

Discrimination and Harassment Report

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In the conflict management portfolio, we have successfully resolved 110 human rights concerns with only three referred externally for investigation by the Equity Complaint Manager.

Of the protected grounds, the three largest areas of concern were discrimination or harassment on the basis of sex, race, and ability.

Informal Complaint Files

Total files: 110

Vancouver Campus: 103
Okanagan Campus: 6
UNBC 1

Files referred to formal process: 3

1 file (Vancouver) student to student sexual harassment allegation: referred to Student Non-Academic Misconduct;

1 file (Vancouver) student to faculty disability discrimination allegation: referred to formal process under Policy 3.

1 file (Okanagan) student alleging sexual harassment and assault against students and employee: referred to Student Non-Academic Misconduct process.

The Office has a high success rate in the informal resolution of concerns that come to the office. While a total of 110 files were opened, only three of these were referred to the formal process.

The formal process is an investigatory one and can be seen as adversarial by the participants. While it offers outcomes and resolution for the complainant, it does little to improve the broader environment and often leaves secondary or auxiliary issues unresolved.

Our aim in the Office is to informally resolve as many of the files as possible because this provides an opportunity to do broader based education work on the values of equity, diversity, inclusion, and mutual respect. It is a significant strength of the discrimination and harassment prevention work of the office that the vast majority of complaints are resolved through informal processes of mediation, conflict engagement, education and facilitation.

July 1, 2015 - June 30, 2016

Personal Harassment/Bullying/ Conflict	36
Sex	29
Disability (including accommodation)	15
Race	13
Religion	4
Transgender	4
Family status	2
Other grounds	7
Total Informal Complaints	110

Conflict Management

Conflict management work is resource intensive, requiring significant one-on-one work to bring about successful resolutions. Day-to-day case management of human rights concerns and complaints is increasing year-to-year, as is the complexity and intersectionality of complaints.

Strong partnerships have been developed with Medicine, Pharmacy, Arts, Nursing and Human Resources (particularly Faculty Relations) in the provision of high quality conflict management mediation, education and strategic work.