, but there may be other things we are prepared to do to show our responsiveness. As an example, there is currently a program called "Respect Inclusion". This is not mandatory for all students, but is included in dons training. As the program develops, there may be opportunities to expand participation. Some universities have programs called "introduction to universities", which includes a suite of courses from which students select one to study. The Senate maintains a list of equity courses which may be a starting point. The implementation of this recommendation could be done incrementally.

- Harriet Lewis will investigate the Senate list of equity courses.
- Richard Ooi will lead a review of the recommendation and report back within 3-6 months. That review will include, among other things: what resources are currently allocated to equity studies? What is the current suite of courses available? How could the implementation be approached incrementally?

8 Dec 10 - Senate Sub-Committee on Academic Standards, Curriculum & Pedagogy comments that a new course as part of general degree requirements is not feasible, especially given the current course requirements in professional degrees. The Sub-Committee noted that a more holistic approach would be required than that of a single course. Suggested that work of CHR, in particular the Respect and Inclusivity Awareness Tutorial (RIAT) which teaches participants an understanding of diversity, inclusivity, and respect is a much stronger model of how to approach the issue.

4 Feb 11 - At MSC: It was noted that the Senate Committee suggested that programs such as RIAT (Respect and Inclusivity Awareness Tutorial) would allow for a more integrated approach. Rob Castle reported that the Vice-Provost, Rhonda Lenton, concurred with this view and in addition pointed out that many academic programs already have little room for electives and the addition of a new course would further restrict students' ability to take electives. The Vice-Provost has undertaken the following:

- a) To add this issue to a survey of all academic courses being administered on behalf of the President's Sustainability Council, asking which courses currently include material on women and equity issues;
- b) To post the results of the survey on line and direct students to the site;
- c) To develop tutorials or to add support to existing programs such as RIAT; and
- d) To consider using the "Quality Assurance Program" to ask chairs / directors how their programs support the mission of the York University, which includes social justice and to ask them how they Encourage equity / diversity / inclusivity.

26 Feb 11 (Norma Sue Fisher); 21 Mar 11 (Pamela Edgecombe) re: RIAT (Respect Inclusivity Awareness Tutorial)

- Currently developed for incoming students; voluntary with limited participation currently; still in pilot stage
- Program needs to expand its reach possibly through general education courses or humanities
- Outreach currently planned for colleges, human resources, and affiliated unions
- Resource support required and need to find permanent home for program oversight

Fall / Winter 2011/12 - Program to reside in CHR; funding for new Senior Advisor approved in CHR with anticipated hiring early 2012

21 Mar 11 (Catherine Salole) Co-curricular Program:

- With new "Pathways" program, all incoming students will develop a personal profile of interest. Diversity can be a mandatory part of the profile, which would mean all students will receive notices and updates around diversity events and training

Fall 2012 - CHR has appointed new Programs and Outreach Advisor; position has focused on redeveloping RIAT as REDI (Respect, Equity, Diversity and Inclusivity Awareness Tutorial), which will be rolled out in early 2013; initial discussions underway about possibility of making this tutorial mandatory.

Winter 2013 - REDI was developed and launched by CHR. The online tutorial includes 8 modules and covers a range of topics.

- REDI has been updated to the Moodle 2.0 platform.
- Audio and video components developed and added.
- Enhanced glossary with pop-up definitions as well as searchable glossary features has been added.

1.31 Sexual Assault Training for Faculty, Teaching Assistants

Related to recommendations:

Recommendation:

The Centre for Human Rights, in partnership with the Centre in Support of Teaching, should develop and deliver training and workshops for faculty and teaching assistants about sexual assault and harassment on campus.

Theme: Training

Recommendation Status: Complete and Ongoing

Action By: CHR; CST

Comments:

- CHR currently working with CST on diversity awareness and CHR will take leadership to develop specific program with CST
- Inclusion of Women's Studies not appropriate, as it is an academic dept.

30 Aug 10 -

- CHR is in conversation with the Centre for the Support of Teaching (CST) and CUPE 3903 and is confident that this item is moving forward. It is easier to get new TAs and faculty trained than existing ones. Perhaps the local collegium could be engaged through deans and departmental chairs to endorse and encourage faculty and TAs to participate in the training. As an example, each academic department has equity designate who might be the natural conduit to faculty and TAs.
- Noël Badiou will continue the CHR's initiative in this area and report back at the next MSC meeting.
- CHR engaged in wide range of training initiatives which advance this recommendations including: Respect and Inclusivity Awareness Tutorial (RIAT) which teaches participants an understanding of diversity, inclusivity, and respect; Diversity Peer Educators; Diversity training with: SCLD, Security, Peer Health Educators, Red Zone ambassadors, and Orient the Leaders.
- As well CHR hosted 2nd Annual Inclusion day on 6 October 2010 and is supporting Human Resources in training modules for Bill 168 and Occupational Health and Safety Act.
- CHR presents workshops at TA day about diversity in the classroom, which includes issues around sexual harassment

Fall 2011 - Winter 2012 - CHR and CST have been delivering inclusivity workshops that include sexual assault / harassment components

- Training completed for: UEC (25), CSC and MSC (60)
- Workshop requests are being processed for: Registrar's office (200), Admissions (50), Library, o UEC Exec Officers (20), Online training in development for managers through HR

Winter 2013 - CHR delivered Diversity training to 65 Teaching Assistants.

1.32 SASSL and Security phone numbers programmed in cell phones

Related to recommendations: 1.8; 1.29

Recommendation:

Community Relations Officers, in partnership with the School of Women's Studies, SASSL and other relevant groups, should develop a campaign to encourage students to program SASSL's and security services' number into their cell phones.

Theme: Culture of Safety

Recommendation Status: Complete and Ongoing

Action By: CRCP; MC; SCLD; VPS; YSS

Comments:

- Review all promo material currently offered by YSS and SASSL

Dec 2011 - preliminary discussions for campus-wide Safety Campaign to be rolled out in September 2012

Fall 2012 - Preliminary investigation into safety phone app with Safety Initiatives Working Group Winter 2013: York Safety App was developed and launched as part of SaferTogether (see 1.08).

- Safety App features a community resource directory including the contact information for SASSL and York Security Services. Safety App is intended to be a community safety resource tool.
- Features include:
 - A direct call to TPS or York Security Services
 - Campus maps
 - Shuttle Service schedule

Feb 2014 - Approximately 10,200 downloads

1.33 Course Locations

Related to recommendations:

Recommendation:

Deans, faculty members and unions should develop an agreement to schedule courses and class locations with student composition in mind For example, core women's studies and social work courses should not be offered exclusively in the evening and in isolated locations (i.e. move classes to Vari Hall and central buildings).

Theme: Culture of Safety

Recommendation Status: Complete

Action By: VPA; VPFA; VPS (Registrar)

Comments:

- How identify which courses should be scheduled accordingly? And what of women in other courses?
- This refers primarily to the Kinsman Bldg

Fall 2011 - decision made to relocate School of Social Work from Kinsmen building

Apr 2012 - School of Social Work relocated from Kinsmen to Ross Building

1.34 Funding for Student Led Violence Prevention Programs

Related to recommendations:

Recommendation:

The MSC, in partnership with the CSC, should conduct a review of student-funded programs to revise the formula and increase funding for violence-prevention student led programs through university grants.

Theme: Culture of Safety

Recommendation Status: Significantly Advanced

Action By: CSC; VPS

Comments:

26 Aug 10 (Kevin Wilson): CSC should be key motivator on this

21 Mar 11 (Catherine Salole): Women and Tran People Safety Committee will help initiate a discussion and review on this

1.35 Residence Safety Programming

Related to recommendations: 1.14

Recommendation:

In partnership with Residence Life, York should institute safety programming in undergraduate and graduate residences, with attention paid to violence against women and hate incidents.

