



**BOARD OF GOVERNORS**

**NOTICE OF MEETING**

March 19, 2026

The Agenda and documents for the Open Session meeting of the Board of Governors of Concordia University to be held on Thursday, March 26, 2026, 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**

Thursday, March 26, 2026 at 4 p.m.  
Room GM 410 (Board of Governors meeting room)  
SGW Campus

<b>Time</b>	<b>Item</b>	<b>Presenter(s)</b>	<b>Action</b>
4:00 p.m.	1. Call to order 1.1 Approval of the Agenda	H. Antoniou H. Antoniou	<b>Approval</b>
<b>CONSENT AGENDA</b>			
	2. Approval of February 5, 2026 Minutes		<b>Approval</b>
	3. Report on compliance with environmental legislation and health and safety regulations (Q4-2025 and full 2025 Report) - (Document BG-2026-4-D1)		<b>Information</b>
	4. Finance Committee recommendations:		<b>Approval</b>
	4.1 Administrative Fee (Document BG-2026-4-D2)		
	4.2 Technology Infrastructure Fee (Document BG-2026-4-D3)		
<b>REGULAR AGENDA</b>			
4:03	5. Business arising from the Minutes not included on the Agenda		

4:10	6. President's report (Document BG-2026-4-D4)	G. Carr	<b>Information</b>
4:30	7. Other business	H. Antoniou	
4:35	8. Adjournment	H. Antoniou	

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

Thursday, February 5, 2026 at 4 p.m.  
Room GM 410 (Board of Governors meeting room), SGW Campus  
and via Zoom video conferencing

PRESENT

Helen Antoniou (C)	Pat Di Lillo (remote)	Catherine Loubier (remote)
Theresa Bianco	Adriana Embiricos	Vanessa Massot
Ken Brooks (remote)	Kim Fuller	Miranda Melfi
Graham Carr (P and Vice-C)	Shahir Guindi (remote)	Christine Panet-Raymond
Jarrett Carty (V.C)	Claude Joli-Coeur (V.C)	Rahul Ravi
Gary N. Chateram (remote)	Shoshana Kalfon	Robert Soroka
	Martin Lefebvre	Ted Stathopoulos

Alternate: Ali Salman

Also attending:

William Cheaib	Effrosyni Diamantoudi	Frederica Jacobs
Paul Chesser	Tim Evans	Kathleen Lizé
Michael Di Grappa	Julie Fortier (remote)	Pascal Lebel
		Aisha Topsakal

ABSENT

Governors:

Rana Ghorayeb	Mehdi Kharazmi	Paul John Murdoch
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**1. Call to order**

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

LEGEND:

C: Chair

P and Vice-C: President and Vice Chancellor

V.C: Vice Chair

Remote: joined via Zoom/Teams

### 1.1. Approval of the Agenda

R-2026-1-1 *That the Agenda be approved as presented.*

### 1.2. Approval of December 11, 2025 Minutes

R-2026-1-2 *That the Minutes of the meeting of Open Session from December 11, 2025 be approved.*

## 2. 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.

## 3. President's report (Document BG-2026-1-D1)

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

- Dr. Carr welcomed everyone to the first meeting of 2026 and noted that it was the first Board meeting for the new CFO, Kathleen Lizé, who has been on the job for the past three weeks.
- Given the unusually frigid beginning to the year, he offered thanks to the Facilities Management personnel who had quickly responded to the power outage in the NDG area on January 24, 2026 by offering electricity savings. Hydro-Québec was appreciative of the University's work in response to the power outage, and this situation underscored the potential value of phase two of the PLAN/NET ZERØ project that the University is undertaking in collaboration with *Énergir*.
- Dr. Carr briefly mentioned the ongoing leadership races in the *Parti libéral du Québec* and in the CAQ following the Premier's decision to step down early January 2026. There are still signs that the government will issue a March budget, and as a member of the BCI executive, Dr. Carr had participated in the pre-budget submission, where the focus was on the following asks: a) restoration of indexation for salary increases; b) relax restrictive policies on international student recruitment and visas; c) maintain special envelopes of funding for programs such as engineering; and d) provide funding to address the growing infrastructure needs of the sector.
- In the previous year, there was no new funding for the university sector, and there had been a warning that no new funding was anticipated for the next fiscal year either.

- The government is continuing to proceed with its legislative agenda: Bill 1 (new constitution) and Bill 9 (laïcité), as well as Bill 11 on government efficiency. Hearings on these bills are ongoing.
- The BCI has presented submissions on Bill 1, mainly focused on the need to explicitly protect academic freedom and university autonomy. For Bill 9, BCI will send a letter directly to the minister summarizing the sector's multiple concerns about implications of proposed law for members of our community, including university operations.
- For the University, the major concern is for students who need to fulfil their teaching practicums, and, if they are unable to complete their internships, how that will impact their ability to graduate. On Bill 11, the focus is to remind the government about the multiplication of compliances and other administrative reporting, which has only grown in the past few years.
- The elimination of the PEQ (*programme d'expérience québécoise*) has also been in the media, where concerns are being raised about the policy creating a negative image of the province and portraying it as unwelcoming to international students. There has been considerable concern expressed from different sectors about the impact of eliminating the PEQ. Even the Mairesse of Montréal has spoken up on the issue, as has the *Chambre de commerce du Montréal métropolitain* (CCMM). Dr. Carr has spoken to Mairesse Martinez Ferrada and head of CCMM Isabelle Dessureault to indicate the University's support for their position.
- The mayor's office is convening a table of university leaders over which the Mairesse will be presiding. It is heartening to see some willingness to work with the university sector, which is such an important piece for the city, and its economy.
- On the issuance of the *Règles budgétaires*, which were released on January 23<sup>rd</sup>, Dr. Carr reported that the ministry (not the minister) sent a one-page memo in response to the Superior Court's decision of last year, where the court had requested an explanation on differential fees. The government has announced that they will maintain the tuition increase for non- Québec students. In the memo submitted, the government's main justification for the differential fees was that Québec taxpayers should not be subsidizing fees for outsiders.
- This decision by the government is disappointing and continues a long list of decisions that show the province in a negative light for prospective students, faculty, etc. It is important to note that the government's justification doesn't take into account that Québec students don't pay a differential fee when they study in other provinces.

- The policy goes on to say that Rest of Canada students doing programs in French will pay the lower fee (effectively discriminating against the University because of disproportionate impact). These policies continue to have a devastating impact on the University's financial situation.
- Dr. Carr went on to address the latest Moody's Credit Opinion on Concordia which was issued on January 16<sup>th</sup> and discussed at the Finance and Audit Committees in January. The University's rating was downgraded from stable to negative with the long-term debt rating designated at A1 and the Baseline Credit Assessment at baa1, which is considered a moderate risk. The outlook is based on the expectation that the "University's strong financial management should enable the University to achieve its multi-year budget plan to return to balanced budgets. However, given the multi-year target for a return to balanced budgets (as calculated by the province) [Moody's does] not expect to see material improvements in the key metrics of the university until at least 2030." The report confirms that this impact of government policy on the University's finances has been devastating.
- More so, Dr. Carr noted that the *Vérificateur générale du Québec* issued a report in November on the government's management of the international student question. The report had three conclusions, all pointing out the lack of assessment of the impact of the measures, the inefficiencies in the initial selection process for qualified students, and the lack of any follow-up by *Ministère de l'Immigration, de la Francisation et de l'Intégration*. and the *Ministère de l'Enseignement supérieur* on whether students who received a study permit ultimately chose to study in the province. Neither ministry has responded to the report.
- For academic year 2025-26, the overall FTEs in all cycles are marginally higher than was the case last academic year (2024-25). However, these numbers are unfortunately still lower than the numbers in any previous years. The effort will now move to translate these into registrations. This is a critical exercise given where we are in the current fiscal year, as we need to close the remaining budget deficit of ~\$12M.
- Since the last Board meeting in December, Faye Diamantoudi, Interim Provost, has met with every academic unit in the University. Dr. Carr himself has held town halls with all non-academic personnel and visited some faculty councils. The goal has been to keep all members of the community informed of the budget situation and continue to provide accurate and updated information.
- F. Diamantoudi has been focusing her meetings on how individual departments can reimagine or develop new program offerings as a means of generating new,

sustainable forms of funding for the future, while Dr. Carr's meetings with non-academic units have aimed to focus on opportunities related to revenue generation.

- The University must unfortunately reiterate that, given the current state of finances, the reality is that the measures thus far introduced are insufficient in themselves to meet the recovery targets. Moving forward, it is unavoidable that the University will have to carry out layoffs.
- Notwithstanding the University's very difficult position, in January it was announced that Forbes Magazine has once again named Concordia among the top 5 large employers in Canada. The Forbes survey is not something that institutions can ask to participate in – the University is completely at arm's length from the process. This is the 3<sup>rd</sup> consecutive year that the University has been in the top 5.
- Dr. Carr now moved to some accomplishments: six members of the University community were named to the Order of Canada on New Year's Day, including Martha Langford, who has just retired as a professor of Art History, where she was director of the Gail and Stephen A. Jarislowsky Institute for Studies in Canadian Art.
- The Winter Olympic Games in Milan and Cortina will be underway soon and the University is honored to share that Concordia alumnus and assistant coach of the Stingers men's hockey team Jim Corsi was one of the torch-bearers of the Olympic flame as it made its way through Italy.
- Other names include:
  - Marion Thénault, an undergraduate student in aerospace engineering who is competing in in aerial skiing;
  - Zachary Lagha, a third-year student in Contemporary Dance who will participate in Ice Dance (with his partner, Marjorie Lajoie);
  - Emma Nonnenmacher, an undergraduate psychology student who is playing for Team France in women's ice hockey;
  - joined by Alice Philbert, a recent graduate of Concordia in Therapeutic Recreation and Business Administration (Alice was a former Stinger and Emma is a current Stinger);
  - Anton Jacobs-Webb, an undergraduate student in mechanical engineering who will play on the Canadian Men's Para-Ice Hockey team at his 2<sup>nd</sup> Olympics;
  - Caroline Ouelette, a university honorary doctorate and former assistant hockey coach of the women's Stingers who is now assistant coach of the Canadian women's hockey team;

- and Julien Brisebois, EMBA graduate and General Manager of the Tampa Bay Lightning, who is the Assistant Manager of the Canadian men's hockey team.
- Finally, Dr. Carr informed the Board that he was very privileged and honored to be invited by the Canada China Business Council, chaired by Olivier Desmarais, to attend a Canadian networking event and State Dinner in Beijing with Prime Minister Mark Carney and the Vice-Premier of China, He Lifeng.
- Only two universities were present for the occasion (University of Alberta being the other), and it was a unique opportunity to meet and interact with several ministers, government, trade, and foreign affairs officials - including Concordia graduates representing Québec in China - who hold important roles at Canada's mission in Beijing. The event is seen as a turning point in bilateral relations since 2018.
- Prime Minister Carney made a point of emphasizing the resilience and focus of Canadian organizations in the face of those bilateral challenges and the wonderful opportunity to deepen cultural ties across tourism and the creative arts, which is meaningful for Concordia given the ties that we have developed through bilateral events such as the Canada-China Film Festival and discussions with Chinese academic partners about how we can collaborate to advance research and the practice of creative arts therapies.
- Dr. Carr noted that one of the major points of bilateral agreement was around green energy transition and specifically electric vehicles, which are areas where the University has particular research strengths.
- The positive follow-ups to the trip with potential Chinese partners have been an encouraging sign.

The Chair commended President Carr and Interim Provost Diamantoudi for their outreach efforts, particularly given the difficult circumstances at hand.

#### **4. Annual report from the Office of Rights and Responsibilities**

The Director of the Office of Rights and Responsibilities, Aisha Topsakal, presented the report.

The reporting period covered May 2024 to April 30, 2025, where the office managed 507 files, which was an increase from 450 the previous year; an increase of 15%. The vast majority of the files involved confidential consultations, many of which were early interventions to address concerns before they become cases of concerns.

A. Topsakal noted that there has been a push to move to formal complaints. This trend is indicative of campus climate, and the community members contacting the office were not inclined to make informal complaints.

To illustrate the work of the Office, A. Topsakal provided three examples of cases that the Office handles, which included one case where the Office responded to instances of use of physical force and illegal activity by a member of the community, a second case related to a faculty member bullying a staff member, and a third case of a situation in a lab with a student who needed support and was put in touch with the required resources. These examples underscore the complexity of the work of the office, given the large community that it serves.

A. Topsakal thanked the Board for its support and also expressed gratitude for the privilege of serving the community.

#### **5. Other business**

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

#### **6. Adjournment:**

The Chair adjourned the meeting at 4:42 p.m.

*K. Singh*  
Karan Singh  
Secretary of the Board of Governors



**ENVIRONMENTAL  
HEALTH AND SAFETY**

## **Report on Due Diligence**

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

***For the Reporting Period  
Q4 2025 (October, November, December)***

**Pietro Gasparri, C.I.H.**  
Director, Environmental Health & Safety  
February 27, 2026

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## Executive Summary

Environmental Health and Safety (EHS) continues to support Concordia University's academic, research, and operational mission by managing health, safety, environmental, and regulatory risks. This report presents the university's Leading and Lagging Key Safety Performance Indicators for Q4 2025, with comparisons to Q4 2024, full-year results, and five-year analysis.

Overall, 2025 reflects strong preventive activity and engagement, effective regulatory risk management, improved regulatory performance, and tangible financial outcomes, alongside emerging psychosocial risk impacts that are now clearly visible in several metrics.

### Leading Key Safety Performance Indicators:

- 2.3% increase in Safety & Security Training participation (4,588 in 2025 vs. 4,486 in 2024)
- 7% increase in Injury & Near-Miss Investigations (152 in 2025 vs. 142 in 2024)
- 49% decrease in Preventative Internal Inspections & Assessments (308 in 2025 vs. 570 in 2024) because of the new workplace hazard signage rolled out in 2024
- 47% decrease in Ergonomic Risk Assessments (73 in 2025 vs. 138 in 2024) partially attributable to capacity constraints
- 791% increase in Internal Non-Compliance Citations (174 in 2025 vs. 33 in 2024) driven by resumption of workplace inspections
- Completion of all corrective actions assigned in 2017 and 2020
- 19% decrease in EHS Research Compliance Reviews (56 in 2025 vs. 68 in 2024) reflective of research activity

### Lagging Key Safety Performance Indicators:

- 8.5% decrease in Total Injuries (107 in 2025 vs. 117 in 2024)
- 28% increase in Work-Related Injuries (59 in 2025 vs. 46 in 2024), which is consistent with improved reporting baseline
- 4% increase in the Recordable Injury Rate (0.50 in 2025 vs. 0.48 in 2024), influenced by reduced labour hours and the inclusion of psychological injuries
- 19% decrease in Lost-Time Days (601 in 2025 vs. 742 in 2024); with 68% linked to psychological injuries
- 3% improvement in the Lost-Time Injury Rate (0.31 in 2025 vs. 0.32 in 2024)
- 15% improvement in the Lost-Time Day Rate (16.83 in 2025 vs. 19.87 in 2024)
- 25% increase in the Severity Rate (54.64 in 2025 vs. 43.69 in 2024) driven by two high-severity psychological injuries
- 40% decrease in External Inspections (5 in 2025 vs. 3 in 2024), a historical low attributable to improved compliance
- 30% increase in Regulatory Citations (13 in 2025 vs. 10 in 2024); however, still dramatically lower than pre-2022 levels
- no Regulatory Fines
- 6% decrease in Hazardous Materials Emergency Responses (16 in 2025 versus 17 in 2024)

While psychological injuries have emerged as a driver of several lagging key safety performance indicators, Environmental Health and Safety has already initiated a structured response through the implementation of a Psychological Health and Safety Management System aligned with CSA Standard Z1003. This proactive approach positions Concordia among leading employers in addressing psychosocial risk and is expected to yield measurable improvements over time.

