



Office for the Prevention of Discrimination and Harassment

Annual Report
2011–2012



uOttawa

Service d'appui au succès scolaire
Student Academic Success Service

2011-2012 Annual Report

The Office for the Prevention of Discrimination and Harassment (OPDH) was established at the University of Ottawa in August 2010. The 2011-2012 academic year marked the second year of operation for the OPDH. The Office receives complaints of discrimination and all forms of harassment, including sexual harassment. It accepts complaints primarily from registered students at the University of Ottawa, and it operates under Policy 67a for the Prevention of Discrimination and Harassment, a University policy that was approved on October 23, 2011.

Statistics

Total number of incidents reported: 119

Between September 1, 2011 and August 31, 2012, the OPDH received a total of 119 reported incidents. This number includes incidents managed by the Discrimination and Harassment Prevention Officer (“the Officer”) as well as reports submitted to the OPDH by Protection Services and the Residence Life Team.

In the first year of operation (2010-2011), the OPDH received a total of 79 reported incidents. The Officer does not view this increase in incidence reports as indicative of an increase in incidents of discrimination/harassment on campus, but that the growth of the OPDH has resulted in more students being able to access the Office to report their complaints.

Of the 119 incidents reported, the majority (51 incidents, or 42.85%) were identified as sexual harassment incidents. The OPDH received 18 reports (15.12%) of discrimination and 41 reports (34.45%) of harassment.

Table 1 shows the comparison of incidents reported in the 2010-2011 and 2011-2012 academic years.

	Incidents reported 2010-2011	Incidents reported 2011-2012	Percentage 2010-2011	Percentage 2011-2012
Discrimination	20	18	25.31	15.12
Harassment	15	41	18.98	34.45
Sexual harassment	35	51	44.30	42.85
Discrimination and Harassment	4	3	5.06	2.52
Other	5	6	6.32	5.04

Incidents managed by the OPDH: 73

In the 2010-2011 annual report, the Officer did not separate incidents managed by the OPDH from incidents reported to the OPDH for consultation or information purposes only. In this report, the Officer has made this distinction to better reflect the nature of the complaints received and the status of the complainants and respondents.

Of the 119 incidents reported, the OPDH intervened directly in 73. The remainder of the incidents were logged with the OPDH for information or consultation purposes (either by Protection Services or Residence Life) but did not require direct intervention by the Officer.

This number shows a marked increase in OPDH intervention on campus: in 2010-2011, the OPDH received only 79 total complaints, but in 2011-2012, it received 119 and directly intervened in 73.

Table 2 represents the breakdown of the nature of the complaints directly managed by the OPDH.

	Complaints managed by OPDH	Percentage
Discrimination	18	24.66
Harassment	21	30.13
Sexual harassment	27	35.6
Discrimination and harassment	1	1.36
Other	6	8.21

Of the 73 complaints managed by the OPDH, the majority were addressed using the informal complaint process referenced in Procedure 36-1 for Policy 67a on the Prevention of Discrimination and Harassment.

Formal Complaints

Of the 73 complaints, three were filed under the formal complaint process, meaning that only 4.10% of the complaints resulted in formal procedures.

The first complaint was a report of discrimination as a result of an invisible disability; this complaint was ultimately referred to the Ontario Human Rights Tribunal for further review.

The second complaint was for harassment, filed by a faculty against a student. The OPDH was asked to take the lead on this issue, and the complaint was addressed within the University.

The third formal complaint is an allegation of harassment; it is currently in the formal complaint process.

Incidents Reported by Protection Services

Of the 73 cases managed by the OPDH, a total of 22 were referred by Protection Services. Protection Services forwarded another 31 incidents for information purposes; these did not require the direct intervention of the Officer.

Referrals

The majority of the complaints received were referred by services or individuals at the University. The biggest contributor of referrals was Protection Services.

Nine of the complaints managed by the OPDH were referred by the Residence Life Team, with another 16 reported incidents for which the Officer provided consultation to the appropriate person from Residence Life. The Student Academic Success Service (SASS) referred 10 complaints.