Theme: Training

Recommendation Status: Significantly Advanced

Action By: CSBO (Housing Services); RES. Life; SCLD; VPS; YSS

Comments:

- Review current programs in undergrad and grad residences

29 Jul 10 (Rob Kilfoyle):

- YSS currently undertakes Don training for verbal judo, security issues, fire safety
- Property Watch Program has 22 staff focusing on access control; all licensed and uniformed; effect patrols while porters on duty; expanded role possible
- "Can I Kiss" geared to undergraduate residence. See Recommendation 1.14
- Residence Life Staff are trained in:
 - Emergency response
 - Conflict Mediation
 - Mental Health Issues
 - Responding to Sexual Assault Disclosure
 - Responding to Crises in Residence
 - Role of YSS and their relationship with RLS
 - Role of Housing and their relationship with RLS

Feb 2012 - President Shoukri commissions a report on safety in residences in response to serious incident

May 2012 - VP Brewer finalizes "Report on the Safety of Campus Residences"

Fall 2012 - Ongoing review of Residence Safety Report recommendations, including costing and prioritizing

1.36 Policy on Equity and Inclusive Education

Related to recommendations:

Recommendation:

The Centre for Human Rights should, in partnership with the Equity Committee, diverse students, faculty and unions, develop a policy on equity and inclusive education at York.

Theme: Culture of Safety

Recommendation Status: Complete

Action By: CHR; OSGC; Senate Equity Committee; VPA

Comments:

- Senate Committee on Equity drafted a statement on inclusive education approx 18 months ago;
- 28 Jul 10 Noel Badiou provided to Rob Castle

30 Aug 10:

- The Senate Committee on Equity drafted a statement in 2008-2009, which has not been formally adopted by the Senate.
- Harriet Lewis will review status of the statement and make sure that it is an agenda item for this year's Equity Committee.

9 Dec 10 – Senate Equity Committee's draft statement on equity and inclusiveness to be included in new University Academic Plan (UAP)

Fall 2013 – statement included in current University Academic Plan

1.37 Training for Equity and Inclusive Education

Related to recommendations: 1.36

Recommendation:

Each department and faculty should be given support, training and directions for implementing equity and inclusive education practices.

Theme: Training

Recommendation Status: Under Review

Action By: CHR; OSGC; Senate Equity Committee; VPA

Comments:

1.38 President's Annual Report

Related to recommendations:

Recommendation:

The President should communicate progress to campus constituents in an annual report.

Theme: Awareness

Recommendation Status: Complete and Ongoing

Action By: OP

Comments:

- OP committed to regular updates
- MSC proposal establishes quarterly updates

25 Sept 10 – First update by President; committed to quarterly updates with next update in early December.

- President's Safety Updates to the York Community Campus are available for review: <http://safety.yorku.ca/metrafsafetyaudit/presidentupdates/>

1.39 Climate Survey

Related to recommendations:

Recommendation:

Conduct a University climate survey on campus for students, faculty and staff at the end of five years.

Theme: Awareness

Recommendation Status: No Status

Action By: CSC; VPFA; VPS

Comments:

2.0 Security Services

2.1 Staffing Levels

Related to recommendations:

Recommendation:

Security staffing levels should be increased to improve campus patrols, night time coverage, response time to calls and coverage at special events (e.g. Pub Nights).

Theme: Security Services

Recommendation Status: Complete and Ongoing

Action By: SCLD; TUSS; VPFA; VPS

Comments:

- Funding would have to be approved
- Phased implementation
- Initial estimate for 10 new security officers is approximately \$750,000

30 Aug 10:

- The current staffing levels allow Security Services to maintain a minimum level of service. Ten new security officers have been costed at approximately \$750,000 annually. Proposed increases in personnel should be viewed incrementally: if 5 new SOs were added, what would the cost be and what would the impact be.
- Rob Kilfoyle will initiate a review of staffing levels in increments of 5 indicating cost and service impact with each additional group.

5 Nov 10 – At MSC meeting #3, Rob Kilfoyle presented 2 possible options to increase staffing: a. for 16 new officers and; b. for 10 new officers

Aug 2011 – Approval to hire 8 new officials and 2 new supervisors; reconfirmed approval from last year's budget to hire 2 new officials (making new position total : 12, an increase of approximately 25%)

Oct 2011 - Mar 2012 - 10 new Security Officials hired; 2 new Supervisors hired; New Manager of Standards and Training appointed; Total front line staffing, including RWOs is 76, or 1 for every 738 students compared 1 for every 1,343 students at a sampling of 6 other Ontario campuses.

Jan 2014 (Aldo Altomare) – 6 new Security Officials are being hired and added to the total staffing complement during the month of Jan/Feb 2014. Additionally management is striving on implementing new methodologies for personnel deployment that will improve staffing during peak periods of campus activity.

2.2 Satellite Security Hubs

Related to recommendations: 2.17

Recommendation:

Satellite security hubs and mobile stations should be established across campus to increase surveillance of isolated areas.

Theme: Security Services

Recommendation Status: Under Review

Action By: CSC; VPFA; YSS

Comments:

29 Jul 10 (Rob Kilfoyle) - YSS to review, but currently believes such resources better served increasing patrols on campus

16 Mar 11 (Rob Kilfoyle) - Satellites possible with increased resources; if resources available, would develop hub for each of the 4 security zones into which campus is divided

Fall 2012 - Conflated with 2.17 beginning investigation of Community Safety Office (RC, RK, JM) with UT as a model

Fall 2013 – Still under review at the CSC

2.3 Security Official Training

Related to recommendations:

Recommendation:

Security officers should be trained in issues related to gender-based violence, equity and inclusion practices in their work. This training should be ongoing and monitored for impact.

Theme: Training

Recommendation Status: Complete and Ongoing

Action By: CHR; YSS

Comments:

29 Jul 10 (Rob Kilfoyle)

- Review current policies / SOPs / training modules
- YSS reviewing the creation of a training / coach officer
- Training currently planned for December 2010 and January 2011 by CHR; extended into March 1011

Mar 2011 - training complete

2012 (Aldo Altomare) – Mandatory Inclusivity and sexual assault training was conducted by CHR for all Security Officials in 2012.

2012 (Aldo Altomare) - Coach Officer and Leadership training was also provided for front line supervisors and Squad Leader positions in 2012. This training provides mentorship and monitoring insight as part of their responsibilities in this area.

2.4 Non-Intervention Policy Review

Related to recommendations: 2.5

Recommendation:

A review of the “nonintervention policy”/Use of Force Response model for effectiveness should be undertaken in consultation with students, faculty and staff.

Theme: Security Services

Recommendation Status: Complete

Action By: CSC; PVP; YSS

Comments:

- PVP should give authority to investigate and review as it is an existing York policy then YSS and CSC could follow through

30 Aug 10:

- Recommendations 2.4 and 2.5 are closely related and will require input from all levels of the university. The Community Safety Council would need to be engaged fully in any review about both service delivery or use of force. Gary Brewer indicated a willingness to respond to input from the community on both recommendations. As well, the President and Vice-Presidents (PVP) would need to be consulted at a very early stage to determine how 2.4 should proceed.

30 Aug 10 - Gary Brewer will review 2.4 and 2.5 with PVP to seek institutional direction.

4 Feb 11 At MSC:

- The existing model was established in 2001 and has been steadfastly enforced since then. This is a significant issue which requires input from the community to give context and advice to PVP for decision.
- The CSC will be a major contributor to facilitate community input.
- VPFA will refine the process for consultation and decision making.
- The process will take approximately one year.
- Education of the community on the issues and process will be an important element.

