



BOARD OF GOVERNORS

NOTICE OF MEETING

April 9, 2025

The Agenda and documents for the Open Session meeting of the Board of Governors of Concordia University to be held on Wednesday, April 16, 2025, are now posted on the [Board webpage](#).

Please note that while there is an Open Session, only Governors, resources and invited guests will be admitted to the meeting.

Members of the University community who wish to view the meeting are invited to go to the observers' room EV 2.301, Located on Floor 2 of the Engineering, Computer Science, and Visual Arts Integrated Complex.

Karan Singh
Secretary of the Board of Governors



**AGENDA OF THE MEETING
OF THE OPEN SESSION OF THE BOARD OF GOVERNORS**

Wednesday, April 16, 2025 at 4 p.m.
Room GM 410 (Board of Governors meeting room)
SGW Campus

Time	Item	Presenter(s)	Action
4:00 p.m.	1. Call to order	H. Antoniou	
	1.1 Approval of the Agenda	H. Antoniou	Approval

CONSENT AGENDA

2.	Approval of February 6, 2025 Minutes		Approval
3.	Use of Concordia's Name (Document BG-2025-2-D1)		Approval
4.	Collection of graduate student fees (Document BG-2025-2-D2)		Approval
5.	Finance Committee recommendations: Approval of fees:		Approval
5.1	Administrative Fee (Document BG-2025-2-D3)		
5.2	Technology Infrastructure Fee (Document BG-2025-2-D4)		

- | | |
|--|---------------------------|
| <p>6. Governance and Ethics Committee recommendation: Revisions to the <i>Policy on the use of Concordia University's name, and the governance of its visual character and digital presence</i> (SG-4) (Document BG-2025-2-D5)</p> | <p>Approval</p> |
| <p>7. Report on compliance with environmental legislation and health and safety regulations (Q4-2024 and full 2024 Report) (Document BG-2025-2-D6)</p> | <p>Information</p> |

REGULAR AGENDA

- | | | | |
|------|--|-------------|---------------------------|
| 4:03 | <p>8. Business arising from the Minutes not included on the Agenda</p> | | |
| 4:10 | <p>9. President's report (Document BG-2025-2-D7)</p> | G. Carr | <p>Information</p> |
| 4:30 | <p>10. Other business</p> | H. Antoniou | |
| 4:35 | <p>11. Adjournment</p> | H. Antoniou | |



BG-2025-1

**MINUTES OF THE JOINT MEETING
OF THE OPEN SESSION OF THE BOARD OF GOVERNORS
AND OF THE CORPORATION**

Thursday, February 6, 2025 at 4 p.m.
Room GM 410 (Board of Governors meeting room)
SGW Campus

PRESENT

Helen Antoniou (C)	Darshan Vishnu Dorugade	Miranda Melfi (zoom)
Theresa Bianco	(zoom)	Paul John Murdoch
Ken Brooks (zoom)	Adriana Embiricos	Kareem Rahaman
Graham Carr (P and Vice-C)	Kim Fuller (zoom)	Rahul Ravi
Jarrett Carty (V.C)	Shahir Guindi	Robert Soroka
Gary N. Chateram (zoom)	Claude Joli-Coeur (V.C)	Ted Stathopoulos
Daniel Cross (zoom)	Shoshana Kalfon	Roula Zaarour
Pat Di Lillo (zoom)	Catherine Loubier (zoom)	

Alternate: Ali Salman

Non-voting observer: Gina Cody (zoom)

Also attending:

Philippe Beauregard	Michael Di Grappa	Frederica Jacobs
William Cheaib	Tim Evans	Aisha Topsakal
Paul Chesser	Julie Fortier (zoom)	Anne Whitelaw
Denis Cossette (zoom)	Nadia Hardy	

ABSENT

Governors:

Rana Ghorayeb	Caroline Jamet
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LEGEND:

C: Chair

P and Vice-C: President and Vice Chancellor

V.C: Vice Chair

1. Call to order

The Chair called the meeting to order at 4:01 p.m.

She noted the arrival of the new Vice-President, Research, Innovation and Impact, Tim Evans, and welcomed him to the meeting.

1.1 Approval of the Agenda

Upon motion duly moved and seconded, it was unanimously RESOLVED:

R-2025-1-1 That the Agenda be approved, including the items on the Consent Agenda.

CONSENT

2. Approval of December 12, 2024 Minutes

R-2025-1-2 That the Minutes of the meeting of Open Session of December 12, 2024 be approved.

3. Use of Concordia's Name (Document BG-2025-1-D1)

R-2025-1-3 That, subject to the conditions set out in the Policy on the Use of Concordia University's Name, Logo and Related Insignia, and the Governance of its Visual Character and Digital Presence (SG-4) and its related Procedures Handbook, the Board of Governors approve the following request to use the Concordia name:

- 1. Concordia Student Music Club; and*
- 2. Concordia Undergraduate Astronomy and Astrophysics Student Club*

4. Membership of the Board of Governors Standing Committees (Document BG-2025-1-D2/CORP-2025-1-D1)

This report was for information only.

5. Renewal of Internal Member of Board of Governors and the Corporation (Document BG-2025-1-D3/CORP-2025-1-D2)

R-2025-1-4 That, Darshan Vishnu Dorugade, representing the graduate students, be renewed to the Board of Governors and the Corporation for a term beginning on February 6, 2025, and ending on June 30, 2025.

REGULAR

6. Business arising from the Minutes not included on the Agenda

There was no other business to bring before the meeting that was not included on the Agenda.

7. Annual report from the Office of Rights and Responsibilities (Document BG-2025-1-D4)

The Director of the Office of Rights and Responsibilities, A. Topsakal, presented the report, which was included in the meeting documentation. She apologized for the slight delay in bringing the report to the Board of Governors, given that the office is small and continues to deal with a large volume of requests.

In summary, she noted that the previous year was a difficult year for the University given campus tensions stemming from the conflict in Middle East. The ORR has been working closely with Dean of Students Office and Equity Office regarding campus climate.

To illustrate the work of the Office, A. Topsakal provided an example of a complaint received from one student about another student who had threatened to hurt them at a student protest. After consulting with the ORR, the complainant opted to make a formal complaint. A hearing was held, the panel listened to both students, and ultimately, the defending student was sanctioned.

Student of concern files represent the most difficult cases as they involve serious mental health issues and threats to personal safety. In one case, a student in residence had threatened suicide. The Office helped the student contact their parents (who reside in a foreign country), helped the student make arrangements for a leave of absence, and connected them to other support resources.

There has been an increase in incidents of incivility over the previous year. This trend is not unique to the University. The number of consultations has gone up to 442 compared to 404 in previous year – an increase of 10%. However, the data collection doesn't include a measure of complexity of the consultations – one file could involve only one phone call, while another file could involve multiple meetings over several months.

8. President's report (Document BG-2025-1-D5)

As complementary information to his written report, G. Carr's remarks are summarized as follows:

- Dr. Carr began noting that many developments had occurred since the Board meeting in December. He started by welcoming the new Vice President, Research Innovation and Impact, Tim Evans.
- He then went on to express his shock and extreme disappointment at the vandalism that took place last evening at McGill University. He noted that Concordia has experienced vandalism as well, and he trusts that the Governors join in him condemning these actions and expressing solidarity to McGill. He condemned the actions in no uncertain terms and emphasized that such acts have no place in our society.
- He then turned to some points of pride for the University, congratulating the organizers of the John Molson School MBA International Case Competition, which

held its successful 43rd edition in January, welcoming 32 teams from 15 countries. The John Molson School undergraduate students finished third overall and second in the competition for the academic cup in the *Jeux de commerce* case competition a few weeks ago.

- Also, congratulations to the students from Gina Cody School and the John Molson School of Business who organized successful *ConU Hacks* event last weekend, drawing more than 1000 students from across North America to what has become a must-attend event in the global hackathon circuit.
- As always, many thanks to all of the volunteer judges and coaches who help students make these events a success. In particular, he expressed appreciation for Governor Ken Brooks who played that role so well for so many years with the MBA case competition.
- Dr. Carr then extended congratulations to seven of the University's Stingers hockey players-- four from the men's team, three from the women's - who were part of Team Canada at the Federation of International University Sports World University Games in Torino, Italy, where Canada won gold in men's hockey and silver in women's hockey. He also recognized Marion Thénault, an aerospace undergraduate student who recently won a bronze medal in the World Championships for aerial skiing.
- This year's edition of the Wild Talks, an annual Faculty of Fine Arts speaker series named in honor of former dean, Catherine Wild, which invites acclaimed artists and performers to reflect on their work. Organized in collaboration with Advancement and Alumni Relations to celebrate the University's 50th anniversary, this year's event featured the acclaimed contemporary photographer and filmmaker, Ed Burtynsky, in conversation with Zoë Tausignant, a graduate and curator of photography at the McCord Stewart Museum, as this year's keynote for the annual in celebration. It was a sold-out event with 650 attendees in H110. The event was a great marker for the 50th anniversary celebrations and a huge congrats to Dean Gérin, P. Chesser and their teams for making this happen
- As February marks Black History Month, Dr. Carr noted that a first of a kind academic program and a first for Québec - the Minor in Black and African Diaspora Studies in the Canadian Context - is set to begin in September 2025. The creation of the program flows from the recommendations of the President's Task Force on Anti-Black Racism.
- After more than a year-long community consultation and assessment, the University recently released the findings from a Voluntary University Review examining how the University aligns with the United Nations's Sustainable Development Goals (SDGs) and how we can maximize our impact and engagement going forward. Concordia is one of the first Canadian universities to conduct such a comprehensive exercise, which documents the University's current activities related to the 17 SDGs and identifies pathways to deepen contributions to global efforts to promote equity, security, well-being and respect for planetary limits.

- Finally, Dr. Carr made note of Forbes naming Concordia as Canada's third best employer among institutions with 500+ employees. Evaluation criteria included salary, work flexibility, training programs, opportunities to advance, likeliness of employees or recently departed employees to recommend the employer. It is the second year consecutively that the University has placed near the top of a list that included 100s of both private and public sector institutions and businesses.
- Dr. Carr provided an update on legal proceedings:
 - o Just before the holiday break, the Québec Superior Court heard simultaneously the cases that Concordia and McGill brought against the Government of Québec with regard to the changes it implemented in tuition policy for rest of Canada students and the associated changes to the funding formula;
 - o the oral presentations by Concordia, McGill, and the Attorney General of Québec lasted five days;
 - o whatever the outcome, the University was very well represented by its lawyers from Power Law; and
 - o the judge demonstrated very great familiarity with the case and the matter is now in his hands. The judgement is not expected before spring 2025.
- Dr. Carr turned to the financial situation, confirming that the University remains on track to achieve the target deficit of \$34.5M for this current fiscal year. Meeting this target has been a difficult exercise, and we are accomplishing it largely by maintaining - for a third year - a full-time faculty hiring freeze (other than positions funded through a government envelope); through the closure of 69 staff positions with more to be reviewed in the remainder of this financial year; through the non-renewal of contracts; and through reduced course sections and, in some cases, increased class sizes. During this current budget year, the academic sector is reducing its expenses by 3.7% overall; while the service sector is reducing expenses by 7.8%. The challenge going forward remains daunting given the extremely negative effect that the accumulation of recent government policies are having on future recruitment.
- Dr. Carr reiterated what he shared with the Board in August of 2024 during the Board retreat: 87% of revenue into the University derives from student tuition and associated government grants. This year, the University experienced a 3.2% decline in overall headcount (which translated as 1,441 fewer students), so the continued downturn in student numbers creates instant financial troubles that persist for the next three to four years.
- The collapsing international market is a particular source of concern in terms of talent and diversity, but also financially. In 2023-24 (the last year of registrations before the government's change in regulations and before quotas were announced, and before the cold war with India reached its apex), the University derived \$54M from international students through tuition and grants; for 2025-26 the projection is about \$18M.

- Notwithstanding the hiring freeze, position closures, etc., the University's *masse salariale* (the single largest portion of the budget by far) will continue to increase by \$20-25M annually based on collective agreements that were signed over the past couple of years.
- Looking ahead to next year (FY 2025-26), the University needs to land at a \$31.6 deficit which will require additional cuts of between 4.6-7.2%. The decision has been taken – and communicated to the community that the cuts will be across the board (academic and service).
- Everyone is being asked to push to attract 1,000 new students above this year's number (including recruitment and retention), and while the goal is ambitious - especially in light of legislative changes - the University continues its recruitment efforts at CEGEPS, international high schools, and high schools in other provinces.
- The Winter Open House is scheduled for February 15, 2025. It is being organized during the same weekend as the other Montréal universities' Open Houses, where all universities are joining forces in hopes of bringing larger interest from prospective students. However, the downside of a shared Open House weekend is that all universities are competing for the same pool of students.
- The University is working on a comprehensive, real-time dashboard on applications, acceptances, confirmations, registrations that can be deployed to search data across the University, or by faculty, department and program, and includes data on how quickly files are being processed or where there are bottlenecks. Additionally, a course and program costing tool is being employed that will make it possible to identify the true relationship between revenues generated through recruitment and research, and delivery costs associated at the departmental and faculty level. This information is aimed to enable the University teams to sharpen target-setting, better assess how different units contribute to those goals, and identify where there is capacity for growth or conversely to pause new investments. These tools are also to enable the Provost, Deans, department chairs and program directors to better prepare for future recruitment cycles.
- Dr. Carr offered the illustration that although the University's research income has tripled in 10 years, the University has not fully maximized capacity for PhD supervision in all programs by comparison with other research universities and that there is interesting potential for growth and revenue generation here.
- The previous week, Moody's updated credit analysis on Concordia, which was shared with the Board and also posted on the University's website. The report gives a favorable assessment of University's overall financial health and management. It also demonstrates a clear-sighted appreciation of the disruptive impact of successive government policies on the university sector.
- On the budget targets, Dr. Carr informed the Board that he and the executive team are of the view that the University needs to change its orientation given the magnitude of

the changes that are faced which have upended so many of the budget assumptions, forecasts and planning. As such, the need is to develop a multi-year plan that simultaneously works back from 2028-29 (the date when the University is to return to budget equilibrium) to ensure that the University is taking all the necessary steps in the meantime to meet deficit reduction commitments. Simultaneously, this multi-year thinking needs to work forward beyond 2028-29 and articulate what will essentially be a new business plan for the University that reflects the new normal for funding of public higher education and that goes beyond the imperative to control costs by identifying novel sources of revenue generation.

- As the University enters the beginning phase of its next 50 years, it is also embarking on a refresh of its Strategic Directions. There is no plan to create new directions; rather, to update the existing directions after 10 years. Some preliminary input has been sought from Senate and internal conversations are continuing, so that the revised directions can be aligned with the University's budget situation.
- He concluded by noting that the University needs to communicate across the community that, while the challenges are severe, Concordia needs to be forward-thinking, and this will necessitate transforming how the University envisions what will truly be a next-generation university

9. University initiatives - Presentation on the capital campaign

Paul Chesser, Vice President Advancement, made a presentation on the University's capital campaign. The campaign has already raised \$312M to date, projected to be at \$325M by early spring.

10. Other business

There was no other business to bring before the Open Session,

11. Adjournment

The Chair declared the Open Session adjourned at 4:56 p.m.

K. Singh
Karan Singh
Secretary of the Board of Governors



**BOARD OF GOVERNORS
OPEN SESSION
Meeting of April 16, 2025**

AGENDA ITEM: Request for the use of the Concordia name per the *Policy on the Use of Concordia University's Name, Logo and Related Insignia, and the Governance of its Visual Character and Digital Presence* ([SG-4](#)) and its related Procedures Handbook (the "Policy")

ACTION REQUIRED: For approval

SUMMARY: Associations or groups wishing to use the Concordia name must obtain the permission of the Board of Governors, as set out in the Policy.

BACKGROUND: The following use of name request was received under the Policy and forwarded to the Secretary-General and assessed per the provisions of the Policy:

1. Coda Concordia Student Club - The goals of the club are to:
 - Coda is a student group recognized under the CSU. Its main goal is to raise awareness and funds for cancer research;
 - Financial resources are currently dependant on CSU; and
 - Originally founded in 2019 as a student club at Marianopolis College.

DRAFT MOTION:

That, subject to the conditions set out in the *Policy on the Use of Concordia University's Name, Logo and Related Insignia, and the Governance of its Visual Character and Digital Presence* (SG-4) and its related Procedures Handbook, the Board of Governors approve the following request to use the Concordia name:

Coda Concordia Student Club

PREPARED BY:

Name: Secretary of the Board
Date: March 31, 2025



BOARD OF GOVERNORS
OPEN SESSION
Meeting of April 16, 2025

AGENDA ITEM: Approval of fee levies for graduate students

ACTION REQUIRED: For approval

SUMMARY: The Board of Governors is being asked to approve the various fees approved by the graduate students as approved by elections held in December 2024.

BACKGROUND: The results of the votes have been validated by the Dean of Students, as outlined in the attached memo.

DRAFT MOTION:

Student Services fee

That the Board of Governors authorize Concordia University to increase the Student Services fee that supports the Student Services Sector comprised of the Student Success Centre, Campus Wellness and Support Services, the Dean of Students Office, and the Financial Aid and Awards Office -- to match the fee levy that undergraduate students are already paying, from \$10.26 per credit to \$11.11 per credit (an increase of \$0.85 per credit), annually adjusted to the Consumer Price Index of Canada, to be collected from all Graduate students, and to be implemented for the Summer 2025 (2251) semester in accordance with the University's tuition, refund, and withdrawal policy.

Link Publication Society

That the Board of Governors authorize Concordia University to implement a fee levy of \$1.00 per student per semester to support the Link Publication Society, a student newspaper at the university. The fee would be collected from all GSA members who would become members of the Link Publication Society by paying the fee levy. The fee levy will be effective with the Summer 2025 (2251) semester and billed in accordance with the University's tuition billing and refund policy.

PREPARED BY:

Name: Secretary of the Board
Date: April 10, 2025

INTERNAL MEMORANDUM

January 30, 2025

TO: Karan Singh
FROM: Dean of Students Office
RE: GSA Results

In the most recent Graduate Student Association general assembly held December 2024, graduate students voted on the following referendum question:

Student Services Fee

Do you as a graduate student agree to increase the Student Services fee that supports the Student Services Sector comprised of the Student Success Centre, Campus Wellness and Support Services, the Dean of Students Office, and the Financial Aid and Awards Office -- to match the fee levy that undergraduate students are already paying, from \$10.26 per credit to \$11.11 per credit (an increase of \$0.85 per credit), annually adjusted to the Consumer Price Index of Canada, to be collected from all Graduate students, and to be implemented for the Summer 2025 term in accordance with the University's tuition refund and withdrawal policy?

YES: 188
NO: 117
ABSTAIN: 22

The Link Publication

Do you agree to implement a fee levy of \$1.00 per student per semester to support the Link Publication Society, a student newspaper at the university? The fee would be collected from all GSA members who would become members of the Link Publication Society by paying the fee levy. The fee levy will be effective with the Summer semester of 2025 and billed in accordance with the university tuition billing and refund policy.

YES: 201
NO: 116
ABSTAIN: 10



A handwritten signature in black ink, appearing to read "KB", with a long horizontal stroke extending to the right.

Katie Broad
Acting Dean



**BOARD OF GOVERNORS
OPEN SESSION
Meeting of April 16, 2025**

AGENDA ITEM: Finance Committee (FC) recommendation: Administrative Fee

ACTION REQUIRED: For approval

SUMMARY: On recommendation of the FC, approval of the Board of Governors (the "Board") is being sought to increase the Administrative Fee charged to all students.

BACKGROUND: This fee contributes to covering some of the administrative costs in relation to front-line services provided by various units throughout a student's academic career, from the Welcome Center, Birks Student Services Center, Student Accounts, Enrolment Services, Exams Office, etc.

The FC recommended the increased Administrative Fee for Board approval at its meeting of March 27, 2025.

DRAFT MOTION:

Whereas the current Administrative Fee being charged to all students is \$12.74 per credit; and

Whereas the government has allowed the University to increase this fee up to \$12.99 for 2025-26;

Be it resolved:

That, on recommendation of the Finance Committee, the Board of Governors approve the collection of an increased Administrative Fee of \$12.99 per credit from all students, to be implemented with registration for the fall 2025 (2252) term, in accordance with the University billing, refund and withdrawal policy.

PREPARED BY:

Name: Secretary of the Board
Date: March 31, 2025



**BOARD OF GOVERNORS
OPEN SESSION
Meeting of April 16, 2025**

AGENDA ITEM: Finance Committee (FC) recommendation: Technology Infrastructure Fee

ACTION REQUIRED: For approval

SUMMARY: On recommendation of the FC, approval of the Board of Governors (the "Board") is being sought to increase the Technology Infrastructure Fee charged to all students.

BACKGROUND: The funds collected for this fee are used to enhance certain technology services provided to students as well as to provide training and support to students in the use of new technology, including the University's wireless network, and to provide support for remote access and online resources.

The FC recommended the increased Technology Infrastructure Fee for Board approval at its meeting of March 27, 2025.

DRAFT MOTION:

Whereas the current Technology Infrastructure Fee being charged to all students is \$6.01 per credit; and

Whereas the government has allowed the University to increase this fee up to \$6.13 for 2025-26;

Be it resolved:

That, on recommendation of the Finance Committee, the Board of Governors approve the collection of an increased Technology Infrastructure Fee of \$6.13 per credit from all students, to be implemented with registration for the fall 2025 (2252) term, in accordance with the University billing, refund and withdrawal policy.

