

Understanding Your Rights as a Graduate Student

Presented by:

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University
of Manitoba



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The University of Manitoba Traditional Territories Acknowledgement

The University of Manitoba campuses and research spaces are located on original lands of Anishinaabeg, Ininiwak, Anisininewuk, Dakota Oyate, Dene and Inuit, and on the National Homeland of the Red River Métis.

UM recognizes that the Treaties signed on these lands are a lifelong, enduring relationship, and we are dedicated to upholding their spirit and intent. We acknowledge the harms and mistakes of the past and the present. With this understanding, we commit to supporting Indigenous excellence through active Reconciliation, meaningful change, and the creation of an environment where everyone can thrive. Our collaboration with Indigenous communities is grounded in respect and reciprocity and this guides how we move forward as an institution.

Overview

Key Messages for New Graduate Students

Key Policies & Documents

Resources & Supports

Case Studies/Examples

Your Questions:

- General examples (not individual circumstances)
- Mindful of Confidentiality



Student Advocacy and Case Management

- Offer free and ***confidential*** services to students;
- Work collaboratively with students to navigate UM policies and procedures;
- Support students in exploring options and connecting with on-campus resources;
- Can assist graduate students in the resolution of a wide range of issues and concerns, including:
 - Allegations of academic or non-academic misconduct;
 - Grade appeals;
 - Authorized withdrawals and Leaves of Absences;
 - Time Extension requests;
 - Academic appeals (requirement to withdraw);
 - Conflict between graduate students and advisors.

Confidential Intake

520 UMSU University Centre
Student_Advocacy@UManitoba.ca
(204) 474-7423

Office of Human Rights and Conflict Management



- A safe and confidential environment to get support with matters related to human rights, discrimination, harassment, and sexual violence.
- Administers and advises on key policies that guide behaviour at the University.
- Educates on human rights, respectful conduct, and conflict management.
- Offers informal conflict resolution services including:
 - Conflict coaching
 - Conciliation
 - Mediation
 - Facilitated dialogue

Keep in Mind

- Many student concerns involve more than one issue or resource.
- Some problems may not contravene students' rights:
 - Negative evaluations of academic performance;
 - Unsuccessful competition for awards;
 - Differences in personalities and communication styles;
 - Disagreements and misunderstandings;
 - Conflict between students and graduate advisors/supervisors.
- Nevertheless, **help is still available!**

Also Keep in Mind

- UM has a network of supports and services for students.
- The many policies and documents can be difficult to navigate.
- **Reach out to someone if you are struggling!**

Key Policies & Documents

- Understanding Fairness at UM
- Respectful Work and Learning Environment
- Sexual Violence Policy
- Violent and Threatening Behaviour
- Sexual Violence Education and Support
- Student Discipline By-Law
- Academic Integrity
- Responsibilities of Academic Staff with Regard to Students
- Graduate Studies Academic Calendar
- Supplementary Regulations (by unit)
- Advisor-Student Guidelines
- Conflict of Interest
- Responsible Conduct of Research
- Intellectual Property



Resources and Supports

- [Academic Integrity Office](#)
- [Academic Learning Centre](#)
- [CAGS Guide to Intellectual Property](#)
- [Career Services](#)
- [Centre for the Advancement of Teaching and Learning](#)
- [English Language Centre](#)
- [Faculty of Graduate & Postdoctoral Studies: GRAD7300/ 7500 tutorials](#)
- [Food Bank](#)
- [GradSteps workshops](#)
- Graduate Chair (within academic unit)
- [Healthy U Peer Educators](#)
- [Human Rights & Conflict Management](#)
- [Indigenous Student Centre](#) & Birding Club
- Instructors & Course Outlines/Syllabi
- [International Student Advisors at the International Centre](#)
- [iThenticate](#) (plagiarism detection software)
- [Libraries](#) & Subject Librarians
- [Recreation Services](#) & Active Living Centre
- [Security Services](#)
- [Sexual Violence Resource Centre](#)
- [Spiritual Care & Multi-Faith Centre](#) & Drumming Circle
- [Student Advocacy & Case Management](#)
- [Student Accessibility Services](#)
- [Student Counselling Centre](#)
- [Student Services at Bannatyne Campus](#)
- [Partnerships, Knowledge Mobilization & Innovation Office](#)
- Student Unions & Representation:
 - [UM Student Union](#)
 - [UM Graduate & Postdoctoral Society](#)
 - [Health Sciences Graduate Students' Association](#)
- [University Health Service](#)
- [Vice-President \(Research and International\)](#)

Case Studies/Examples for Group Discussion

Case Study 1

Karen begins her MSc. program and is excited to be part of a tight-knit team. Gary, her supervisor, often drinks and socializes at the campus bar with the students from his lab.

As the term progresses, Gary begins to allude to his attraction for Karen, and then finally in year two, he expresses his desire to have a relationship. Karen isn't interested, but is not sure how to reject Gary. After all she thinks, the academic relationship is going great.

Finally, in a meeting in Gary's office, Karen goes to leave, and is blocked by Gary at the door as he leans in to kiss her. She rushes away, and in the ensuing weeks sees a change in their working relationship. She is disappointed and even distressed (losing sleep and appetite) at Gary's new detachment and harsh criticisms of her work.

Options for Resolution

- Direct communication
 - i.e. difficult conversations
- Informal resolution options
- Formal Complaint procedures
- Support units – can work ‘behind the scenes’ or actively participate

Case Study 2

Xiaoming is a Ph.D. student who feels that she is being ostracized by two other students in her department who also share her carrel space.

The two students, Mark and Shirin, have at different times belittled Xiaoming's comments in seminars. They have also "misplaced" her possessions within the carrel space, and not passed along important messages.

Xiaoming starts to alter her schedule to ensure she is not in the carrel or the lunch room at same time as Mark and Shirin. The situation has become quite distressing to Xiaoming, and she worries that this tension is becoming obvious to others in her department. She does not want to appear unprofessional, yet she feels she cannot allow things to continue.

Xiaoming does not know whom to approach, as her advisor also supervises Mark.

Case Study 3

Kevin, a PhD student, tells you that his advisor, Dr. Beck, was using part of his research without his permission.

Data from Kevin's doctoral study has been given to a Master's student to begin her study in Dr. Beck's lab.

As well, Kevin's preliminary results were presented by Dr. Beck at a recent conference (with no mention of Kevin). No permission was given, nor was this presentation discussed beforehand.

Kevin was informed after the presentation by other attendees. He took no action because he did not know whom to discuss the matter with, other than Dr. Beck, and he is reluctant to speak to her because he fears reprisal.

Your Questions?

Please do your best to:

- Use general examples (not individual concerns);
- Be mindful of confidentiality.

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