Aug 2011 – approval to move to enhance responsibilities of Security Services to allow:

- Use of new personal protective equipment (PPE) including handcuffs and asp;s
- Addition of “silent partners” in squad cars (which creates barrier between front and back seats)
- Security Officials to exercise their citizen’s power of arrest within their jurisdictional mandate
- These enhancements to be supported by review of all Standard Operating Procedures and Policies, as well as development of new ones to reflect changes; also a new training model to be established to ensure highest possible professional standards

Fall/Winter 2011-2012 - SOPs being researched and developed

1 Sept 12 - After extensive review, including consultation with York's Office of the General Counsel and external criminal law counsel, new SOPs were approved by Gary Brewer, VPFA covering the following subjects:

- Security Intervention Model
- Use of Force
- Arrest and Search
- Licensing, Training, and Certification

A complaints SOP is in draft to be in place prior to the new intervention model.

New roles and responsibilities will become official on 20 November 2012

Winter 2014: Complaints SOP in progress.

2.5 Security Services Model

Related to recommendations: 2.4

Recommendation:

In consultation with community members, explore options for developing a security services model that balances community development with enforcement needs.

Theme: Security Services

Recommendation Status: Complete and Ongoing

Action By: CSC; YSS

Comments:

- Security Services model is linked with use of force

2.6 Mixed Gender and Multiethnic Security Teams

Related to recommendations:

Recommendation:

Mixed-gender and multiethnic security teams should be utilized to reflect the diversity of campus constituents.

Theme: Security Services

Recommendation Status: Significantly Advanced

Action By: YSS

Comments:

29 Jul 10 (Rob Kilfoyle)

- YSS staff currently diverse overall
- Attempt to balance squads insofar as possible

Winter 2013: YSS continues to move forward through our hiring and team balance practices and is hopeful to continue on this initiative following our most recent hiring posting.

2.7 Kinsmen Building

Related to recommendations:

Recommendation:

The Kinsmen building and surrounding area should be targeted for security patrols, and the installation of security phones in and around the building.

Theme: Security Services

Recommendation Status: Complete

Action By: YSS

Comments:

- Who currently has ownership of blue phones? (review with Paul Mayol and Steve Dranitsaris)

5 Aug 10 (Steve Dranitsaris) - Blue phones managed by YSS

29 Jul 10 (Rob Kilfoyle):

- Targeted patrols on a single building not most effective allocation of resources, but with increased patrol frequency, all buildings could get better coverage
- TSS ran special goSAFE program to Kinsmen in Sept 2010, with only one person participating
- Kinsmen may not be the best building to hold women's studies courses in; relocation to academic core may be appropriate

Nov / Dec 11 – Meetings held between Rob Castle and School of Social Work student leaders over safety concerns

Jan 2012 – following measures introduced:

- Campus Shuttle to make 2 stops per hour at Kinsmen as extension of Village East route;
- goSAFE patrol to have 6.30pm escort from Vari Hall and to remain in and around Kinsmen during night classes;
- new emergency blue phone to be installed along Chimneystack
- lighting improvements around Kinsmen, in the parking lot to the north, and on the south wall of CUB facing Chimneystack

2.8 TTC Route 196

Related to recommendations:

Recommendation:

YSS should advocate for TTC to change route 196 to provide full service stops along Murray Ross Parkway, Cooke Road, and Pond Road at all times, not just during rush hour. This service should be enhanced to provide late night special request stops for women.

Theme: Security Services

Recommendation Status: Complete

Action By: TSS

Comments:

- TTC has agreed to review route 196 by September
- TTC has agreed to implement measures in January 2011

2.9 Residence Maintenance Orders

Related to recommendations:

Recommendation:

Protocols for maintenance orders to be conducted in resident apartments should be reviewed in consultation with students, in order to protect the privacy and safety of students. Maintenance workers should be screened and trained on violence and harassment prevention.

Theme: Physical Environment

Recommendation Status: Significantly Advanced

Action By: CSBO (Maintenance)

Comments:

4 Feb 11 - At MSC, Richard Francki undertook to review this as part of wider review of maintenance work orders

Summer 2011 - Confirmed that protocols are in place with Housing Staff to ensure privacy and safety for students.

2.10 Emergency Phones

Related to recommendations:

Recommendation:

Emergency phones should be standardized in colour, unit and instructions. Each phone should look the same across campus and instructions and site locations should be in a large print, accessible format.

Theme: Security Services

Recommendation Status: Complete

Action By: CSBO; EDS; VPFA (Project Manager); YSS

Comments:

- All exterior emergency phones at Keele and Glendon are now yellow with blue strobe lights above them. They are at an accessible height that meet international standards, which exceeds provincial standards
- In-class safety phones are standard York phones with two direct outgoing lines: one to Security Control Centre and one to UIT

2.11 Residence Mailrooms

Related to recommendations:

Recommendation:

Mailroom doors in campus apartment buildings should be locked to prevent entrapment and hiding spots.

Theme: Physical Environment

Recommendation Status: Complete

Action By: CSBO (Housing Services)

Comments:

2.12 a. CCTV Staff and Effectiveness

Related to recommendations:

Recommendation:

CCTVs should be adequately staffed by licensed officials.

Theme: Security Services

Recommendation Status: Complete and Ongoing

Action By: VPS; YSS

Comments:

29 Jul 10 (Rob Kilfoyle): 2 licensed student employees monitoring 24/7; reviewing need for these to be licensed

26 Aug 10 (Kevin Wilson): What are our expectations of the program? Deterrent? Investigative?

16 Mar 11 (Rob Kilfoyle): possible review of role and status of CCTV staff

Jan 2014 (Aldo Altomare): review of role and status – no changes are yet contemplated

2.12 b. CCTV Staff and Effectiveness Continued

Related to recommendations:

Recommendation:

Cameras should be reviewed for effectiveness and placed in areas with greatest risk and threats (e.g. parking lots, entry and exit points, collection booths). They must have high-visibility lighting and adequate film storage systems for investigative purposes.

Theme: Security Services

Recommendation Status: Under Review

Action By:

Comments:

29 July 10 (Rob Kilfoyle): Currently 650 CCTV cameras, with 200 deemed “critical”; hourly loop to ensure all 650 working

- YSS to review possibility of revolving 5 year plan for new cameras based on need and risk.

16 Mar 11 (Rob Kilfoyle): Current technology outdated and cumbersome with respect storage – there are dozens of DVRs; these should be upgraded to comply with recommendation; cameras would be converted to IT with one server to save images

Jan 2014 - Major renovation of the William Small Security Services area including the Security Control Centre is moving forward. Equipment upgrading including CCTV monitoring, control and dispatch is part of the upgrade plans. New technologies for better image resolution and retention will be pursued where possible and financially feasible during this remodel.

2.13 goSAFE Dispatchers

Related to recommendations:

Recommendation:

Dispatchers for Campus Shuttle should be better trained to know pick up locations.

Theme: Training

Recommendation Status: Complete and Ongoing

Action By: TSS

Comments:

12 Jul 10 (Nicole Arsenault):

- TSS to review current modules and confirm appropriate info in training modules
- Current training includes pick up locations
- Review recommendation in context of main report
- Map to be redone to better indicate locations and reproduce more accurately in black and white; as well, will emphasize walking escorts to main pick up location available and encouraged

2.14 a. Residence Watch Program Evaluation and Training

Related to recommendations:

Recommendation:

The Residence Watch Program (RWP) should be evaluated to ensure it is effective in meeting the safety needs of campus members.

Theme: Security Services

Recommendation Status: Significantly Advanced

Action By: SCLD; TUSS; VPS

Comments:

29 Jul 10 (Rob Kilfoyle): YSS examining and reviewing

Fall / Winter 11-12 – Residence Watch Officials to receive similar PPE and training as outlined in 2.4 above.

Jan 2014 (Aldo Altomare) – Residence Watch Officials completed PPE and similar training in 2012 and are fully intervention capable.