PREPARED BY:

Name: Secretary of the Board
Date: March 31, 2025



**BOARD OF GOVERNORS
OPEN SESSION
Meeting of April 16, 2025**

AGENDA ITEM: Governance and Ethics Committee (GEC) recommendation: Revisions to the *Policy on the Use of Concordia University's Name, and the Governance of its Visual Character and Digital Presence* (SG-4) and its related *Procedures Handbook* (the "Policy")

ACTION REQUIRED: For approval

SUMMARY: On recommendation of the GEC, the Board of Governors is being requested to approve the revisions to the Policy.

BACKGROUND:

The Policy governs the use of Concordia University (the "University")'s name, and the governance of its visual character and digital presence. At its meeting in the fall of 2024, the GEC recommended that the Policy should be revised to ensure that the use of the University's name does not adversely affect the social cohesion of the University community.

Revisions to the Policy as detailed in the attached documentation were recommended for approval by the GEC at its meeting of February 26, 2025.

DRAFT MOTION:

That, following recommendation of the Governance and Ethics Committee, the Board of Governors approve the revisions to the *Policy on the Use of Concordia University's Name, and the Governance of its Visual Character and Digital Presence* (SG-4) and its related *Procedures Handbook*, as detailed in the attached documentation.

PREPARED BY:

Name: Secretary of the Board
Date: March 31, 2025

**POLICY ON THE USE OF CONCORDIA UNIVERSITY'S NAME,
AND THE GOVERNANCE OF ITS VISUAL CHARACTER AND DIGITAL PRESENCE**

Effective Date: [insert date]

Approval Authority: Board of Governors

Supersedes /Amends: December 15, 2022

Policy Number: SG-4

PREAMBLE

Concordia University (the “University”) has a vested interest in the protection and regulation of the University’s Name (as defined below), which taken as a whole create the University’s signature. The use of the University’s Name is a privilege and any permission related to use of the foregoing, in whole or in part, is at the sole discretion of the University. It is also in the University’s best interests to present a consistent visual character that reflects its identity both in print and digital forms. As such, guidelines and verification systems are required to ensure that the University builds a consistent presence within the community and that all visual communications align with the core values of the University.

SCOPE

This policy (the “Policy”) applies to any and all internal and external representations, whether printed, electronic, digital or in any other form, which make use of the University’s Name and the University’s reputation as a whole.

PURPOSE

The purposes of this Policy are:

- a) to provide the framework for the regulation of the quality and uniformity of the University’s Name in both internal and external representations;
- b) to set parameters which the University uses to grant or decline permission to use the University’s Name; and
- c) to ensure that the parties who have received permission to use the University’s Name do so only in a manner which is consistent with the values, reputation and orientation (present or future) of the University and in compliance with all applicable legislation and other University policies.

**POLICY ON THE USE OF CONCORDIA UNIVERSITY'S NAME,
AND THE GOVERNANCE OF ITS VISUAL CHARACTER AND DIGITAL PRESENCE**

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DEFINITIONS

For the purposes of this Policy, the following definitions shall apply:

“Digital Representation” means any and all digital representations by or pertaining to the University, including but not limited to advertising, posters, brochures, magazines, newsletters, conference programs, annual reports, websites, web-based applications, Concordia’s mobile application and social media accounts in digital form.

“Group” means any student or student collective forming a group for the purposes of pursuing an activity, whether or not funded by a student fee levy.

“Printed Representation” means any and all printed or tangible representations by or pertaining to the University, including but not limited to advertising, posters, billboards, brochures, magazines, newsletters, conference programs, annual reports, clothing and vehicles in printed form.

“Public Materials” mean any Digital Representation and/or Printed Representation made available to the University community or to the public.

“University Name” means Concordia University’s name, logo, faculty names, names of schools and/or related insignia, shield, wordmark, icon, and any Printed Representation, Digital Representation and/or other representation thereof, including but not limited to its letterhead and business cards.

POLICY

Internal and External Representations

1. In order to ensure an appropriate appearance consistent with the reputation and future orientation of the University as an academic institution, University Communications Services (“UCS”) shall have final approval for any Public Materials containing the University’s Name for publicity purposes.
2. Public Materials using the University’s Name shall follow the guidelines as set out in the [*Communications and Print Graphics Standards Manual*](#).

**POLICY ON THE USE OF CONCORDIA UNIVERSITY'S NAME,
AND THE GOVERNANCE OF ITS VISUAL CHARACTER AND DIGITAL PRESENCE**

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3. University departments requiring and/or producing such Public Materials, must follow one of the options itemized in the [*Procedures Handbook*](#).
4. The use of the University's Name, in a manner which could directly or indirectly convey the message or impression that the University is engaged in a purely commercial, political, illegal or immoral activity is prohibited.
5. Any use of the University's Name shall be for University-related activities only.
6. The University's websites are to be dedicated to the activities of the University, such as recruitment, teaching, research, services, student life, management and administration, alumni and donor relations, community outreach, or other promotional purposes.
7. The University has a web content management system ("WCMS") that is used to house all its public websites (representing a core functionality and/or service) under the Concordia.ca domain name. The WCMS is also used to house the University's intranet for faculty and staff members. This WCMS includes the University's Name, and ensures that its framework (header, navigation, footer) is always designed respecting the latest brand standards. Operating the WCMS is the joint responsibility of UCS and Instructional and Information Technology Services ("IITS").
8. Certain websites constitute exceptions that need not be housed on the WCMS. More information is available in the [*Procedures Handbook*](#).
9. UCS is responsible for managing the main Concordia.ca public website, the intranet for students, faculty and staff, and Concordia's mobile application. The responsibility for developing, managing and updating content on faculty and departmental webpages, as well as on administrative ones is outlined in the [*Procedures Handbook*](#).
10. Concordia.ca websites that run on the WCMS will adopt suffix domain names (e.g., Concordia.ca/artsandscience), with further information in the [*Procedures Handbook*](#).
11. UCS is responsible for managing all Concordia.ca domain names and for approving all new subdomain requests.

**POLICY ON THE USE OF CONCORDIA UNIVERSITY'S NAME,
AND THE GOVERNANCE OF ITS VISUAL CHARACTER AND DIGITAL PRESENCE**

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12. Social Media

- The University's social media presence promotes the activities of the University, namely, recruitment, teaching, research, services, management, student life, and administration, alumni and donor relations, community outreach, etc.
- Managing the University's overall social media presence is the responsibility of UCS, while managing the social media presence of faculties, departments and administrative units remains with those areas.
- University departments who wish to submit a request to open and manage a social media account on behalf of a faculty, department or administrative unit should refer to the [Procedures Handbook](#).

13. Mobile Applications

- The University's mobile application promotes the activities, information and systems relating to the student experience; and
- Managing the University's mobile application is the joint responsibility of UCS and IITS.

Brand Integration

14. The University acknowledges and welcomes external support received by individual faculties, departments or units. The integration of a donor's name, logo and/or related insignia shall be at the sole discretion of the University and in compliance with this and other relevant University policies and the [Procedures Handbook](#).
15. The University's Name must remain prominent on all Public Materials, when being used with any other brands.
16. The Secretary-General, or designate, shall have final approval for any exceptional, custom-designed or integrated name, logo and/or related insignia in accordance with the process in the [Procedures Handbook](#).

**POLICY ON THE USE OF CONCORDIA UNIVERSITY'S NAME,
AND THE GOVERNANCE OF ITS VISUAL CHARACTER AND DIGITAL PRESENCE**

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Other Clubs, Groups, Organizations or Associations

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18. The request from a Group for the use of the University's Name shall be assessed by the Secretary-General based on the guidelines set forth in this Policy or the [Procedures Handbook](#).
19. The assessment will, without limitation, include an analysis of whether or not such use could adversely affect the reputation of the University or create confusion and whether or not the activities or actions of the group are consistent with the values, reputation and/or orientation (present or future) of the University and/or adversely affect the social cohesion of the University community. If, in the context of this assessment, the Secretary-General is of the opinion that the proposed name could adversely affect the reputation of the University or create confusion, they may, if they deem appropriate in the circumstances, recommend to the Group that it provide an alternate name and modified request.
20. If, in the opinion of the Secretary-General, acting in consultation with the Chair of the Governance and Ethics Committee, the Group does not satisfy the guidelines outlined in this Policy or the [Procedures Handbook](#) or if its activities or actions could adversely affect the reputation of the University and/or are inconsistent with the values, reputation and/or orientation (present or future) of the University, and/or could adversely affect the social cohesion of the University community, the Secretary-General may decline to bring the request forward to the Board..
21. If the Secretary-General recommends a request for the use of the University's Name, such recommendation shall be made to the Board. The Board's acceptance of such recommendation remains at its sole discretion.
22. Upon the recommendation of the Secretary-General, the Board may decide to grant permission to use the University's Name, on a conditional basis or, in cases where the potential liability to the University could be engaged, may require the Group to enter

**POLICY ON THE USE OF CONCORDIA UNIVERSITY'S NAME,
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into a written agreement with the University outlining respective rights and responsibilities.

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28. Any Group using the University's Name, at or before July 2001 shall be exempt from the application process outlined in [section 17](#) of this Policy and is deemed to have been granted permission in accordance with this Policy. However, these Groups and their use of the University Name remain subject to all other provisions of this Policy.

Licensing Program

29. The name Concordia University, its logo and related insignia are registered service marks in accordance with the [Trademarks Act, R.S.C., 1985, c. T-13](#). The use of these registered service marks by third parties is at the sole discretion of the University. The Secretary-General is responsible for overseeing the authorization process for such use by the third party, as well as for overseeing the University's licensing program, with further information in the [Procedures Handbook](#).

**POLICY ON THE USE OF CONCORDIA UNIVERSITY'S NAME,
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Policy Responsibility and Review

30. The overall responsibility for implementing and recommending amendments to this Policy shall rest with the Secretary-General.

Approved by the Board of Governors on May 20, 2016 and amended on December 15, 2022 and [insert date].

**POLICY ON THE USE OF CONCORDIA UNIVERSITY'S NAME,
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Effective Date: [insert date]

Approval Authority: Board of Governors

Supersedes /Amends: December 15, 2022

Policy Number: SG-4

PREAMBLE

Concordia University (the “University”) has a vested interest in the protection and regulation of the University’s Name (as defined below), which taken as a whole create the University’s signature. The use of the University’s Name is a privilege and any permission related to use of the foregoing, in whole or in part, is at the sole discretion of the University. It is also in the University’s best interests to present a consistent visual character that reflects its identity both in print and digital forms. As such, guidelines and verification systems are required to ensure that the University builds a consistent presence within the community and that all visual communications align with the core values of the University.

SCOPE

This policy (the “Policy”) applies to any and all internal and external representations, whether printed, electronic, digital or in any other form, which make use of the University’s Name and the University’s reputation as a whole.

PURPOSE

The purposes of this Policy are:

- a) to provide the framework for the regulation of the quality and uniformity of the University’s Name in both internal and external representations;
- b) to set parameters which the University uses to grant or decline permission to use the University’s Name; and
- c) to ensure that the parties who have received permission to use the University’s Name do so only in a manner which is consistent with the values, reputation and orientation (present or future) of the University and in compliance with all applicable legislation and other University policies.

**POLICY ON THE USE OF CONCORDIA UNIVERSITY'S NAME,
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DEFINITIONS

For the purposes of this Policy, the following definitions shall apply:

“Digital Representation” means any and all digital representations by or pertaining to the University, including but not limited to advertising, posters, brochures, magazines, newsletters, conference programs, annual reports, websites, web-based applications, Concordia’s mobile application and social media accounts in digital form.

“Group” means any student or student collective forming a group for the purposes of pursuing an activity, whether or not funded by a student fee levy.

“Printed Representation” means any and all printed or tangible representations by or pertaining to the University, including but not limited to advertising, posters, billboards, brochures, magazines, newsletters, conference programs, annual reports, clothing and vehicles in printed form.

“Public Materials” mean any Digital Representation and/or Printed Representation made available to the University community or to the public.

“University Name” means Concordia University’s name, logo, faculty names, names of schools and/or related insignia, shield, wordmark, icon, and any Printed Representation, Digital Representation and/or other representation thereof, including but not limited to its letterhead and business cards.

POLICY

Internal and External Representations

1. In order to ensure an appropriate appearance consistent with the reputation and future orientation of the University as an academic institution, University Communications Services (“UCS”) shall have final approval for any Public Materials containing the University’s Name for publicity purposes.
2. Public Materials using the University’s Name shall follow the guidelines as set out in the [*Communications and Print Graphics Standards Manual*](#).

**POLICY ON THE USE OF CONCORDIA UNIVERSITY'S NAME,
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3. University departments requiring and/or producing such Public Materials, must follow one of the options itemized in the [*Procedures Handbook*](#).
4. The use of the University's Name, in a manner which could directly or indirectly convey the message or impression that the University is engaged in a purely commercial, political, illegal or immoral activity is prohibited.
5. Any use of the University's Name shall be for University-related activities only.
6. The University's websites are to be dedicated to the activities of the University, such as recruitment, teaching, research, services, student life, management and administration, alumni and donor relations, community outreach, or other promotional purposes.
7. The University has a web content management system ("WCMS") that is used to house all its public websites (representing a core functionality and/or service) under the Concordia.ca domain name. The WCMS is also used to house the University's intranet for faculty and staff members. This WCMS includes the University's Name, and ensures that its framework (header, navigation, footer) is always designed respecting the latest brand standards. Operating the WCMS is the joint responsibility of UCS and Instructional and Information Technology Services ("IITS").
8. Certain websites constitute exceptions that need not be housed on the WCMS. More information is available in the [*Procedures Handbook*](#).
9. UCS is responsible for managing the main Concordia.ca public website, the intranet for students, faculty and staff, and Concordia's mobile application. The responsibility for developing, managing and updating content on faculty and departmental webpages, as well as on administrative ones is outlined in the [*Procedures Handbook*](#).
10. Concordia.ca websites that run on the WCMS will adopt suffix domain names (e.g., Concordia.ca/artsandscience), with further information in the [*Procedures Handbook*](#).
11. UCS is responsible for managing all Concordia.ca domain names and for approving all new subdomain requests.

**POLICY ON THE USE OF CONCORDIA UNIVERSITY'S NAME,
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12. Social Media

- The University's social media presence promotes the activities of the University, namely, recruitment, teaching, research, services, management, student life, and administration, alumni and donor relations, community outreach, etc.
- Managing the University's overall social media presence is the responsibility of UCS, while managing the social media presence of faculties, departments and administrative units remains with those areas.
- University departments who wish to submit a request to open and manage a social media account on behalf of a faculty, department or administrative unit should refer to the [Procedures Handbook](#).

13. Mobile Applications

- The University's mobile application promotes the activities, information and systems relating to the student experience; and
- Managing the University's mobile application is the joint responsibility of UCS and IITS.

Brand Integration

14. The University acknowledges and welcomes external support received by individual faculties, departments or units. The integration of a donor's name, logo and/or related insignia shall be at the sole discretion of the University and in compliance with this and other relevant University policies and the [Procedures Handbook](#).
15. The University's Name must remain prominent on all Public Materials, when being used with any other brands.
16. The Secretary-General, or designate, shall have final approval for any exceptional, custom-designed or integrated name, logo and/or related insignia in accordance with the process in the [Procedures Handbook](#).

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Approved by the Board of Governors on May 20, 2016 and amended on December 15, 2022 and
[insert date].



**BOARD OF GOVERNORS
OPEN SESSION
Meeting of April 16, 2025**

AGENDA ITEM: Report on compliance with environmental legislation and health and safety regulations

ACTION REQUIRED: For information

SUMMARY: This report is provided to members of the Board of Governors on a quarterly basis in order to allow them to discharge their legal and fiduciary obligations.

PREPARED BY:

Name: Secretary of the Board
Date: March 31, 2025



**ENVIRONMENTAL
HEALTH AND SAFETY**

Report on Due Diligence

**Presented to
the Board of Governors of
Concordia University**

For the Reporting Period
Q4 2024 (October, November, December)
&
2024 Calendar Year

Pietro Gasparrini, C.I.H.
Director, Environmental Health & Safety
March 24, 2025

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Executive Summary

The university's leading key safety performance indicators were negatively impacted by technical issues with the Workplace Inspection application (part of the UNITY My Workplace Health & Safety module), influencing the number of internal non-compliance citations and corrective actions. The issues were resolved in Q4; however, when faced with the inability to gather information about possible inspections, the time allocated for inspection was invested in developing and implementing the new workplace hazard signage.

With regards to the lagging key safety performance indicators, the university experienced a slight increase in total reported injuries (3.5%); however, the number of work-related injuries decreased 14% compared to 2023, as did the number of accepted workers' compensation claims (5.7%). Unfortunately, although the number of work-related injuries is lower, the Recordable Injury Rate increased 23% compared to 2023, as did the Lost-Time Injury Rate (25% increase) and the Severity Rate (62% increase). In 2024, when employees suffered a work-related injury, they were more likely to miss work and be away from work for longer periods of time. This situation will be monitored closely in 2025.

As a result of the prevention work from previous years, plus the recently revamped return to work program, the CNESST has again lowered Concordia's personalized insurance rate by \$0.01 per insurable earning, a savings of approximately \$34,000.

Leading Key Safety Performance Indicators:

- 4,656 individuals attended Safety and Security Training (4% decrease compared to 2023)
- 142 Injury & Near-Miss Investigations (2% increase compared to 2023)
- 570 Preventative Internal Inspections and Assessments (78% increase compared to 2023)
- 48.2% Corrective Action Completion Rate for 2024
- 36.5% increase in EHS Research Compliance Reviews when compared to 2023

Lagging Key Safety Performance Indicators:

- 117 Total Injuries (3.5% increase compared to 2023)
- 46 Work-Related Injuries (14% decrease compared to 2023)
- 0.48 Recordable Injury Rate (23% increase compared to 2023)
- 18 Accepted Workers' Compensation Claims (5.7% decrease compared to 2023)
- 742 Lost-Time Days; a 112% increase compared to 2023
- 0.32 Lost-Time Injury Rate (25% increase compared to 2023)
- 43.69 Severity Rate (62% increase compared to 2023)
- 88 Near-Misses reported (3% decrease compared to 2023)
- 0 External Inspections
- 9 Regulatory Non-Compliance Citations (80% decrease compared to 2023)
- \$5,650 in Regulatory Fines (100% decrease compared to 2023)
- 17 Hazardous Materials Emergency Responses (21% decrease compared to 2023)

Thank you,
Pietro Gasparrini, C.I.H.
Director, Environmental Health & Safety

Environmental Health & Safety (EHS) supports the academic, research and operational activities of the university and promotes a safe, healthy, and sustainable campus environment. EHS manages and coordinates programs and services that minimize health, safety, environmental and regulatory risks. It also monitors compliance with federal and provincial health and safety legislation and internal university policies. We identify and evaluate risks, develop control strategies, and implement appropriate internal procedures.

Section A presents the university’s Leading Key Safety Performance Indicators (KPIs) which measure safety performance and help reflect the safety culture within the university.

Section B presents the traditional Lagging Key Safety Performance Indicators (KPIs) which are retrospective, and which now include four incident/injury rates.

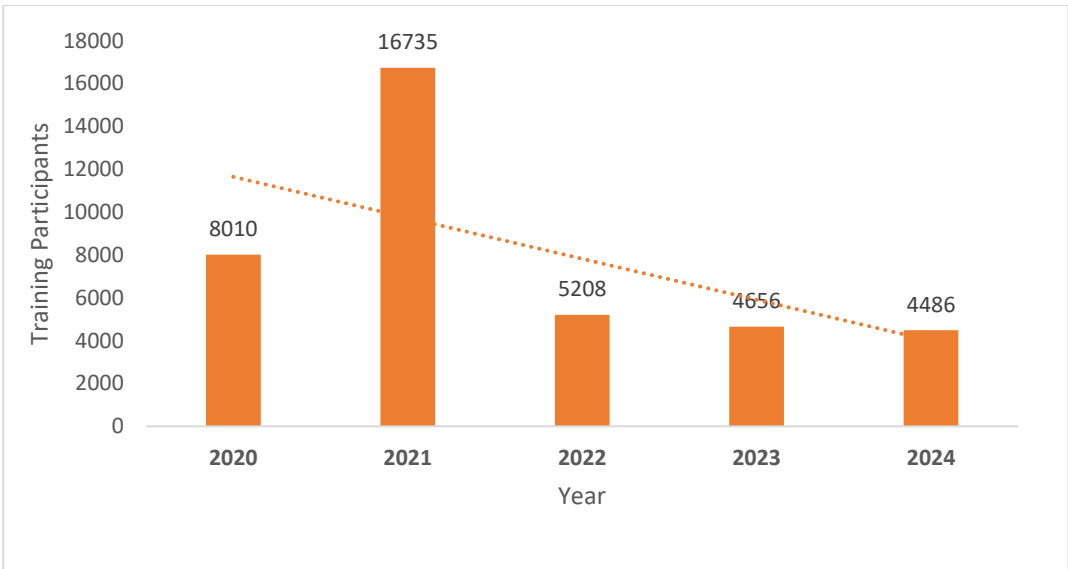
Section A: Leading Key Safety Performance Indicators

1. Safety & Security Training

During the period of October 1 to December 31, 2024, there were **1,046** safety and security training participants. 932 (96%) participated in training provided by Environmental Health and Safety and 114 (4%) participated in training provided by Campus Safety and Prevention Services. Overall, in 2024, there were **4,486** participants trained, a slight decrease (4%) compared to 2023. Thousands of participants taking safety and security training annually reinforces the university’s proactive approach to health and safety.