Overall, 2025 results confirm that Environmental Health and Safety prevention programs and regulatory compliance oversight are performing effectively, while the institution continues to adapt to evolving workplace health and safety realities with transparency, diligence, and accountability.

Pietro Gasparrini, C.I.H., R.O.H.  
*Director, Environmental Health & Safety*

Environmental Health and 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. EHS staff monitor 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.

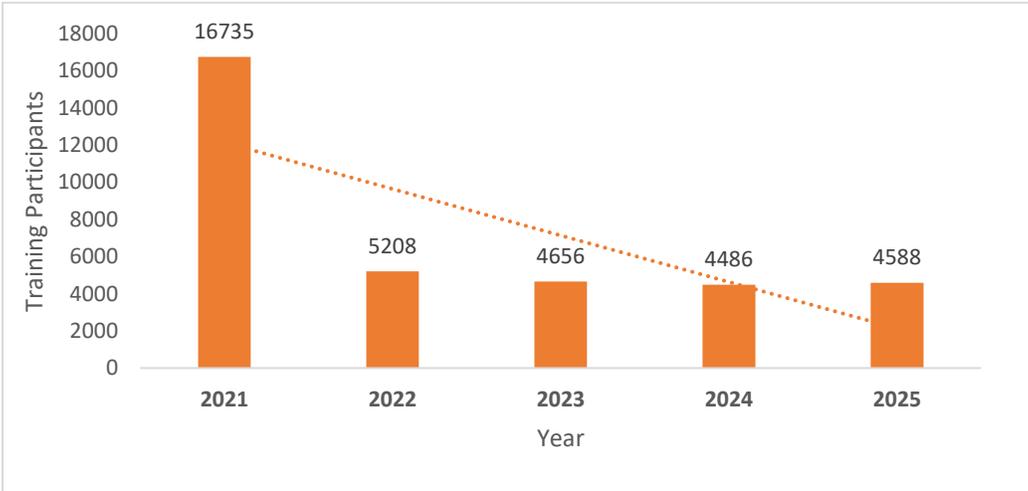
**Section A: Leading Key Safety Performance Indicators**

**1. Safety & Security Training**

During the period of October 1 to December 31, 2025, there were **1,839** safety and security training participants, of which 1,607 (87%) participated in training provided by Environmental Health and Safety and 232 (13%) participated in training provided by Campus Safety and Prevention Services. The Q4 2025 results are significantly higher (76%) than Q4 2024; however, the 2024 and 2025 full year data is similar.

	<b>Q4 2024</b> <i>Oct, Nov, Dec</i>	<b>2024</b> <i>Full Year</i>	<b>Q4 2025</b> <i>Oct, Nov, Dec</i>	<b>2025</b> <i>Year To Date</i>
<b>Total Participants</b>	1,046	4,486	1,839	4,588

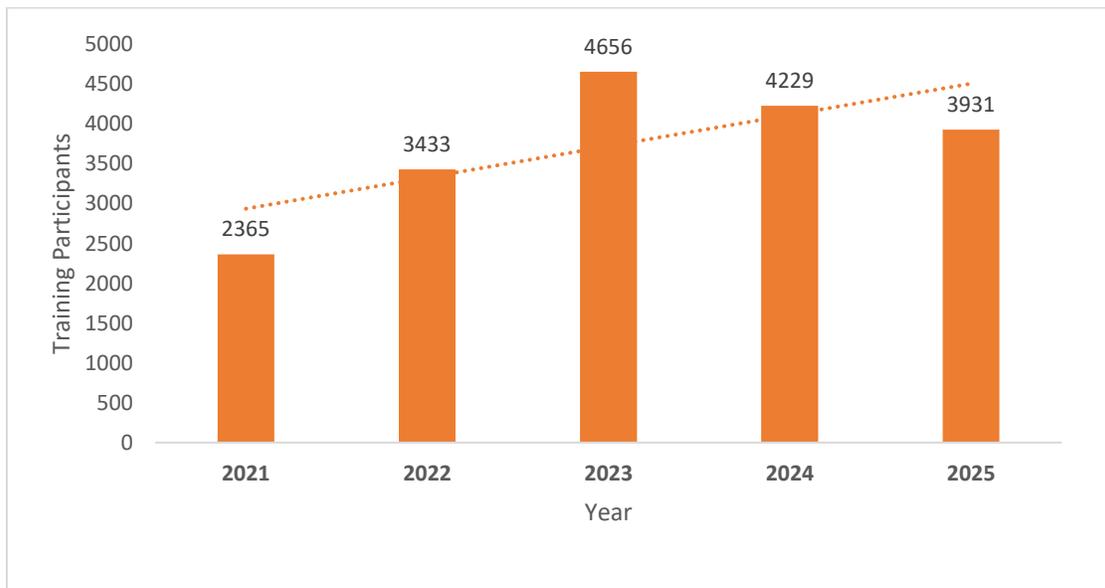
The following graphs present the five-year trend for safety and security training.



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

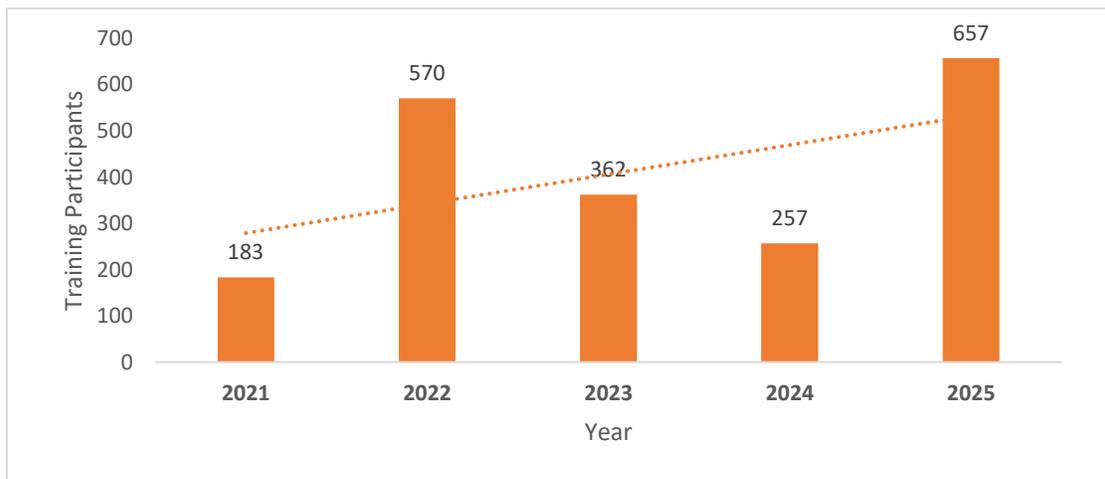
The five-year safety training data trend in Graph 1 shows the effects of the pandemic in 2021 when COVID safety training was required to obtain access to the university's campuses.

Graph 2 presents training provided by Environmental Health and Safety. 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. There was a slight decrease (7%) in the number of safety training sessions delivered in 2025; however, this change is not considered significant. The overall 5-year trend continues to be on the increase.



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. In 2025, CSPS introduced Armed Intruder Training for Faculties. This training was well received, with 118 participants throughout the year.



Graph 3: Total Number of Security Training Participants per Year

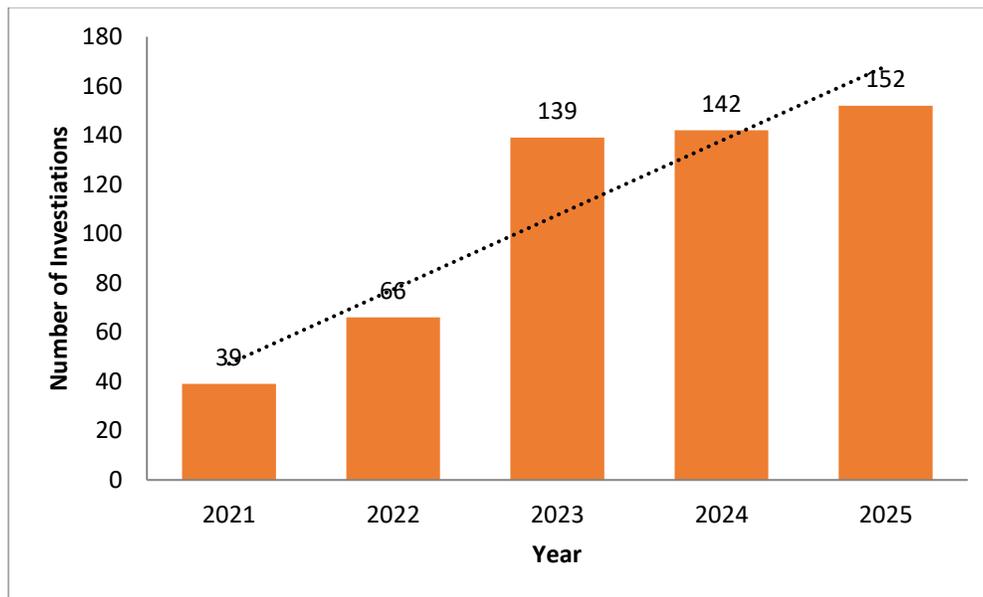
## 2. Injury & Near-Miss Investigations

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, 2025, **16** Injury Investigations and **15** Near-Miss Investigations were conducted.

	<b>Q4 2024</b> <i>Oct, Nov, Dec</i>	<b>2024</b> <i>Full Year</i>	<b>Q4 2025</b> <i>Oct, Nov, Dec</i>	<b>2025</b> <i>Year To Date</i>
<b>Injury Investigations</b>	15	64	16	75
<b>Near-Miss Investigations</b>	17	78	15	77
<b>TOTAL Investigations</b>	<b>32</b>	<b>142</b>	<b>31</b>	<b>152</b>

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, similar to the trends in declared injuries (Section 7) and declared near-misses (Section 11). Since the launch of *My Workplace Health & Safety* (a UNITY module) in 2023, there has been an increase in the number of declared injuries and declared near-misses, and as a result an increase in the number of injury and near-miss investigations.

**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.

For the period of October 1 to December 31, 2025, **133** preventative internal inspections and assessments were conducted, which included 13 workplace inspections, 17 ergonomic assessments, and 103 assessments for the implementation of workplace hazards signage.

Year	Preventative Internal Inspections & Assessments
<b>Q4 2025</b> <i>Oct, Nov, Dec.</i>	133
<b>2025</b> <i>YTD</i>	308
<b>Q4 2024</b> <i>Oct, Nov, Dec</i>	259
<b>2024</b> <i>Full Year</i>	570

The total number of preventative internal inspections and assessments decreased from 570 in 2024 to 308 in 2025. This difference is primarily explained by the volume of Workplace Hazard Signage Evaluations completed in 2024.

**Workplace Hazard Signage Assessments**

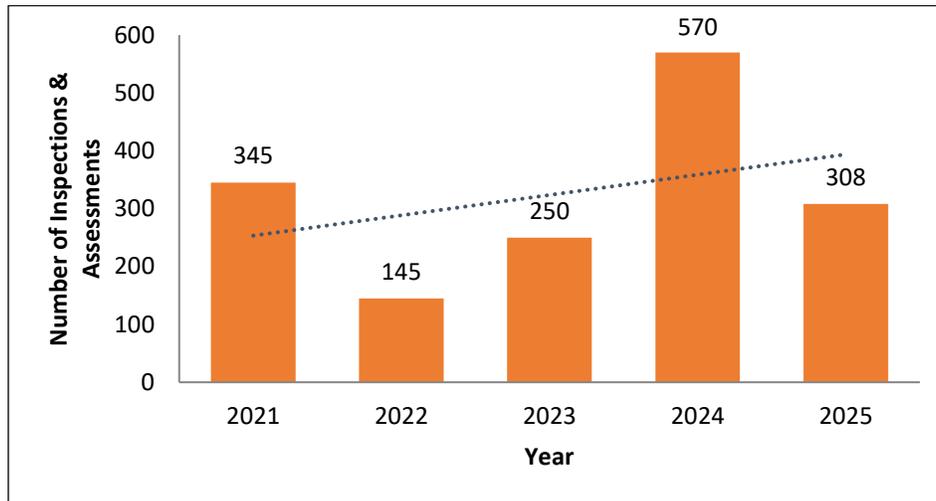
In 2024, EHS conducted a high number of assessments to support the rollout of the new workplace hazard signage. These evaluations represented a significant portion of the annual total (335 of the 570). These assessments were specifically to identify hazards present in a space and determine the required information for signage posted at the entrance (e.g., chemical hazards and required PPE). They were not compliance-based inspections.

In 2025, workplace hazard signage evaluations continued but at a lower and more stable pace across all quarters (51 in Q1; 20 in Q2; 16 in Q3; and 103 in Q4), reflecting a shift from large-scale implementation to ongoing maintenance and updates.

**Workplace Inspections (Compliance Verification)**

Workplace inspections represent a separate activity stream in this performance indicator, focused on verifying compliance using detailed hazard-based checklists. Unfortunately, as previously reported in 2024, the number of workplace inspections completed were hindered by software issues.

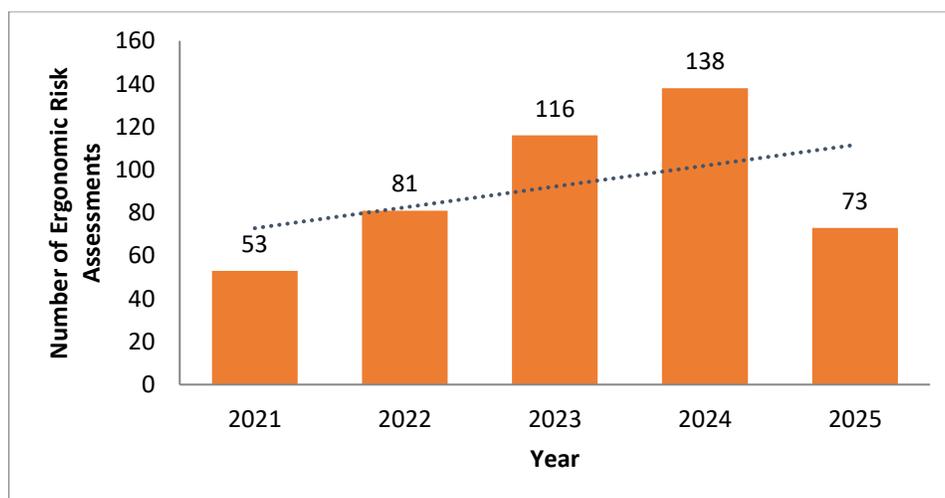
Graph 5 below presents data of preventative internal inspection and assessment for the last five years. The spike in 2024 reflects the completion of the major implementation phase of the new workplace hazard signage initiative. Overall, the 5-year trend is increasing with an average of 297 preventative internal inspections and assessments per year.



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

Preventative Internal Inspections & Assessments include individual ergonomic risk assessments. Ergonomic assessments are an effective preventative safety measure, as they help identify and address risks before they lead to injury. These assessments evaluate workstation setup, equipment use, and employee posture to reduce the likelihood of musculoskeletal disorders such as back pain, carpal tunnel syndrome, and repetitive strain injuries. Improving ergonomics supports employee comfort, reduces fatigue, and can contribute to improved focus and productivity, while also helping to reduce absenteeism related to work-related discomfort. A strong ergonomics program also demonstrates an organizational commitment to employee health and safety, which can positively influence morale, job satisfaction, and engagement.