2.14 b. Residence Watch Program Evaluation and Training Continued

Related to recommendations: 2.14 a.

Recommendation:

RWP Officials should be trained to assume more security-related duties.

Theme: Training

Recommendation Status: Complete

Action By:

Comments:

Summer 2012 - All Residence Watch Officials received the same training as Security personnel and will be issued with the same Personal Protective Equipment on 20 November 2012.

Jan 2014 – Residence Watch Officials completed PPE and similar training in 2012 and are fully intervention capable. RWO have been utilized in intervention capable roles but some Collective agreement restrictions may inhibit full cross utilization at this time

2.15 Residence Watch Officials and Don Roles Defined

Related to recommendations:

Recommendation:

Residence Watch officials, porters and Residence Life Dons should have their roles clarified and coordinated to maximize efficiencies, while enhancing safety in residences.

Theme: Security Services

Recommendation Status: Significantly Advanced

Action By: RES. Life; SCLD; YSS

Comments:

Need to clarify relationship and coordination issues

Summer 2012:

- In response to Residence Safety Report and new Housing Strategy, developed cross functional meetings with Housing, Security, Residence Life, and the new Housing Working Group to review safety issues and develop shared collaborative responses
- Relationship of all involved in residence safety will be an ongoing discussion at monthly meetings.

2013-14:

- Stakeholders identified significant distinctions between roles and these distinctions continue to be integrated into staff training sessions and materials
- Residence Don and Porter job descriptions reviewed on an annual basis
- Additional role clarification and coordination is advanced as new issues/considerations are brought forward (e.g., via cross-functional meetings)

2.16 a. goSAFE Routes, Boundaries, and Vehicle Accessibility

Related to recommendations:

Recommendation:

Routes and boundaries for the Campus Shuttle and goSAFE Programs should be expanded in response to the needs of community members.

Theme: Security Services

Recommendation Status: Complete and Ongoing

Action By: SCLD; TSS; VPS

Comments:

12 Jul 10 (Nicole Arsenaault):

- Small minivans no longer in service
- Currently using 2x24 passenger buses, which loops Keele every 30 minutes
- These buses are not accessible and need to be replaced to ensure accessibility compliance. TSS proposes accessible school bus
- 3 x 42 shuttle buses to Glendon; 2/3 are accessible; these legally allow standing

20 Aug 10 – (Richard Ooi):

- Historically, parking rates increased, in part, to fund goSAFE expansion
- Need to determine balance between budget reductions and safety program

26 Aug 10 (Kevin Wilson): there is particular concern over Glendon

13 Sept 10 - During August, 3 meetings have been held between Rob Castle and goSAFE/Campus Shuttle staff to review nature of operation and impact from Sept 2009 transition from vans to shuttles. Once staff review complete, consultation to occur with student leaders

Oct 2010 – approval received from VPFA to purchase 2 new accessible school buses to replace aging, in accessible vans

21 Oct 10 – consultation meeting with students at Keele campus, outlining concerns and suggestions for service improvement

22 Oct 10 – consultation meeting with students at Glendon, outlining concerns and suggestions for service improvement; other concerns addressed as well.

5 Nov 10 - MSC raised the following issues with respect goSAFE / Campus Shuttle with respect possible modifications to the services:

- There are institutional decisions which need to be made, many of which will require input from the CSC:
- Where does York's responsibility end?

- Do we run a taxi service for students?
- When do safety and personal responsibility intersect?
- How do we get these matters properly discussed?
- How long should buildings remain open? With the library remaining open 24 hours, the university cannot close completely.
- What is the university's responsibility for on versus off campus activities?
- Where should the cost responsibility (i.e. Levies and or contributions)?

Sept 2011 – Campus Shuttle service expanded to include 2 new routes: Village East and Village West which services every residential road in the Village; existing route maintained as Village Express

Sept/Oct 2011 - usage rates increase 87% compared to same period last year

Nov 2011 – 2 new mini-buses delivered to service Village East and West routes

Sept 2012 - Village East and West service improved with earlier start times based on customer input.

Nov 2012 - goSAFE patrols to increase by 20% by Jan 2013 using new staff, but service will improve as much as possible with existing staff immediately.

- Shuttle service being reviewed by 30 Nov 12 looking at Keele service as well as Glendon-Keele shuttle.

Sept 2013 – Addition of 2 golf carts to goSAFE on-campus service to provide faster service and increased capacity.

2.16 b. goSAFE Routes, Boundaries, and Vehicle Accessibility Continued

Related to recommendations: 2.16 a

Recommendation:

Larger vehicles should be used for goSAFE to increase their capacity and reduce wait times. Vans must be accessible for people with disabilities.

Theme: Security Services

Recommendation Status: Complete

Action By:

Comments:

- VanGo services available for Students with Disabilities.
- Larger vehicles purchase addressed in 2.16 a.

2.17 Community Watch Program

Related to recommendations: 2.2

Recommendation:

YSS in consultation with community members should investigate options for setting up a Community Watch Program on campus, to increase surveillance.

Theme: Security Services

Recommendation Status: Under Review

Action By: YSS

Comments:

- Could lead to enhanced community engagement
 - 29 Jul 10 (Rob Kilfoyle):** YSS investigating introducing Crime Stoppers program
 - 16 Mar 11 (Rob Kilfoyle):** Crime Stoppers would require office set up and 2 staff
- Conflated with recommendation 2.2. Further Updates listed under 2.2.

2.18 goSAFE Stops

Related to recommendations:

Recommendation:

Campus Shuttle stops must be well lit and equipped with emergency phones.

Theme: Security Services

Recommendation Status: Significantly Advanced

Action By: SCLD; TUSS; VPS

Comments:

12 Jul 10 (Nicole Arsenault):

- Review blue light status with Paul Mayol
- Some goSAFE stops off campus and beyond York's control
- Under current routing, only on-campus stop right in front of Vari Hall, which is well lit.

Nov 2012 - New emergency Blue Phone being installed in front of Vari Hall adjacent to the Campus Shuttle stop.

2013 – Blue light phones locations listed on campus map.

2.19 goSAFE Schedules Posted

Related to recommendations:

Recommendation:

Campus Shuttle schedules should be posted at stops with wait times of 15 minutes or less.

Theme: Security Services

Recommendation Status: Significantly Advanced

Action By: SCLD; TUSS; VPS

Comments:

12 Jul 10 (Nicole Arsenault):

- Schedule is posted at Vari Hall, main central campus pick up
- 15 minute wait is half current wait; to increase will have budget implications as another bus and driver will be required

Sept 2011- introduction of Village East and West, a shuttle leaves Vari Hall every 20 minutes.

2013 – Routes and stops are posted online and accessible via York U Safety App.

2.20 goSAFE Training in Women's Safety

Related to recommendations:

Recommendation:

goSAFE and Campus Shuttle staff should be trained to understand the roots of women's fear of crime and their safety needs. Staff must be screened prior to hiring.

Theme: Security Services

Recommendation Status: Complete and Ongoing

Action By: CHR; SCLD; TSS; VPS

Comments:

12 Jul 10 (Nicole Arsenault):

- goSAFE is York's walkSafe
- Training modules to be reviewed
- Hiring practices to be reviewed (staff currently are screened and subject to reference and police record checks)

Sep 2011 - New internal Human Rights training module developed in consultation with Centre for Human Rights and trained out to all existing goSAFE staff as well as all future staff

Jan 2013 - All goSAFE staff provided refresher training by Centre for Human Rights

May 2013 - Specialized training session on sexual harassment awareness provided to goSAFE staff by Centre for Human Rights

Sept 2013 - Refresher Human Rights training provided for all existing and incoming goSAFE staff by Centre for Human Rights

Sept 2013 - Full police background check requirement implemented for all incoming applicants

2.21 goSAFE Teams Mixed Gender

Related to recommendations:

Recommendation:

goSAFE staff should be escort students in mixed gender pairs – one man and one woman.

