

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

TOPIC: Respectful Work and Learning Environment Annual Report
July 1, 2012 to June 30, 2013

September 6, 2013

Lynne Prout – Manager, Human Rights and Equity Services

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. The policy is currently being reviewed and legal advice has been sought with respect to best practices in procedures. A draft policy is expected this fall, with a view to seeking community feedback, and completion of a final draft to be brought forward to the Board in the spring, 2014.

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 2012 – 6	January 2013 – 15
August 2012 – 7	February 2013 – 13
September 2012 – 13	March 2013 – 13
October 2012 – 11	April 2013 – 11
November 2012 – 22	May 2013 – 2
December 2012– 3	June 2013 – 9

Total: 125

3 matters were dealt with by formal resolution (Student Code of Conduct); no new formal investigations (faculty/staff) were initiated and 1 request for formal resolution was denied.

Annual complaint activity for previous years:

2012: 113 contacts (formal resolution – 5; request for formal resolution denied – 3)

2011: 141 contacts (formal resolution – 1)

2010: 118 contacts (formal resolution – 7)

2009: 136 contacts (formal resolution – 8; request for formal resolution denied – 3)

2008: 142 contacts (formal resolution – 11)

2007: 129 contacts (formal resolution – 9)

RECOMMENDATION

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