Graph 6 shows that ergonomic assessment requests increased steadily from 2021 (53) to 2024 (138), followed by a decrease in 2025 (73). This decrease can be partially attributed to reduced demand; however, it also reflects capacity constraints. Due to budget compressions, EHS reduced the number of hours available from the ergonomics consultant, resulting in several outstanding requests at year-end. While awaiting an assessment, employees are instructed to complete the online, self-directed ergonomics training to support early risk reduction and prevention.



*Graph 6: Total Number of Ergonomic Risk 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.

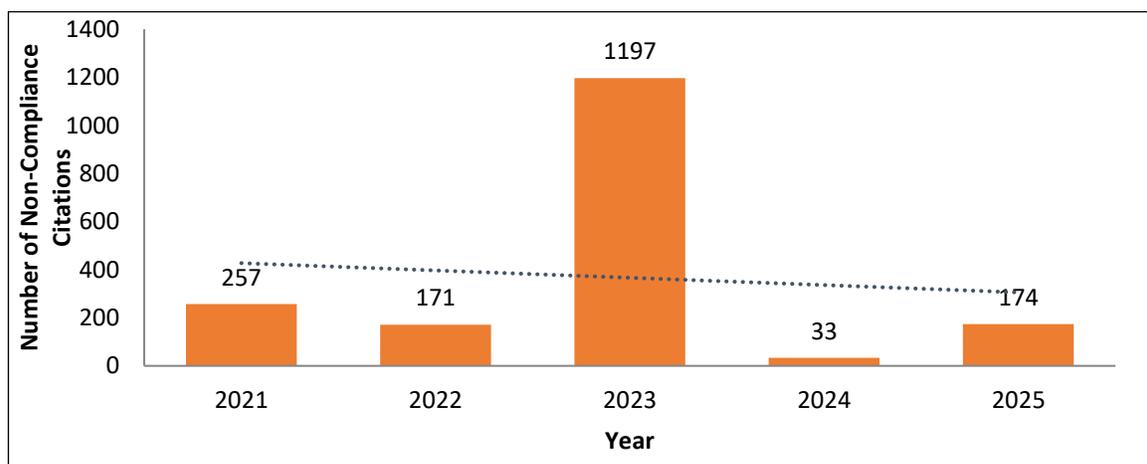
Most internal non-compliance citations result from preventative internal inspections and assessments, and injury and near-miss investigations. Identification of non-compliance issues and their subsequent correction improve the overall safety performance of the university prior to the intervention of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

For the period of October 1 to December 31, 2025, there were **98** internal non-compliance citations.

Year	Internal Non-Compliance Citations
<b>Q4 2025</b> <i>Oct, Nov, Dec</i>	98
<b>2025</b> <i>Year To Date</i>	174
<b>Q4 2024</b> <i>Oct, Nov, Dec</i>	11
<b>2024</b> <i>Full Year</i>	33

Internal non-compliance citations increased significantly in 2025 compared to 2024. This increase is attributable to the higher number of workplace inspections conducted in 2025 compared to 2024 (See Section 3). Workplace inspections are designed to verify compliance with safety requirements and use detailed, hazard-based checklists covering approximately 40 to 60 items. As a result, workplace inspections generate a high number of non-compliance findings. In contrast, the assessments for the implementation of workplace hazards signage focus on identifying hazards and required personal protective equipment for posting at the entrance of a space (e.g., chemical hazards, lab coat, safety glasses). These assessments did not verify compliance and therefore did not result in any internal non-compliance citations.

Five-year internal non-compliance citations data is presented in Graph 7 below.



Graph 7: 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 which allows for workplace inspections to be completed faster and for improved documentation of non-compliance issues. In 2024, technical issues with the Workplace Inspection application prevented inspections from being conducted for several months, resulting in a low number of inspections and, consequently, fewer internal non-compliance citations. Although the application issues were resolved in Q4 2024, EHS resources were also redirected to support the rollout of the new workplace hazard signage, which further limited inspection activity. In 2025, with the application fully functional, inspections gradually resumed and the number of internal non-compliance citations in 2025 returned to more typical levels.

**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 and is reported by calendar year until all actions are closed. Corrective actions are categorized into four status types: Open, Completed, Overdue, and Deferred (Unoccupied Building). While Deferred actions are lower priority, they remain part of the tracking system and must still be addressed.

Correction Action Completion Rate for 2025

Table 1 presents the total number of corrective actions assigned in 2025 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.

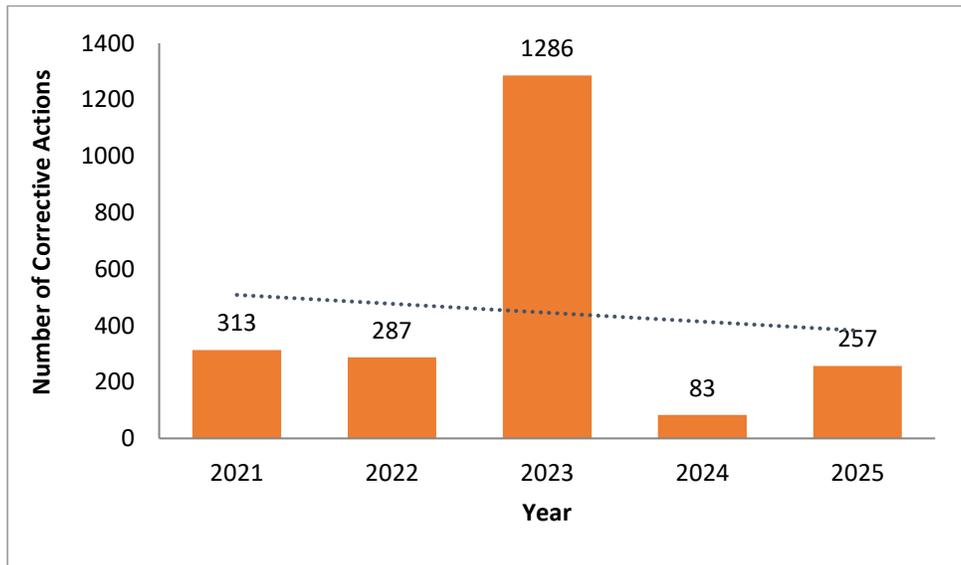
*Table 1: 2025 YTD Number of corrective actions per priority by status*

Corrective Action Status	Priority by Number			Count
	High	Medium	Low	
Completed	48	25	22	95
Open	27	7	17	51
Deferred (Unoccupied Building)	7	0	0	7
<b>Overdue</b>	<b>48</b>	<b>36</b>	<b>20</b>	<b>104</b>
			<b>Total</b>	<b>257</b>

Table 2: 2025 YTD Percentage of corrective actions per priority by status

Corrective Action Status	Priority by Percentage			Percentage
	High	Medium	Low	
Completed	18.7%	9.7%	8.6%	37.0%
Open	10.5%	2.7%	6.6%	19.8%
Deferred (Unoccupied Building)	2.7%	0.0%	0.0%	2.7%
<b>Overdue</b>	<b>18.7%</b>	<b>14.0%</b>	<b>7.8%</b>	<b>40.5%</b>
			<b>Total</b>	100%

Five-year corrective actions data is presented in Graph 8 below. A spike in Corrective Actions is notable for 2023. As explained in Section 4, this was due to the implementation of the new Workplace Inspection application. The quantity of corrective actions returned to more typical levels in 2025.



Graph 8: 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 represents, for each calendar year, the number of corrective actions by status as of December 31, 2025. For comparison, Table 4 presents, for each calendar year, the percentage of corrective actions by status as of the same date.

All corrective actions from 2017 and 2020 were completed as of Q4 2025, and all 2016 Correction Actions were completed earlier so they do not appear in Table 3 and Table 4.

*Table 3: Number of corrective actions per year by status*

Status	2015	2017	2018	2019	2020	2021	2022	2023	2024
Completed	449	365	734	1,089	279	304	273	1,094	55
Open	0	0	4	0	0	0	0	0	4
Deferred	0	0	17	5	0	0	0	1	5
Overdue	3	0	37	167	0	9	14	191	19
<b>Total</b>	<b>452</b>	<b>365</b>	<b>792</b>	<b>1,261</b>	<b>279</b>	<b>313</b>	<b>287</b>	<b>1,286</b>	<b>83</b>

*Table 4: Percentage of corrective actions per year by status*

Status	2015	2017	2018	2019	2020	2021	2022	2023	2024
Completed	99.4%	100%	92.7%	86.4%	100%	97.1%	95.1%	85.1%	66.3%
Open	0%	0%	0.5%	0%	0%	0%	0%	0%	4.8%
Deferred	0%	0%	2.1%	0.4%	0%	0%	0%	0.1%	6.0%
Overdue	0.6%	0%	4.7%	13.2%	0%	2.9%	4.9%	14.8%	22.9%
<b>Total</b>	<b>100%</b>								

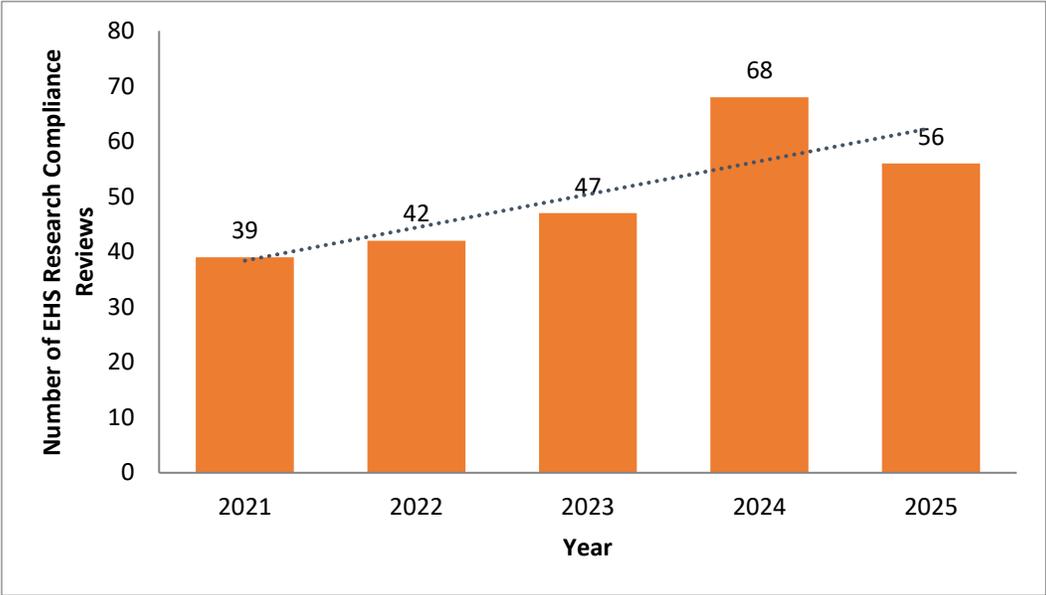
## 6. EHS Research Compliance Reviews

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 to December 31, 2025, 11 health and safety research compliance reviews were completed.

Year	EHS Research Compliance Reviews
<b>Q4 2025</b> <i>Oct, Nov, Dec.</i>	11
<b>2025</b> <i>YTD</i>	56
<b>Q4 2024</b> <i>Oct, Nov, Dec.</i>	17
<b>2024</b> <i>Full Year</i>	68

Graph 9 illustrates the five-year data for EHS Research Compliance Reviews. This key performance indicator is directly determined by the volume of research being conducted at the university.



Graph 9: Total Number of EHS Research Compliance Reviews per Year

**Section B: Traditional (Lagging) Key Safety Performance Indicators**

**7. Total Injuries**

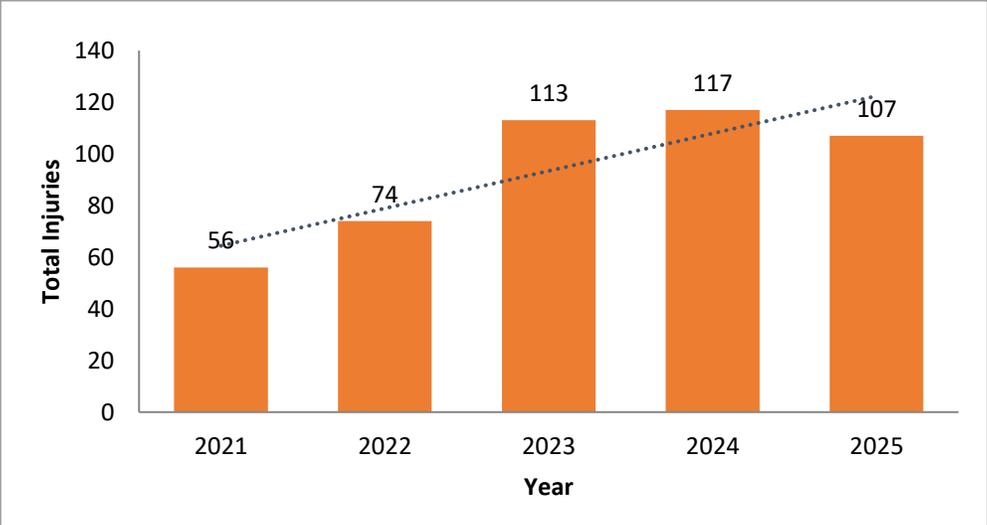
An injury refers to the occurrence of a sudden and unforeseen event arising out of, or during, a university-sanctioned activity attributable to any factor that caused an injury or an occupational disease (an exposure to conditions or substances that resulted in a disease). Injuries are grouped as work-related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

For the period of October 1 to December 31, 2025, **27** total injuries were reported.

Year	Total Injuries
<b>Q4 2025</b> <i>Oct, Nov, Dec.</i>	27
<b>2025</b> <i>YTD</i>	107
<b>Q4 2024</b> <i>Oct, Nov, Dec.</i>	28
<b>2024</b> <i>Full Year</i>	117

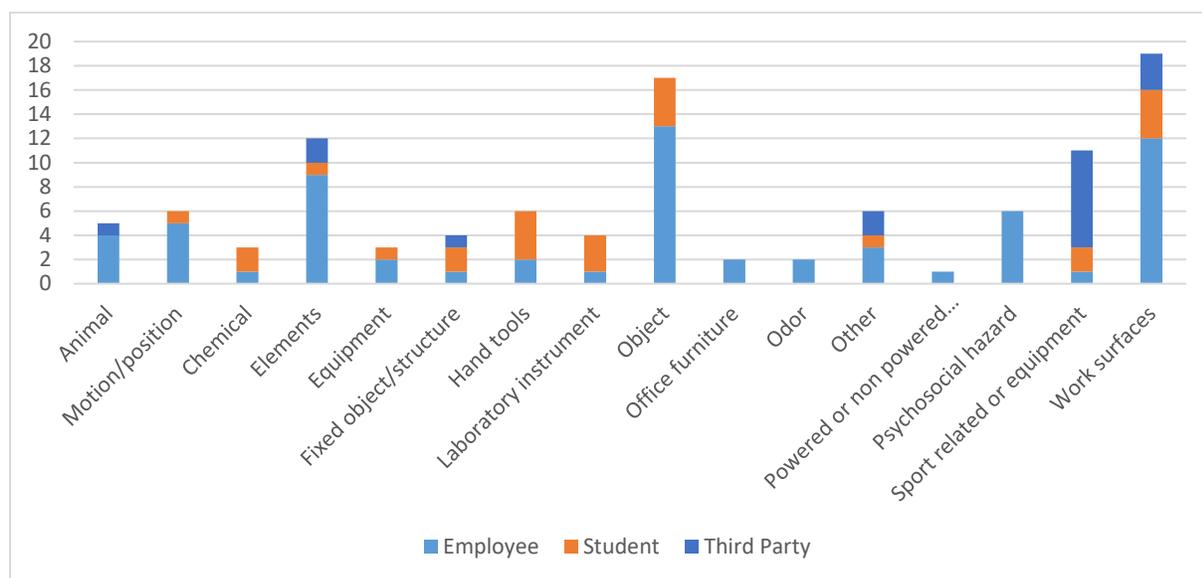
Graph 10 presents the five-year trend in Total Injuries from 2021 to 2025. Overall, the data shows an upward trend, increasing from 56 injuries in 2021 to 107 injuries in 2025. The most significant change occurs in 2023 (113 injuries), which is largely attributed to the implementation of the new online injury reporting procedure, resulting in more consistent and timely reporting across the university.