Theme: Security Services

Recommendation Status: Significantly Advanced

Action By: TSS

Comments:

12 Jul 10 (Nicole Arsenault)

Issues:

- Logistics (how guarantee gender pairing?)(may be “where possible” or will “make every possible effort”
- Collective agreement
- Seniority of staff for scheduling
- TSS will review with CHR

Sept 2013 - Successful recruitment effort made to recruit more female applicants to better be able service this recommendation

Ongoing

- Current goal is to do so whenever possible - logistical challenges prevent guaranteeing the service (ie. Sick calls, bookoffs, seniority via Collective Agreement)
- goSAFE will also do its best to accommodate any specialized requests (male-male, male-female or female-female)

2.22 Security Patrol Frequency

Related to recommendations: 2.1

Recommendation:

The frequency of security patrols across campus should be increased in strategic areas.

Theme: Security Services

Recommendation Status: Under Review

Action By: YSS

Comments:

- Particular attention to orientation and pub nights

29 Jul 10 (Rob Kilfoyle): YSS reviewing process around security assessments to establish clearly defined roles and responsibilities

2014 (Aldo Altomare)– 6 new Security Officials are being hired and added to the total staffing complement during the month of Jan/Feb 2014. Additionally, Management is striving on implementing new methodologies for personnel deployment that will improve staffing during peak periods of campus activity. This includes adding an additional shift covering the peak periods of campus activity Mon-Fri. When implemented, this initiative will drastically improve Security Official visibility while enabling a more proactive intelligence led crime reduction activity model. We are targeting for early to mid-part of 2014 for implementation.

2.23 Emergency Messaging

Related to recommendations: 2.30

Recommendation:

Implement multiple ways of sharing information about security incidents and emergency situations, such as email, text messaging, and LCD screens following consultation with the campus community on the best methods of communication.

Theme: Security Services

Recommendation Status: Complete and Ongoing

Action By: VPFA (Senior Advisor); YSS

Comments:

- Under review with Rob Castle, Rob Kilfoyle, Katherine Branton

Fall/Winter 2010-2011 - Pilot project for campus wide public address system

Summer 2011 – Pilot project brought on line for PA system in Ross Building and HNES

Fall 2011 - approval from Board of Governors (BoG) to proceed with campus wide installation of PA system over next 3-4 years with budget of approximately \$3-4 million

- Funding available (\$250,000) to expand LCD screens by 25 at Keele campus; RFP in draft; reviewing integration with other stand alone systems

Summer 2012 - 44 new LCDs install (25 in academic buildings and 19 in residences)

Fall 2012 - New Security Bulletin Protocol in place; all Security Bulletins will now be emailed to all students, faculty, and staff. Posted on the student, faculty, and staff webpages.

- Inventory of existing emergency messaging tools complete; analysis underway with Emergency Communications Working Group, with current focus on text messaging and possible smartphone application.

2013–2014 – Investigation underway to utilize push notifications for emergency situations via the York U Safety App.

2.24 Emergency Plan Review

Related to recommendations:

Recommendation:

The Emergency Preparedness Plan (EPP) should be reviewed at least every two years to keep it current.

Theme: Security Services

Recommendation Status: Complete and Ongoing

Action By: EP

Comments:

28 Jul 10 (Kathy Branton)

- York's ERP is EPP – Emergency Preparedness Plan
- Annual reviews are the norm, following the spirit of the Emergency Management and Civil Protection Act
- EPAC (Emerg. Preparedness Advisory Council) helps disseminate information, meets quarterly, reviews EP changes and forwards substantive changes to PVP for approval

2.25 Emergency Preparedness Exercises

Related to recommendations:

Recommendation:

To be prepared for emergency situations, the University must engage students, faculty and staff in emergency preparedness exercises on a regular basis.

Theme: Security Services

Recommendation Status: Significantly Advanced

Action By: EP; YSS

Comments:

28 Jul 10 (Kathy Branton)

- Unlikely that full scale exercise is possible within 12 months; plans to be developed for smaller, unit based exercises, building toward campus wide; unit exercises to occur once local sub-plans completed and are to be run as “table top” exercises, followed by debriefs; functional exercises are the next step.
- Daycares performed complete evacuation exercises 2 years ago
- Lock down training has been initiated based on protocols used by TPS as established by Ontario Assoc. of Chiefs of Police; limited training started in June with a few units

11 Aug 10 - Lock down training and video scheduled to be reviewed by VPFA

Fall 2010 – Two campus evacuations tested the current system. The first evacuation did not result in activation of the Emergency Plan, while the second did. A debrief was held for the first, while one is planned for the second. Information from those debriefs will help inform modifications to the Emergency Plan, which is structured potentially to change with each major emergency event.

Spring 2012 - New staff training position approved and hired; position to develop training programs and exercises for community; Initial senior "table top" exercise planned for Dec 2012.

2.26 Emergency Plan Training

Related to recommendations: 2.25

Recommendation:

YSS must conduct regular training on the EPP and practice emergency plans in partnership with local police, students, staff and faculty.

Theme: Training

Recommendation Status: Significantly Advanced

Action By: EP; YSS

Comments:

- For Updates see 2.25.

2.27 Violent Threat Response Team

Related to recommendations: 1.13

Recommendation:

York must continue to maintain a multidisciplinary team to assess and respond to threats and incidents of violence and harassment as they arise.

Theme: Security Services

Recommendation Status: Significantly Advanced

Action By: YSS

Comments:

29 Jul 10 (Rob Kilfoyle)

- YSS has initiated Violence/Threat Risk assessment with Kevin Cameron; first stage training held 23 June 2010
- Risk Assessment committee to be create to develop protocol
- YSS will coordinate with Students at Risk Committee to ensure integration and avoid duplication

Dec 2011 – Level 2 VTRA training for those who took Level 1 in July 2010; Level 1 training for expanded participant base; some 225 staff now trained

Fall 2012 - VTRA protocol being drafted, which will allow, among other things, York to share info with other institutions such as school boards.

2.28 Crime Prevention Through Environmental Design (CPTED) Annual Reviews

Related to recommendations:

Recommendation:

YSS, in partnership with CSC, must conduct annual CPTED risk and safety assessments, with specific attention on areas of risk in relation to sexual violence, hate incidents and harassment.

Theme: Physical Environment

Recommendation Status: Under Review

Action By: CRCP; YSS

Comments:

29 Jul 10 (Rob Kilfoyle)

- Once sufficient number of staff are CPTED trained, buildings will be prioritized for audits; audits to become regularized
- Community Relations Officials (CROs) most likely the personnel to be fully trained with some limited training for SOs so they are able to identify things while on patrol

Nov 2010 – CSC members volunteered to participate in CPTED.

2.29 Emergency Mass Alert Notifications

Related to recommendations: 2.23

Recommendation:

YSS must continue to build and enhance York's mass alert notification system to achieve e-mail and text messaging capability to communicate emergencies and campus-wide alerts.

Theme: Security Services

Recommendation Status: Complete and Ongoing

Action By: VPFA (Senior Advisor); YSS

Comments:

- Review currently underway: new SOP required for emergency messaging, as well as investigation into email, text, and other forms of mass notification systems to ensure built-in redundancies
- Pilot project with emergency PA system in development for 2 buildings (Ross and HNS)

Fall 2011 – Mass Notification working group in place; reviewed current inventory of technologies and systems

- Registrar's Office has put in place an email notification system which allows an excellent level of focused announcement to entire student body, or segments thereof
- See 2.23

2.30 Emergency Communication Training

Related to recommendations:

Recommendation: 2.23, 2.24, 2.25, 2.26

YSS must orient and train students, faculty and staff about York's mass notification and alert systems. Training must clarify roles and responsibilities of students, staff and faculty in emergencies.

