

BROCK UNIVERSITY
Report to the Planning, Finance and Human Resources Committee
Information Item

TOPIC: Respectful Work and Learning Environment Annual Report
July 1, 2011 to June 5, 2012

June 5, 2012

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BACKGROUND

Brock University is an institution that is committed to providing its community members with a respectful work and learning environment; one that is inclusive, celebrates diversity and is free of discrimination, harassment and bullying.

To that end the University developed a Respectful Work and Learning Environment Policy (RWLEP), which took effect on July 1, 2006. This policy applies to all members of the University community, including but not limited to students, staff, faculty and visitors of the University. It is intended to guide the conduct of members of the University community. In 2009/10, a review committee was struck and a draft revised policy was presented to the President. The Office raised concerns with the practical implementation of this draft, including the budget implications. These issues have not been resolved to date, so the policy review is not complete.

ANNUAL REPORT

As part of this policy, all complaints of discrimination, harassment and bullying will be made to the Office of Human Rights and Equity Services. The Manager of the Office of Human Rights and Equity Services will report, on an annual basis, all complaint activity to the Planning, Finance and Human Resource Committee of the Board of Trustees. The following complaint activity was handled by the Office for the 2011/12 term:

July 2011 – 11	January 2012 – 14
August 2011 – 3	February 2012 – 12
September 2011 – 10	March 2012 – 17
October 2011 – 10	April 2012 – 10
November 2011 – 13	May 2012 – 3
December 2011 – 7	June 2011 (to date) – 0

Total: 110

Cases were dealt with as follows:

Personal Resolution – 64

Informal Resolution – 38

Formal Resolution – 5

Request for Formal Resolution Denied – 1-5*

* In accordance with the Freedom of Information and Protection of Privacy Act, a range of 0-5 has been used

RECOMMENDATION

That the Planning, Finance and Human Resources Committee accept this annual report as stated.