	Q4 2023 <i>Oct., Nov., Dec.</i>	2023 <i>Full Year</i>	Q4 2024 <i>Oct., Nov., Dec.</i>	2024 <i>Year To Date</i>
Total Participants	894	4,656	1,046	4,486

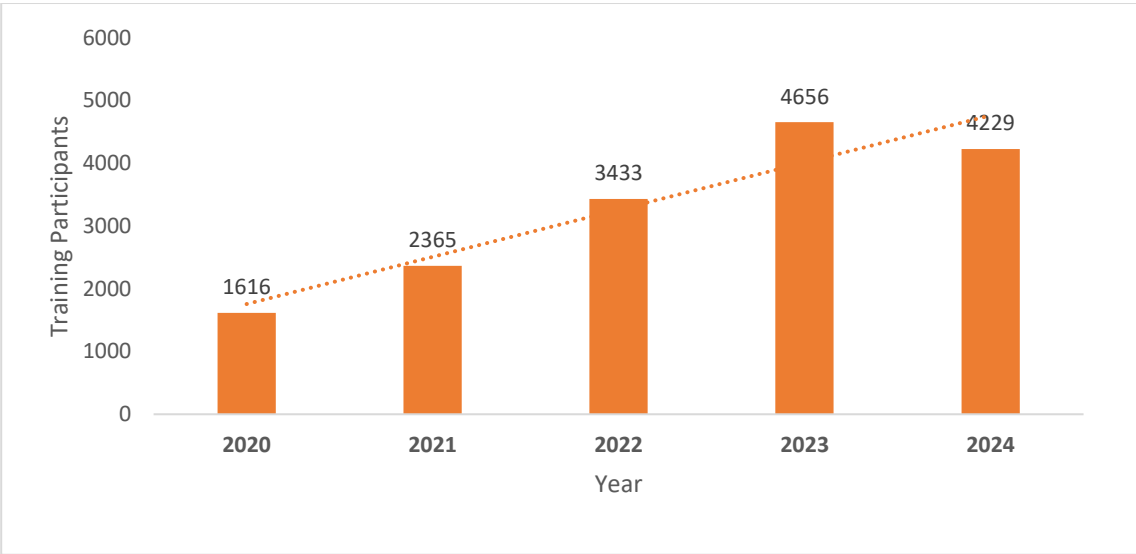
The following graphs present the five-year trend (2020 to 2024) for safety and security training.



Graph 1: Total Number of Safety Training Participants per Year (including COVID safety training)

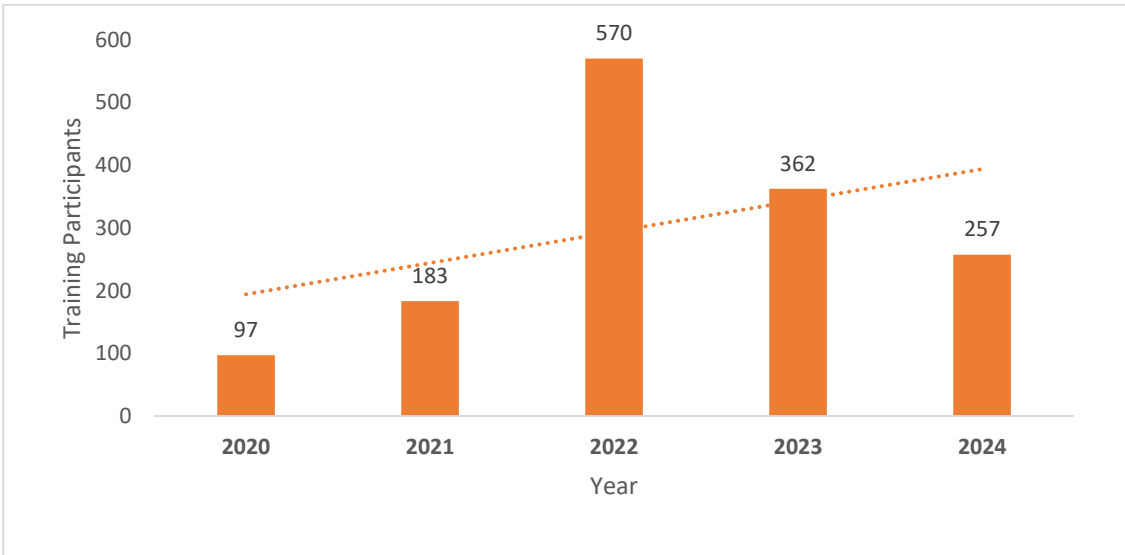
The five-year safety training data trend in Graph 1 shows the effects of the pandemic given in 2020 and 2021 when COVID safety training was required to obtain access to the university’s campuses.

In Graph 2, only training provided by Environmental Health and Safety is presented. For 2021, COVID safety training was excluded to provide a better illustration of the five-year trend for safety training. Safety training continues to be one of the most important prevention activities undertaken at the university. In 2024, EHS began a systematic review of all safety training offered. Working with Instructional Design Interns from the Department of Education, we are working to improve the quality of the safety training offered and optimize the time spent by employees and students in safety training.



Graph 2: Total Number of Safety Training Participants per Year (excluding COVID-related training)

Graph 3 presents the five-year data for training provide by Campus Safety and Prevention Services.



Graph 3: Total Number of Security Training Participants per Year

2. Injury & Near-Miss Investigations

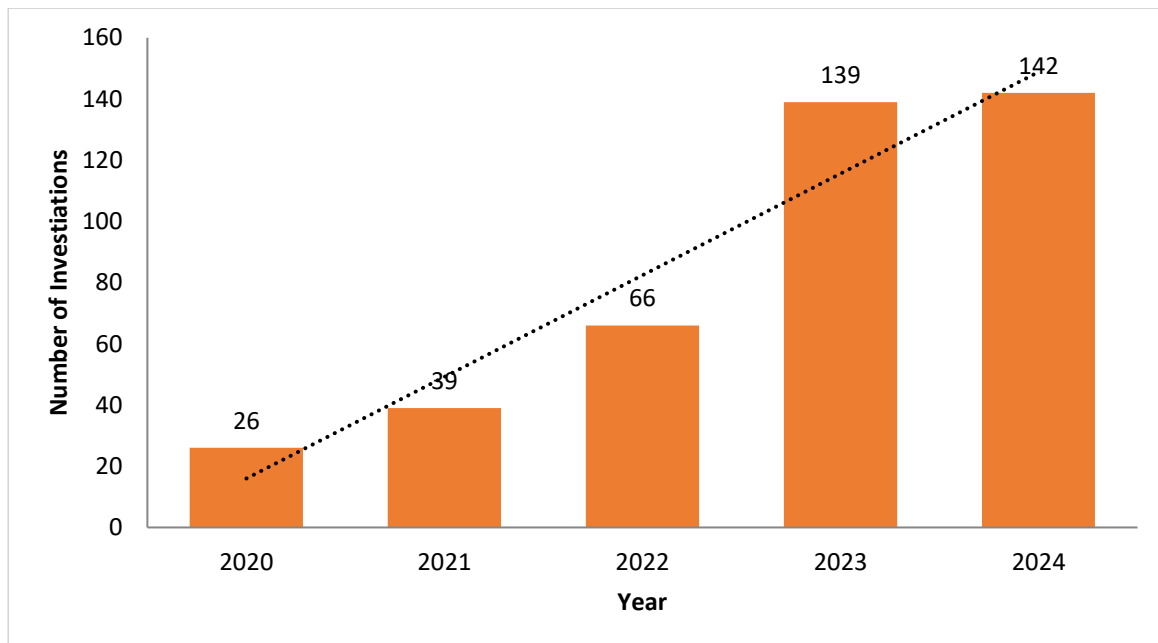
Depending on the circumstances surrounding a reported injury or near-miss, EHS staff will conduct a formal investigation with supervisors. Investigations are conducted to determine the root causes of injuries and near-misses to prevent similar occurrences in the future, to determine compliance with applicable safety regulations, and to collect information for Workers' Compensation Claims (if applicable). In some instances, injury and near-miss investigations result in the assignment of corrective actions to prevent injury and near-miss reoccurrence (see Section 5).

For the period of October 1 to December 31, 2024, **15** injury investigations and **17** near-miss investigations were conducted, bringing the 2024 totals to **64** injury investigations and **78** near-miss investigations. Compared to 2023, there was a slight increase (2.1%) in the overall number of injury and near-miss investigations in 2024.

	Q4 2023 <i>Oct., Nov., Dec.</i>	2023 <i>Year To Date</i>	Q4 2024 <i>Oct., Nov., Dec.</i>	2024 <i>Year To Date</i>
Injury Investigations	21	65	15	64
Near-Miss Investigations	25	74	17	78
TOTAL Investigations	46	139	32	142

For the first time, two injury investigations were conducted for reported psychological injuries by employees. Employees have begun to report psychological injuries to the university through the injury management application in *My Workplace Health & Safety*.

Graph 4 presents five-year data on injury and near-miss investigations.



Graph 4: Total Number of Injury & Near-Miss Investigations per Year

The five-year trend is increasing, which is similar to the trends in declared injuries (Section 7) and declared near-misses (Section 11). In the last two years the number of declared injuries and declared near-misses has increased, and as a result the number of injury and near-miss investigations. This coincides with the launch of the injury management application in *My Workplace Health & Safety* (a UNITY module). The education campaign on the availability of the new application, plus the fact that it is simple to use, has resulted in increase injury and near-miss declarations. EHS staff have been diligent to ensure all injuries and all significant near-misses are thoroughly investigated in order to determine root causes and prevent reoccurrence.

3. Preventative Internal Inspections & Assessments

Preventative Internal Inspections and Assessments refer to workplace inspections and risk assessments conducted by, or in collaboration with EHS staff on university premises.

Workplace inspections involve a walkthrough of a space (e.g., research laboratory, studio, workshop, mechanical room) to determine the degree of compliance with both government regulations and internal policies and procedures. Inspections may result in internal non-compliance citations (Section 4) and require corrective actions (Section 5).

Risk assessments are considered more thorough evaluations with the objective of identifying all hazards and determining if the hazards can be eliminated. If elimination of the hazard is not possible, the risk assessment will determine how the hazard can be controlled.

Workplace inspections and risk assessments are complementary; they form an integral part of the university’s comprehensive health and safety program. Both serve as a mechanism to determine compliance with government regulations and internal policies and procedures.

For the period of October 1 to December 31, 2024, **259** preventative internal inspections and assessments were conducted, bringing the total for 2024 to 570. Of the 259, ten were construction site inspections, one was an indoor air quality assessment, 25 were ergonomic assessments, and 223 were workplace assessments to verify hazards for the new Workplace Hazards Signage introduced in Q3.

Year	Preventative Internal Inspections & Assessments
Q4 2024 <i>Oct., Nov., Dec.</i>	259
2024 <i>Full Year</i>	570
Q4 2023 <i>Oct., Nov., Dec.</i>	134
2023 <i>Full Year</i>	250

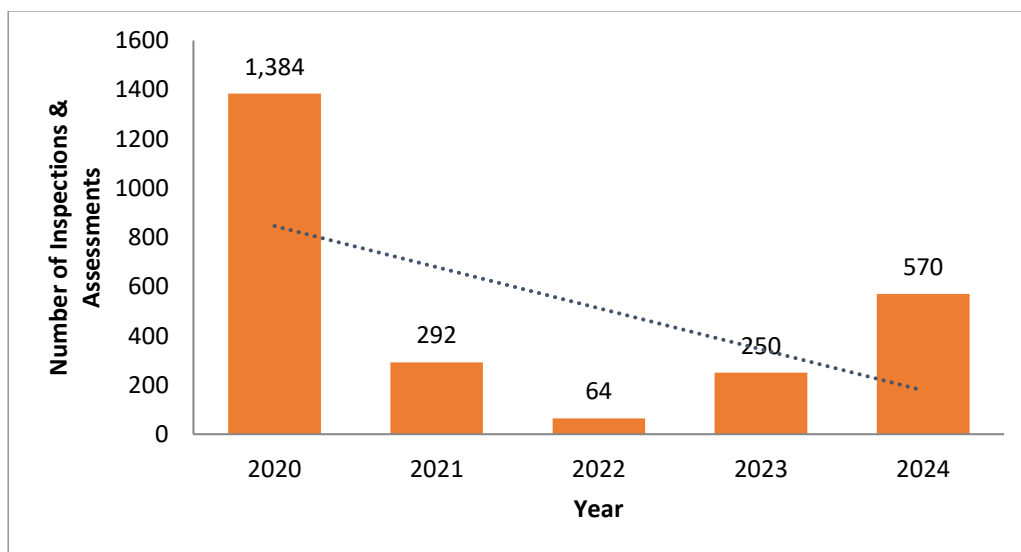
In 2024, technical issues with the Workplace Inspection application (part of the UNITY *My Workplace Health & Safety* module) were reported in Q2 which impacted the department’s ability to conduct workplace inspections with the application. Although workplace inspections required by regulations were conducted, such as the radiation safety inspection, the goal to conduct 350-400 workplaces inspection per year was not attained; 68 workplace inspection were completed.



While these issues were in the process of being resolved, the department took the opportunity to launch the new Workplace Hazards Signage. This new signage was designed to quickly communicate the level of hazard present in a workplace using a colour-coded system and hazard numbers, standardizing various hazard communications for spaces that have been used in the past, which can be different depending on the building.

Each space requires a hazard assessment to prepare the Workplace Hazards Signage. A total of 345 assessment were completed in 2024 (112 in Q3 and 223 in Q4). The full implementation of the Workplace Hazards Signage will take several more months to complete.

Graph 5 below presents data of preventative internal inspection and assessment for the last five years. This key performance indicator continues to be impacted by the 2020 pandemic; the high number of inspections and assessments in 2020 was due to the assessments completed for all spaces for the re-opening of the campuses during the COVID pandemic.

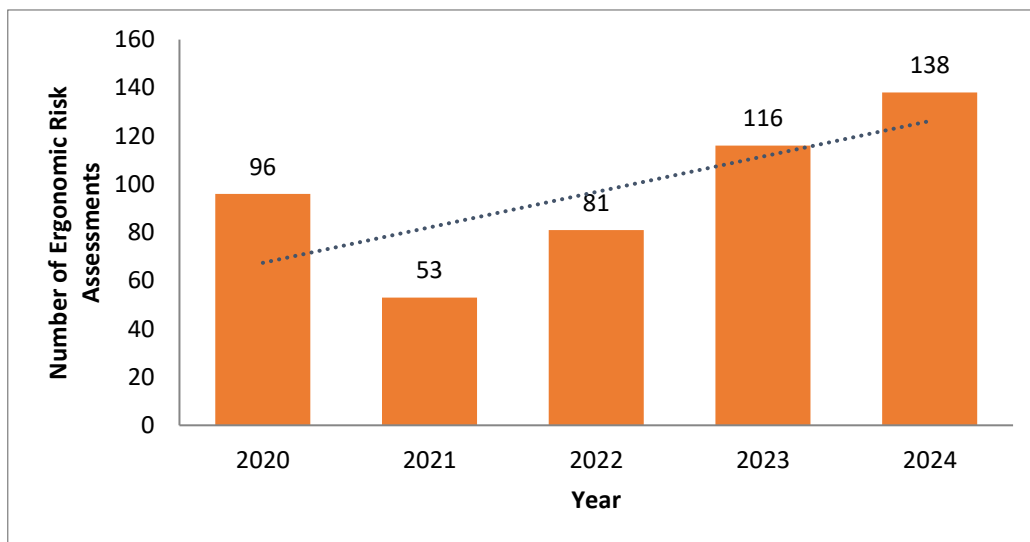


Graph 5: Total Number of Preventative Internal Inspections & Assessments per Year (including ergonomic risk assessments)

Preventative Internal Inspections & Assessments include ergonomic assessments. Graph 6 presents ergonomic assessment data for the last 5 years. Conducting an ergonomic assessment is an excellent preventative safety measure because they help identify and address potential risks before they lead to injuries or discomfort. Ergonomic assessments evaluate workstations, equipment use, and employee posture to help prevent musculoskeletal disorders such as back pain, carpal tunnel syndrome, and repetitive strain injuries. Addressing these risks early minimizes strain and discomfort, allowing employees to work more efficiently. When employees are comfortable, they experience less fatigue and fewer distractions, leading to improved focus and output. Improved ergonomics can contribute to a healthier

workforce, resulting in reduced absenteeism due to work-related injuries or discomfort. It is known that a workplace that prioritizes ergonomics demonstrates a commitment to employee health and safety, leading to higher job satisfaction, morale, and engagement, creating a more positive work environment.

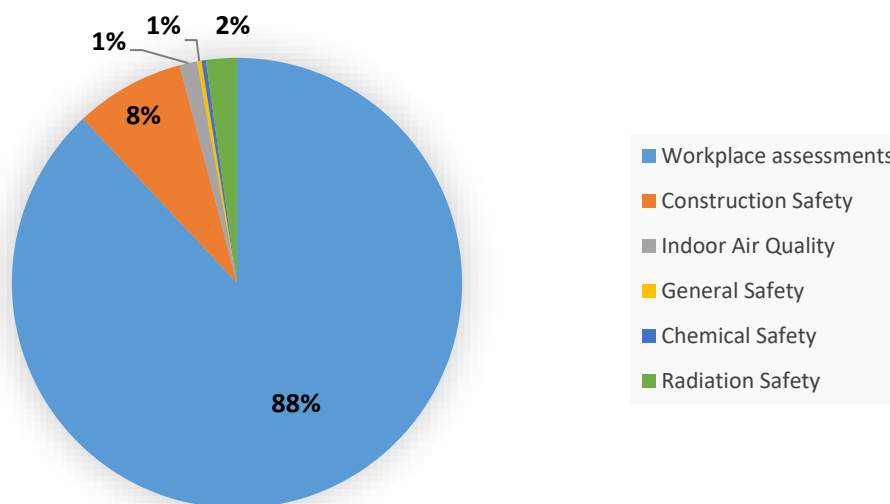
Graph 6 presents ergonomic risk assessments data. As illustrated with the five-year trend line, the number of requests for ergonomic assessments continues to increase.



Graph 6: Total Number of Ergonomic Risk Assessments

In 2023, in response to the increase in requests for ergonomic risk assessments, EHS developed and launched a new self-directed online ergonomic training for employees. In the Fall of 2024, Health Services requested EHS create a student version of the ergonomic training as they have noted an increase in the number of students presenting with musculoskeletal pain due to computer use. The ergonomics training for students will be launched in Spring 2025.

A breakdown of the workplace inspections and assessment completed in 2024 is presented in Graph 7 below. Although software issues led to fewer workplace inspections than expected, the completion of workplace assessments for the new hazard signage helped offset the impact.



Graph 7: 2024 Percent Distribution of Workplace Inspections & Assessments

4. Internal Non-Compliance Citations

EHS is mandated to monitor compliance with government regulations and internal safety policies and procedures. Compliance monitoring allows us to ensure the safety and well-being of the university community and to mitigate external non-compliance citations.

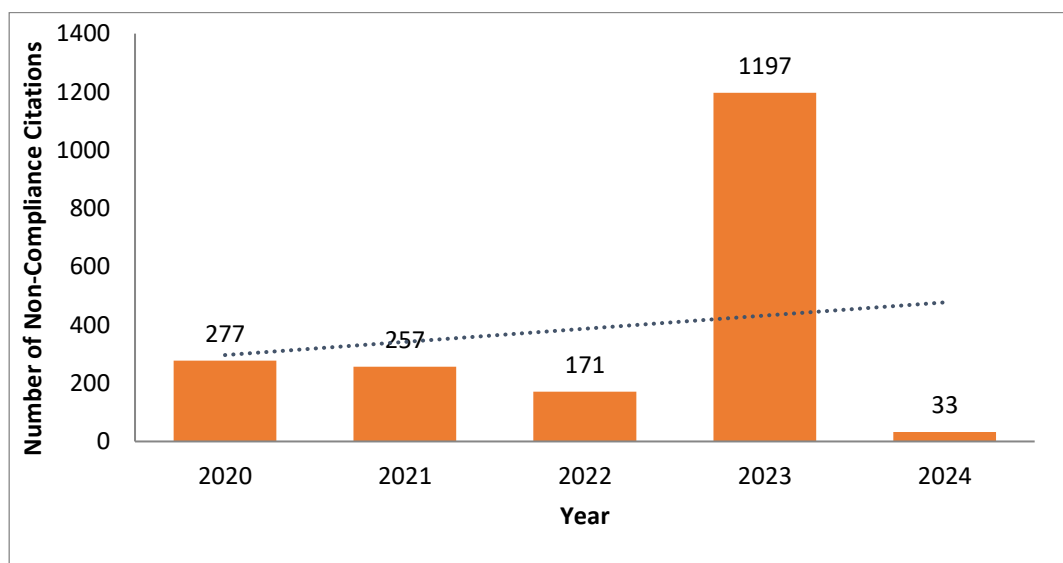
Most internal non-compliance citations result from preventative internal inspections and assessments, and injury and near-miss investigations. Identification of non-compliance issues and their subsequent correction improves the overall safety performance of the university prior to the intervention of regulatory bodies.