Theme: Training

Recommendation Status: Under Review

Action By: VPFA (Senior Advisor); YSS

Comments:

- Part of emergency plan review and messaging.

2.31 Defensible Space

Related to recommendations:

Recommendation:

In partnership with the police and YSS, defensible space should be created with clear definition, differentiation and separation of public, private and semi-private spaces so that all spaces are clearly defined and adequately protected in terms of use and ownership.

Theme: Physical Environment

Recommendation Status: No Status

Action By:

Comments:

2.32 Working Alone Program

Related to recommendations:

Recommendation:

Why Work Alone and Working Alone Programs should be synchronized for efficiency.

Theme: Security Services

Recommendation Status: Significantly Advanced

Action By: DOHS; TSS

Comments:

- Check with Nicole Arsenault
- Awareness campaign needed

21 Nov. 2012 - status changed from No Status to Under Review. Comments from Pat Yu:

- The "Working Alone Program" (http://www.yorku.ca/dohs/documents/Working_Alone_Program_2011.pdf) is a joint program developed by DOHS and Security Services. This program is reviewed every two years in consultation with the Joint Health and Safety Committees. Both DOHS and Security representatives are involved in this review. In the program, the Security's Why Work Alone program, goSafe etc. are also included as safety measures for working alone. The Program is due for review again in 2013 in which DOHS and Nicole Arsenault will participate.
- June 2011 the University's Working Alone Program has been reviewed and Why Work Alone Program has been included as part of the Program. DOHS and TSS (Nicole Arsenault) will work on developing awareness campaign in 2013.

3.0 Physical Environment

3.1 a. Review Lighting Program

Related to recommendations:

Recommendation:

Review and strengthen the multi-year lighting program to incorporate environmentally friendly white light.

Theme: Physical Environment

Recommendation Status: Complete and Ongoing

Action By: CSBO (Maintenance)

Comments:

6 Aug 10 (Steve Sicluna): Working with consultant to review all lighting

Fall 2012 - new LED white light fixtures now standard for upgrades

3.1 b. Review Lighting Program Continued

Related to recommendations:

Recommendation:

Creating well-lit common pathways to targeted buildings on campus.

Theme: Physical Environment

Recommendation Status: Significantly Advanced

Action By: EDS

Comments:

6 Aug 10 (Steve Sicluna):

- Investigating, and trying to avoid patchwork
- Budget resource issue
- Much of the original wiring is aging and needs replacing, often without notice, which impacts budget.
- Maintains an ongoing priority list, which needs to be developed into a rolling multi-year plan
- Work is prioritized by balancing between identified existing conditions and obsolescence of infrastructure

18 Mar 11 (Steve Sicluna): Current improvements include Founders Road – Farqurson – Stedman

Fall 2011 - New lighting projects supported by \$200,000 from METRAC including new poles or wall packs at:

- Bethune Residence
- Calumet Parking lot, north side
- Walkway between Ian Macdonald and Calumet
- Vanier Circle
- Tait Mackenzie, north side
- Founders college court yard
- Winters Residence south east
- Kinsmen exterior walls
- Lumbers Building, east side

Fall 2012:

- Lights around Kinsmen
- Lights around PRB
- Osgoode Field Project (ongoing)
- South side Accolade East

- Lights around Bethune Res
- Pathway north side of Tait
- Pathway northwest of Calumet College
- Calumet College parking lot
- Pathway North of Founders Res
- Parking lot south of PRB on Chimneystack Rd
- Replaced 35 rusting steel poles with Aluminum poles
- Lights for two upper parking lots/Roadway at Glendon
- Lights by and in Rose Garden at Glendon
- New feeds for Tennis Court Lights Glendon

Fall 2013:

- Osgoode Field and south entrance to Osgoode
- Road and pathways leading to York Stadium
- New poles on the north west corner of TEL
- New poles by Ross and HNES
- New pole by Stong Dock
- New poles by the pond in the Common
- New poles in Vanier parking lot
- In total, 29 new poles and 6 upgrades poles.

Work In Progress

- Roadway into Sherman Life Sciences and the Assinboine Residences.

3.1 c. Review Lighting Program Continued

Related to recommendations:

Recommendation:

Reducing darkness of the perimeter of the Keele campus and lower Glendon campus.

Theme: Physical Environment

Recommendation Status: Under Review

Action By: EDS

Comments:

6 Aug 10 (Steve Sicluna) - Need to review with Sinclair Ammon & Bob Smith

18 Mar 11 (Steve Sicluna) - Further discussions required to determine scope of issue

3.1 d. Review Lighting Program Continued

Related to recommendations: 3.1 b.

Recommendation:

Addressing light deficiencies in and around the Kinsmen Bldg.

Theme: Physical Environment

Recommendation Status: Complete and Ongoing

Action By: EDS

Comments:

Winter 2012 - wall packs added on south of Central Utilities to illuminate copse of pine trees; fixtures upgraded in parking lot

Summer 2012 - upgraded wall packs on exterior of Kinsmen

3.1 e. Review Lighting Program Continued

Related to recommendations: 3.1 b.

Recommendation:

Improving lighting in the vicinity of the Observatory, in consultation with Observatory staff and campus users who frequent the area at night.

Theme: Physical Environment

Recommendation Status: No Status

Action By: EDS

Comments:

- Need to review with Paul Delaney

3.2 Annual CPTED of Exterior Lighting

Related to recommendations:

Recommendation:

Conduct annual CPTED audits of exterior lighting as part of the multi-year lighting plan.

Theme: Physical Environment

Recommendation Status: Significantly Advanced

Action By: CRCP; YSS

Comments:

- CPTED reviews ongoing through YSS; these reviews establish lighting priority list along with comments received from members of the community.

3.3 User Feedback (including safety audit walkabouts)

Related to recommendations:

Recommendation:

Develop clear processes and procedures to solicit feedback from campus users, including annual Campus Safety Audit walkabouts. This should be a standing agenda item for the Community Safety Council.

Theme: Culture of Safety

Recommendation Status: Complete and Ongoing

Action By: CRCP; YSS

Comments:

- Annual campus light tour was open to all community members and advertised widely.
18 Mar 11 (Steve Sicluna): Previously overseen by SAC; need to determine ownership of lighting tour and/or requirement given new management procedures on lighting.
Oct 2012 - Ownership of lighting tour now with CSC. Campus lighting tour set for 15 Nov 12; Invitations being sent out.
15 Nov 12 – Annual lighting tour occurred.
12 Nov 13 – Annual lighting tour took place following CSC Open Forum.
- Community members are encouraged to report lighting outages and feedback about lighting via lightout@yorku.ca or the York U Safety App.

3.4 Automatic Exterior Lighting

Related to recommendations:

Recommendation:

Install lights that automatically turn on at dusk and turn off at dawn to illuminate outdoor areas such as parking lots, walkways and sidewalks.

Theme: Physical Environment

Recommendation Status: Complete and Ongoing

Action By: CSBO; EDS

Comments:

6 Aug 10 (Steve Sicluna):

- All street and parking lot lights are part of the METASYS system, which programs on/off
- Is controlled seasonally to reflect daylight conditions.

3.5 Exterior Lighting Upgrade

Related to recommendations: 3.1

Recommendation:

Dedicate funding and resources within Facilities Services to upgrade outdoor lighting at Keele and Glendon.

Theme: Physical Environment

Recommendation Status: Significantly Advanced

Action By: CSBO (Maintenance)

Comments:

6 Aug 10 (Steve Sicluna) - Need to develop formal plan to reflect areas of concern and infrastructure improvements

18 Mar 11 : See 3.1(b) allocations

3.6 Washroom Lighting

Related to recommendations:

Recommendation:

Continue to replace switch-operated lights with key-operated lights in washrooms.