Following this reporting change, Total Injuries have remained at a similar level in 2024 (117) and 2025 (107). This sustained pattern suggests the university may now be operating at a new baseline of approximately 110 injuries per year, reflecting improved visibility of injuries rather than a single-year anomaly. Continued monitoring will help confirm whether this level stabilizes further or begins to decline as prevention efforts and awareness initiatives take effect.



Graph 10: Total Injuries per Year

Graph 11 presents reported injuries by source and by status of the injured individual for all of 2025.



Graph 11: Q4 2025 Total Injuries by Source and by Status

## 8. Work-Related Injuries

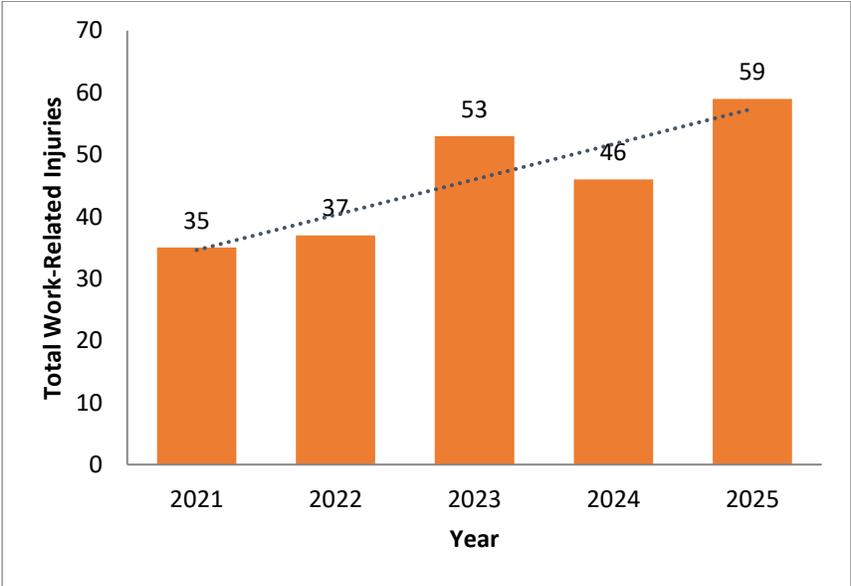
Work-Related Injuries are a subset of the Total Injuries (Section 7), whereby the injured person is a worker (staff or faculty). An injury or illness is considered work-related when an employee is involved and if an event, or exposure in the work environment, either caused or contributed to the resulting 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, 2025, 12 of the 27 reported injuries (Section 7) were work-related, comparable to Q4 2024.

Year	Work-Related Injuries
<b>Q4 2025</b> <i>Oct, Nov, Dec.</i>	12
<b>2025</b> <i>YTD</i>	59
<b>Q4 2024</b> <i>Oct, Nov, Dec.</i>	12
<b>2024</b> <i>Full Year</i>	46

Graph 12 illustrates the five-year data for Work-Related Injuries from 2021 to 2025. Overall, the trend shows a steady increase, rising from 35 injuries in 2021 to 59 injuries in 2025. Similar to the Total Injuries trend (see Section 7), the most notable increase occurs in 2023 (53 injuries), which is attributed in part to the implementation of the new online injury reporting procedure, improving the consistency and completeness of reporting.

Following this shift, the number of Work-Related Injuries remained elevated in 2024 (46) and increased again in 2025 (59). As with Total Injuries, this pattern suggests a new baseline level of work-related injury reporting, likely reflecting improved reporting practices rather than a one-time spike. Continued tracking will help confirm whether this upward trend stabilizes.



Graph 12: Work-Related Injuries per Year

**Recordable Injury Rate (RIR)**

The Recordable Injury Rate (RIR), also referred to as the recordable incident rate, is a standardized metric used to measure workplace injury performance. It 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. The factor of 200,000 labour hours represents the annual hours worked by 100 employees (40 hours per week 50 weeks per year), meaning the RIR is expressed as the number of recordable injuries per 100 full-time employees.

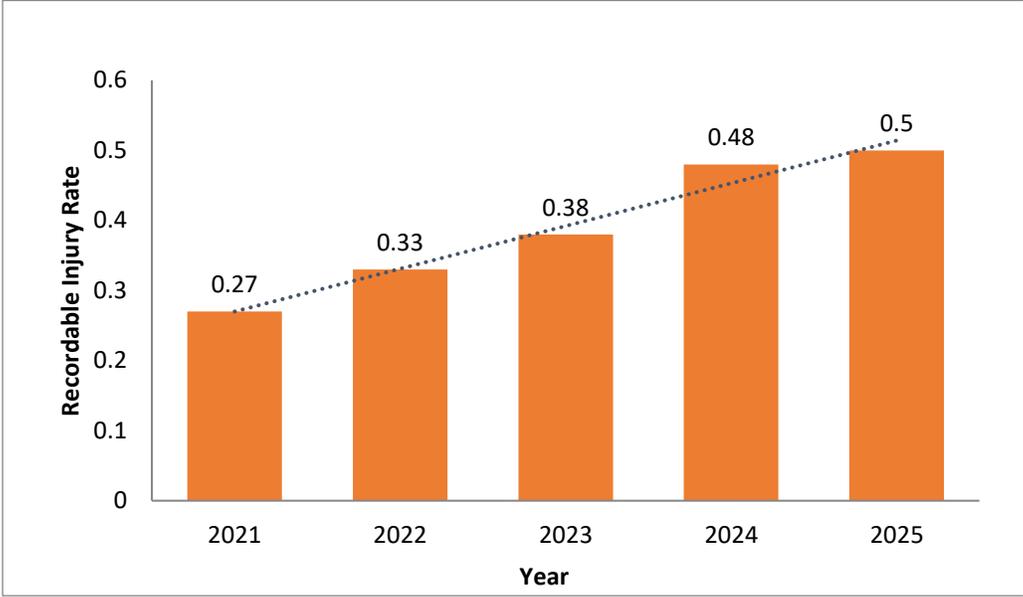
In 2025, the university’s RIR was **0.50** work-related injuries per 100 full-time employees, compared to 0.48 in 2024. Although the number of accepted workers’ compensation claims remained the same in both years (18 claims in 2024 and 18 claims in 2025), the slight increase in the rate is explained by two factors: a reduction in labour hours and the inclusion of psychological injuries.

Year	Recordable Incident Rate
<b>2025</b> Full Year	0.50
<b>2024</b> Full Year	0.48

In 2025, there was a reduction of 181,592 total labour hours, which resulted in an increase of the calculated RIR even when the number of claims is unchanged. Additionally, in response to the government of Quebec expanding the definition of work-related injuries to include psychological injuries, EHS updated

the university’s injury reporting application to allow for the declaration of psychological injuries. As a result, four work-related psychological injuries were recorded in 2025. Including psychological injuries also influenced an increase in the RIR in 2025. It is important to note that two of these injuries were accepted workers’ compensation claims. EHS continues to monitor this emerging trend closely and is strengthening prevention efforts aimed at reducing psychological injury risks in the workplace.

Graph 13 illustrates the evolution of the Recordable Injury Rate from 2021 to 2025, showing a consistent upward trend over the last five years. While an increasing RIR may indicate that more work-related injuries are occurring, several factors can contribute to this trend. As stated earlier, since 2023 there has been an improvement in reporting practices, which increases the RIR. In 2025, a reduction in total labour hours and the inclusion of psychological injuries contributed to the increase.



Graph 13: 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).

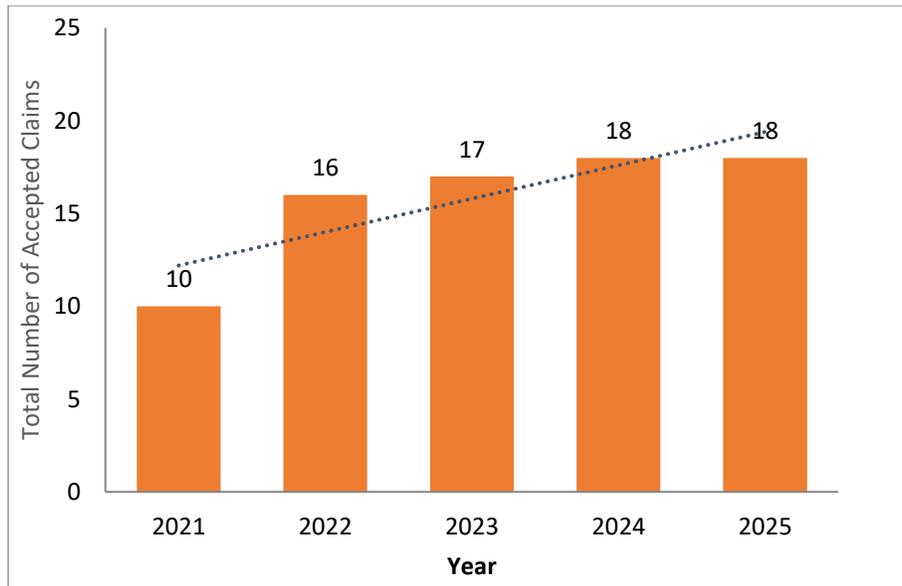
For the period of October 1 to December 31, 2025, there were **4** accepted workers’ compensation claims. The CNESST also accepted 4 workers’ compensation claims during Q4 for work-related injuries that occurred during Q3 2025; the 2025 Year-To-Date was adjusted to include these additional claims.

Year	Accepted Compensation Claims
<b>Q4 2025</b> <i>Oct, Nov, Dec.</i>	4
<b>2025</b> <i>YTD</i>	18
<b>Q4 2024</b> <i>Oct, Nov, Dec.</i>	3
<b>2024</b> <i>Full Year</i>	18

Table 5: 2025 Accepted Workers' Compensation Claims

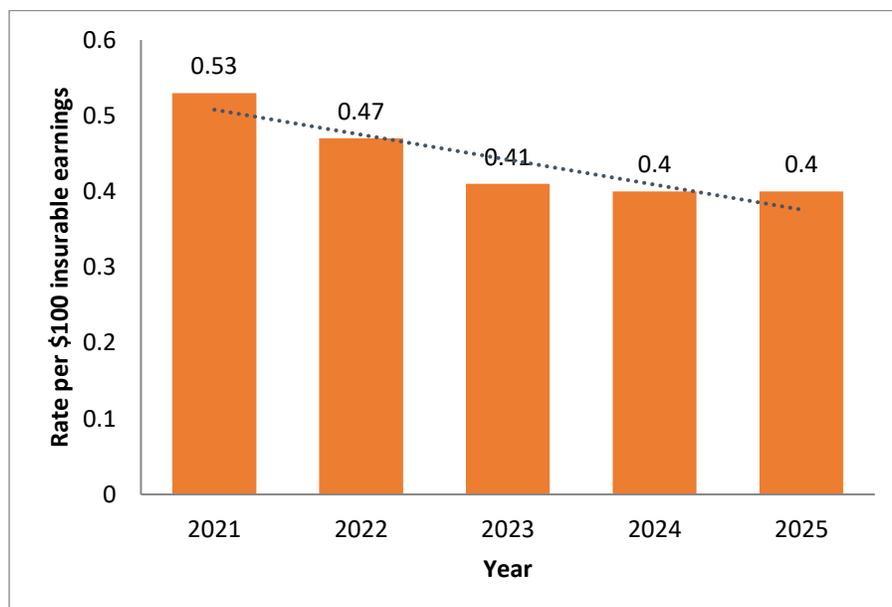
Date	Description	Location	Type of Injury	Union Association	Lost-Time days
23-Jan-2025	The employee slipped on ice on the path to the VE bldg and was taken to the hospital. Their arm was put in a cast for 4–6 weeks. They returned to work the next day with modified duties.	VE	Fractures	N/A	0
24-Jan-2025	The employee slipped on ice on the sidewalk near the Hall Building, dislocating their ankle and fracturing their fibula. After two days off, they were able to return to work.	Off Campus	Fractures	CUPEU	2
27-Jan-2025	The employee experienced burnout caused by an unhealthy work environment (psychosocial risk factor).	GM	Psychosocial	ACUMAE	240
25-Feb-2025	The employee slipped and fell on ice at the entrance of the SP bldg and sprained their knee. They were off 3 days and then returned to work.	SP	Sprains, Strains, Tears	STTMC-LOY	3
27-Feb-2025	The employee slipped and fell on the ice walking into CPE Petits Profs. They broke a bone in their foot.	Off Campus	Fractures	CUPFA	58
06-Mar-2025	The employee fell in a classroom, hitting their head and sustaining a cut and a fractured humerus. They saw their physician and returned to work the next day with limitations.	MB	Fractures	CUFA	0
30-Apr-2025	The employee was diagnosed with depressive disorder caused by an unhealthy work environment (psychosocial risk factors).	GM	Psychosocial	CUPEU	169
05-Aug-25	The intern working with the HKAP Department was preparing exercise equipment for a class when they struck their head on a lifting bar, resulting in a concussion.	PC	Bruises, Contusions	Student intern	N/A
07-Aug-25	The employee was bitten on their left finger by a research rodent when examining the rodent. Employee went to hospital and was required to take antibiotics.	SP	Other	CUUSS-TS	0
22-Aug-25	The employee was lifting a bin when they felt a sharp pain in their back. They consulted with a physician and was given time off to heal.	SP	Sprains, Strains, Tears	ACUMAE	12
08-Sep-25	The intern was struck by a chair in the face while performing their internship off campus, causing a concussion.	Off Campus	Bruises, Contusions	Student intern	N/A
18-Sep-25	The employee tripped while participating in an obstacle course, injuring their shoulder.	Quad	Fractures	ACUMAE	13
24-Sep-25	The employee tripped and sprained their ankle.	EV	Sprains, Strains, Tears	STTMC-SGW	21
25-Sep-25	The employee struck their foot under a pallet, resulting in a contusion.	LB	Bruises, Contusions	CUSSU	0
08-Oct-2025	The employee was lifting an object when they felt a sudden pain in their back.	T	Sprains, Strains, Tears	STTMC-SGW	59
21-Oct-2025	The employee cut their thumb on an acrylic sheet, which required stitches.	EV	Cuts/ Lacerations	CUUSS-TS	10
12-Nov-2025	The employee slipped and fell on ice in the parking lot behind the LS, resulting in a sprained ankle.	LS	Sprains, Strains, Tears	CUSSU	0
21-Nov-2025	The employee broke the tip of their finger when it was caught in a metal door.	GN	Fractures	STTMC-SGW	27

Graph 14 shows the number of accepted workers' compensation claims from 2021 to 2025. Overall, the five-year trend is upwards; however, the number of claims in 2024 and 2025 remains the same.



Graph 14: 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 2025, the university's personalized insurance rate remained at \$0.40 per \$100 of insurable payroll. In 2025 the general rate for higher education institutes was set to 0.45. This demonstrates the effectiveness of EHS's efforts in reducing the quantity and duration of the university's workers' compensation claims.