For the period of October 1 to December 31, 2024, there were **11** internal non-compliance citations, for a year-to-date total of **33**.

Year	Internal Non-Compliance Citations
Q4 2024 <i>Oct., Nov., Dec.</i>	11
2024 <i>Year To Date</i>	33
Q4 2023 <i>Oct., Nov., Dec.</i>	747
2023 <i>Year To Date</i>	1,197

Technical issues with the Workplace Inspection application also had a direct impact on the number of internal non-compliance citations, as is notable with the total number of citations in 2024. The issues were resolved in Q4; however, the launch of the new Workplace Hazards Signage required a shift of EHS resources to implement the new signage.

Five-year internal non-compliance citations data is presented in Graph 8 (below).



Graph 8: Total Number of Internal Non-Compliance Citations per Year

The large number of internal non-compliance citations in 2023 corresponds with the launch of the new Workplace Inspection application. The new software allows for workplace inspections to be completed faster and for improved documentation of non-compliance issues.

5. Corrective Action Completion Rate

Corrective actions are assigned as the result of an intervention by EHS, including injury investigations and internal inspections. When non-compliance issues are identified, corrective actions are generally required. These actions are assigned to the supervisor responsible for the area where the citation occurred or for the individuals involved.

All non-compliance citations (internal and external) must be resolved in a timely manner. External non-compliance citations from external bodies received during inspections (Section 12) are accompanied by obligatory corrective actions and imposed deadlines. Internal non-compliance citations (Section 4) are also accompanied by obligatory corrective actions and target deadlines. This metric tracks the percentage of assigned corrective actions that are completed. This is tracked by calendar year until all actions are completed.

Correction Action Completion Rate for 2024

Table 1 presents the total number of corrective actions per priority level/stage and Table 2 presents the same data as percentages. The status of “OPEN” indicates that the responsible individuals have been notified of the required safety corrective action and the deadline for completion has not passed. The status of “OVERDUE” indicates that the deadline to complete the corrective action has passed.

In Q4, 9 corrective actions were assigned, increasing the total count for 2024 to **26**. The percentage of overdue corrective actions assigned in 2024 was 31.3%.

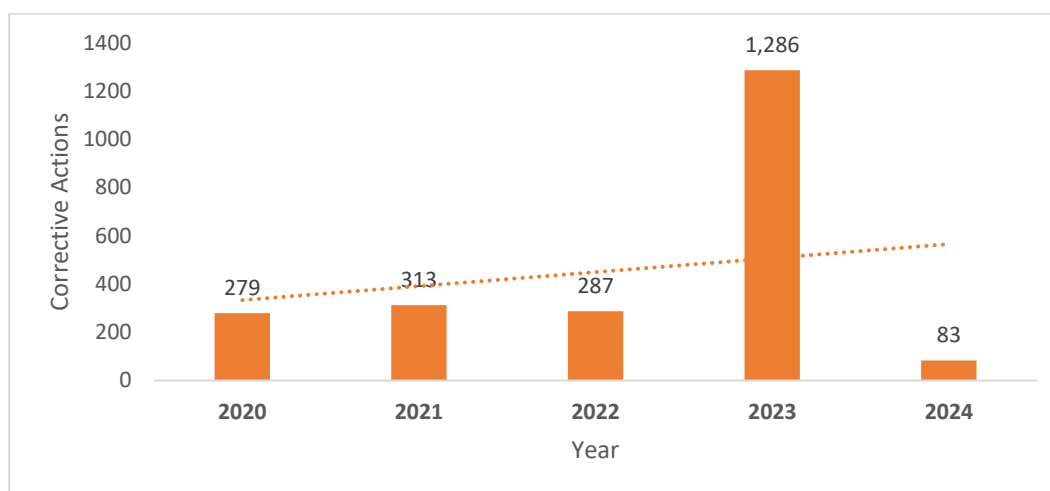
Table 1: 2024 YTD Number of corrective actions per priority by status

	Priority Level / Stage					
Corrective Action Status	High	Medium	Low	Action Plan	Approved Construction Project	Total Count
Completed	15	21	4	0	0	40
Open	3	5	3	6	0	17
Overdue	8	4	12	2	0	26
Total	26	30	19	8	0	83

Table 2: 2024 YTD Percentage of corrective actions per priority by status

	Priority Level / Stage					
Corrective Action Status	High	Medium	Low	Action Plan	Approved Construction Project	Total Percentage
Completed	18.07%	25.30%	4.82%	0	0	48.19%
Open	3.61%	6.02%	3.61%	7.23%	0	20.48%
Overdue	9.64%	4.82%	14.46%	2.41%	0	31.33%
Total	31.33%	36.14%	22.89%	9.64%	0	100%

Again, the technical issues with the Workplace Inspection application resulted in lower numbers for this indicator, as can be seen in Graph 9.



Graph 9: Total Number of Corrective Actions per Year

Correction Action Completion Rate for previous years

The following two tables provide information on the status of corrective actions according to the year when the corrective action was assigned. Corrective actions are left “OPEN” in the system until the permanent solution is implemented. EHS staff work closely with the individuals responsible to ensure no immediate safety concerns arise while awaiting permanent solutions. Temporary measures are put in place each time EHS is faced with a hazardous situation that needs to be corrected if it cannot be addressed permanently in a timely manner.

Table 3 presents, for each calendar year, the number of corrective actions by status as of December 31, 2024.

Table 3: Number of corrective actions per year by status

Status	2015	2016	2017	2018	2019	2020	2021	2022	2023
Completed	449	218	364	703	1,063	277	303	267	1,039
Open	0	0	0	0	0	0	0	0	22
Overdue	3	1	1	89	198	2	10	20	225
Total	452	219	365	792	1,261	279	313	287	1,286

Table 4 presents, for each calendar year, the percentage of corrective actions by status as of December 31, 2024.

Table 4: Percentage of corrective actions per year by status

Status	2015	2016	2017	2018	2019	2020	2021	2022	2023
Completed	99.3%	99.5%	99.7%	88.8%	84.3%	99.3%	96.8%	93.0%	80.8%
Open	0.0%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%
Overdue	0.7%	0.5%	0.3%	11.2%	15.7%	0.7%	3.2%	7.0%	17.5%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

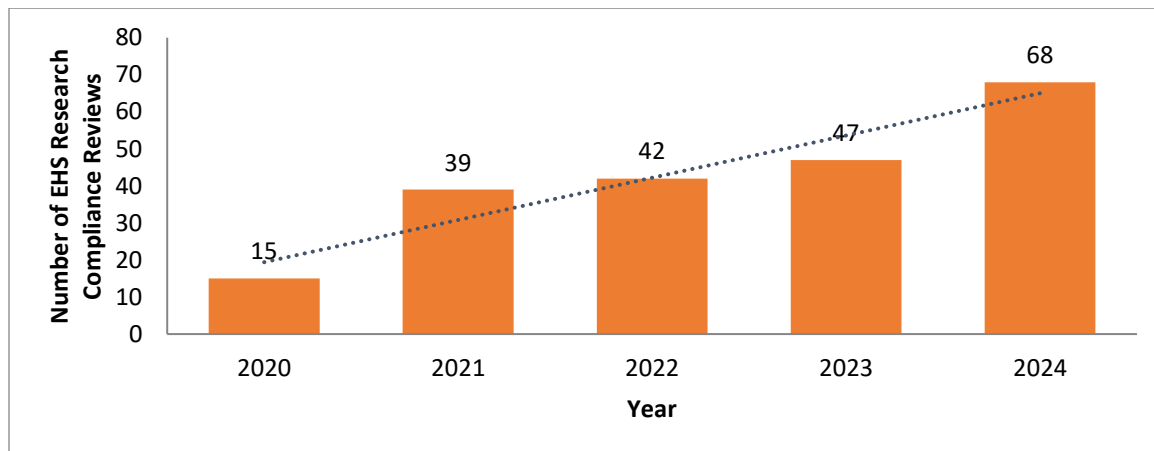
6. EHS Research Compliance Reviews

In collaboration with the Office of Research, EHS reviews research and teaching activities that involve use of hazardous materials, to ensure compliance with applicable government regulations and internal policies and procedures.

For the period of October 1 and December 31, 2024, the Research and Teaching Safety Team conducted **17** research compliance reviews, for a 2024 total of 68 EHS Research Compliance Reviews.

Year	EHS Research Compliance Reviews
Q4 2024 <i>Oct., Nov., Dec.</i>	17
2024 <i>Full Year</i>	68
Q4 2023 <i>Oct., Nov., Dec.</i>	12
2023 <i>Full Year</i>	47

Graph 10 illustrates the five-year data for EHS Research Compliance Reviews. The impact of the COVID-19 pandemic is reflected in the low value for 2020. This key performance indicator is on an increasing trend, which is expected given the higher volume of research being conducted at the university.



Graph 10: Total Number of EHS Research Compliance Reviews per Year

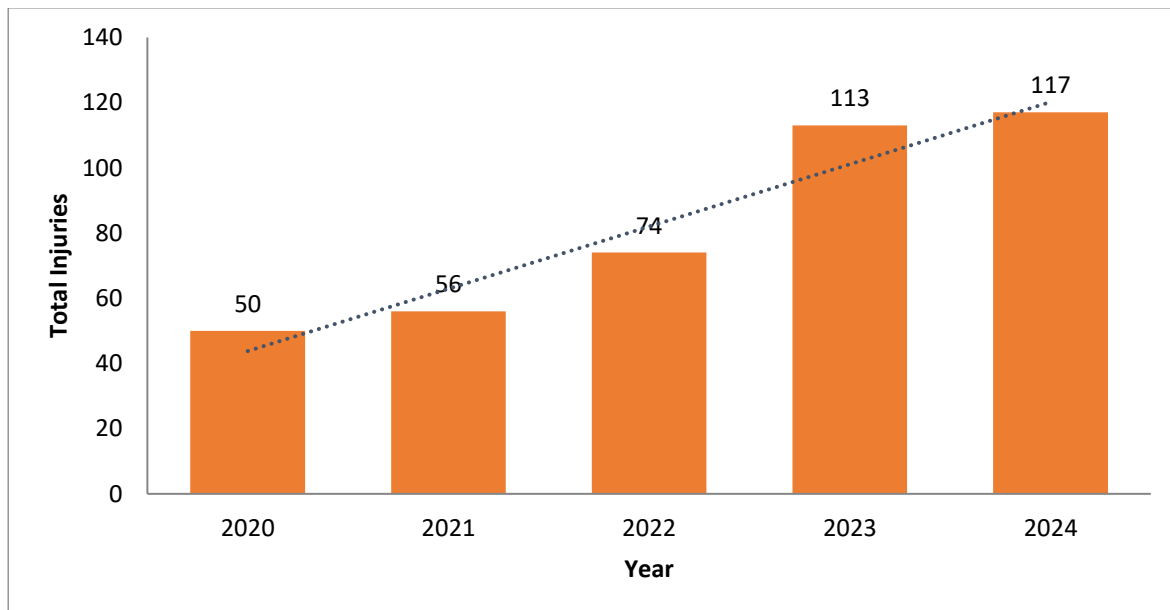
Section B: Traditional (Lagging) Key Safety Performance Indicators

7. Total Injuries

An injury refers to the occurrence of a sudden and unforeseen event arising out of, or during, a university-sanctioned activity attributable to any factor that caused an injury or an occupational disease (an exposure to conditions or substances that resulted in a disease). Injuries are grouped as work-related (involving staff and faculty), student or visitor/contractor.

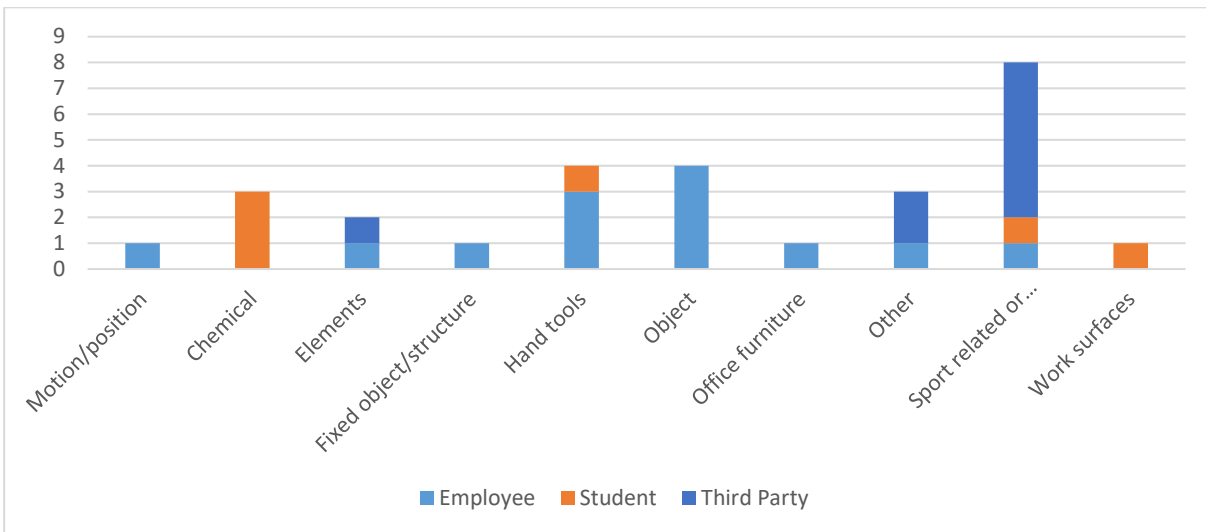
For the period of October 1 to December 31, 2024, **28** injuries were reported, bringing the 2024 total to 117. Although Q4 2024 saw a slight decrease in declared injuries, 2024 ended with a slight increase (3.5%).

Year	Total Injuries
Q4 2024 <i>Oct., Nov., Dec.</i>	28
2024 <i>Full Year</i>	117
Q4 2023 <i>Oct., Nov., Dec.</i>	32
2023 <i>Full Year</i>	113

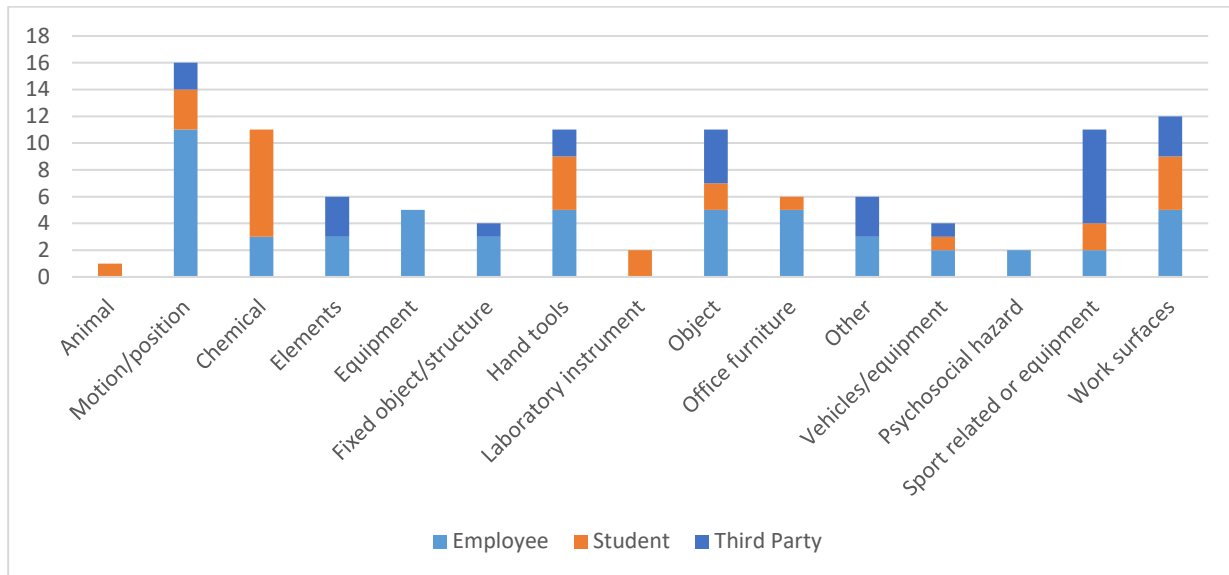


Graph 11: Total Injuries per Year

Graph 12 below presents reported injuries by source and by status of the injured individual for Q4 2024 and Graph 13 presents the same data for all of 2024.



Graph 12: Q4 2024 Total Injuries by Source and by Status



Graph 13: 2024 Total Injuries by Source and by Status

Although originally designed for declaring physical injuries and near-miss, in 2024, employees and students began using the Injury Management application in *My Workplace Health & Safety* to declare psychological injuries. In 2024, the CNESST launched a new educational campaign on psychological safety in the workplace and it is believed that the psychological injury declarations made were a result of the government's campaign (*CNESST - Au travail, la santé psychologique ne devrait jamais tenir qu'à un fil* Gouvernement du Québec).

In response to this, and to ensure that the university complies with its obligations regarding psychological safety in the workplace (*Loi visant à prévenir et à combattre le harcèlement psychologique et la violence à caractère sexuel en milieu de travail*, adopted in March 2024), the injury and near-miss declaration process for both employees and students has been modified to allow for the declaration of psychological events (injuries or near-misses). It is important to note that declaring a psychological event is not deemed to be filing a formal complaint; should the employee or student wish to file a formal complaint they will be redirected to the appropriate university resources. Declaration of a psychological event allows for early intervention and the prevention of a formal complaint.

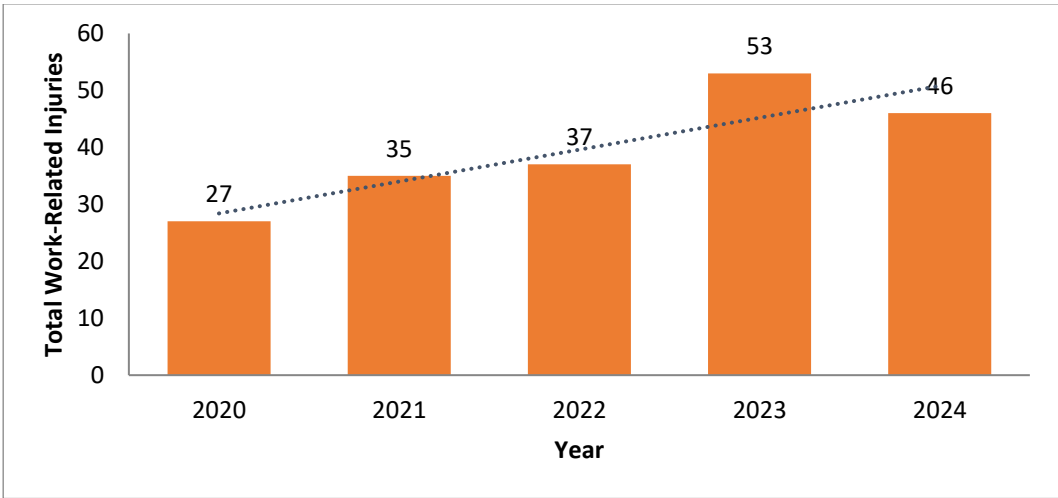
8. Work-Related Injuries

Work-Related Injuries are a subset of the Total Injuries (Section 7), whereby the injured person is a worker (staff or faculty). An injury or illness is considered work-related when an employee is involved and if an event, or exposure in the work environment, either caused or contributed to the resulting condition or significantly aggravated a pre-existing injury or illness. Work-related injuries are investigated by EHS staff and when warranted, an investigation report with corrective actions is submitted to the employee’s supervisor. Work-related injuries can occur on campus and off-campus.

For the period of October 1 to December 31, 2024, **12** of the 28 reported injuries (Section 7) were work-related, bringing the 2024 total to **46**.

Year	Work-Related Injuries
Q4 2024 <i>Oct., Nov., Dec.</i>	12
2024 <i>Full Year</i>	46
Q4 2023 <i>Oct., Nov., Dec.</i>	12
2023 <i>Full Year</i>	53

In 2024, the total number of work-related injuries decreased by 13.2% compared to 2023. Graph 14 below illustrates work-related injury data from the last five years and there is an increasing trend.