Theme: Physical Environment

Recommendation Status: Complete and Ongoing

Action By:

Comments:

6 Aug 10 (Steve Sicluna) - 90% of multi-use washrooms have already been changed over

3.7 Light Replacement Program

Related to recommendations:

Recommendation:

Continue regular, timely maintenance of lights to reach target of only 100 burned out lights per week or better. (This refers to exterior lighting)

Theme: Physical Environment

Recommendation Status: Complete and Ongoing

Action By: CSBO (Maintenance)

Comments:

6 Aug 10 (Steve Sicluna) - Of the current 4,000 exterior lights, on average 150 or 3.75% are burnt out. CSBO is working toward the goal of 100 or 2.5%

18 Mar 11 (Steve Sicluna)- new monitoring data base developed by goSAFE manager, Dan Smith now in place and proving effective; average outage currently at 114, down from 150.

Jan 2012 – only 44 lights burnt out on campus; lowest total in 10 years

2012 - Continue to average 100 or less burnt out lights.

2013 – Continued commitment to keep light outages below 100. Slightly higher average this year due to construction related damage.

3.8 Interior Lighting Standards

Related to recommendations:

Recommendation:

Develop a corporate standard for interior lighting (e.g. for buildings, hallways, stairways, exits). Audit interior lighting as part of the multiyear lighting plan.

Theme: Physical Environment

Recommendation Status: Significantly Advanced

Action By: CSBO; EDS

Comments:

6 Aug 10 (Steve Sicluna)

- Older buildings were built under earlier building codes with different standards.
- Standardized fixtures (energy efficient) being developed within scope of MCW energy audit.

3.9 Signage Upgrades and Replacement

Related to recommendations:

Recommendation:

In consultation with community members, continue to identify and replace outdated, inaccurate and vandalized signs. Access community input with respect to readability and usefulness of signs. Review in annual audits, informed by persons with disabilities and using an intersectional and gender lens.

Theme: Physical Environment, Signage

Recommendation Status: Significantly Advanced

Action By: CSBO; EDS

Comments:

- Ongoing process by CSBO
- Program to replace old signs and develop new ones
- All spaces receive signs
- Paul Mayol is developing “sign plan”. All York buildings have been audited and there is a complete understanding of new signs required. Plan will create budget and priorities.
- All renovated spaces get upgraded signs, but not entire building at the same time, which can lead to a patchwork, which will be corrected over time as the plan is rolled out.
- All interior and exterior signs are designed to meet standards with respect to disabilities
- FT staff in place (Andrew Ngui) dedicated to interior sign development

Fall 2012 - Amy Poon new FT staff in place dedicated to interior signs

- Reviewed with Paul Mayol:
- need institutional framework for replacement
- goSAFE could maintain inventory
- VPFA assigns funds for external / internal signs over and above capital budget.

Fall 2013:

- Dedicated staff in CSBO monitoring and replacing interior and exterior signs
- Budget assigned for ongoing maintenance

3.10 Directorial Signs Around Kinsmen

Related to recommendations:

Recommendation:

Install directional signage in the area around the Kinsmen Building.

Theme: Physical Environment, Signage

Recommendation Status: Complete

Action By: CSBO

Comments:

- Fall 2012 - Complete with recent renovations.

3.11 Signage Program Implementation

Related to recommendations: 3.9

Recommendation:

Continue to implement the signage program.

Theme: Physical Environment, Signage

Recommendation Status: Significantly Advanced

Action By: CSBO

Comments:

- More than half of campus buildings have met the building sign standard
- Time frame is achievable and may be advanced

Summer 2013:

- Inventory undertaken. All exterior signs have been updated at both Keele and Glendon campuses.
- Updating of interior signs still in progress. Working through inventory as funds become available to update.

3.12 Signage Audit (Re: Foliage and Lighting)

Related to recommendations:

Recommendation:

Audit signage and ensure foliage and lighting levels do not obscure the readability of signs.

Theme: Physical Environment, Signage

Recommendation Status: Significantly Advanced

Action By: CSBO (Grounds)

Comments:

- Review standards with respect to CPTED.

3.13 Interior Directional Signs

Related to recommendations:

Recommendation:

Install a consistent directional signage system in each building and on each floor. It includes a directory of services; accessible and non-accessible entranceways; directional signs to services, elevators and washrooms; room numbers; and information for emergency assistance.

Theme: Physical Environment, Signage

Recommendation Status: Significantly Advanced

Action By: CSBO; VPFA (Project Manager)

Comments:

- Rolling out standard wayfinding signs, ensuring all buildings meet standard
- Individual floor plans indicate accessible doorways
- New campus map will show all accessible entrance doors on campus

5 Sept 12: (Paul Mayol) - 95% of buildings have building directories

Winter 2014: All floors include Fire Maps which include emergency information.

3.14 Building Hours

Related to recommendations:

Recommendation:

Install signs to indicate hours of operation in all buildings.

Theme: Physical Environment, Signage

Recommendation Status: Complete and Ongoing

Action By: CSBO; VPFA

Comments:

- Currently, only internal building suites may have hours of operation signs
- Buildings do not have a general standard
- More investigation is required

Fall 2011 – Buildings with defined hours of operations identified; signs being developed

28 Mar 12 - CSC reviewed plans and supported proposal

Fall 2012 - Building Hours of Operations signs have been installed in all Fine Arts buildings thus far. Detailed plan developed identifying specific exit doors in every academic and administrative building at the Keele campus which have specific hours of operation. These buildings will receive a business hours of operation sign. Roll out targetted over the Winter.

2013 / 2014 –Buildings not designated at 24/7 have building hours listed. Notices have also been introduced into some buildings to inform community members of the changes and to reduce the propping open of doors.

3.15 Directional Signs to Include Security

Related to recommendations:

Recommendation:

Ensure that key areas such as security services are identified on directional signage.

Theme: Physical Environment, Signage

Recommendation Status: Significantly Advanced

Action By: CSBO

Comments:

- Wayfinding maps around campus include YSS office
- Many external directional signs refer to YSS

Fall 2012 - investigate a specially marked YSS blade (ex. red blade)

- More signs needed since not all markers have a YSS blade

Fall 2013 – all signs on campus walk include YSS blade.

3.16 Security Signs in Washrooms

Related to recommendations:

Recommendation:

Install display signs for how to contact security in case of an emergency, in all washrooms.

Theme: Physical Environment, Signage

Recommendation Status: Under Review

Action By: CSBO

Comments:

- No program currently in place

Sept 2012 - Amy Poon to look into creating a template

3.17 Floor Plans on Signs in All Buildings

Related to recommendations:

Recommendation:

Install floor plans on each floor and provide directions to stairwells and emergency exits in residences.

Theme: Physical Environment, Signage

Recommendation Status: Complete and Ongoing

Action By: CSBO

Comments:

- Part of signage program
- Building code requirement

Sept 2012 - Paul Mayol to check with Ken Wong if we can add any other details example, emergency phone

Fall 2013 – Fire Map signs located on every floor near stairwells and elevator lobbies. Security's number is also included.

3.18 New Security Sign at William Small

Related to recommendations:

Recommendation:

Replace the security services sign at the reporting window in the William Small Centre.

Theme: Physical Environment, Signage

Recommendation Status: Significantly Advanced

Action By: CSBO; YSS

Comments:

6 Aug 10 (Steve Sicluna) - Project currently underway to revamp SCC entrance; there is no effective signage either on exterior of building

Sept 2012 - Amy Poon developed some sign examples and design ideas for the outside of the security entrance.

Winter 2014: New signage ready and to be installed in Spring 2014

3.19 Emergency Procedures Posted in All Classrooms

Related to recommendations:

Recommendation:

Install Emergency Procedures signs in all classrooms.