Graph 15: Concordia University's Personalized Insurance Rate set by the CNESST per Year

**10. Lost-Time Days**

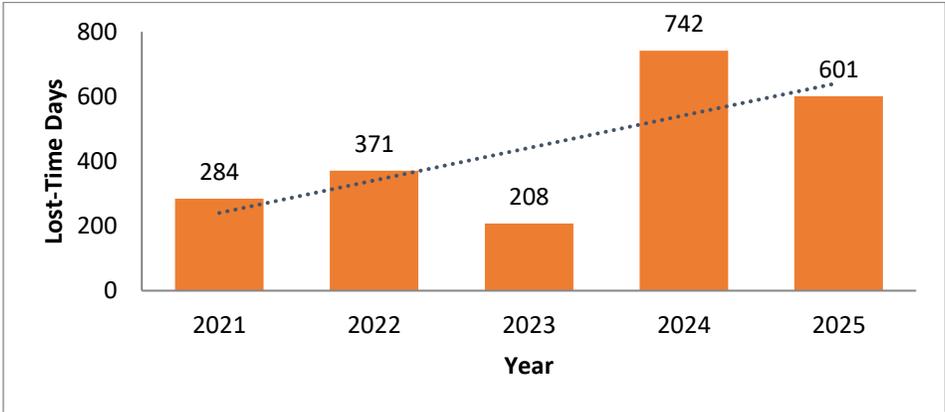
A lost-time work-related injury is defined as a work-related injury or illness that results in days away from work, other than the day of injury or the day the illness began. Lost-time days refers to the total number of calendar days employees are away from work due to a work-related injury or illness.

For the period of October 1 to December 31, 2025, there were **96** lost-time days from work-related injuries that occurred in Q4 (see Table 5: 2024 Accepted Workers’ Compensation Claims in Section 9 for details).

Year	Lost-Time Days
<b>Q4 2025</b> <i>Oct, Nov, Dec.</i>	96
<b>2025</b> <i>YTD</i>	601
<b>Q4 2024</b> <i>Oct, Nov, Dec.</i>	3
<b>2024</b> <i>Full Year</i>	742

Sixty-eight percent (68%; 409 of the 601) of the lost-time days in 2025 were associated with psychological incidents. This underscores the need for continued vigilance regarding psychological safety in the workplace. EHS has already begun strengthening the university’s approach to psychological health and safety, by implementing a Psychological Health and Safety Management System, using the CSA Standard Z1003 on Psychological Health and Safety in the Workplace as a guiding framework. The CSA Standard Z1003, is a documented and systematic approach designed to create and maintain a psychologically healthy and safe workplace. Implementing this system will ensure the appropriate assessment of psychosocial risk factors in the workplace and the implementation of subsequent actions to address the identified psychosocial risk factors.

Graph 16 shows the total number of lost-time days over the past five years. The trend line rises sharply, driven largely by significant increases in 2024 and 2025. The sharp escalation in 2024 was primarily due to two work-related injuries that accounted for 59% of all lost-time days that year: a lumbar strain resulting in 267 lost-time days and a psychological injury contributing 174 days. As noted previously, psychological incidents had a substantial impact in 2025, representing 68% of all lost-time days. These findings highlight the growing influence of psychological risk factors in the workplace and underscore the need for the university to strengthen its prevention and intervention efforts.



Graph 16: Total Lost-Time Days per Year

**Lost-Time Injury Rate (LTIR)**

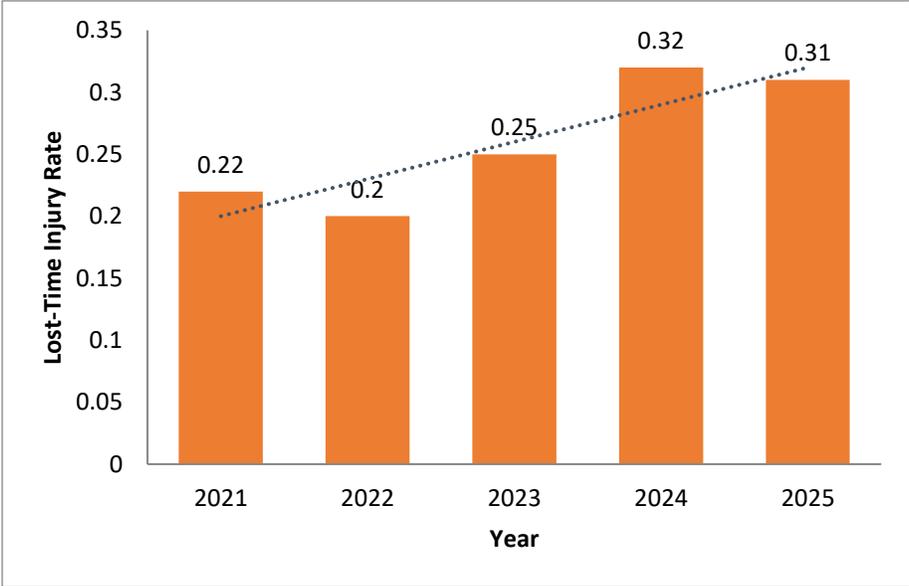
The lost-time injury rate measures the occurrence of work-related injuries that resulted in an employee’s inability to work the next workday. It represents the number of lost-time injuries per 100 full-time employees in the stated period. The LTIR is calculated by multiplying the number of lost-time 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.

The university’s lost-time injury rate for 2025 is **0.31** per 100 full-time employees.

Year	Lost-Time Injury Rate
<b>2025</b> <i>Full Year</i>	0.31
<b>2024</b> <i>Full Year</i>	0.32

As illustrated in Graph 17, the rate has gradually increased over the past five years, resulting in a five-year average of 0.24. This upward trend indicates that when injuries occur, employees are increasingly likely to miss work. This pattern aligns with the significant rise in lost-time days observed in recent years, much of which is tied to the growing influence of psychological risk factors in the workplace. As noted previously, psychological injuries accounted for 68% of all lost-time days in 2025, continuing the sharp increase first seen in 2024, when a psychological injury (174 days) made up 23% of that year’s total lost-time days. These trends illustrate how psychological hazards are now shaping multiple key performance indicators, including both the total number of days lost and the likelihood that an employee’s injury will result in time away from work.

EHS works diligently to remove barriers that delay employees’ return to work following a workplace injury. These efforts have been particularly successful for physical injuries, which dropped to 192 lost-time days in 2025, a significant improvement compared to 568 days in 2024. However, additional efforts are required to address the rising impact of psychological injuries.



Graph 17: Lost-Time Injury Rate per Year

**Lost-Time Day Rate (LTDR)**

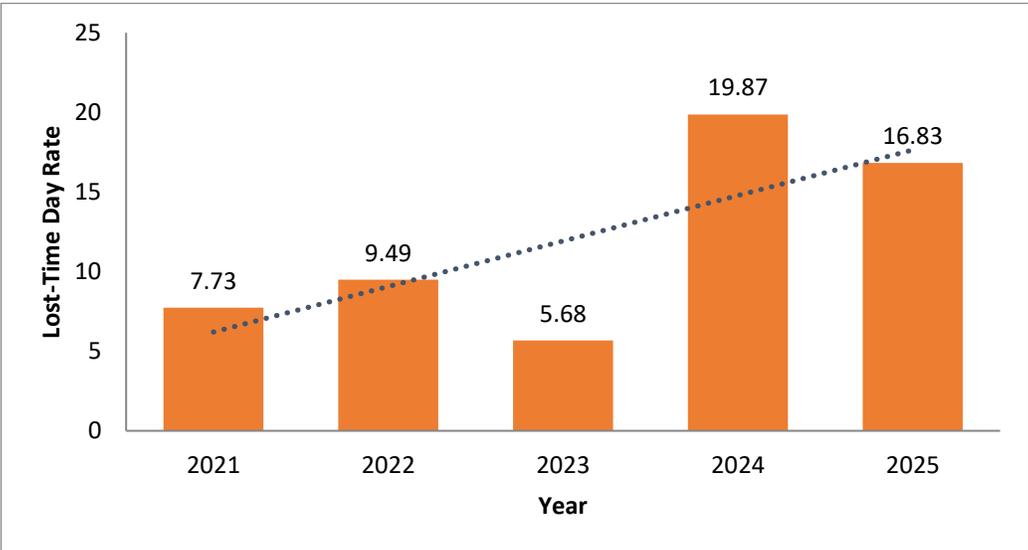
The Lost-Time Day Rate (LTDR) measures the length of time an employee is away from work due to a work-related injury. In a given period, it represents the number of lost-time days per 100 full-time employees. The LTDR is calculated by multiplying the number of lost-time days by 200,000 labour hours, 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 2025 LTDR was **16.83** lost-time days per 100 full-time employees, a 15% decrease when compared to 2024.

Year	Lost-Time Day Rate
<b>2025</b> <i>Full Year</i>	16.83
<b>2024</b> <i>Full Year</i>	19.87

Graph 18 illustrates the annual LTDR over the past five years. The overall trend is upward, with an average LTDR of 10.28 lost-time days per 100 full-time employees. An increasing LTDR indicates that when work-related injuries occur, they tend to be more severe, requiring longer recovery periods and extended time away from work.

The sharp rise in 2024 highlighted the need to strengthen the university’s return-to-work program. In response, EHS focused on reducing the duration of time injured employees are away from work. This effort contributed a modest reduction in total lost-time days in 2025, helping to lower the LTDR from its 2024 peak. However, as noted in earlier metrics, the impact of psychological injuries remains significant. Psychological injuries accounted for most lost-time days in both 2024 and 2025, and their severity continues to influence LTDR performance. While return-to-work improvements have been effective for physical injuries, ongoing work is needed to address the barriers preventing timely return to work following psychological injuries. EHS is working to better understand these barriers and reduce the overall duration and frequency of psychological injuries, with the goal of reversing the upward LTDR trend.



Graph 18: Lost-Time Day Rate per Year

## Severity Rate

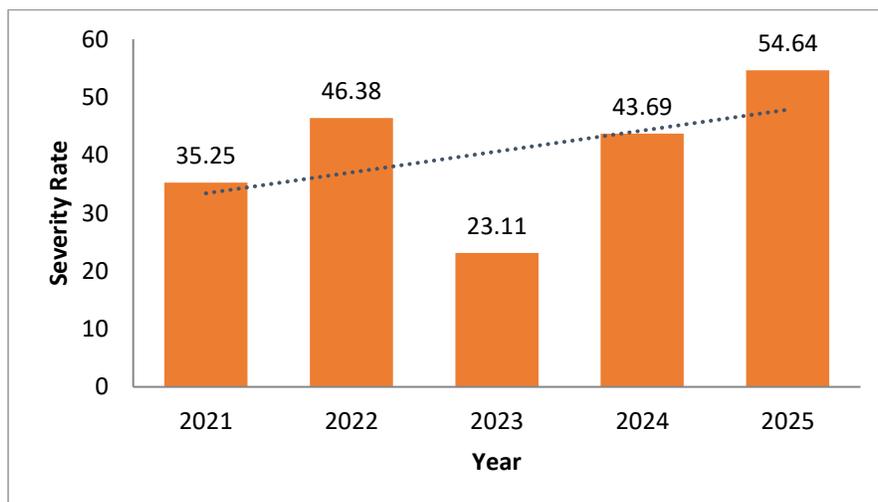
The severity rate provides an average of the number of lost-time days per lost-time work-related injury. The severity rate is calculated by dividing the total number of lost-time days by the total number of work-related injuries with lost-time.

The university's 2025 Severity Rate is **54.64**, representing a 25.1% increase compared to the 2024 rate of 43.69. This rise is primarily attributable to two significant psychological work-related injuries in 2025, which resulted in 169 and 240 lost-time days respectively. Given that the Severity Rate reflects the average number of lost-time days per lost-time injury, even a small number of high-severity cases can substantially elevate the metric. In this case, the limited number of work-related injuries combined with unusually high lost-time durations exerted a disproportionate influence on the overall rate.

Year	Severity Rate <i>average lost-time days per lost-time injury</i>
<b>2025</b> <i>Full Year</i>	54.64
<b>2024</b> <i>Full Year</i>	43.69

Graph 19 presents the university's Severity Rate over the past five years. Over the five-year period, the Severity Rate has fluctuated considerably. Despite year-to-year variation, the trend line shows a gradual upward trajectory. This movement mirrors trends seen in other key metrics, particularly the Lost-Time Day Rate (LTDR), highlighting the growing impact of psychological injuries on the university's workers' compensation profile. Since psychological injuries were first added to the portfolio in 2024, they have contributed disproportionately to both the frequency and severity of absences. Their longer and more complex recovery periods have intensified the strain on severity-based performance indicators.

While EHS initiatives have successfully reduced the severity and duration of physical injuries, psychological cases continue to exert a significant influence on Severity Rate performance. To address this, EHS will advance the implementation of the university's Psychological Health and Safety Management System, as mentioned in Section 10. This system aims to strengthen prevention and early intervention support for psychological risks in the workplace. These efforts are expected to begin reducing the Severity Rate in 2026 and 2027, helping reverse the upward trend illustrated in Graph 19.



Graph 19: 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.

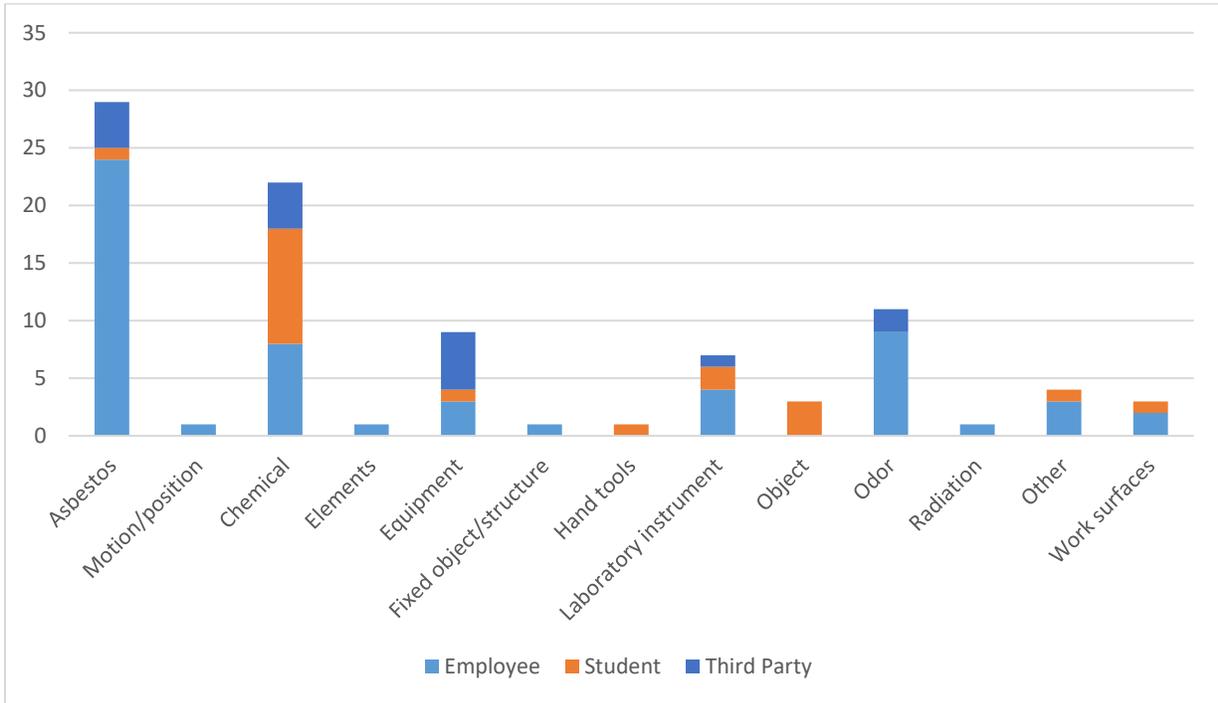
For the period of October 1 to December 31, 2025, a total of **12** near-misses were reported, comparable to Q4 2024.