Graph 14: Work-Related Injuries per Year

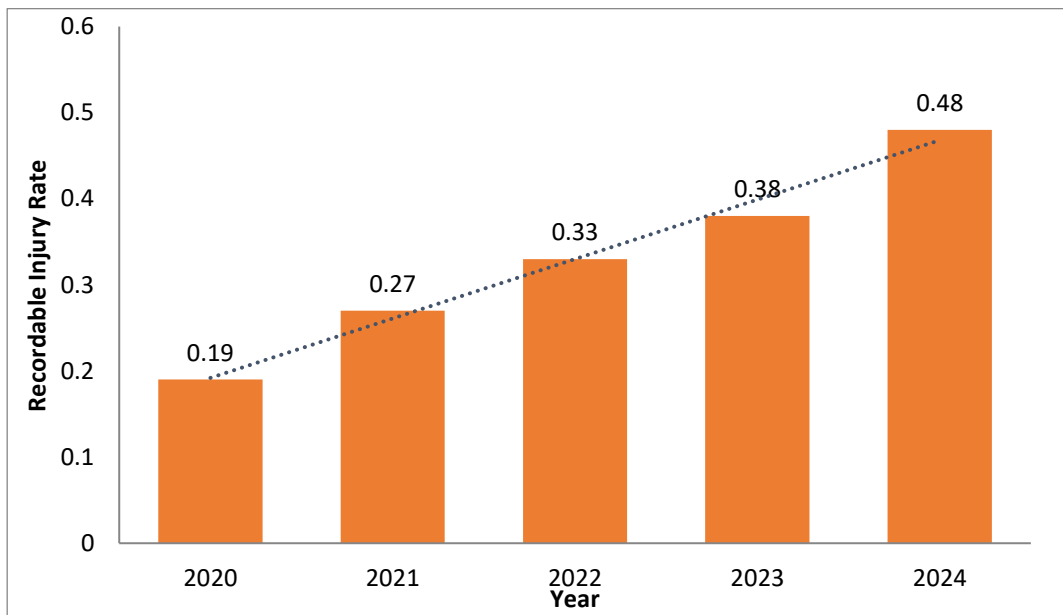
Recordable Injury Rate (RIR)

The Recordable Injury Rate (RIR), also commonly referred to as the recordable incident rate, is calculated by multiplying the number of work-related injuries by 200,000 labour hours and then dividing that number by the number of labour hours during that period. Furthermore, 200,000 labour hours equates to 100 employees, who work 40 hours per week 50 weeks per year. The calculated rate is per 100 employees.

The university’s 2024 Recordable Injury Rate was **0.48** work-related injuries per 100 full-time employees, compared to **0.38** in 2023.

Year	Recordable Incident Rate
2024 <i>Full Year</i>	0.48
2023 <i>Full Year</i>	0.38

Graph 15 below presents the evolution of the Recordable Injury Rate from 2020 to 2024. The increasing trend over the last 5 years means that more work-related injuries are occurring. There can be several possible causes for an increasing Recordable Injury Rate, including new hazards with inadequate controls, employees not receiving sufficient safety training or higher production demands. However, an increase may not always be negative; it could be that employees feel more comfortable reporting injuries, leading to more accurate data. Given the communications in the past two years on the new, easy-to-use reporting process, we hypothesize the increase is due to increased reporting, particularly of psychological injuries. EHS will continue to explore the causes for the increased Recordable Injury Rate.



Graph 15: Recordable Injury Rate per Year

9. Workers' Compensation Claims

Employees who sustain a work-related injury may be eligible for compensation from the *Commission des normes, de l'équité, de la santé et de la sécurité du travail* (CNESST). For the period of October 1 to December 31, 2024, there were **3** accepted workers' compensation claims due to a work-related injury.

Year	Accepted Compensation Claims
Q4 2024 <i>Oct., Nov., Dec.</i>	3
2024 <i>Full Year</i>	18
Q4 2023 <i>Oct., Nov., Dec.</i>	1
2023 <i>Full Year</i>	17

Table 5 below provides details on all accepted workers' compensation claims in 2024. For each claim, the total number of lost-time days for 2024 is indicated, if applicable.

Table 5: 2024 Accepted Workers' Compensation Claims

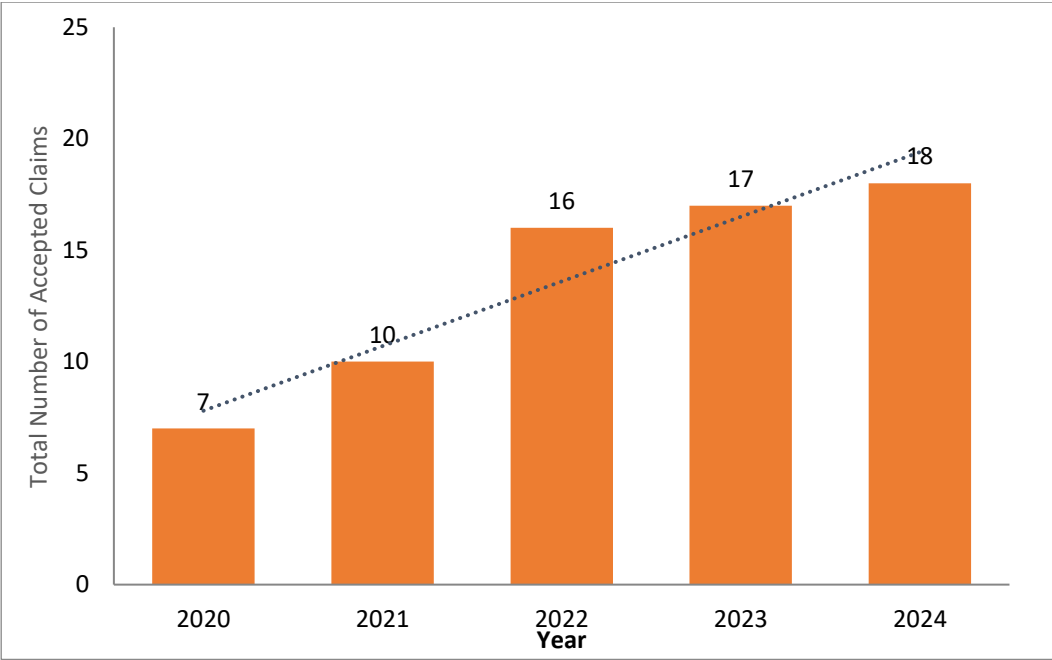
Date	Description	Bldg	Type of Injury	Union / Association	Lost-Time Days YTD
19-Jan-2024	The employee fell down the stairs injuring an ankle.	LB	Sprains, Strains, Tears	CULEU	10
26-Feb-2024	The employee was exiting the building when they tripped and fell on a raised part of the pavers.	GN	Sprains, Strains, Tears	STTMC	4
08-Mar-2024	The employee was moving a display when an unsecured shelf fell on their head causing a mild concussion.	LB	Bruise/Contusion	CUSSU	0
08-Mar-2024	The employee was walking up the stairs when they tripped and fell.	MB	Sprains, Strains, Tears	N/A	0
08-Mar-2024	The employee was moving a cabinet when they felt pain in their back.	VA	Sprains, Strains, Tears	STTMC	267
14-Mar-2024	The employee stepped off a ladder and felt pain.	MB	Sprains, Strains, Tears	STTMC	23
19-Mar-2024	The employee was crossing the street when they tripped and fell injuring their hand and face.	EV	Fractures	ACUMAE	54
23-April-2024	The employee was exposed to a psychosocial risk factor.	GM	Psychosocial	N/A	174
23-Apr-2024	The employee attempted to stop a falling piece of equipment and injured their hand.	H	Sprains, Strains, Tears	CUUSS-TS	96
28-May-2024	The employee pulled their shoulder muscle while cleaning windows.	VL	Sprains, Strains, Tears	STTMC	7
15-Jul-2024	The employee was exiting the bathroom when they fell injuring their knee.	H	Bruise/Contusion	CUSSU	12
25-Jul-2024	The employee felt a pain in their back when climbing a ladder.	VA	Sprains, Strains, Tears	STTMC	82
08-Aug-2024	The employee was handling chemicals when pressure built up in a container causing the chemicals to splash on face and in eyes.	HU	Burns (Chemical or heat)	CARE	0
16-Aug-2024	Employee injured their back and hip after slipping on hydraulic fluid.	EV	Sprains, Strains, Tears	CUUSS-TS	10
11-Sep-2024	The employee slipped and fell injuring their back and ankle.	LB	Sprains, Strains, Tears	ACUMAE	0
31-Oct-2024	The employee sustained a concussion when they were struck by a rock that fell from a ladder.	EV	Bruise/Contusion	N/A	0
12-Nov-2024	The employee injured their mouth when they were struck by the end of an extension cord.	H	Fractures	STTMC	0
03-Dec-2024	The employee was moving a couch and pricked their hand on a used needle.	MB	Other	STTMC	3

As stated in Section 7, in 2024 employees and students began using the Injury Management application in My Workplace Health & Safety to declare psychological injuries. Two employees submitted workers' compensation requests claiming the presence of psychosocial risks in their workplace which caused them psychological injury and to be away from work. One of the two claims was accepted by the CNESST in Q4 and has contributed 174 days to the total Lost-Time Days in 2024. The CNESST has not rendered its decision regarding the second claim. When analyzing the situations surrounding these two claims, it signaled that the university could do more to address the presence of psychosocial risk factors in the

workplace. Although processes are in place when a formal complaint is made through Human Resources' Employee Labour Relations, there is a lack of resources and assistance for employees who want to declare the presence of a psychosocial risk factor in their workplace. The first step was to simplify the declaration process for both employees and students to advise the university of psychological events, which has been completed (See Section 7). The EHS webpage on injury declaration is being updated to include declaring psychological events and, in conjunction with the Department of Psychology, the university will launch an employee survey in 2025 to identify which of the risk factors of psychological health and safety in the workplace are present and in which areas. The survey report will include targeted actions that can be implemented to manage the identified risk factors.

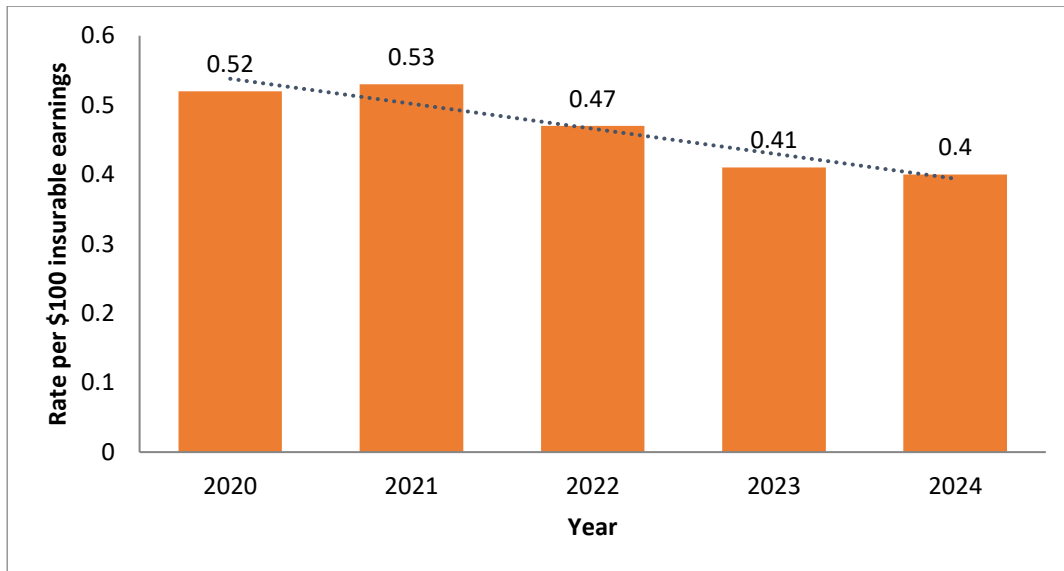
In addition to these planned actions, in collaboration with the CNESST, EHS will organize Psychosocial Risk Prevention workshops in April 2025. The goal of these workshops is to raise awareness about and discuss the five main psychosocial workplace risk factors: high workload, low recognition, low autonomy at work, low support from colleagues or supervisors, and lack of communication and information. This is one of the prevention efforts EHS will undertake in an effort to improve the psychological health and safety of our employees.

Graph 16 below presents the number of accepted workers' compensation claims per year from 2020 to 2024. From 2020 to 2024, the trend is increasing, and the five-year average number of total accepted Workers' Compensation Claims per year is 14.



Graph 16: Accepted Worker Compensation Claims per Year

Annually, the *Commission des normes, de l'équité, de la santé et de la sécurité du travail* (CNESST) assigns the university a personalized insurance rate based in part on the university's past workers' compensation claims. All efforts to reduce workplace injuries and to reduce the total number of lost-time days, including the Return-to-Work program, contribute to lowering the personalized insurance rate. In 2024, the university's personalized insurance rate decreased to \$0.40 per \$100 of insurable payroll, from \$0.41 for 2023, representing a savings of \$33,744.



Graph 17: Concordia University's Personalized Insurance Rate set by the CNESST per Year

10. Lost-Time Days

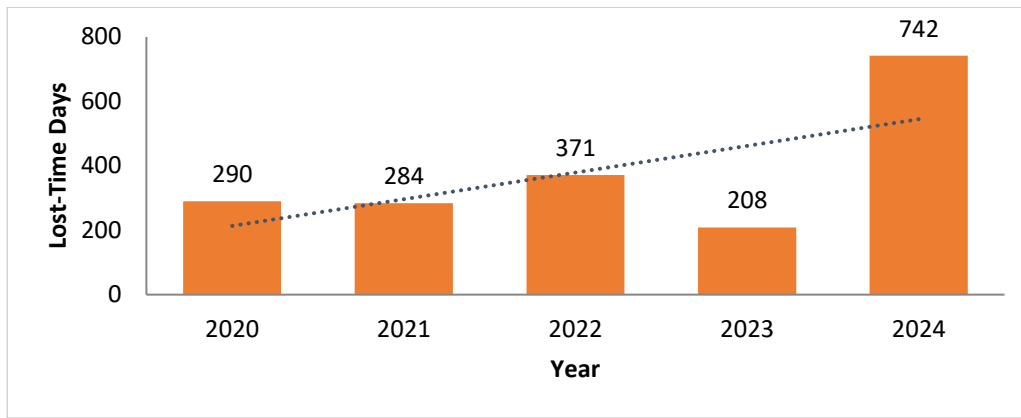
A lost-time work-related injury is defined as a work-related injury or illness that results in days away from work, other than the day of injury or the day the illness began. Lost-time days refers to the total number of calendar days employees are away from work due to a work-related injury or illness.

For the period of October 1 to December 31, 2024, there were **3** lost-time days from work-related injuries that occurred during the quarter (See "Accepted Worker Compensation Claims" table Section 9 for details). An additional 290 lost-time days were added to the year-to-date total from work-related injuries that occurred prior to Q4, but where the employee is still away from work.

Year	Lost-Time Days
Q4 2024 <i>Oct., Nov., Dec.</i>	3
2024 <i>Full Year</i>	742
Q4 2023 <i>Oct., Nov., Dec.</i>	21
2023 <i>Full Year</i>	208

In 2024, 2 work-related injuries contributed to 59% of all the lost-time days (441 days). One of those work-related injuries was an employee who experienced lumbar strain; during their medical workup an incidental finding was discovered, and they have been off work since (267 lost-time days). Given the presence of an unrelated personal medical condition, the compensation claim is under discussion with the CNESST. The second work-related injury was due to a psychological event experienced by an employee (174 lost-time days).

Graph 18 present Lost-Time Day data for five years, which is significantly impacted by the sharp increase in 2024.



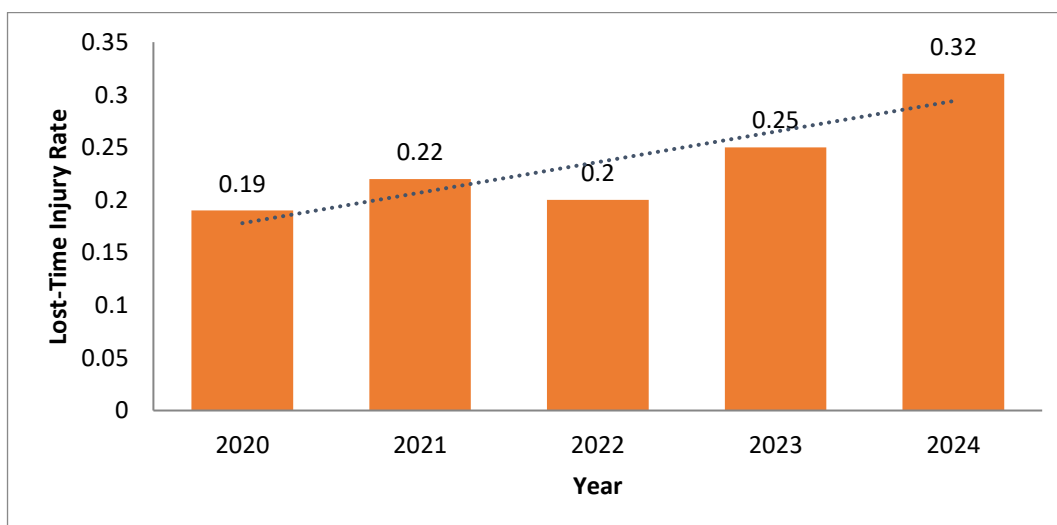
Graph 18: Total Lost-Time Days per Year

Lost-Time Injury Rate (LTIR)

The lost-time injury rate measures the occurrence of work-related injuries that resulted in an employee's inability to work the next workday. It represents the number of lost-time injuries per 100 full-time employees in the stated period. The LTIR is calculated by multiplying the number of lost-time work-related injuries by 200,000 labour hours and then dividing that number by the number of labour hours during that period. Therefore, 200,000 labour hours equate to 100 employees who work 40 hours per week 50 weeks per year. The calculated rate is per 100 employees.

Year	Lost-Time Injury Rate
2024 Full Year	0.32
2023 Full Year	0.25

The university's 2024 lost-time injury rate is **0.32** lost-time injuries per 100 full-time employees. As can be observed in Graph 19, the rate has slightly increased over the past 5 years, with a five-year average of 0.24 lost-time injuries per 100 full-time employees. This trend indicates that, when injured, employees are more likely to miss work.



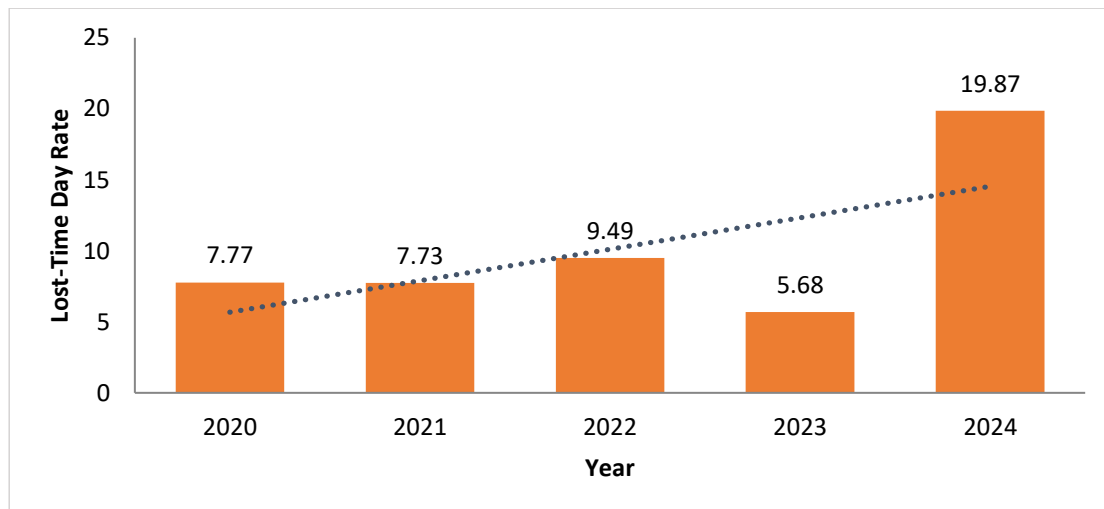
Graph 19: Lost-Time Injury Rate per Year

Lost-Time Day Rate (LTDR)

The Lost-Time Day Rate (LTDR) measures the length of time an employee is away from work due to a work-related injury. In a given period, it represents the number of lost-time days per 100 full-time employees. The LTDR is calculated by multiplying the number of lost-time days by 200,000 labour hours, then dividing that number by the number of labour hours during that period. 200,000 labour hours equates to 100 employees, who work 40 hours per week, 50 weeks per year. The calculated rate is per 100 employees.

The university's 2024 LTDR was **19.87** lost-time days per 100 full-time employees, a 111% increase when compared to 2023.

Year	Lost-Time Day Rate
2024 <i>Full Year</i>	19.87
2023 <i>Full Year</i>	5.68



Graph 20: Lost-Time Day Rate per Year

Graph 20 illustrates the annual LTDR for the last five years. The trend is increasing and the average LTDR over that period is 10.11 lost-time days per 100 full-time employees. An increasing lost-time injury rate suggests that the work-related injuries are more severe, requiring employees spend more time away from work to heal and recover.

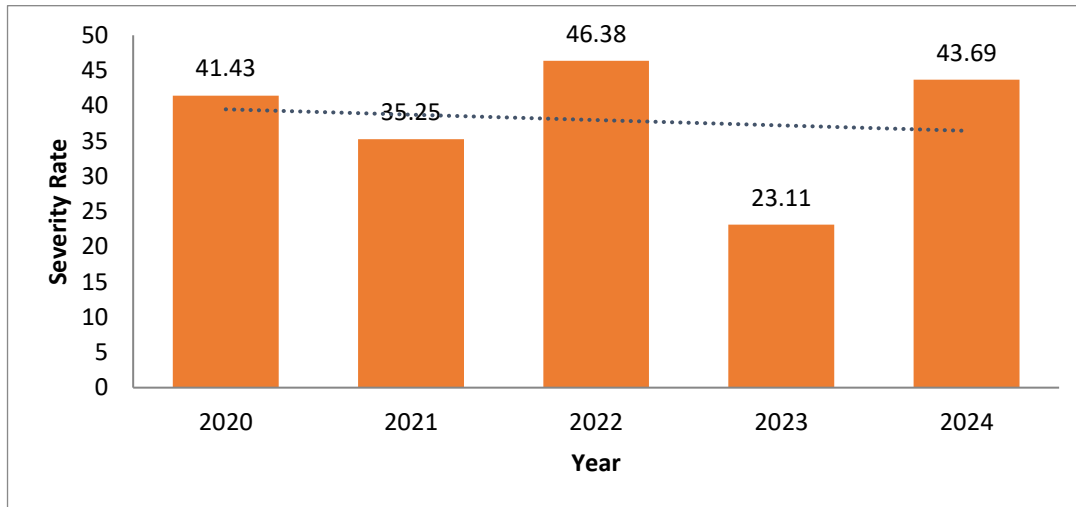
Severity Rate

The severity rate provides an average of the number of lost-time days per lost-time work-related injury. The severity rate is calculated by dividing the total number of lost-time days by the total number of work-related injuries with lost-time.