Of the 73 complaints, 14 complainants said they accessed the service through the contact information posted on the OPDH website, by telephone, by email at respect@uOttawa.ca or through the online reporting tool.

Status of Complainant versus Respondent

Table 3 displays the breakdown of the status of the complainant versus the respondent, compared with the nature of the incident reported.

Status of complainant vs. respondent	Incidents of discrimination	Incidents of harassment	Incidents of sexual harassment	Nature of complaint other/unknown	Incidents of H & D	Total
Student vs. student	3	10	17		1	31
Student vs. faculty or faculty member	12	5		1		18
Student vs. support staff		1	1			2
Student vs. club, team, organization or service	1	1		1		3
Student vs. contract employee			2			2
Student vs. other	1		3	2		6
Student vs. unknown	1			1		2

Status of complainant vs. respondent	Incidents of discrimination	Incidents of harassment	Incidents of sexual harassment	Nature of complaint other/unknown	Incidents of H & D	Total
Other vs. faculty			2			2
Employee vs. student		4	2	1		7

From Table 3, we can see that the majority (42%) of the complaints managed by the OPDH were student to student. The majority of the student-to-student complaints were identified as sexual harassment (54%), with harassment complaints accounting for 32%.

The majority of the discrimination complaints received (12 out of 18, or 66.6%) were identified as student versus faculty or faculty member.

From this table we also observe that no sexual harassment complaints were filed against a faculty member in 2011-2012 (compared to one report in 2010-2011), while one sexual harassment complaint was filed against a support staff employee (none were filed in 2010-2011). Two sexual harassment complaints were filed by students against contract workers on campus (identical to 2010-2011).

Breakdown by Sex

Out of the 73 complaints managed by the OPDH, females were identified as the complainant in 68.5% of the incidents. Incidents of female complainants versus male respondents accounted for 32 of the 73 complaints, or 43% of the reported incidents.

Table 4 represents a breakdown of the sex of the complainants versus the respondents, compared with the nature of the incident reported.

Complainant vs. respondent	Incidents of discrimination	Incidents of harassment	Incidents of sexual harassment	Nature of complaint other/unknown	Incidents of H & D	Total
Female vs. male	3	6	23	1		33
Female vs. female	5	6			1	12
Male vs. female	2	1	2	1		6
Male vs. male	2	2	1	1		6
Female vs. unknown	1			1		2
Male vs. unknown				1		1
Female vs. multiple males		1				1
Male vs. multiple males	1	2	1			4
Male vs. faculty or service	2					2
Female vs. faculty or service (in general)	2					2

Complainant vs. respondent	Incidents of discrimination	Incidents of harassment	Incidents of sexual harassment	Nature of complaint other/unknown	Incidents of H & D	Total
Multiple (m & f) vs. male		1				1
Multiple female vs. female		1		1		2
Multiple female vs. male		1				1

Of the 27 sexual harassment complaints managed by the OPDH, a total of 23 were reported by females against a male. This accounts for 85% of the sexual harassment complaints received.

Language

Table 5 shows the breakdown of the language used to manage the incident.

	Total incidents	Percentage
Complaints managed in English	60	82
Complaints managed in French	8	10.9
Complaints managed bilingually	5	6.8

Influence of Mobile and Cyber Communication

The OPDH was able to determine that social media (Facebook, Twitter, etc.), online communication tools (email) and text messages were used to facilitate harassment/discrimination in 33% of the complaints managed.

Future Initiatives

In 2012-2013, the OPDH will be working with the SASS IT team to create a secure record-keeping system, which will result in more accurate and organized complaint record keeping and the ability to generate future statistics with greater accuracy and efficiency.

The OPDH also has plans to participate in the development of two campaigns for the uOttawa campus. One campaign would be a joint initiative between the OPDH and Human Resources; it would focus on promoting respect on campus in an effort to decrease incidents of conflict at all levels.

The second initiative will be the development of an awareness campaign on the risks of social media and the impacts of cyber bullying; this initiative will be led by the OPDH.

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