Year	Near-Misses
<b>2025 Q4</b> <i>Oct, Nov, Dec.</i>	12
<b>2025</b> <i>YTD</i>	77
<b>Q4 2024</b> <i>Oct, Nov, Dec.</i>	19
<b>2024</b> <i>Full Year</i>	88

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. By promptly acting when near-misses are reported, preventative measures can be implemented quickly to mitigate the underlying risk and enhance overall workplace safety.

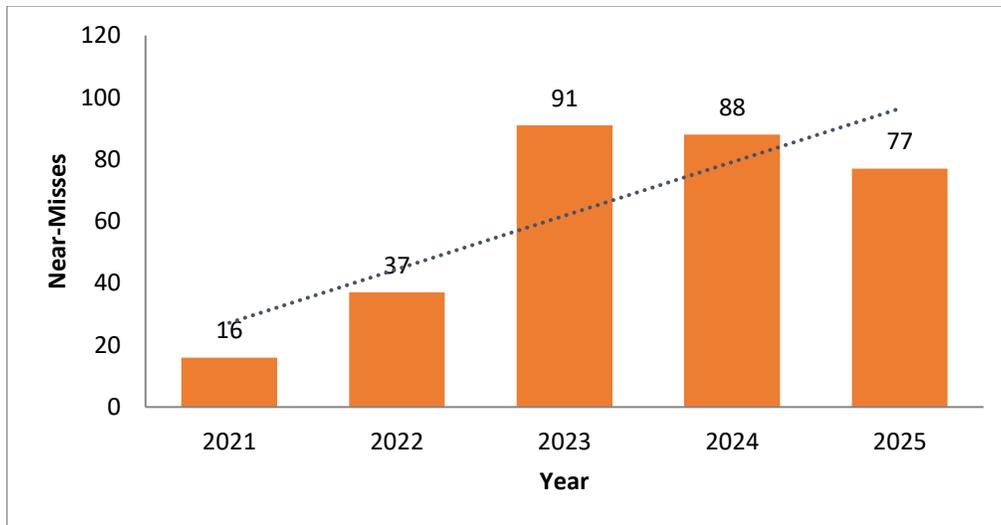
Graph 20 provides a breakdown of the near misses reported, by source and status of the individual who reported the near miss. In 2025, 33.8% of all near misses involved asbestos-containing materials. Since January 2025, all events related to potential asbestos exposure are formally documented as near misses to ensure proper follow-up.

A recurring issue in 2025 was employees entering spaces closed by EHS due to suspected or confirmed asbestos-containing materials and a risk of exposure. As a new control, EHS implemented an "EHS core lock" system: when a space is closed for asbestos concerns, locks are changed and access is restricted to EHS until cleaning, assessment, and air testing are complete. Since the new control measure was introduced, the number of near-misses involving asbestos containing materials has dropped significantly.



Graph 20: 2025 Near-Misses by Source and by Status

Graph 21 presents the number of near misses reported annually from 2021 to 2025. The increase in reported near-misses since 2023 is attributed to the introduction of on-line reporting using the *My Workplace Health & Safety* app within the human resources information system. Significant efforts were made to demonstrate the importance of reporting near-misses through educational campaign; these efforts will continue in 2026, as EHS will release training on injury and near-miss management and reporting.



Graph 21: Near-Miss reporting per Year

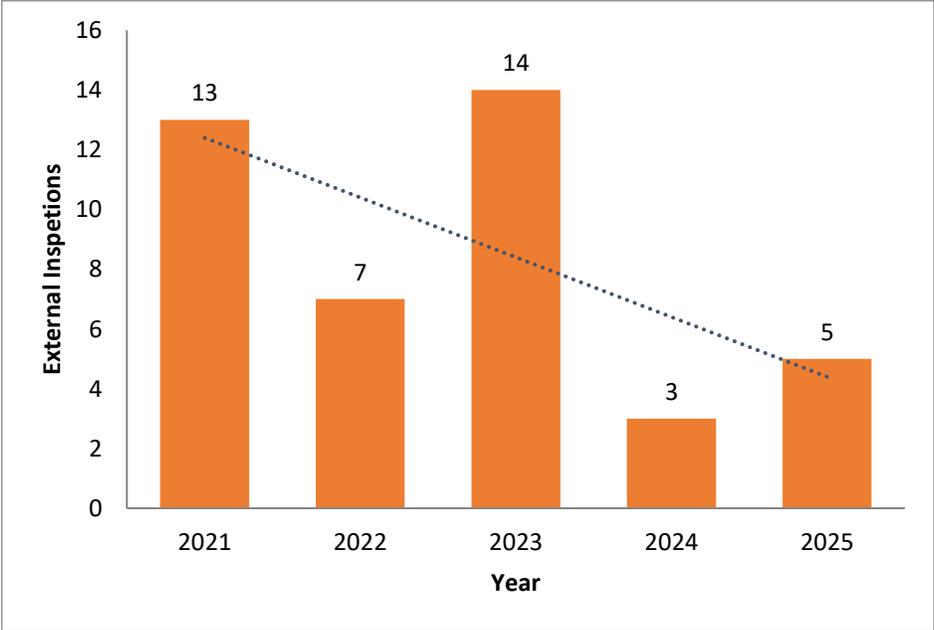
**12. External Inspections/Interventions**

External inspections and interventions refer to evaluations and inspections of university facilities, operations, and/or safety programs by government agencies or third parties, such as insurance providers. Third-party audits may also be initiated at the request of Environmental Health & Safety.

For the period of October 1 to December 31, 2025, there was **1** external intervention. Transport Canada completed an inspection of the university’s SGW campus loading docks on October 22, 2025. A single non-compliance issue was received, and it was corrected immediately on site.

Year	External Inspections/Interventions
<b>Q4 2025</b> <i>Oct, Nov, Dec.</i>	1
<b>2025</b> <i>YTD</i>	5
<b>Q4 2024</b> <i>Oct, Nov, Dec.</i>	0
<b>2024</b> <i>Full Year</i>	3

Graph 22 presents the number of external inspections conducted between 2021 and 2025. The number fluctuates year to year, reflecting inspection activity that is largely outside the university’s control. In several cases, inspection frequency is influenced by government agencies’ prior interventions, meaning fewer inspections generally indicate improved compliance or reduced regulatory concern. The notably low numbers in 2024 and 2025 are therefore a positive indicator for the university.



Graph 22: Total Number of External Inspections per Year

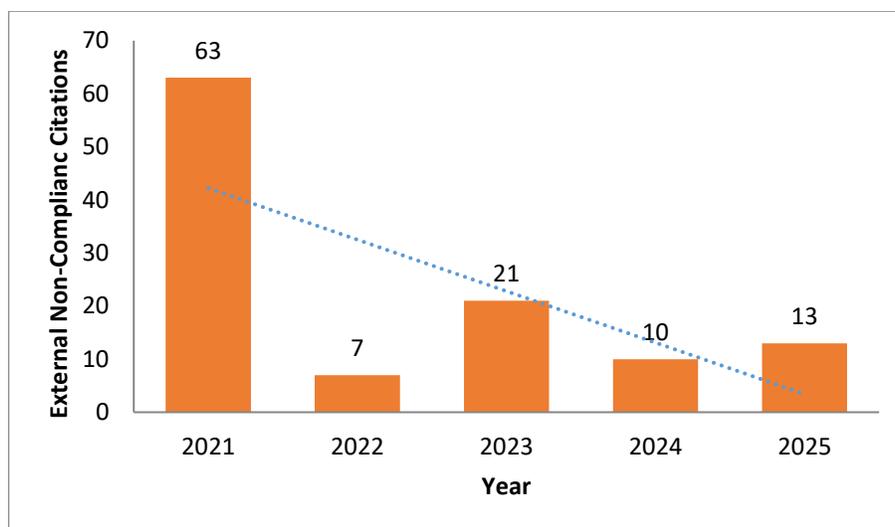
### 13. Regulatory Citations

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, 2025, the university received **1** false fire alarm citation from the *Service de sécurité incendie de Montréal* and **1** non-compliance citation from Transport Canada’s inspection on October 22, 2025 (see Section 12).

Year	Regulatory Citations
<b>Q4 2025</b> <i>Oct, Nov, Dec.</i>	2
<b>2025</b> <i>YTD</i>	13
<b>Q4 2024</b> <i>Oct, Nov, Dec.</i>	1
<b>2024</b> <i>Full Year</i>	10

Graph 23 shows the number of regulatory citations issued to the university from 2021 to 2025. Annual totals are displayed above each column, ranging from a high of 63 citations in 2021 to significantly lower figures in subsequent years. The overall trend is downward despite some year-to-year variability.



Graph 23: Total Number of Regulatory Citations per Year by Source

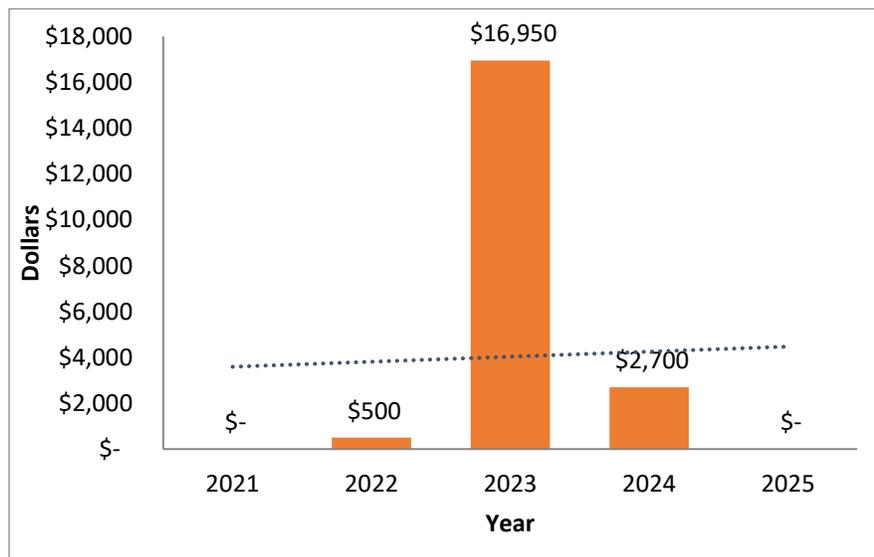
When viewed alongside the external inspection data (Graph 22), the decline in citations aligns with the reduction in regulatory interventions observed in recent years. As stated above, inspection frequency is largely outside the university’s control and can be influenced by agencies’ past findings. Fewer inspections coupled with relatively low citation counts suggest improved compliance, fewer regulatory concerns, and stronger performance during the inspections that do occur. These results imply that actions taken in earlier years have been effective, contributing to greater confidence from regulatory bodies and fewer compliance issues identified during inspections.

## 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, 2025, the university received **no** regulatory fines in 2025.

Year	Fines Received
<b>Q4 2025</b> <i>Oct, Nov, Dec.</i>	\$0
<b>2025</b> <i>YTD</i>	\$0
<b>Q4 2024</b> <i>Oct, Nov, Dec.</i>	\$2,700
<b>2024</b> <i>Full Year</i>	\$5,650

Graph 24 presents the regulatory fines issued to the university from 2021 to 2025. Over this period, fines averaged \$4,030, and the overall five-year trend remains stable, with only three years registering any fines: \$500 in 2022, a peak of \$16,950 in 2023, and \$2,700 in 2024, with no fines in 2021 or 2025.



Graph 24: Total Value of Regulatory Fines Received per Year

When considered alongside the recent decrease in external inspections and the generally lower number of regulatory citations, the limited fines in 2024 and the absence of fines in 2025 are positive indicators. This suggests improved compliance performance, and aligns with the trend observed since 2022, where the university has seen fewer regulatory citations.

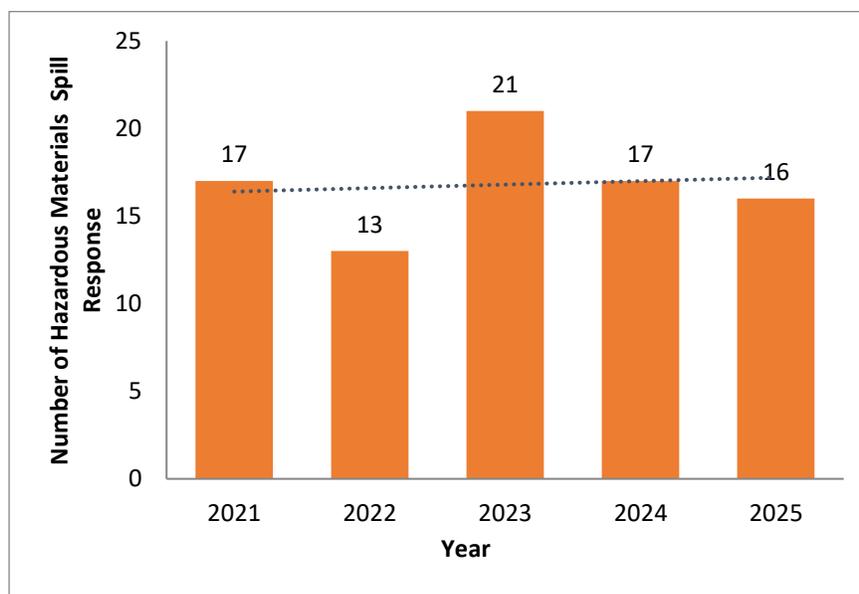
## 15. Hazardous Materials Emergency Responses

The EHS Hazardous Materials Emergency Response Team responds to all hazardous materials emergencies that occur on university premises, including spills and odour-related events. External service providers are engaged when a major spill requires additional specialized support. Incidents involving hazardous materials are recorded in accordance with their severity. If an event results in an injury, it is logged as an injury. If no injury occurs, the event is classified as a near miss. In both cases, Environmental Health and Safety conducts a formal investigation to identify root causes and assigns corrective actions, as appropriate, to prevent recurrence.

Between October 1 and December 31, 2025, the Hazardous Materials Spill Response Team responded to **4** hazardous materials emergencies.

Year	Hazardous Material Emergency Responses
<b>Q4 2025</b> <i>Oct, Nov, Dec.</i>	4
<b>2025</b> <i>YTD</i>	16
<b>Q4 2024</b> <i>Oct, Nov, Dec.</i>	5
<b>2024</b> <i>Full Year</i>	17

As shown in Graph 25, the five-year trend is slightly increasing, with annual totals ranging from 13 to 21 responses and a five-year average of 17. This pattern indicates the frequency of hazardous materials responses is relatively stable.



Graph 25: Total Number of Hazardous Materials Spill Responses per Year

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

**Appendix A : 2025 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 Gasparini, 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, en 2024-25 l'Université Concordia a 35 577 étudiants(es) de premier cycle, 8 345 étudiants(es) aux cycles supérieurs.

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**

	<b>2024</b>	<b>2025</b>
Avertissements	2052	2598

La plupart de ces avertissements concernent le fait de fumer et de vapoter 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.

- 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 :**

La 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. Afin d'améliorer la situation, des patrouilles plus fréquentes des agents de sécurité ont été mises en place, en particulier durant les périodes d'achalandage, afin de rappeler les restrictions en vigueur et d'assurer le respect des règles.