The university's 2024 severity rate was **43.69**, 61.6% higher than in 2023. The increase can be attributed mainly to two work-related injuries with a large number of lost-time days (174 and 267).

Year	Severity Rate <i>average lost-time days per lost-time injury</i>
2024 <i>Full Year</i>	43.69
2023 <i>Full Year</i>	23.11

The five-year Severity Rate data is presented in Graph 21. The Severity Rate has fluctuated over the past five years with the trend line indicating a slightly decreasing trend.



Graph 21: Severity Rate per Year

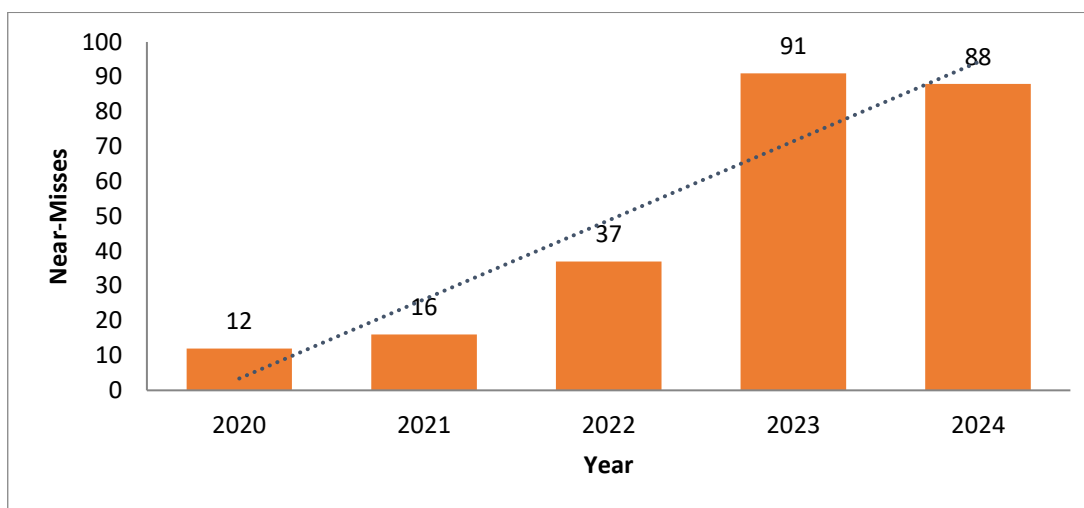
11. Near-Misses

A near-miss is the occurrence of an event on university property, arising out of, or during, a university-sanctioned activity attributable to any factor that could have caused either an injury or material damage. For example, events such as tripping on a stair or slipping in a water puddle, where no injury occurred, would be categorized as a near-miss. As per the university's policy on Injury Reporting and Investigation (VPS-42), reporting of near-misses is required. Traditionally, near-misses go unreported because no injury has occurred. Steps have been taken to encourage near-miss reporting, including discussing the importance of near-miss reporting at safety committee meetings, during safety training, and new Principal Investigator orientation sessions.

For the period of January 1 to December 31, 2024, **19** near-misses were reported, bring the 2024 total to 88. When compared to 2023, there was a slight 3% decrease in reported near-misses in 2024.

Year	Near-Misses
Q4 2024 <i>Oct., Nov., Dec.</i>	19
2024 <i>Full Year</i>	88
Q4 2023 <i>Oct., Nov., Dec.</i>	29
2023 <i>Full Year</i>	91

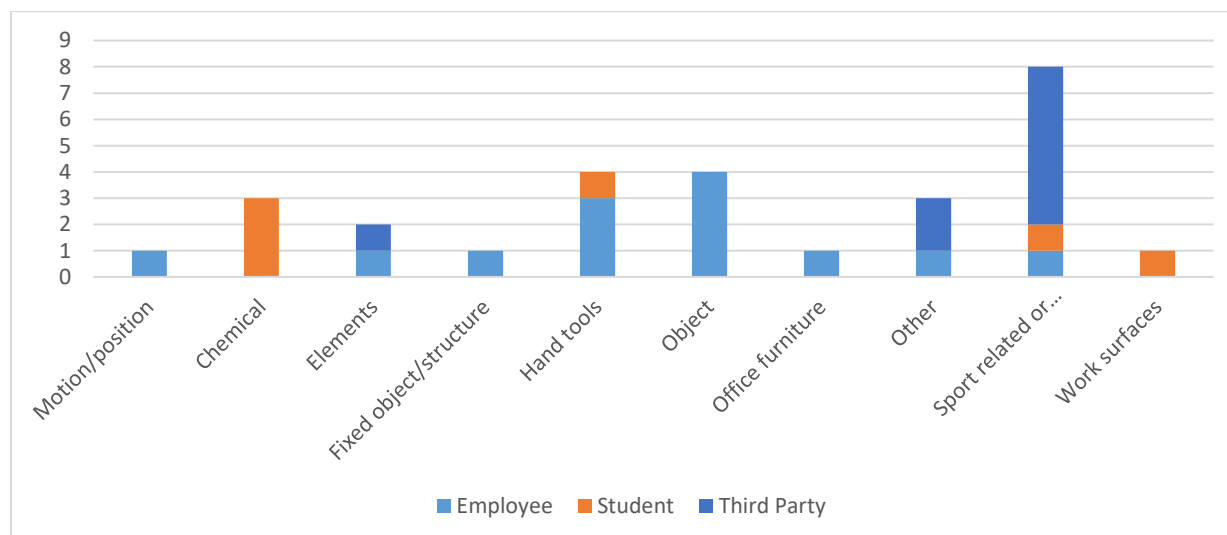
Graph 22 presents the number of near-misses reported annually from 2020 to 2024. The increase in reported near-misses in 2023 and 2024 is attributed to the educational campaign for the new on-line injury and near-miss declaration process in My Workplace Health & Safety that was launched in 2023. During this campaign, the importance of reporting near-misses was emphasized.



Graph 22: Total Number of Near-Misses per Year

We continuously encourage the university community to report near-misses given that it fosters a proactive safety culture. Employees reporting near-misses provides valuable insights into potential hazards within the workplace. Once reported, near-miss investigations help to identify underlying unsafe conditions (root cause) that, if left unaddressed, could lead to more serious injuries in the future. By addressing near-misses promptly, we can implement preventive measures to mitigate risks and enhance overall workplace safety. A high number of reported near-misses also indicates that university employees are actively engaged in identifying and reporting potential hazards. This engagement is essential for the continuous improvement in safety on our campuses.

In Graphs 23, a breakdown of the near-misses reported, by source and status of the individual who reported the near miss, is presented.



Graph 23: 2024 Near-Misses by Source and by Status

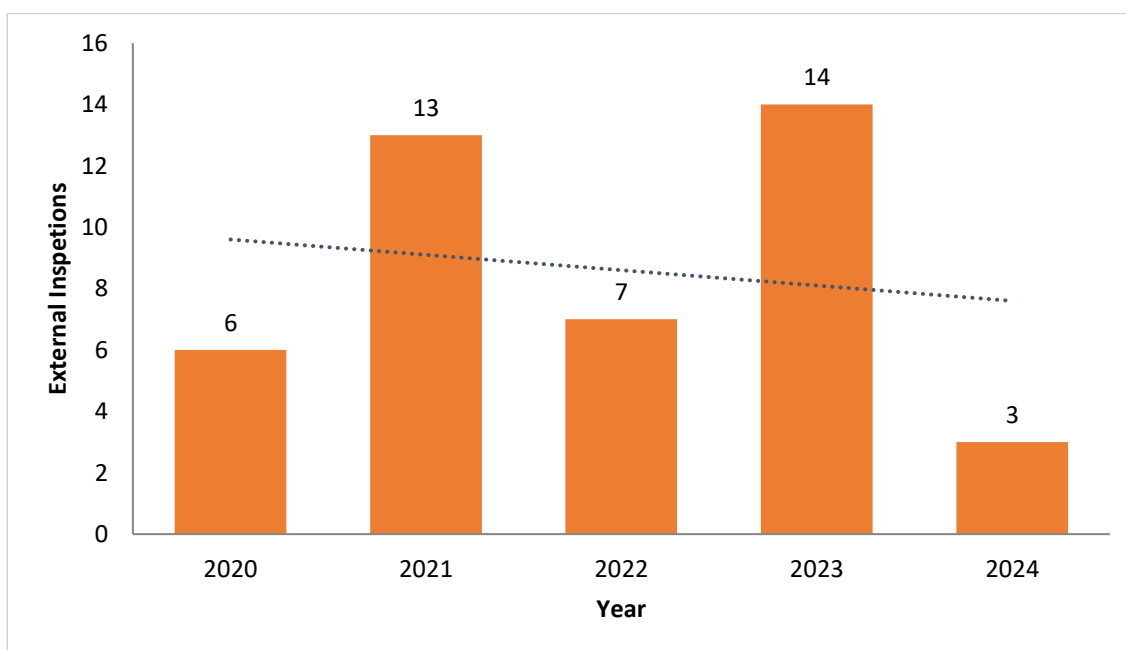
12. External Inspections

External inspections refer to inspections or audits of university premises or safety programs conducted by government agencies or third parties (e.g., insurance provider). Third-party audits include those performed at the request of Environmental Health & Safety. These inspections and audits complement EHS work and ensure that the university's activities and facilities comply with all applicable legislation and regulations.

For the period of October 1 to December 31, 2024, there were no external regulatory inspections.

Year	External Inspections
Q4 2024 <i>Oct., Nov., Dec.</i>	0
2024 <i>Full Year</i>	3
Q4 2023 <i>Oct., Nov., Dec.</i>	4
2023 <i>Full Year</i>	14

In Graph 24, external inspection data from 2020 to 2024 is presented. The number of external inspections fluctuates and is mainly out of the university's control. With some government agencies, the number of inspections can be influenced by their past interventions.



Graph 24: Total Number of External Inspections per Year

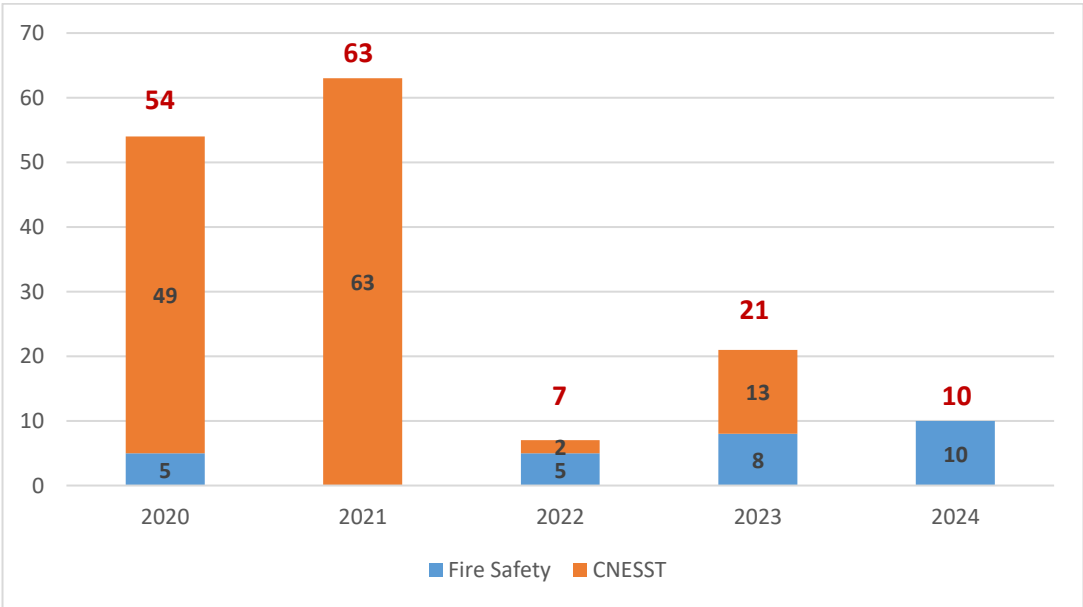
13. Regulatory Citations

The university may receive regulatory citations for non-compliance with federal, provincial, or municipal laws, regulations, or by-laws. Regulatory citations can be the outcome of government inspections or interventions (e.g., CNESST, Public Health Agency of Canada, Canadian Nuclear Safety Commission, Canadian Council on Animal Care) or violations of regulations and by-laws (e.g., false fire alarm citation from the *Service de sécurité incendie de Montréal*). This metric tracks the total number of regulatory citations received by the university.

For the period of October 1 to December 31, 2024, the university received 1 regulatory citation from the *Service de sécurité incendie de Montréal* due to a false fire alarm caused by a faulty pull station. All regulatory citations received in 2024 were from the *Service de sécurité incendie de Montréal*, totaling 10.

Year	Regulatory Citations
Q4 2024 <i>Oct., Nov., Dec.</i>	1
2024 <i>Full Year</i>	10
Q4 2023 <i>Oct., Nov., Dec.</i>	1
2023 <i>Full Year</i>	21

Graph 25 illustrates the number of regulatory citations received by the university, by source from 2020 to 2024. The annual total number of citations is indicated at the top of each column.



Graph 25: Total Number of Regulatory Citations per Year by Source

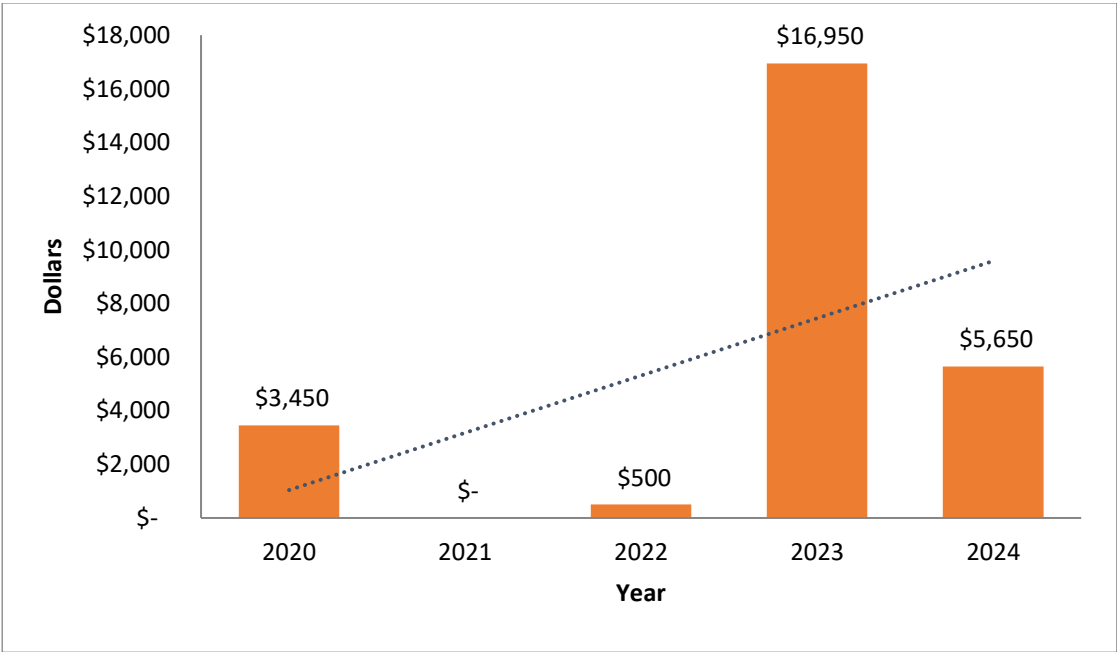
14. Regulatory Fines

Regulatory citations (Section 13) may have associated monetary fines or penalties that are issued to the university.

For the period of October 1 to December 31, 2024 the university received a **\$2,700** fine from the *Service de sécurité incendie de Montréal* for a false fire alarm. All fines received in 2024 were from the *Service de sécurité incendie de Montréal*, totaling \$5,650.

Year	Regulatory Fines Received
Q4 2024 <i>Oct, Nov, Dec</i>	\$2,700
2024 <i>Full Year</i>	\$5,650
Q4 2023 <i>Oct, Nov, Dec</i>	\$2,700
2023 <i>Full Year</i>	\$16,950

Graph 26 presents regulatory fine data from 2020 to 2024. The average regulatory fines paid over the last 5 years is \$5,310. The five-year trend is increasing; however, the value of the fines in 2024 was 66% less than in 2023.



Graph 26: Total Value of Regulatory Fines Received per Year

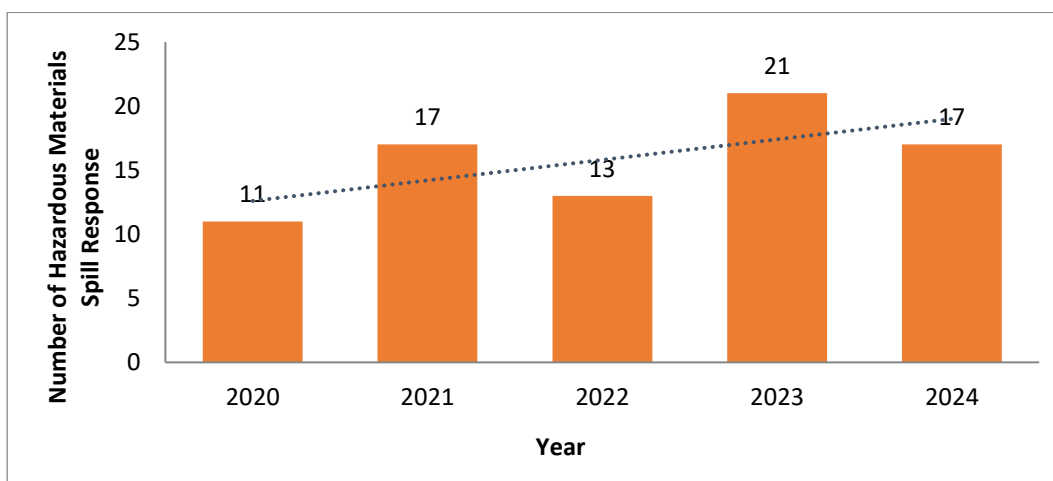
15. Hazardous Materials Emergency Responses

The university's Hazardous Materials Emergency Response Team responds to hazardous material emergencies that occur on university premises, including spills and odours. Service providers are called upon to assist when a major spill occurs, and additional resources are required.

Between October 1 to December 31, 2024, there were 5 hazardous materials emergency responses by the Hazardous Materials Spill Response Team. The total number of hazardous materials emergency responses for 2024 was 17, a decrease of 21% from 2023.

Year	Hazardous Material Emergency Responses
Q4 2024 <i>Oct., Nov., Dec.</i>	5
2024 <i>Full Year</i>	17
Q4 2023 <i>Oct., Nov., Dec.</i>	5
2023 <i>Full Year</i>	21

Graph 27 presents data for the last 5 years and the trend is slightly increasing. The five-year average is 16. One measure being taken to reduce the number of hazardous materials emergency responses is training individuals on how to respond to a minor spill themselves. In 2024, 620 individuals participated in Hazardous Materials Minor Spill Response Training, up 94% compared to 2023 (225 participants). The significant increase in participation in this training may have led to the reduction of calls for assistance in 2024.



Graph 27: Total Number of Hazardous Materials Spill Responses per Year

Environmental Health and Safety thanks the Board of Governors for their usual thorough attention to the Due Diligence Report.

Appendix A

2024 Rapport sur l'application de la politique environnement sans fumée

RAPPORT SUR L'APPLICATION DE LA POLITIQUE « SANS FUMÉE »

Rapport du Vice-recteur aux services de l'établissement d'enseignement universitaire au ministre de la Santé et des Services sociaux (L-6.2, Chapitre II, art. 5.1)

Nom de l'établissement: Université Concordia

Nom de la personne ayant rempli ce formulaire: Pietro Gasparri, Directeur, Service de la santé, sécurité et environnement

Nom de la personne ayant approuvé ce formulaire: Michael Di Grappa, Vice-recteur aux services et au développement durable

Date d'adoption de la politique: Politique sur l'usage du tabac et des produits du cannabis. 1 septembre 2015; révisée le 19 décembre 2017, le 10 décembre 2019 et le 12 avril 2024.

MODALITÉS D'APPLICATION ET DE SUIVI

1. Veuillez indiquer quelles activités ont été mises en place pour contribuer à la réussite de l'implantation de la politique:

- ☒ Une personne responsable de la démarche a été désignée;
- ☒ Un état de situation a été dressé et différents acteurs du milieu ont été consultés;
- ☐ Une équipe de projet responsable qui inclut des personnes représentant plusieurs acteurs du milieu (fumeurs, non-fumeurs, étudiants, enseignants, personnel) a été désignée;
- ☒ Les procédures et les sanctions prévues pour maximiser le respect de la politique ont été spécifiées;
- ☒ Un mécanisme est prévu pour s'assurer de répondre aux questions et aux plaintes éventuelles en lien avec la politique;
- ☒ Les étudiants, les enseignants et le personnel ont été sensibilisés sur la politique;
- ☐ Un calendrier de déploiement (ou autre document similaire) a permis de planifier l'implantation de la politique;

2. Votre politique a-t-elle été révisée? Si oui, pouvez-vous indiquer la date à laquelle elle a été adoptée par le conseil d'administration et décrire brièvement quelles sont les principales modifications apportées:

La politique a été initialement adoptée par l'université le 1 septembre 2015. La politique a ensuite été révisée le 19 décembre 2017, le 10 décembre 2019 et dernièrement le 12 avril 2024. Étant donné que notre politique couvre l'interdiction de la possession du cannabis, nous devons inclure l'autorisation, la possession et l'utilisation de produits du cannabis aux fins de recherche (voir Section 2, 3 et 4) et durant les activités d'enseignement et de recherche (voir Section 10). Aussi, dans le cadre des mises à jour régulières de nos politiques, la section de définitions a été révisée.

3. De façon générale, comment considérez-vous les effets de la politique au sein de votre établissement?

Les restrictions d'usage du tabac, du cannabis et des autres dispositifs de vapotage contribuent à donner à la communauté de l'Université Concordia un environnement plus sain. Par ailleurs, la politique ayant précisé clairement les limites d'utilisation de la cigarette et du cannabis, les membres de la communauté qui souhaitent fumer ou vapoter savent maintenant clairement quelles sont les exigences à respecter.

ORIENTATIONS RELATIVES À UN ENVIRONNEMENT SANS FUMÉE

4. Veuillez indiquer quels sont les produits encadrés par la politique:

- ☒ Tabac;
- ☒ Cigarette électronique;
- ☒ Cannabis;

5. Veuillez définir les types d'interdictions de fumer applicables à votre établissement:

- ☒ Interdiction de fumer dans les résidences;
- ☐ Interdiction de fumer sur l'ensemble des terrains appartenant à l'établissement;
- ☒ Interdiction de fumer sur l'ensemble des terrains appartenant à l'établissement, à l'exception de zones désignées pour fumeurs;
- ☒ Interdiction de fumer dans les lieux visés par la Loi (à 9 mètres de toute porte, prise d'air ou fenêtre, les terrains sportifs et de jeux, y compris les aires réservées aux spectateurs);
- ☐ Autre (préciser svp):

Notez : L'utilisation de cigarettes ou de dispositifs électroniques est interdite dans l'ensemble des bâtiments appartenant à l'université ou occupés par l'Université et dans l'ensemble des véhicules appartenant à l'Université ou loués au nom de l'Université.

6. En référence aux activités de restriction d'usage du tabac au sein de l'établissement, veuillez indiquer si les interdictions de fumer sont bien respectées (Ex.: Interdiction de fumer sur l'ensemble des terrains, avec ou sans zone désignée pour fumeurs, interdiction de fumer dans les résidences, etc.):

- ☒ Les interdictions de fumer sont généralement bien respectées
- ☐ Les interdictions de fumer sont bien respectées avec quelques difficultés d'application
- ☐ Les interdictions de fumer ne sont généralement pas bien respectées

À titre de référence, in 2023-24 l'Université Concordia a 35 795 étudiants(es) de premier cycle, 9 650 étudiants(es) aux cycles supérieurs et 4 269 en formation continue.

Le Service de protection et de prévention de l'université donne des avertissements à toute personne (étudiants, personnel, professeurs, visiteurs et grand public) lorsque la politique anti-tabac n'est pas respectée.

Tableau : Nombre d'avertissements donnés par le Service de protection et de prévention

	2023	2024
Avertissements	1836	2052

La plupart de ces avertissements concernent le fait de fumer et devapoter à moins de 9 mètres des entrées des pavillons universitaires. Aucun cendrier n'est présent dans ces zones. Des cendriers sont installés que dans les zones désignées pour fumeurs.

Une zone problématique est la terrasse extérieure située derrière l'un de nos principaux pavillons au centre-ville, car le café étudiant et le bar étudiant ont tous deux accès à la terrasse extérieure. La terrasse est en cours de rénovation depuis septembre 2024 et sera partiellement fermée jusqu'en septembre 2025, ce qui réduit le problème.

7. Si vous avez des secteurs où les restrictions d'usage du tabac sont plus problématiques, veuillez indiquer de quels types de lieux il s'agit et préciser quelles sont les mesures mises en place pour améliorer la situation:

Voir réponse à la question 6.

ORIENTATIONS VISANT À FAVORISER L'ABANDON DU TABAGISME CHEZ LEZ USAGERS ET LE PERSONNEL

8. Veuillez indiquer quelles mesures ont été mises en place pour favoriser l'abandon du tabagisme chez les ÉTUDIANTS:

- ☒ Diffusion d'un répertoire de ressources d'aide à l'abandon du tabagisme;
- ☒ Remise d'outils autodidactiques
- ☐ Organisation de concours visant à encourager les étudiants à cesser de fumer;
- ☒ Autre (préciser svp)

Le Service de santé universitaire fournit des informations et des conseils pour les aider à abandonner le tabagisme, incluant des rendez-vous pour des conseils individuels avec un spécialiste de la promotion de la santé. De plus, d'autres informations sont disponibles en ligne: [Quitting smoking or vaping - Concordia University](#) et cette information est également disponible en format papier dans la salle d'attente des deux cliniques du Service de santé universitaire (une clinique par campus). Des affiches faisant la promotion de nos services d'aide à l'abandon du tabagisme sont placées dans la plupart des bureaux des infirmières.

9. Veuillez indiquer quelles mesures ont été mises en place pour favoriser l'abandon du tabagisme chez les ENSEIGNANTS ET LE PERSONNEL:

- ☒ Diffusion d'un répertoire de ressources d'aide à l'abandon du tabagisme
- ☒ Remise d'outils autodidactiques
- ☐ Organisation de concours visant à encourager les enseignants et le personnel à cesser de fumer
- ☒ Autre (préciser svp):

Nos ressources du Service de santé universitaire sont disponibles pour tous les étudiants, le personnel et les professeurs.

Le Service de santé universitaire fournit des informations et des conseils pour les aider à abandonner le tabagisme, incluant des rendez-vous pour des conseils individuels avec un spécialiste de la promotion de la santé. De plus, d'autres informations sont disponibles en ligne: [Quitting smoking or vaping - Concordia University](#) et cette information est également disponible en format papier dans la salle d'attente des deux cliniques du Service de santé universitaire (une clinique par campus). Des affiches faisant la promotion de nos services d'aide à l'abandon du tabagisme sont placées dans la plupart des bureaux des infirmières.

ORIENTATIONS RELATIVES À LA PROMOTION DU NON-TABAGISME

10. Veuillez indiquer quelles ont été les mesures mises en place pour faire la promotion du non-tabagisme:

- ☒ Campagne de promotion;
- ☒ Activité de sensibilisation;
- ☐ Couverture médiatique;
- ☐ Autre (préciser svp) : Cliquez ici pour taper du texte.

En matière de promotion médiatique, l'université a publié un article sur notre site web le 10 janvier 2020. Du 13 au 15 janvier 2020, l'université a publié des avis dans les bulletins électroniques interne qui sont adressés à l'ensemble des employés et aux étudiants de premier cycle et des cycles supérieurs.

Des activités de sensibilisation à la promotion de la santé « Health YOU at CU! » sont régulièrement organisées par notre spécialiste de la promotion de la santé (Services de santé universitaire) dans les atriiums de certains de nos grands pavillons. Ces activités sont destinées aux étudiants et incluent le partage des informations et des ressources sur le sevrage tabagique.

Appendix B

VPSS-1 Policy on Smoking and Cannabis Products



POLICY ON SMOKING AND CANNABIS PRODUCTS

Effective Date: April 12, 2024

Approval Authority: Vice-President, Services and Sustainability

Supersedes /Amends: December 10, 2019

Policy Number: VPSS-1

SCOPE

This Policy applies to all Members of the University Community (as defined below) on Campus (as defined below).

PURPOSE

The purpose of this Policy is to set out the rules regarding Smoking and Cannabis Products (as such terms are defined below) on Campus. This Policy conforms to the [Tobacco Control Act, COLR, chapter L-6.2](#), the [Cannabis Regulation Act, COLR, chapter C-5.3](#) and the [Cannabis Act, R.S.C., 2018, c. 16](#), as well as all other federal, provincial or municipal regulation and legislation relating to exposure to second-hand smoke and possession or consumption of Cannabis Products, as applicable to the University setting.

DEFINITION

For the purposes of this Policy, the following definitions shall apply:

“Campus” means any and all University buildings, including University residences, vehicles and outdoor premises owned or leased by Concordia University.

“Cannabis Product(s)” means any part of the cannabis plant, fresh cannabis, dried cannabis, cannabis oil, cannabis in the form of a concentrate, and any other category of product derived from cannabis, whether edible or not.

“Consuming” means burning, inhaling or Smoking (as defined below) in any manner, including, but not limited to, a cigarette, cigar, electronic cigarette, joint, pipe, vaping device or any similar apparatus; drinking; eating; injecting; swallowing; vaporizing or applying to the skin.

“DSVA(s)” means Designated Smoking and Vaping Areas and refers to identified exterior Campus areas where Smoking and Vaping is permitted.

POLICY ON SMOKING AND CANNABIS PRODUCTS

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“Member of the University Community” means any student; any employee of the University, including staff, faculty, postdoctoral fellows, researchers, members of the administration, stagiaires and interns; any contract worker; volunteer; visitor or guest of the University.

“Smoking” means the usage or consumption of any product whether or not it contains or otherwise utilizes Tobacco (as defined below), and emits vapor or smoke.

“Tobacco” means tobacco or any tobacco-derived substances, and any product containing tobacco.

“Vaping” means inhaling and exhaling an aerosol produced by a vaping device, such as an electronic cigarette, containing nicotine, cannabis and/or any other liquids or substances.

POLICY

Cannabis Products

1. Possessing, consuming, growing, distributing, serving, cooking, preparing and producing Cannabis Products is prohibited everywhere on Campus.
2. Notwithstanding section 1, the possession and use of Cannabis Products for duly approved research purposes is permitted on Campus under a licence issued by Health Canada and in accordance with the regulations of the *Ministère de la Santé et des Services sociaux*, and with the terms of approval determined by the relevant University research ethics committee. A compliance review certificate must also be obtained from Environmental Health and Safety prior to any acquisition, storage or use of Cannabis Products on Campus.
3. When the possession and consumption of Cannabis Products is permitted under section 2, Members of the University Community who have been granted the permission must respect the limits of the legislation, as amended from time to time, and must store the Cannabis Products in a safe and secure manner, not accessible to others, and in a way that remains scent-free.

POLICY ON SMOKING AND CANNABIS PRODUCTS

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4. In addition to section 3, Members of the University Community who have been granted the permission to acquire, possess and use Cannabis Products must keep an inventory of the product they have on hand and its use, as per applicable legislation.

Smoking and Vaping

5. The University provides outdoor DSVAs for Smoking and Vaping of non-Cannabis Products and non-prohibited substances in specific locations.
6. Smoking and Vaping are prohibited on Campus, except in DSVAs.
7. DSVAs include waste receptacles. Smokers are required to use the appropriate waste receptacles and to keep these spaces clean.

Distribution and Sale

8. No Tobacco, Vaping or Cannabis Products can be distributed or sold on Campus.

Advertisement and Promotion

9. Advertising and promotion of Tobacco, Vaping or Cannabis Products on Campus or during University-sponsored events off Campus is prohibited.

Pedagogical and Research-related Activities

10. The following is not prohibited:
 - a. Providing courses, programs, workshops, symposia or presentations on cannabis;
 - b. Publicizing, promoting or sponsoring University courses, programs, workshops, symposia, presentations or centres that provide education or training on cannabis;
 - c. Referring to cannabis in scientific, educational, literacy or artistic documents or presentations.

POLICY ON SMOKING AND CANNABIS PRODUCTS

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Health Resources

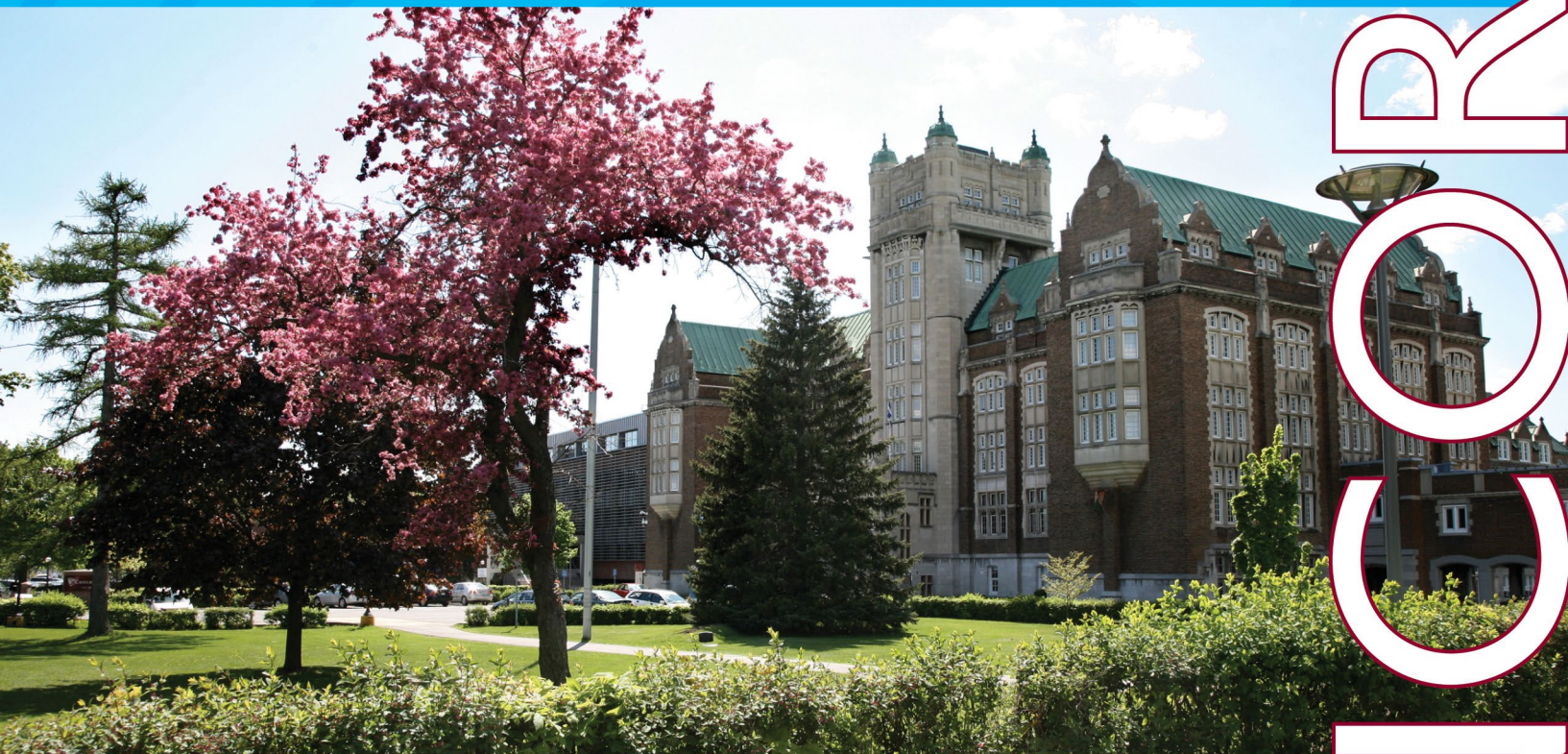
11. In its continuing efforts to promote good health and a smoke-free lifestyle, the University offers, via [Health Services](#), a variety of services. Students, staff and faculty who wish to [stop Smoking or Vaping](#) can meet with a health professional from Health Services for [one-on-one Smoking cessation counseling](#). Resources are also available at Health Services for members of the community dealing with addiction and substance use. More information is available [here](#).
12. Other resources are available for staff and faculty through the [Employee Assistance Program](#).

Policy Compliance

13. Deans, Directors, Departmental Chairs and all supervisors, including faculty members, are responsible for ensuring that those reporting to them are informed of this Policy.
14. Any member of the community who fails to comply with this Policy may face disciplinary measures under the *Code of Rights and Responsibilities* ([BD-3](#)), or the relevant collective or employment agreement, which can include a verbal or written warning and/or an obligatory viewing of an online educational video.
15. Campus Safety and Prevention Services is responsible for addressing any contravention to this Policy.

Policy Responsibility and Review

16. The overall responsibility for the implementation and recommended amendments to this Policy shall rest with the Vice-President, Services and Sustainability.
17. In accordance with the [Tobacco Control Act, COLR, chapter L-6.2](#), the Vice-President, Services and Sustainability shall report to the Board of Governors of the University every two years regarding the application of the relevant sections of this Policy. The University will forward such report to the *Ministère de la Santé et des Services sociaux* within 60 days of filing it with the Board of Governors.



REPORT TO THE BOARD OF GOVERNORS

GRAHAM CARR
PRESIDENT AND VICE-CHANCELLOR

APRIL 2025

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INTRODUCTION

In early March, we learned that Concordia was the first Canadian university to be awarded Gold Status for our sustainability and social responsibility performance by the Association for the Advancement of Sustainability in Higher Education using its rigorous Sustainability, Tracking Assessment and Rating System (STARS).

It was a “mad” March for varsity sports in Canada as different Stingers teams competed in RSEQ and U SPORTS playoffs. One I’d like to highlight is **Stingers men’s ice hockey**, as they recorded one of the best seasons in team history. The squad took home their first U SPORTS silver medal (in a lively face-off with the Ottawa Gee-Gees) since 1984. The team won 21 regular season games, finishing tops of the OUA East, and then capturing the program's first-ever Queen's Cup as champions of the OUA. Head coach **Marc-André Élément** was named U SPORTS Coach of the Year, and **Simon Lavigne** was awarded Defenceman of the Year in the OUA and earned a spot on the 2nd all-Canadian team. Meanwhile, Stingers men’s basketball had their best season since 2007 finishing 5th in the country at the U SPORTS national championships at UBC. Stingers women’s hockey finished first in the RSEQ but lost in the playoffs to Bishop’s who went on to be national champions. Concordia finished 4th overall at the U SPORTS finals in Waterloo. **Julie Chu** was named coach of the year.

Concordia’s **Open House** on February 15th welcomed nearly **3,800 visitors**, including more than 1,500 prospective students, providing a valuable opportunity to explore academic programs and campus life. While overall attendance saw a decrease of 7.3 per cent compared to last winter, to be expected due to factors beyond our control, interest remained strong, with approximately 80 per cent of attendees focused on undergraduate programs and 20 per cent on graduate studies. To accommodate those unable to attend in person, two live virtual sessions on graduate studies were held, which attracted over 130 participants.

For the tenth year in a row, Concordia University was recognized as one of **Montreal’s Top Employers**. Awarded by Mediacorp Canada, the honour is part of a national initiative celebrating organizations that set the standard for exceptional work environments in their industry. Evaluation criteria include professional development, fitness and wellness and family-friendly benefits.

Concordia unveiled a **Campus Master Plan** to guide use of spaces for teaching, research and community. Designed to inform decisions over a 10- to 15-year horizon on both Sir George Williams and Loyola campuses, the strategic roadmap balances expansion with sustainability, innovation with tradition, and evolving needs with a strong sense of community. Master plans for both campuses can be [found here](#).

On January 28th and 29th, I was in Ottawa where I met with individuals from the federal government and other agencies to discuss collaboration opportunities. On February 10th and 11th I traveled to

Washington, D.C., to participate in the **Higher Education and Philanthropy Climate Action Roundtable**.

Helen Antoniou and I took part in a fireside chat on the topic of Board governance hosted by **Katherine Nikidis**, Head, Trafalgar School for Girls and the Québec Association of English Private Schools.

My Chief of Staff, **William Cheaib**, and I were invited guests at a meeting of the **Regroupement des cégeps de Montréal** as we work to deepen relations with and recruitment from francophone CÉGEPs.

From February 16th to the 23rd, I travelled with other university presidents to Singapore to participate in a **Canada-in-Asia tour** organized by the **Asia Pacific Foundation of Canada** and **Universities Canada** where I also had the opportunity to meet with Concordia students studying abroad in southeast Asia. The trip included a stop in Vietnam to meet with Canada's Consul General to Vietnam, **Annie Dubé**, as well as **My T. Nguyen**, a 2024 honorary doctorate recipient.

Along with **Christopher Manfredi**, the Provost and Executive Vice-President (Academic) at McGill and **Maud Cohen**, the President of the École Polytechnique, I participated in a podcast hosted by **Paul Wells**. The event, which took place February 27th, was on the topic of confidence in Canadian universities.

Concordia held its **Long Service and Retirement Cocktail** on March 27th. The event honours faculty and staff who have 20 years or more of service to Concordia, as well as retirees.

