

Date: February 9, 2023, 1:00 – 2:30pm MT

Location: Google Meet

Name	Position	Present
Arleen Gallo	AVP, Human Resources (Employer Co-chair)	<input checked="" type="checkbox"/>
Amy McCarthy	MRSA representative	<input checked="" type="checkbox"/>
Cheryl Kean	Exempt Representative	<input checked="" type="checkbox"/>
Crystal Koch	VP, MRSA (Employee Co-chair)	<input checked="" type="checkbox"/>
Curtis Lang	Manager, Financial Reporting & Accounting Ops	<input checked="" type="checkbox"/>
Helena Myllykoski	MRFA representative	<input type="checkbox"/>
Joe Frazao	MRSA representative	<input checked="" type="checkbox"/>
Mark Keller	Director, Residence Services	<input checked="" type="checkbox"/>
Maureen Evans	Manager, Student Systems & Communications	<input checked="" type="checkbox"/>
Milena Radzikowska	MRFA representative	<input checked="" type="checkbox"/>
Robert Siklodi	Manager, EH&S	<input checked="" type="checkbox"/>
Scharie Tavcer	MRFA representative	<input checked="" type="checkbox"/>
Guests to JOHSC: Chris Rogerson; Gender Based Violence Policy & Procedure		

Meeting Minutes

Items & Topics	
1	<p>1. Approvals</p> <p>The previous meeting minutes were approved.</p>
Action Items:	
Post December meeting minutes on website	
2	<p>New Business</p> <p>2.1 Chris Rogerson - GBV policy review</p> <ul style="list-style-type: none"> • Slideshow presentation with post secondary data. <p>Questions & Answers:</p> <ul style="list-style-type: none"> • Lack of prevention in the document? Mandatory training?

	<ul style="list-style-type: none"> ● Alberta is one of the provinces where this is not required, just encouraged. Responsiveness to training - if we do well in reporting, success in the policy, better education equals greater response. ● We need to report and make these public and available. Very aware the nature of the issue doesn't directly affect MRU. We may get historical data. Work with JOHSC to help with communication to the community. ● Is mis-gendering not a form of gender based violence? yes, reviewing and seeking professional expertise. ● Policies - in MRU and no search function, is there another function for feedback. ● Within the Policy - power imbalance with people on campus - can this be verbalized in the policy? Conversation with GBV experts and looking at putting it in the overview section and is already actioned. ● Disclosure and reporting for students and employees to be separate. ● How to deal with rejection, relationships, consent etc. workshops and training available. ● What about training for those who receive? - Reach out to Policy agents for more information on training. ● Toolkit in link for dating domestic and sexual violence but also around mental health resources.
3	<p>Previous Business</p> <p>3.1 Review of current Respiratory illness protocols (Covid-19) for gaps.</p> <ul style="list-style-type: none"> ● Has not been re-visited HSE Manager will have by end of day monday next week. <p>3.2 Resolver update, Security incident reporting and disposition by JOHSC</p> <ul style="list-style-type: none"> ● IS Resolver working? - no issue with Resolver, security had issues with information going missing. Mis-communication of reporting. ● Is the CSO looking at different or new programs outside of Resolver? ● Can remove this item for the next meeting. <p>3.3 JOHSC process and procedure documentation project (Document attached to Agenda)</p> <ul style="list-style-type: none"> ● Hazard Assessment Protocol and Procedure draft complete, test piloted in HR. ● Maybe 30 minutes or so each meeting to review these items? ● Inspections from S&T put into the JOHSC drive for review <p>3.4 Action plan summary (Document attached to Agenda)</p> <ul style="list-style-type: none"> ● The new Exempt employee will need the JOHSC training. <p>3.5 Update on external lawyer questions</p> <ul style="list-style-type: none"> ● Confirmed these will sent to Senior Executive

Action Items:	
External Lawyer questions to be sent to General Counsel and University Secretary.	
4	<p>Incidents</p> <p>4.0</p> <p>4.1 EHS</p> <ul style="list-style-type: none"> ● 14 incidents, 3 slips, 3 rec, 3 hazardous conditions. ● workplace injuries - work positioning, avoidable injury - rushing. ● a student fell while in a climbing class - missed their clip. ● student fall on an icy path ● student visitor- interpersonal incidents, injury during soccer game ● screws protruding in AV cabinets, nose bleed in exam, uncleared walkways, high levels of CO2 in a classroom. HVAC system has the ability to detect in certain areas. ● chair fell into a chair hole <p>4.2 Security (Report attached to Agenda)</p> <ul style="list-style-type: none"> ● 90 since december, 41 safety related, 17 others ● Naked man- one incident, police were involved- latest incident was not a naked man and was dealt with that evening. The naked man is getting more press than necessary. Asking to report to security and not on social media. Encourage people to report it in the right place (security or MRU now app. ● Reach out to MarComm for better communication. ● BOps closed down change rooms each year, changing process - ladies felt there was no problem changing in front of building operations and made them feel uncomfortable. Complete shutdown of the changerooms. ● lack Gender neutral change rooms around rec is an issue? <p>4.3 HR (violence and harassment)</p> <ul style="list-style-type: none"> ● Updated violence and harassment claims. <p>5. Reports</p> <p>VH training - 1200 or so roughly 80%.</p>
Action Items:	