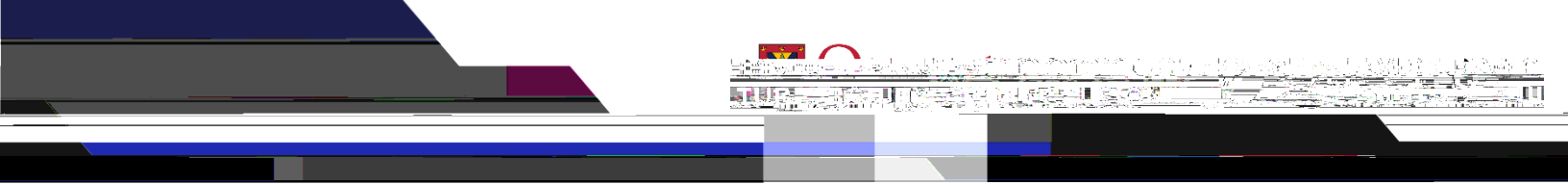


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DATA

The following charts summarize information related to all complaints and reports submitted under the Harassment and Discrimination Prevention and Response Policy from September 1, 2022 to August 30, 2023. The data aligns with the reporting date, not necessarily when the incident occurred.

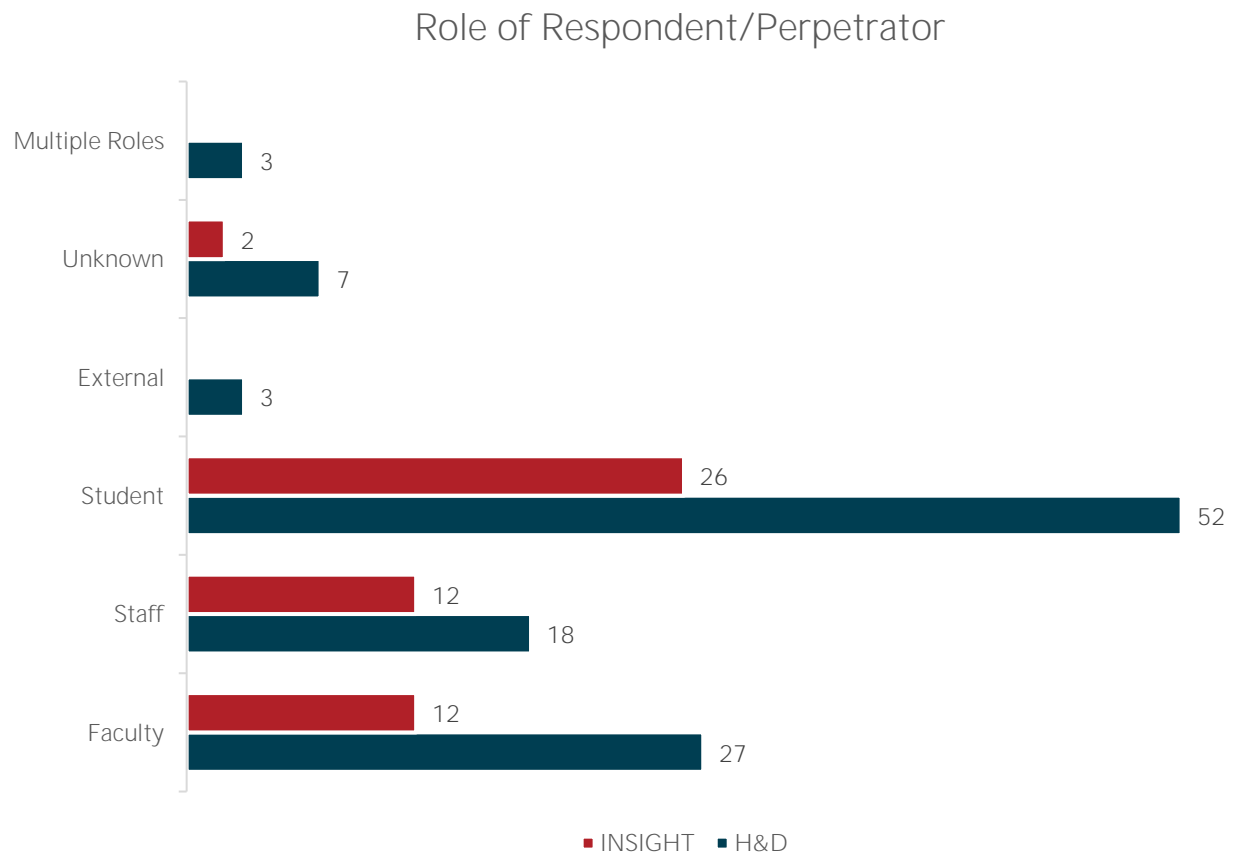


ROLE OF THE COMPLAINANT/REPORTER

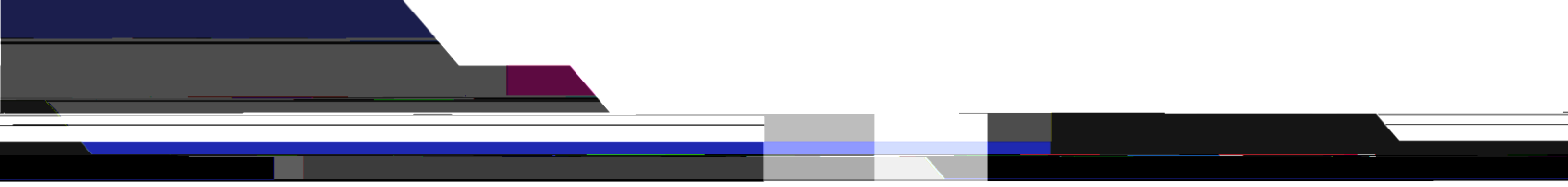
This chart outlines the status held by each complainant/reporter – the individuals who complete the online intake form as well as those who submitted IN-SIGHT submissions.

ROLE OF THE RESPONDENT/PERPETRATOR

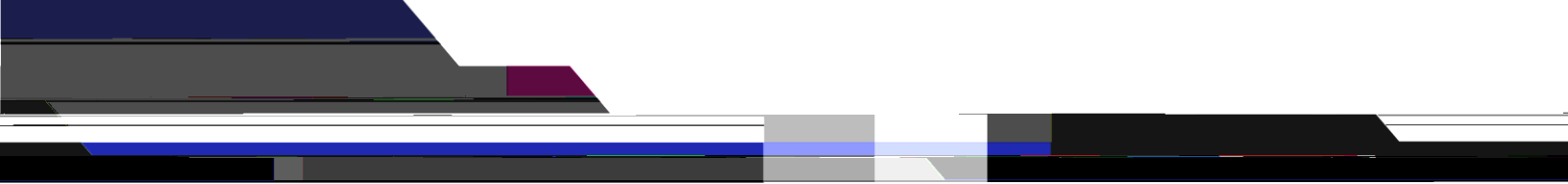
The following chart details the university role held by each respondent individual(s) named in an intake form as having harassed or discriminated against another individual(s). In some cases, the role of the respondent is unknown by the complainant/reporter. The chart also outlines the description of the alleged perpetrator as noted by the individual who submitted the IN-SIGHT form.



The majority of complaints and reports received through the H&D Assessment Team and the IN-SIGHT tool were against students. Complaints against students tend to be relatively straightforward to assess and are being managed well under the existing provisions of the Student Code of Conduct. Complaints and reports against faculty and staff often involve workplace conditions and tend to be more complex. These typically require further investigation.







CONCLUSIONS AND NEXT STEPS

The increasing number of complaints, reports, and submissions through the Harassment and Discrimination Policy and IN-SIGHT in 2022-2023 suggests growing community awareness of and confidence in complaint and reporting avenues available at the university.

In order to build on the effectiveness of institutional discrimination/harassment prevention and response practices, we will explore the following over the coming year:

- Further awareness raising initiatives around incident reporting mechanisms
- Information sharing meetings with the Office of Complaints and Investigations and senior administrators to familiarize senior staff with the functions of the new office
- Ongoing Harassment and Discrimination Policy training and refreshers for community members, particularly those in positions of authority
- #MeToo-style dialogues with Human Resources, Human Rights and I-EDIAA professionals regarding the policy, support for community members, and how/when to report
- Continued refinement of practices in relation to management of complex harassment and discrimination cases (e.g. coordination of structures and services, addressing situations with unknown/unnamed respondents, addressing systemic matters)