Theme: Physical Environment, Signage

Recommendation Status: Significantly Advanced

Action By: CSBO; EP; VPFA (Senior Advisor)

Comments:

- Large classrooms and lecture halls completed 2 years ago; smaller seminar classrooms yet to be done.

Sept 2012 (email from Paul Mayol) - approximately \$120,000 to outfit all classrooms with Emergency signage.

3.20 Standardized Emergency Procedures Signs

Related to recommendations:

Recommendation:

Install standardized emergency assistance signs in buildings and departments. They should provide details of what a person can do when they feel threatened in cases of assault or other emergencies.

Theme: Physical Environment, Signage

Recommendation Status: Under Review

Action By: CSBO; EP; VPFA (Senior Advisor)

Comments:

- Review the project status with Steve Dranitsaris and Paul Mayol

3.21 Emergency Signage

Related to recommendations: 3.20

Recommendation:

Install clear signs that can be easily spotted in panic situations to indicate where safety measures or escape routes exist (e.g. emergency phone locations, emergency exits).

Theme: Physical Environment, Signage

Recommendation Status: Significantly Advanced

Action By: CSBO; EP; VPFA (Senior Advisor)

Comments:

- Part of safety phone program in classroom / emergency phones
- Classroom signs
- Emergency Preparedness
- These are building code requirements which are met

Winter 2014:

- Exterior emergency phones are painted yellow with the blue light on top
- Interior emergency/safety phones in hallways are marked with sign above phone
- Fire Maps include exits and Security's phone number
- Classroom phones are not marked

3.22 Safety Mirrors

Related to recommendations:

Recommendation:

Install safety mirrors in all areas where there is: a turn where one cannot see ahead; and an obstruction that interrupts a line of sight within 25 metres or creates an area where someone can hide.

Theme: Physical Environment, Sightlines

Recommendation Status: Under Review

Action By: CSBO; EDS; YSS

Comments:

6 Aug 10 (Steve Sicluna):

- YSS should identify, CSBO can install
- Large cost for maintenance because of damage and replacement

18 Mar 11 (Steve Sicluna):

- Survey to be undertaken for locations
- Cost estimate based on survey
- Ongoing maintenance / replacement then to be estimated

3.23 Landscaping

Related to recommendations:

Recommendation:

Review landscaping plans to improve sightlines and eliminate hiding places.

Theme: Physical Environment, Sightlines

Recommendation Status: Significantly Advanced

Action By: CSBO (Grounds)

Comments:

3.24 Foliage Audits

Related to recommendations:

Recommendation:

Conduct regular audits to ensure that foliage is properly maintained. Audits must use an intersectional and gendered lens and document findings.

Theme: Physical Environment, Sightlines

Recommendation Status: Significantly Advanced

Action By: CSBO (Grounds)

Comments:

3.25 Property Maintenance

Related to recommendations:

Recommendation:

Continue with a high standard of property maintenance.

Theme: Physical Environment, Maintenance

Recommendation Status: Complete and Ongoing

Action By: CSBO (Maintenance)

Comments:

3.26 Garbage Removal

Related to recommendations:

Recommendation:

Continue to remove garbage in high-traffic areas frequently so these areas are maintained throughout the day and evenings.

Theme: Physical Environment, Maintenance

Recommendation Status: Complete and Ongoing

Action By: CSBO (Maintenance)

Comments:

3.27 Accessibility Audits

Related to recommendations:

Recommendation:

Carry-out accessibility audits of buildings to determine which are not fully accessible and create a university-wide Accessibility Plan for access conversion. Ensure stakeholders are involved in designing, implementing, monitoring and evaluating the plan.

Theme: Physical Environment, Accessibility

Recommendation Status: Under Review

Action By: Access York; CSBO; EDS; OPD

Comments:

Fall 2012 - Responding to request from YFS, an Accessibility Audit Working Group has been set up; investigating possibility of holistic accessibility audit.

Winter 2014: Progress has been made in the creation of a site wide accessibility plan in a few key areas, including establishing baseline conditions in campus washrooms, and making certain high priority improvements; engaging community stakeholders through a survey and focus groups, and; hiring third party experts to commence building accessibility audits, starting with all campus housing.

Background:

Historically, buildings at both Keele and Glendon have been developed according to different versions of the Ontario Building Code, depending on the age of the building and which Code and set of standards was in effect at the time. This has resulted in inconsistencies as far as conditions as they relate to accessibility, since accessibility standards were introduced in 1975. A building specific conditions assessment is required for each building to identify barriers, as well as priorities, so that the most important work can be addressed first, with other work phased over a reasonable time frame. Priorities must take into account health and safety, as well as community input, and availability of required resources.

During 2011/12, CSBO worked with Access York and IRIS in the development of an extensive community survey. Also, during 2012 and 2013, the Office of Vice President Finance and Administration organized working sessions with staff and students from across the university to explore increasing accessibility on campus. Members of the YFS Accessibility Audit Working Group were present. The purpose of the meetings was to identify common goals and explore ways to work together; attendees were invited to work with other students and community group members on Access York, and specifically the working group on Accessing the Built Environment.

IRIS undertook the task of polling community members on the identification of built environment barriers and the views on priority changes. During Feb and March of 2012, stations were set up on both campuses and student volunteers and staff solicited participation in the survey. The survey was also available on line and two semi-structured focus groups were set up with the assistance of faculty associated with Access York.

During this time CSBO also focused on assessing conditions within buildings, focusing in on washrooms and more recently, on campus housing. Washroom upgrades to increase accessibility were made as part of related space renovations, and separate washroom upgrades for accessibility improvements were completed in Vari Hall, the Ross Building, Founders, McLaughlin College and Glendon Library. Plans are underway for Scott Library washroom renovations to increase accessibility. Provincial delay in finalizing the AODA Built Environment Standards, and effecting changes in the Ontario Building Code Barrier Free provisions, has finally resulted in the establishment of a new set of accessibility standards for buildings with the publication of O Reg 368/13.

York is already proceeding with building audits to identify barriers and will seek to make improvements based on the new standard, and based in part on community input and professional subject matter expertise. A Request for Proposals was concluded in late 2013 culminating in the selection of consultants who specialize in building accessibility. These subject matter experts will undertake detailed accessibility audits in all of the 17 residential buildings on both campuses during the first half of 2014. This will result in building specific reports, each identifying barriers, together with a recommended plan for remedies, priorities, a plan for phased improvements and an estimate of costs. These accessibility audits and reports will help establish an effective format for undertaking the more complex task of auditing academic buildings.

Community consultation is expected to continue during 2014, as work proceeds on creating campus accessibility plans.

3.28 Accessibility Plan and Safety Audits

Related to recommendations: 3.27

Recommendation:

Follow-up on the accessibility plan with safety audits using an intersectional and gendered lens.

Theme: Physical Environment, Accessibility

Recommendation Status: Review Pending

Action By: CSBO; EDS; OPD

Comments:

3.29 Snow and Ice Removal

Related to recommendations:

Recommendation:

Ensure that Grounds, Fleet and Waste Management clear snow and ice from high traffic spaces.
Consider putting in place procedures for users to report areas in need of maintenance.

Theme: Physical Environment, Accessibility

Recommendation Status: Significantly Advanced

Action By:

Comments:

- Community Members can report grounds and maintenance issues to extension 22401

3.30 Review Safety Programs for Accessibility

Related to recommendations: 3.27

Recommendation:

Review safety programs to ensure they are accessible for people with disabilities. Ensure Counselling and Disabilities Services, the Access York Advisory Committee and other stakeholders are included in the review.

Theme: Physical Environment, Accessibility

Recommendation Status: Review Pending

Action By: Access York; CSBO; EDS; CDS

Comments: