

BROCK UNIVERSITY
Respectful Work and Learning Environment Annual Report
July 1, 2014 to June 30, 2015

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Alana Sharpe, Human Rights and Equity Advisor

BACKGROUND

The Office of Human Rights and Equity Services (the “OHRES”) is a confidential and impartial resource for all members of the Brock community. The mandate of the OHRES is to promote a respectful, diverse, and inclusive environment that is free from harassment and discrimination. This mandate applies to all students and employees and furthers the University’s commitment to integrity, respect, freedom of expression, and equity.

The primary responsibility of the OHRES is to administer Brock’s Respectful Work and Learning Environment Policy (the “RWLEP”). Through the RWLEP, the OHRES facilitates the resolution of complaints of discrimination and harassment, mediates complaints, consults with supervisors and faculty on complaint resolution strategies, and maintains case files and statistics.

This report provides an overview of the activities of the OHRES from July 1, 2014 to June 30, 2015.

COMPLAINT ACTIVITY

During the period of July 1, 2014 to June 30, 2015 the OHRES handled a total of 74 complaints.

Month	Number of Complaints
July 2014	6
August 2014	1
September 2014	11
October 2014	10
November 2014	10
December 2014	10
January 2015	9
February 2015	3
March 2015	3
April 2015	1
May 2015	6
June 2015	4
Total:	74

Type of Complaint	Number of Complaints
Ancestry, Colour, Race	10
Citizenship	1
Disability	8
Gender Identity and Expression	1
General Personal Harassment	13
General Workplace Harassment	37
Sex	7
Sexual Orientation	1

Type of Resolution	Number of Resolutions
Personal	38
Informal	24
Formal	6