



McGill

Memorandum

[insert office name and address]

TO: SENATE

FROM: Professor Anthony Masi, Provost

SUBJECT: **Policy Concerning Complaints of Harassment**

DATE: October 16, 2006

DOCUMENT #: D06-28

FOR: **DECISION** **APPROVAL** **DISCUSSION**

ISSUE: Report of Provost on the application of the *Policy Concerning Complaints of Harassment*.

BACKGROUND: The *Policy on Complaints of Harassment* (sometimes called the *Interim Harassment Policy*), adopted by the Executive Committee of the Board of Governors on February, 16, 2004 calls for the Provost to report to Senate on the application of the Policy. This report is presented to Senate in discharge of this obligation.

Senate will recall that this Policy ceased to have effect on April 19, 2006 the day following Senate's approval of the assessors under the (new) *Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law* which had been earlier approved by Senate (December 7, 2005 Minute 5) and the Board of Governors (December 12, 2005 Minute 7).

Therefore, this report is the first and final report to Senate on the *Policy Concerning Complaints of Harassment*.

MOTION OR RESOLUTION For information of Senate

FOR APPROVAL:

RATIONALE: See Background above

PRIOR CONSULTATION: N/A

NEXT STEPS: N/A

APPENDICES: Report on the Policy Concerning Complaints of Harassment

REPORT ON THE POLICY CONCERNING COMPLAINTS OF HARASSMENT

Introduction

The *Policy on Complaints of Harassment* (sometimes called the *Interim Harassment Policy*), adopted by the Executive Committee of the Board of Governors on February, 16, 2004 calls for the Provost to report to Senate on the application of the Policy. This report is presented to Senate in discharge of this obligation.

Senate will recall that this Policy ceased to have effect on April 19, 2006 the day following Senate's approval of the assessors (Senate Doc. D05-63) under the (new) *Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law* which had been earlier approved by Senate (December 7, 2005-Minute 5) and the Board of Governors (December 12, 2005-Minute 7).

Therefore, this report is the final report to Senate on the *Policy Concerning Complaints of Harassment*.

Assessors

Under the terms of the *Policy on Complaints of Harassment* there were two assessors, namely: the Executive Director of Human Resources and the Associate Provost (Faculty).

Complaints

In the period of just over two years during which the *Policy on Complaints of Harassment* was in effect the assessors received a total of 18 complaints.

The parties involved as complainants and respondents came from various sectors of the University community as is evident from Table 1. All but three complaints involved an individual complainant and an individual respondent. Of the three exceptions, one was filed by a "group" of employees against a University "unit"; another was filed by an individual against a "group" of employees; and the third was filed by an individual against "members" of a University committee. These three cases are reflected in the category "Others."

Table 1: Status of Parties

	Complainant	Respondent
Academic staff	1	4
Academic & other administrator, supervisor, etc	-	8
Administrative/support staff	15	3
Student	1	-
Other	1	3
Total	18	18

Table 2 below provides information on the disposition of the complaints received. It will be noted that a substantial proportion were not pursued for a variety of reasons (including, in three instances, the complainant pursuing other available avenues of recourse).

Table 2: Disposition of Complaints

Complaint Substantiated	2
Complaint Informally Resolved	3
Complaint Dismissed	3
Complaint Not Pursued	7
Complainant lacked standing	3
Total	18