## **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) :

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 internes adressés à l'ensemble des employés ainsi qu'aux étudiants de premier cycle et des cycles supérieurs. Aucune campagne ou activité spécifique additionnelle n'a été mise en place en 2025.

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 d'informations et de ressources sur le sevrage tabagique. En 2025, ces activités se sont poursuivies dans le cadre des initiatives régulières, sans déploiement particulier ou ponctuel lié à une nouvelle campagne.

**Appendix B: VPSS-1 Policy on Smoking and Cannabis Products**



## POLICY ON SMOKING AND CANNABIS PRODUCTS

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**Effective Date:** April 12, 2024

**Approval Authority:** Vice-President, Services and Sustainability

**Supersedes /Amends:** December 10, 2019

**Policy Number:** VPSS-1

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### 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.



**BOARD OF GOVERNORS  
Open Session  
Meeting of March 26, 2026**

**AGENDA ITEM:** Administrative fee

**ACTION REQUIRED:** For approval

**SUMMARY:** Following recommendation of the Finance Committee, the Board of Governors is being asked to approve the increase in 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.

**DRAFT MOTION:**

Whereas the current Administrative fee being charged to all students is \$12.99 per credit; and

Whereas the government has allowed the University to increase this fee up to 3% for 2026-27;

Be it resolved:

That, upon recommendation of the Finance Committee, the Board of Governors approve the collection of an increased Administrative fee of \$13.38 per credit from all students, to be implemented with registration for the fall 2026 (2262) term, in accordance with the University billing, refund and withdrawal policy.

**PREPARED BY:**

Name: Secretary of the Board

Date: March 18, 2026



**BOARD OF GOVERNORS  
Open Session  
Meeting of March 26, 2026**

**AGENDA ITEM:** Technology Infrastructure fee

**ACTION REQUIRED:** For approval

**SUMMARY:** Following recommendation of the Finance Committee, the Board of Governors is being asked to approve the increase in 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.

**DRAFT MOTION:**

Whereas the current Technology Infrastructure fee being charged to all students is \$6.13 per credit; and

Whereas the government has allowed the University to increase this fee up to 3% for 2026-27;

Be it resolved:

That, upon recommendation of the Finance Committee, the Board of Governors approve the collection of an increased Technology Infrastructure fee of \$6.31 per credit from all students, to be implemented with registration for the fall 2026 (2262) term, in accordance with the University billing, refund and withdrawal policy.

**PREPARED BY:**

Name: Secretary of the Board  
Date: March 18, 2026

CONCORDIA



REPORT TO THE BOARD OF GOVERNORS

GRAHAM CARR  
PRESIDENT AND VICE-CHANCELLOR

MARCH 2026

## INTRODUCTION

In the context of recent geopolitical escalations that have inflamed an already painful situation, I would like to remind all that the university offers many counselling and other services to support members of our community and remains committed to keeping our campus safe and respectful.

## ACCOLADES

A bevy of Concordians took home an **Oscar for Best Animated Short Film**, conferred at the 98<sup>th</sup> Academy Awards on March 15<sup>th</sup> in Los Angeles. Produced by the National Film Board of Canada, *The Girl Who Cried Pearls* was co-created by **Maciek Szczerbowski**, BFA 94 (scenography). Concordia alumni who contributed to the project include: stop-motion animators **Laura Stewart**, BFA 14 (film animation), **Laura Venditti**, BFA 15 (film animation), and former student **Peggy Arel**. Mould-making and casting were led by **Erik Goulet**, BFA 90 (film animation), a long-time instructor at Concordia's School of Cinema. **Mélissa Rousseau**, BFA 21 (film animation), and **Kamil Chajder**, BFA 12 (film animation), worked on compositing and visual effects.

In exciting varsity sport news, the **Stingers women's ice hockey team** are **Réseau du sport étudiant du Québec (RSEQ) champions** after a 2–1 victory over the Montréal Carabins, earning them a berth in the USports national championships. The title marks the program's 24<sup>th</sup> conference championship and their fourth in the last five seasons. Concordia was dominant throughout the postseason, going undefeated and sweeping both the McGill Martlets and the Carabins in two games each.

To pick up from my last report, several members of the Concordia community participated in the Milano Cortina Olympic Winter Games. Ice dancer **Zachary Lagha**, a third-year Contemporary Dance student, competed for Canada alongside his partner, **Marjorie Lajoie**. Zachary placed 5<sup>th</sup> in the team event and 10<sup>th</sup> in Ice Dance. First-year Psychology student **Emma Nonnenmacher** and fourth-year therapeutic recreation student **Alice Philbert**, both Stingers, were selected to play hockey for Team France. In free-style skiing, aerospace engineering student **Marion Thénault** represented Canada in acrobatic skiing, returning to the Olympic stage after winning a bronze medal in mixed team aerials at the Beijing 2022 Games. At this appearance, Marion earned 7<sup>th</sup> in aerials and 5<sup>th</sup> in mixed team aerials. Notably, Emma and Marion have both expressed appreciation of Concordia's support, allowing the flexibility to pursue their studies while competing at an international level. Stingers legend **Caroline Ouellette** served as Assistant Coach of Canada's women's hockey team, earning silver. **Julien BriseBois**, MBA 07, General Manager of the NHL's Tampa Bay Lightning, served as Assistant General Manager of Team Canada's men's hockey team, who won silver. **Anton Jacobs-Webb** played on the Canadian Men's Sled Hockey team that won a silver medal in the Paralympic Games.

## APPOINTMENTS

**Isabelle Blais** was appointed Concordia's next **associate vice-president, Human Resources**. She will begin a five-year term on March 30<sup>th</sup>. Isabelle is currently vice-president of legal affairs, human resources and secretary-general at the Commission de la construction du Québec, the organization that governs and oversees the construction industry in Quebec. Isabelle succeeds **Carolina Willsher**, who announced last fall she would be retiring from Concordia after 17 years at the university.

## TEACHING AND RESEARCH

Concordia **launched two new undergraduate programs in cybersecurity**: a Bachelor of Science (BSc) in Cybersecurity and a Bachelor of Engineering (BEng) in Cybersecurity, just in time for a fall 2026 start. The undergraduate programs are offered by the Gina Cody School of Engineering and Computer Science to respond to Quebec and Canada's growing need for talent in one of the country's fastest growing fields. The programs provide students with two complementary pathways, with the BSc offering a shorter, focused route into technical and analytical roles for those seeking a direct and accelerated entry into the field. The BEng delivers a broader engineering foundation, professional licensure eligibility and is the first undergraduate engineering degree in Canada dedicated entirely to cybersecurity. Designed to address urgent workforce shortages and the increasing importance of protecting personal data, critical infrastructure and public services, both programs include experimental learning opportunities such as paid co-op work terms, research placements, and summer jobs.

Concordia is expanding its **Black and African Diaspora Studies in the Canadian Context** program by introducing a new 30-credit certificate that will welcome its first students in September 2026, with a graduate microprogram also in development. Building on the existing minor, this new certificate broadens course offerings to include students from other universities, non-degree learners, alumni and Concordia staff. The interdisciplinary program includes core courses such as Introduction to Black Studies in the Canadian Context, Black Montreal and Race and Ethnic Relations, along with electives in areas such as literature, music, the arts and post- and decolonial narratives, and aims to center Black histories, cultures and lived experiences that have long been underrepresented in school curricula. Developed in response to strong student demand, the certificate reflects a commitment to create spaces where essential questions about Blackness and cultural production can be studied in scholarly ways, while inviting all students to engage with silenced histories and better understand Black presence, contributions and lived experiences in Canada and its diasporic interconnections.

Concordia students teamed up with the National Film Board of Canada (NFB) to create an interactive installation, **Archives : remixage / Re:Archive**, for Nuit blanche, which occurred on February 28<sup>th</sup>, and was part of the Montréal en Lumière festival. The festival invited audiences to

participate in remixing archival footage and experimented with images in real time as they co-created new studies in a collaborative space. Developed by students from the Faculty of Fine Arts, Film and Moving Images Studies and Curatorial Studies and Practices, in collaboration with NFB staff, and music students from the Faculty of Music at the Université de Montréal, the project functioned as an open studio where visitors assembled and manipulated images on a massive digital wall, with each session projected live as short film and accompanied by real-time soundtrack creation. The initiative gave students hands-on experience bringing an idea from conception to realization while highlighting how archives are not only about preservation, but also transmission and collective creativity.

The Faculty of Fine Arts launched an **artificial intelligence (AI) Expert in Residence** initiative this winter to help artists shape the future. CTRL + AI – Human Creativity and Agency in the Age of AI brings leading artists and cultural practitioners working with AI directly into the classroom and to the public. Supported by the Tom Berry Fund for AI and Creativity, it combines a for-credit Fine Arts undergraduate course with a series of six public conversations and hands-on workshops that foreground artistic agency, experimentation, and critical engagement. At the centre of the initiative is a rotating AI expert-in-residence – a part-time artist or cultural industry professional working actively with AI – who joins Concordia to help deliver programming that bridges theory and practice across Fine Arts disciplines. The program examines how emerging technologies can expand creative practice and critical inquiry. It invites international AI practitioners to collaborate with students, faculty, and community members through workshops, lectures, and hands-on projects that encourage experimentation with machine learning, generative systems and other AI tools while addressing ethical and cultural implications.

Four Concordia alumni, **Po B. K. Lomami** (MFA 25), **Sierra Barber** (MFA 25), **Miri Chek** (MFA 22), and **Myriam Simard-Parent** (MFA 25) were selected for the inaugural cohort of **Habiter le Mac**, a new career-development residency at the Musée d'art contemporain de Montréal (MAC). Running from May to December 2026, it places emerging artists at the heart of the museum during preparation for its new location at Place des Arts in 2028. The program provides creative space, mentorship and professional guidance, enabling participants to develop their practice while fostering encounters with the public, with support from a representative jury that includes members of the Faculty of Fine Arts and mentorship from alumnus and former Concordia Studio Arts professor, **François Morelli**. Over eight months, the cohort will work on-site, taking part in exhibitions, public programming and dialogue with cultural professionals, gaining tools to sustain long-term artistic careers and strengthening connections between the next generation of artists and Quebec's cultural landscape.

**Nora Baronian**, a senior lecturer and director of the Undergraduate Case Competition at the John Molson School of Business, received the **Guillaume Samson Award** from the Organizing Committee of the Jeux du Commerce — the largest academic competition in Eastern Canada. She was recognized for her longstanding dedication to the program, where she has overseen

budgeting, student recruitment, coaching, teaching the COMM 499 case course and leading an executive team.

Concordia's Institute for Co-operative Education has rebooted its **Career Fundamentals training** to ensure co-op students are prepared to succeed from their very first internship. Developed by the Institute's Student Learning and Professional Development team in collaboration with eConcordia, the redesigned program blends cutting-edge online modules with optional live workshops to help students build essential, real-world job-search and professional skills. By aligning its engaging e-learning content with both student needs and employer expectations, the program creates an inclusive, flexible and highly effective learning experience that empowers students to enter the workforce with confidence. Launched in Fall 2025 and refined with student feedback for Winter 2026, the program strengthens internship readiness and benefits both students and employers by helping participants begin their placements as capable, career-ready professionals.

In collaboration with industry partner THINK Surgical, **Charalambos Poullis** (Computer Science and Software Engineering) will lead a three-year project that aims to improve the precision and reliability of robotic surgical systems by developing new technologies using advanced cameras and artificial intelligence with specific focus on creating more accurate methods for calibrating cameras, combining data from various sensors and using AI to build real-time 3D models of the surgical field. The total project value is **\$710,250** including funding from NSERC in the amount of \$390,000 and industry partner cash and in-kind contributions of \$320,250.

In collaboration with industry partner Toyota Motor Europe, **Eugene Belilovsky** (Computer Science and Software Engineering) will lead a two-year project that aims to develop new AI-driven technologies that will improve safety, data privacy and efficiency of smart vehicles. The total project value is **\$217,000** including funding from NSERC in the amount of \$106,667 and industry partner cash and in-kind contributions of \$110,333.

In collaboration with industry partner Ferti Technologies **Kelly Meek** and **Patricia Comeau** (both Chemical and Materials Engineering) will lead a two-year project that aims to support the development of new commercially viable bio-based, biodegradable polymer coatings for controlled release fertilizers for agricultural use. The total project value is **\$107,296** including contributions from NSERC in the amount of \$71,736 and industry partner cash and in-kind contributions of \$35,560.

In collaboration with research scientists at Defence Research and Development Canada **Ashlee Howarth** (Department of Chemistry and Biochemistry) will lead a project that aims to study, identify and develop novel rare-earth metal-organic frameworks. The total project value is **\$464,105**.

In collaboration with industry partner Pratt & Whitney Canada, **Pantcho Stoyanov** (Department of Chemical and Materials Engineering) will lead a five-year project that aims to advance the performance and reliability of segmented seals used in gas turbine engines, which are critical for oil containment and protection of engine components under extreme operating conditions. The total project value is **\$2,304,334** including funding from NSERC in the amount of \$1,124,000, as well as industry partner cash and in-kind contributions of \$1,180,334.

### **Leonard and Bina Ellen Art Gallery**

**Hannah Claus' tsi iotnekahtentióhatie (Tiohtià:ke)** exhibition closed on January 7<sup>th</sup>, after a very successful run (total attendance: 1,835 people over 48 days). As part of the exhibition the gallery hosted two performances, both with over 100 people in attendance: **Peter Morin** on January 22<sup>nd</sup>, in collaboration with Entre nos archipels (conference on francophone Indigenous art, co-presented with the MMFA); and **Moe Clark** on January 29<sup>th</sup> as part of the Indigenous Futures Research Centre annual symposium.

The gallery opened a new Main Space exhibition, "Labour," on February 26<sup>th</sup> featuring the works of artists **Natalie Asumeng, La Tanya S. Autry, Tony Cokes, Chantal Gibson, Tanya Lukin Linklater, Kosisochukwu Nnebe, Leanne Betasamosake Simpson, and Martine Syms**, who examine institutional power paradigms and its corrosive effects on Black and Indigenous people and people of colour.

### **SIGHTINGS 46**

A project by **Philippe Battikha** and **Martín Rodríguez** opened on February 9<sup>th</sup>, transforming the cube into a space where people can enter and sit. Gallery staff presented guest lectures in the new curatorial studies program (including on sustainable signage/curating, collections, public programs).

The gallery continued our work on developing a new **repatriation/rematriation policy** for the university, in collaboration with Concordia's Public Art lead, **Sandra Margolian**.

The gallery welcomed a curatorial intern for this semester, **Isabelle Hawkins**, who is researching works in our collection that use wax and/or encaustic.

### **Milieux Institute**

On January 29<sup>th</sup> and 30<sup>th</sup>, the **Indigenous Futures Research Centre** hosted its fourth annual **symposium** at 4<sup>TH</sup> SPACE. Guided by the theme "Practicing the Future," the symposium brought together faculty, students and alumni to explore how Indigenous research and research-creation can actively shape the futures we envision. The event included panels, workshops, performances and artist talks, fostering community-building across disciplines

On February 13<sup>th</sup>, the **Nostagain Network** (a student-led interdisciplinary research collective founded by Milieux members) hosted its fourth annual symposium at 4<sup>TH</sup> SPACE. Titled "Frames of

Reference," the day-long event brought together 12 panelists and 10 artists to explore how memory, objects and emotion function as frames through which we understand nostalgia.

On February 17<sup>th</sup>, Milieux welcomed its 2025–2026 cohort of **Undergraduate Fellows** at a special introductory reception. Nominated by Milieux's clusters, this year's 10 fellows represent six academic departments (Design and Computation Arts, Studio Arts, Anthropology and Sociology, Contemporary Dance, the School of Cinema, and Music). The event gave each fellow the opportunity to introduce themselves and their research interests to the community. The presentation was followed by a guided tour of the institute's spaces.

The **Abundant Intelligences** network hosted a virtual talk with guest speaker **Mathias Becerra Sanchez**. His presentation focused on using technology to empower Indigenous and other digitally disadvantaged language communities in Peru and Latin America. The talk was moderated by Indigenous Futures Research Coordinator **Hanss Lujan Torres**.

PhD candidate **François Lespinasse** co-authored the largest comparative study ever conducted on the **creativity of major large language models** against data from over 100,000 human participants. The team of researchers led by **Karim Jerbi** (Université de Montréal) revealed that some AI systems now surpass average human creativity on divergent linguistic tasks, while the highest levels of human creativity remain beyond AI's reach.

Postdoctoral Fellow **Sandrine Lambert** co-authored "**Anthropologie du spatial**" in *Anthropen*, a francophone anthropology dictionary. The article traces the emergence of the anthropology of outer space as a field and critically examines how space exploration reproduces colonial and capitalist power structures.

Speculative Life member **Jacqueline Beaumont** presented her solo exhibition **Panacea** at Espace Transmission from February 4<sup>th</sup> to 9<sup>th</sup>. Part of her master's thesis-creation titled "Growing Affinity," the exhibition materialized transfeminine vitality through semi-living sculptural artifacts.

### **Applied AI Institute**

The **Applied AI Institute** partnered with the **Project Management Institute (PMI) Montreal** on the delivery of a webinar about the applications of AI research: Ethics and Bias in AI for Project Management, to PMI's network of Quebec businesses.

The Applied AI Institute was approved for a three-year research project supported by Volt-Age, on **electrification systems and AI**, with **Nizar Bouguila** (Concordia Institute for Information Systems Engineering) as the principal investigator.

The institute had its **Mitacs Accelerate Umbrella strategy** "Accelerating Responsible, Acceptable Applied AI" approved, making it a Mitacs umbrella site, to the benefit of AI researchers across the

university. The total value of this commitment represents \$3.24 million in secured incoming research support to Concordia AI research.

### **School of Graduate Studies**

Three Concordia PhD candidates are shortlisted for the **Trudeau Foundation Scholarship: Célia Bensiali-Hadaud** (Political Science, Institute for Research on Migration and Society), **Guillaume Jabbour** (Communication Studies), and **Hee Jin (Heige)** (Humanities).

In fall 2025, **Graduate Professional Development** offerings continued to attract strong student engagement, with 2,335 registrations across 75 workshops and events. Although participation was lower than in fall 2024, this change follows broader declines in graduate student enrolment. At the same time, repeat engagement remained strong, with average workshop numbers per student increasing from 2.37 to 2.46 year over year. These results indicate that, even within a smaller graduate student population, our workshops continue to be recognized by students as valuable and relevant to their academic and professional development.

### **4<sup>TH</sup> SPACE**

4<sup>TH</sup> SPACE hosted 52 livestreamed events since the last report. Below are some highlighted events.

**Hexploit Alliance** is a graduate student group focused on cybersecurity awareness and prevention. In preparation for their upcoming competition, the group assembled at 4<sup>TH</sup> SPACE for a hackathon tackling current cybersecurity challenges.

**Donny Seto** (Department of Geography, Planning and Environment) brought together a diverse group of researchers using Canadian climate data, including as it applies to Indigenous communities. He demonstrated how platforms like ClimateData.ca and Pavics can be used to investigate scenarios such as flood risk mitigation in Kahnawà:ke, the decline in moose populations in La Vérendrye and the prediction of forest fire locations.

Faculty from the **Département d'études françaises translation program** wanted to take a closer look at what current software options specifically for translators were being developed that incorporates the newest LLMs. 4<sup>TH</sup> SPACE hosted representatives from WordScope and MemoQ for a workshop on using these tools and a conversation about the future of translation.

**Concordia Art Collective** is a student group focused on what creating art after university looks like. To help investigate, they assembled a diverse panel of working artists, gallerists and curators to talk about their experiences and ways of maintaining a creative life.

**Fred Anderson** is a civil rights activist, author and community leader. The Black Perspectives Office hosted Fred to talk with INDI PhD candidate **Kelann Currie-Williams** about his journey from the Civil Rights Movement in Mississippi to his decades of social advocacy in Montreal.

**Jayanathan Sriram** is a Concordia Public Scholar that looks at the role of perfumes and scent in the creation and discrimination of identity. For his event at 4<sup>TH</sup> SPACE, he invited professor and sensory studies theorist **David Howes** (Department of Sociology and Anthropology) to join him with a group of active perfume creators in a discussion about their approach to scent making, marketing and the sourcing of ingredients globally. The event was followed with a session of smell and sound performance and testing.

### **Next-Generation Cities Institute**

The institute is finalizing MOU documents for a collaboration project with Housing, Infrastructure and Communities Canada, The Windsor Law Centre for Cities (University of Windsor) dealing with best practices in asset-valuation approaches.

**Ivona** and **Michael Bossert** of the institute are supporting the planning of the first Canadian Pavilion for the **World Urban Forum** taking place in Baku, Azerbaijan, from May 17<sup>th</sup> to 22<sup>nd</sup> in collaboration with UN-HABITAT, Housing, Infrastructure and Communities Canada, and the Canada Mortgage and Housing Corporation. The pavilion, a joint venture of Canadian entities focused on housing and living, is expected to attract over 25,000 visitors.

### **District 3**

District 3 was awarded a **\$1,000,000 project grant** from the Ministère de l'Économie, de l'Innovation et de l'Énergie (MEIE) over two years, covering 2026 and 2027. This funding will support the expansion of biomedical and high-tech streams, while creating new opportunities for innovation training and venture creation.

## **UNIVERSITY ADVANCEMENT**

The **Lloyd Carr-Harris Foundation** donated **\$400,000** to support the Centre for the Arts in Human Development (CAHD). The gift continues the foundation's long-standing support of the CAHD, a unique educational, clinical and research centre on Loyola Campus serving adults with disabilities, neurodivergence and other needs.

The **Canadian Irish Studies Foundation** contributed **\$335,000** to support renovations to the Irish Studies office in the Henry Hall Building to create a multifunctional space for students, faculty and visitors to work, collaborate and host events.

The **Richard and Edith Strauss Foundation** donated **\$300,000** to support research on a new class of small-molecule modulators that selectively enhance the activity of GPR68, a pH-sensitive G protein-coupled receptor implicated in cancer, fibrosis and cardiovascular disease.

**J. Ross Quigley** donated **\$225,000** to further support a Faculty of Fine Arts graduate award established in honour of his friend, the late Montreal artist Tom Hopkins, MFA 87.

The **Grace Dart Foundation** contributed **\$200,000** to the Knowledge Mobilization Fund at Concordia's engAGE Centre. The fund enables innovative projects that connect research expertise to community organizations and older adults, building on prior community-engaged living lab initiatives.

An anonymous donor made a **\$100,000** gift to the Next-Gen Now Bursary. The bursary is open to all students, with preference given to Indigenous students in partnership with Concordia's Otsenhákta Student Centre.

**Meta** donated **\$95,438** to support research led by Peter Rigby at the Department of Computer Science and Software Engineering.

**Apple Canada Inc.** gave **\$55,200** to support research led by Mirco Ravanelli at the Department of Computer Science and Software Engineering.

**Formula Growth Ltd.** contributed **\$50,000** to the John Dobson Education Fund. The gift supports experiential learning opportunities for students in the Kenneth Woods Portfolio Management Program.

**Richard D. Paterson**, BComm 64, donated **\$25,000** in support of the Case Competitions at the John Molson School of Business, enabling students to participate in academic competitions that develop practical skills and experiential learning opportunities.

### **Alumni engagement**

A fireside chat with singer-songwriter **Martha Wainwright** was attended by 235 people at the Concordia Theatre on January 26<sup>th</sup> as part of the Wild Talks Lecture Series. Moderated by writer and musician **Cecil Castellucci**, BFA 93, the event also featured remarks from **Annie Gérin**, dean of the Faculty of Fine Arts.

A fireside chat with wealth management expert and Great Concordian **Ajay Gupta**, BComm 95, at the Concordia Conference Centre on February 26<sup>th</sup> was attended by 141 people. The event was moderated by **Anne-Marie Croteau**.

A Women Who LEAD webinar on launching careers in creative industries — moderated by **Liela Touré**, BA 16, and featuring **Nalima Touré**, BComm 11, Global Creative Operations Manager for Bobbi Brown Cosmetics — was attended by 87 people on February 3<sup>rd</sup>.

A Women Who LEAD wine tasting on February 4<sup>th</sup> with **Jacky Blisson**, BA 02, Quebec's first Master of Wine, was held at Monopole wine bar and attended by 55 people.

A webinar hosted by the Black Alumni Network on the evolving landscape of DEI was moderated by **Rashida Geddes**, BA 11, and **Isaiah Joyner**, BComm 21, MBA 25, and featured panellists **Michael Dennis**, BComm 90, **Ramatou N. Barry**, BComm 08, and **Temí Akin Aina**, former associate director of Alumni Relations at Concordia. The virtual discussion drew 71 attendees.

## SERVICES AND SUSTAINABILITY SECTOR

### Sustainability

The Concordia University Centre for Creative Reuse (CUCCR) launched the **Fripe Concordia** thrift store on January 22<sup>nd</sup>, which is open to the community at large every Thursday from 11 a.m. to 6 p.m. for the winter 2026 pilot term. The store has received positive attention on social media and has attracted a steady clientele. Since opening, more than 675 transactions have been made. The proceeds from sales will contribute to the continued operations of CUCCR. This is an effort to encourage responsible consumption practices and contribute to the financial sustainability of the Centre.

The Office of Sustainability partnered with Career Advising and Professional Success at a volunteer tabling fair in the LB Atrium on February 18<sup>th</sup>, where the **Sustainability Volunteer Program** was featured. More than 380 students attended the fair, and 27 students registered immediately for volunteer shifts through the Sustainability Volunteer Program.

### Instructional and Information Technology Services

Following the successful cloud migration, the **CENA–Moodle project** is now moving into its next phase: upgrading to a newer Moodle version to ensure the platform remains scalable, secure and aligned with evolving teaching needs.

The **School of Health's storage infrastructure** was successfully replaced. This platform is foundational to the school's research operations, enabling secure data storage, reliable access and ongoing collaboration. The new hardware delivers faster data access and improved overall system responsiveness, directly supporting research productivity and user experience. In addition, built-in redundancy safeguards against hardware failures reduces the risk of service disruptions, as well as data loss.

The draft **Artificial Intelligence Governance Policy** and its accompanying principles for administrative use were finalized following stakeholder consultation and have now entered formal review. Internal work clarified how AI tools are evaluated, approved and monitored within IITS, helping ensure that new solutions are introduced responsibly and in alignment with institutional values and risk management standards.

### Facilities Management

Interior work was completed on the **Hall Building Staircase**. Move-in and occupation started in January 2026.

A critical package of work to replace multiple **ventilation motor control centres** affecting H13 and H14 was added. This upgrade is essential to ensure long-term reliability of the building's ventilation infrastructure and to mitigate risks associated with aging components.

In early February, Property Management implemented **electrical load shedding** measures on the Loyola campus to support Hydro-Québec, which was dealing with equipment issues at the Hampstead substation. At Hydro-Québec's request, Loyola's electrical consumption was temporarily reduced to help restore power to a nearby residential area that had been without service for several weeks. This coordinated effort proved successful and helped expedite the restoration of electricity to affected residents. In recognition of the collaboration and support during this situation, Facilities Management received a letter of appreciation from Hydro-Québec. We continue to value and cultivate cooperation with external, governmental and other partners.

### **Human Resources**

At the beginning of February 2026, the Organizational Development team launched additional tools to support managers through the post Voluntary Retirement Program transition. This includes ensuring effective knowledge transfer and clarifying roles and responsibilities.

On February 19<sup>th</sup>, the Employee and Labour Relations team and the Office of the Provost jointly offered a **Harassment Management Training** session. The objective was to reinforce rigorous, consistent and thoughtful handling of harassment reports and complaints, recognizing shared responsibilities in managing these complex and sensitive matters.

### **Campus Safety and Prevention Services**

The **Campus Card** project is in collaboration with the Faculty of Fine Arts to address security concerns in the VA building. By distributing the campus card to faculty and students that use the VA facilities, Campus Safety and Prevention Services will be able to secure the VA entrance at 5:00 p.m., limiting access to VA access card holders only. This is a pilot project that will eventually be applied to many other buildings on campus in an effort to increase security and limit access to community members outside of business hours. Distribution of the new campus card to VA building users has begun.

For the period of January and February:

- 148 individuals (faculty, staff, students) completed emergency preparedness training (i.e., CERT Orientation; De-escalation Training for Frontline Staff; CNESST First-Aid), notably 89 people participated in the new Armed Intruder Awareness Workshop.
- Advance intervention training for Campus Safety and Prevention Services staff continues, with 15 agents receiving 16-hour training during this period.

### **Recreation and Athletics**

**Julie Chu**, the Women's Hockey team coach, was awarded Coach of the Year from U-SPORTS.

The **Men's Hockey** team finished their regular season ranked #1 in the country. The team also won the Corey Cup against McGill University on February 7<sup>th</sup> with a 4-3 win in overtime. Unfortunately, they lost in the Ontario University Athletics playoffs to Queen's.

The **Women's Basketball** team advanced to the RSEQ championship semi-finals but unfortunately lost (57-50) against Université Laval. Student-athlete **Serena Tchida** was named the RSEQ Player of the Year after a dominant regular season, as well as the RSEQ First Team All-Star. Student-athlete **Jeannette Umuhoza** took home the RSEQ Rookie of the Year.

The **Men's Basketball** team won the **George Lengvari Cup** in competition against McGill University on February 7<sup>th</sup>. Following the 2025-26 season, two members of the team were recognized among the conference's elite and have earned RSEQ All-Star honours: **Jaheem Joseph** was named a First Team All-Star and **Sami Jahan** was named a Second Team All-Star.

Three track and field student-athletes advanced to RSEQ Championships: **Jaydon Elkin** finished in third place in the men's 60m; **Raoul Suffo Soh** finished in first place in the men's triple jump; both Jaydon and Raoul competed in the men's 4x200m and finished third; and **Tori Fawkes** finished third in the women's 800m.

### **Business and Development**

The conversion of the Loyola Campus **P3a parking** lot from permit-only to day parking has been successfully completed. Since implementing the change, overall occupancy has improved and revenue has increased.

### **Hospitality Services**

On February 18<sup>th</sup>, Concordia University set a new **world record for the largest banana chocolate-chip cake**, marking a milestone moment for the institution and its commitment to community engagement and ethical sourcing. The cake was assembled on site using 75 individual sheet cakes and 320 pounds of icing, resulting in a final weight of approximately 1,100 pounds, and the recipe incorporated exclusively Fairtrade-certified ingredients. The initiative was delivered collaboratively by Concordia's Hospitality Services, Aramark, and the student-run Hive Co-op Culinary teams. The cake was fully vegan, ensuring broad accessibility for those with dietary or religious restrictions. Compostable take-away containers were also provided to reduce waste and increase convenience. More than 3,000 portions were distributed, and in alignment with the event's community-focused objectives, over 500 portions were donated to the Hive Free Lunch Program at the Loyola campus, where they were served over subsequent days. The event generated significant external visibility and reputational value – two Instagram posts alone surpassed 1.2 million combined views.