AWARDS AND RECOGNITION

Four Concordia graduate students claimed top prizes after competing at the university's annual **Three Minute Thesis** and **Ma thèse en 180 secondes** competitions on March 21st. The event challenges students to distill complex research into a clear, jargon-free presentation that engages a non-specialist audience — all in under three minutes and using a single, static PowerPoint slide. First place went to **Megan Mc Manus**, BSc 22, MSc 24, a doctoral student in the Department of Biology. Her winning presentation focused on using ultrasound to improve the effectiveness of a treatment for individuals with a genetic predisposition to heart weakness. **Marie-Sophie Roy**, a master's student in the Department of Biology, was the runner-up with her presentation on sexual selection in reindeer. **Nabeel Chaumon**, a master's student in health and exercise science, secured third place with his presentation on developing a rehabilitation exercise program for individuals recovering from concussions. **Alina Gutierrez Mejia**, a doctoral student in the Individualized Program, earned the People's Choice award for her presentation on using drawing as a tool to improve communication and understanding.

A group of Concordia students from the Master of Arts in Public Policy and Public Administration program secured first place in the **National Annual Public Administration Case Competition**. This event, held virtually from February 12th to 22nd, was organized by the Canadian Association of Programs in Public Administration and the Institute of Public Administration of Canada. It featured 12 teams addressing the case topic: "It's a Question of Ethics: Return to Office and Public Service Culture." The competition served as a platform for showcasing Canada's public administration programs and offered students valuable experiential learning opportunities.

MBA students placed second at the **Asper Leadership Case Competition**, a three day national graduate-level event hosted by the I. H. Asper School of Business at the University of Manitoba, which occurred from February 21st to 25th.

Concordia hosted the ninth edition of **ConUHacks**, Quebec's largest hackathon, on February 1st and 2nd, at the John Molson Building. Organized by HackConcordia, a student group dedicated to fostering a community of developers, the 24-hour event brought together nearly 800 students to explore new ideas, refine their skills and connect with fellow tech enthusiasts. This year's hackathon featured cutting-edge technology, engaging challenges and a new hardware lab, providing students with advanced tools to bring their ideas to life.

Nicholas Grunden, a PhD candidate in the Department of Psychology, was recognized with February's **Prix Relève étoile Louis-Berlinguet** from the Fonds de recherche du Québec – Santé (FRQS). He earned the accolade for his research paper, "A network approach to subjective cognitive decline: Exploring multivariate relationships in neuropsychological test performance across Alzheimer's disease risk states."

Pauline Lomami, an MFA student in Studio Arts-Intermedia (Video, Performance and Electronic Arts), received the **Student Award in Equity, Diversity and Inclusion** from the **Senior Women Academic Administrators of Canada** for her dedication to advancing equity, diversity and inclusion within and beyond her institution through excellence in community outreach and activism. **Cassandra Johannessen**, a PhD candidate in chemistry, was awarded the **Graduate Student Award of Merit** from the same organization, in recognition of outstanding leadership to benefit the university and community while maintaining an exemplary academic record.

Additional **King Charles III Coronation medals** were awarded to three Concordians for their significant contributions to Canada and beyond. On March 5th, John Molson School of Business Adjunct Professor and Director of the Van Berkomp Investment Management Program, **Amr Addas**, received the recognition for his contributions to climate action, environmental protection and sustainable finance in Canada. On February 21st, **Kerwins Saint-Jean**, a student in Applied Human Sciences, received the medal for his community work focused on promoting Black entrepreneurship and community empowerment. On January 29th, **Carole Brazeau**, Advisor for Indigenous Curriculum and Pedagogy at the Centre for Teaching and Learning, received a medal in

recognition of her outstanding contributions to Indigenous rights, education and community empowerment.

Elena Kuzmin, assistant professor of biology and Canada Research Chair in Synthetic and Functional Genomics, was named a member of the **Global Young Academy** — a first for Concordia. The academy, an international network of early-career researchers, recognizes outstanding scientists and provides a platform for global collaboration on key research and policy issues. Membership is highly competitive, with only a select number of scholars admitted each year.

John Dore, BSc 75, was inducted into the Concordia University **Sports Hall of Fame** as a Builder on February 20th, in recognition of his lasting impact on Canadian university basketball. John coached the Concordia Stingers men's basketball team for 26 seasons, leading them to 13 national championship appearances, including a win in 1990. He also earned numerous coaching accolades and contributed to basketball nationally and internationally. The ceremony, attended by 165 people, took place after the Stingers defeated McGill University 72-51 on John Dore Court to claim the 2025 Lengvari Cup.

TEACHING AND RESEARCH

Concordia introduced a new **Minor in Black and African Diaspora Studies in the Canadian Context** beginning in September 2025. The program is the first of its kind in Quebec, and it aims to delve into Black history, experiences and academic thought within Canada. The program aligns with recommendations from the President's Task Force on Anti-Black Racism and reflects Concordia's commitment to the Scarborough Charter to combat anti-Black racism and promote Black inclusion in higher education across Canada.

Concordia's Webster Library has relocated its **Leisure and Wellness Space** to a more prominent and accessible location on the second floor (LB-2). This new area accommodates up to 20 individuals, surpassing the capacity of its previous LB-3 location. The space consolidates board games, puzzles and leisure books into one area, providing students with a dedicated area to relax and socialize at lower stress levels.

Concordia commemorated the 25th anniversary of its **Art Matters Festival**, which occurred from February 27th to March 28th. Hosted by the Faculty of Fine Arts, this year's festival showcased 11 events featuring over 50 artworks by undergraduate artists from Concordia. As North America's largest student-run arts festival, Art Matters was organized by a dedicated team of 14 students.

On February 18th, the **Vanier Library** marked its **60th anniversary** with a special reception. Originally part of Loyola College when it opened on October 27th, 1964, the library continues to serve both the Concordia community and the public.

Concordia's **UNIVER/CITY 2030** initiative recently received an honourable mention in the Partnerships for Progress category at the 2024 **International Sustainable Campus Network Excellence Awards**. This recognition highlighted the initiative's innovative approach to fostering collaboration among universities, government entities and civil society to address climate challenges.

In January, Concordia published its **Voluntary University Review**, an institutional self-assessment initiated in 2021. The comprehensive report provides valuable insights into how Concordia can boost its alignment with the United Nations Sustainable Development Goals (SDGs). It details Concordia's current activities related to the 17 SDGs and suggests strategies to deepen its contributions to global efforts promoting equity, security, well-being and respect for planetary limits. The findings are based on extensive consultations within the Concordia community, including the 17 Rooms exercise.

On March 27th, Concordia hosted **Foire des régions**, an event aimed at integrating international engineering students and alumni into Quebec's regional job market while providing French language training. This initiative was led by Concordia's *Réussir en français* in collaboration with PROMIS (as part of *Emplois en régions*) and the Provincial Employment Roundtable with the larger goal to connect Concordia's international community with career opportunities across Quebec, specifically tailored to their fields of study with the objective of enhancing their French proficiency.

Concordia's 2025 **Francofête**, held from March 10th to 21st, celebrated French language and culture with various events such as French conversation sessions, a sugar shack-themed community meal and a French reading contest. The festival also featured a word creation challenge where students, faculty and staff can submit new words that haven't yet been translated into French at **LexiCréatif**.

Concordia collaborated with the 43rd **International Festival of Films on Art**, which occurred from March 14th to 24th in Montreal and Quebec City. In celebration of Concordia's 50th anniversary, a special "carte blanche" program was curated by **Jean-Claude Bustros**, associate professor of film production, featuring a selection of films by alumni. These screenings occurred at the J.A. DeSève Cinema.

We received results from the busy fall application cycle along with other grant awards as follows:

NSERC

- 40 Discovery Grants totalling \$8,932,850 (over five years)
- Four Research Tools and Instruments totalling \$529,202
- Seven Discovery Launch totalling \$87,500

SSHRC

- 17 Insight Grants totalling \$3,357,315 (over 3-5 years)
- Three SSHRC Partnership Development Grants totalling \$598,341

- Four SSHRC Connection Grants totalling \$90,117

Other awards:

- Seven FRQNT + NSERC NOVA grants totalling \$1,753,606
- Three CIHR Project Grants totalling \$1,636,030
- Two NFRF-Exploration grants totalling \$500,000
- One award from the FRQNT Programme de recherche en partenariat : Études scientifiques sur la connectivité – Synthèse des connaissances of \$22,400

In collaboration with Ericsson Canada, the University of Waterloo, and the University of Manitoba, **Chadi Assi** of the Concordia Institute for Information Systems Engineering will lead a project titled “Building cyber resilient and secure 5G networks through automation and AI.” This three-year project aims to study cybersecurity concerns facing 5G networks and to develop innovative solutions for intelligent anomaly detection, mitigation and prevention tools using Machine Learning and Artificial Intelligence. The total project value is approximately **\$2.6 million**, including cash contributions from the National Cybersecurity Consortium (\$1 Million), PROMPT Quebec (\$327,646), Ericsson Canada (\$752,000), and university contributions of \$480,000 in aggregate. This agreement is one of the first National Cybersecurity Consortium agreements to be signed in Canada.

In collaboration with Bombardier Aerospace, **Susan Liscouët-Hanke** of the Department of Mechanical, Industrial and Aerospace Engineering will lead a project titled “MACrO: Model-based aircraft control system architecture optimization for extended minimum crew operation.” The MACrO project aims to develop safer aircrafts with a reduced environmental impact by the design of new methodologies and tools for aircraft control architectures. **The total project value** (cash and in-kind) is **\$652,500**.

In support of the Quebec Government’s *Stratégie québécoise de l’eau 2030*, **David Walsh** of the Department of Biology will lead a project titled “Methodological development: tools for agro-environmental monitoring of antimicrobial resistance” funded by the Ministère de l’Environnement, de la lutte contre les changements climatiques, de la faune et des parcs (MELCCFP). This three-year project aims to develop and transfer to MELCCFP laboratories a proven method of analyzing the prevalence and profile of antimicrobial resistance in water samples including in natural surface water and wastewater, starting with pilot proof of concept based on samples collected in the Lac St-Pierre area. **The total value of this project** (cash and in-kind) is **\$280,000**.

School of Health

On February 10th, **Tim Evans**, Vice-President of Research, Innovation and Impact, hosted a discussion on Concordia’s role in the future of health. Over 130 attendees participated in the event, which invited discussion on how the school can serve as a university-wide asset and drive collaboration across disciplines. A second colloquium was held by **William J. Harvey** (McGill

University) for a talk on “Overcoming health and physical activity challenges for neurodivergent youth” on March 24th. The presentation, which highlighted some of the shared facilitators and barriers to physical activity for school-aged youth with varying neurodivergent conditions like autism, attention-deficit hyperactivity disorder and developmental coordination disorder, facilitated discussion for potential community programming.

On February 6th and 7th, **Artinis** hosted a workshop on fNIRS in the physiology suite, which was attended by nearly 20 participants from physics and psychology, including graduate students and faculty. Artinis is the manufacturer of our fNIRS BRITE wireless devices for measuring neurophysiological activity during regular activities including sleep, walking, balance and biking. Our researchers use these devices to study cognitive changes during aging, dementia or epilepsy, among others.

The **PC Nutrition Suite**, in collaboration with **CU Wellness and Health Services**, hosted monthly healthy eating on a budget cooking classes and workshops for Concordia students. Sessions on February 12th, March 13th and April 8th provided hands-on learning on food safety, budget-friendly shopping and nutritious cooking in a community setting.

Interim Dean of the School of Health, **Véronique Pepin**, and Associate Dean, Research and Infrastructure, **Alisa Piekny**, participated in a Concordia International initiative where they met with a Cuban delegation of women entrepreneurs in the biotech sector and representatives from District 3 on March 14th. The discussion highlighted the school’s health sciences initiatives and priorities, fostering international collaboration and knowledge exchange in biomedical innovation. This engagement reflects the school's commitment to advancing inclusive and impactful health research on a global scale.

School of Graduate Studies

Over 50 postdoctoral researchers have registered to participate in the 2025 **postdoctoral showcase** that took place on April 4th. Three participants were selected to present their research orally, while 34 others were invited to present posters and stimulate conversation across multiple disciplines. The showcase is an initiative led by the School of Graduate Studies that serves as a platform for postdoctoral researchers from across the university to present their research findings, foster collaboration and engage with peers.

The School of Graduate Studies is launching a monthly recurring event called **Thesis mini-boost**, the first of which took place on April 11th. This event aims to provide a space for graduate students to work in an environment where they can focus on their writing tasks and exchange tips and strategies with peers at a similar stage.

MILIEUX

On February 14th, the **Nostagain Network** successfully hosted their 3rd symposium at 4TH SPACE. Organized by TAG members, the day-long research creation showcase featured works by students, scholars and artists.

On February 20th, the Textiles and Materiality cluster hosted a panel discussion and Q&A session exploring key themes from the National Gallery of Canada's **Woven Histories: Textiles and Modern Abstraction** exhibition. Ph.D. students **Fernanda Suarez**, **Victoria MacBeath**, **Geneviève Moisan** and **Morris Fox** discussed their work in relation to the exhibition's themes.

Following the previous event, **Miranda Smitheram** (Design and Computation Arts) participated in a panel alongside alumna **Michaëlle Sergile** and curator **Armando Perla** that explored colonial narratives and highlighted contemporary practices that are actively rewriting histories and imagining futures.

On February 28th, Speculative Life post-doctoral researcher **Sandrine Lambert** delivered a talk at **Creative Morning Montreal** as part of a series on "layers." Her lecture explored the relationship between democracy and technology, with a particular focus on citizen participation in spaces like Makerspaces and Fablabs.

On March 5th, Concordia hosted the inaugural talk of the **Speculative Life Speaker Series**. This series features five distinguished speakers exploring thought-provoking topics spanning Caribbean narratives, environmental justice and history and the connections between colonialism and ecology. The first lecture was delivered by **Alison Donnell**, head of Humanities at the University of Bristol.

On March 20th members of **Aboriginal Territories in Cyberspace** (AbTeC) presented their work at the **Game Developers Conference** in San Francisco. Their presentation "Skins in the Game: Indigenous Storytelling in Cyberspace" highlighted the Skins Workshops hosted by AbTeC, covering the history and findings from the initiative in relation to self-determination in creating and diversifying Indigenous media.

4TH SPACE

The **Closer Look** series visited the Howarth Lab (led by **Ashlee Howarth**, Associate Professor and Concordia University Research Chair, Chemistry and Biochemistry) to see how sustainable lab practices are being implemented in organic chemistry. **Huifang Bi** (Vanier Scholar and PhD Candidate in Civil Engineering at Concordia) invited Closer Look to the An Research Lab (led by **Chunjiang An** in the Department of Building, Civil and Environmental Engineering) to show work developing strategies and treatments for damaged shorelines after disastrous oil spills.

Anna Brinkerhoff from the Department of Philosophy brought **Kimberley Brownlee**, a Canada Research Chair in Ethics and Political and Social Philosophy at the University of British Columbia, to 4TH SPACE on January 31st.

The **Applied AI Institute** and the **Elektra Festival** invited artist **David Rokeby** to the space for a talk and audience interaction with his recent work “Voice Scroll”. The work uses real time AI image generation based on voice and was installed for the week in the Library’s Visualization Space. During the talk, the audience was invited to read poetry or statements to the work via a live video link, creating unexpected visuals and prompting further discussion on how we engage with this technology.

Concordia International:

Concordia was awarded the **Faculty Mobility for Partnership Building** award by Global Affairs Canada. For the first time ever, three projects received funding (\$17,980 in total) in the same year for Concordia to develop collaborations with Latin American institutions. **Carolina Cambre**, Department of Education, will collaborate with researchers at the National University of San Martin, Argentina. **Pablo Gilabert**, Department of Philosophy, will collaborate with researchers at the University of San Andres, Argentina. And **Kim McDonough**, Department of Education, will collaborate with researchers at the University of San Andrés Bello, Chile.

Concordia was awarded two **Quebec-Shandong** awards (\$12,000 in total). This award is a multi-sector cooperation agreement linking both regions through collaboration on issues such as the economy, education, training, culture and the environment. It encourages the sharing of respective expertise, establishment of lasting partnerships/networks and better mutual understanding.

The 3rd Edition of the **AFRISE Challenge** was launched and has closed its recruitment with 407 applications for only 30 spots across five African countries. The AFRISE Challenge is a program under the Concordia Africa Initiative, which aims to support young (18 to 35 year-olds) African founders of early-stage businesses with training, mentorship and networking. Since its inception, it’s estimated that over 200 jobs have been created by the businesses supported by the AFRISE Challenge.

Concordia International received approval for 70 **Mitacs Globalink Research Awards** following the 2024 call for proposals. This represents **\$420,000** in funding (\$6,000 research award for each student) for international research projects co-supervised by a Concordia faculty member. The research collaborations are with 49 universities in 26 countries and include participation from all Concordia faculties. Among Canadian universities, Concordia ranks second nationally for the number of successful applications in 2024-25.

Concordia is hosting 45 senior undergraduate research interns from 12 countries and 34 universities as part of the **Mitacs Globalink Research Internship**. From May to October of each

year, top-ranked applicants participate in a 12-week research internship under the supervision of Canadian university faculty members in a variety of academic disciplines.

Two Concordia engineering students were selected to participate in the 2025 **DAAD RISE-Globalink Research Internship** program, which Mitacs administers in partnership with the German Academic Exchange Service (DAAD). Under this program, students from Canadian institutions receive a \$6,000 award to participate in research projects at German universities and institutions. Projects last approximately three months.

District 3

District 3 reported the following 2024 metrics: \$17.7 million in sales, \$27.2 million in funds raised and an average of 398 active jobs.

UNIVERSITY ADVANCEMENT

A contribution of **\$500,000** from **Manulife Canada** will fund the Manulife Sustainable Investing Practicum at the John Molson School of Business.

The **Claudine and Stephen Bronfman Family Foundation** renewed their support for their Fellowship in Contemporary Art with a gift of **\$468,972** to support post-graduate fellowships for MFA or PhD graduates.

A planned gift of **\$308,670** from **Silvia Ugolini** and **Robert Paliotti** will equally support the Access Centre for Students with Disabilities Development Fund and the School of Health Development Fund.

An anonymous donor committed **\$300,000** towards undergraduate student support for Canadian citizens.

A bequest of **\$125,000** from **Patricia A. Thornton** will support undergraduate students at the Department of Geography.

Bentley Systems contributed **\$106,837** to support the Next-Generation Cities Institute.

An anonymous donor gave **\$100,000** to support students, with a preference given to Indigenous students, through the Next-Gen Now Bursary.

The **Azrieli Foundation** contributed **\$100,000** to the Frederick Lowy Scholars Endowment.

The **Estate of Frank Stephen Boyd Whittall** gave **\$71,248** towards Concordia's Greatest Needs. Frank Whittall earned a Bachelor of Commerce from Sir George Williams University in 1953.

A **\$50,000** anonymous bequest was made to support the Department of Accountancy program at the John Molson School of Business.

The **Concordia University Alumni Association** contributed **\$50,000** to the Canada Scholars Awards. The **John Dobson Foundation** gave **\$45,000** to support the Dobson Entrepreneurship Excellence Project Award for FutureBound, a skill development program offered through Concordia's Student Success Centre.

Richard D. Paterson, BComm 64, gave **\$35,000** to the Canada Scholars Awards.

A planned gift from **Philip W. Harden**, BA 74, will support the Library Development Fund.

The **Estate of Maryse Lafontaine** provided support for scholarships, bursaries and fellowships at Concordia.

Alumni engagement

Some 170 people attended a January 30th webinar led by chartered real-estate broker **Amy Assaad** about the current Montreal real-estate market.

A **Lunar New Year celebration** for alumni was held at downtown Montreal restaurant Cuisine Aunt Dai on January 30th.

More than 300 people attended a February 19th webinar on the art of effective communication. The Women Who LEAD initiative featured **Nathalie Rabbat**, BA 96, project manager at Conférence de Montréal.

Advancement marked **Black History Month** in February through a [video testimonial from Fatoumata Camara, BA 12](#). The [Notable Concordian](#) established a bursary fund in 2023 to support Black students who are single parents or who were raised by single parents.

SERVICES AND SUSTAINABILITY SECTOR

Sustainability

On March 17th, the Office of Sustainability organized a **Careers in Sustainability panel** as part of the In.Site2/ Sustainability Across Disciplines conference. This hybrid event featured sustainability professionals from art, public policy and advocacy and environmental restoration. Two of the panelists were alumni of Concordia's Sustainability Ambassadors Program, demonstrating the lasting impact of the program in launching careers in sustainability.

Quebec Government Regulatory Reporting

PQI-RI Quarterly Expenditure Report: the report, detailing the actual and projected capital expenditures for IT projects was recently submitted to Treasury and the Ministère de l'enseignement supérieur (MES).

As a point of information, the MES has brought changes to the *Régime budgétaire d'investissement des universités* 2024-2025, which has significantly altered our ability to advance in various projects.

Employee and Labour Relations

A tentative agreement was reached with the Concordia University Part-time Faculty Association (CUPFA) on February 6th and the tentative settlement was ratified by a majority of the membership on March 16th.

An agreement in principle was reached with the Concordia Research and Education Worker's Union (CREW) on March 18th and the agreement was ratified by a majority of the membership on Thursday March 20th.

Collective agreements were signed with various employee groups: Concordia University Union of Support Staff - Technical Sector (CUUSS-TS), Trades (Loyola) and Trades (SGW), Concordia University Support Staff Union (CUSSU).