



# 2022-2023 Annual Report

Respectful University Services



University  
of Regina

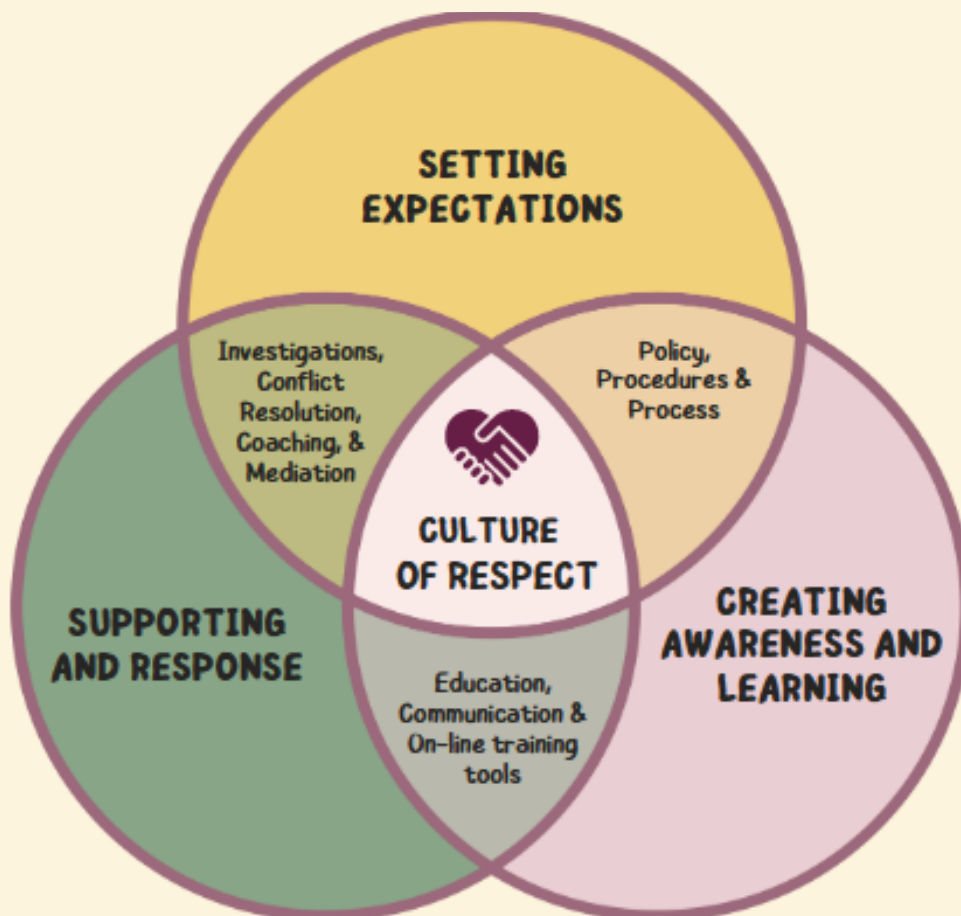
*Go far, Together.*

# INTRODUCTION

Respectful University Services (RUS) provides education, coaching and investigation services to faculty, staff and students at the University of Regina. The goal of the service is to promote respectful behaviour for everyone on campus. RUS is guided by the Canadian Human Rights Act, The Saskatchewan Employment Act, The Saskatchewan Human Rights Code and The Respectful University Policy. In addition, our practice is guided by the increasing awareness that workplace harassment and bullying is a significant workplace issue that results in high absenteeism and staff turnover. The cost in both human and financial terms is substantial.

## RUS Core Areas of Focus:

- Setting Expectations
- Support and Response
- Creating Awareness and Learning



# HIGHLIGHTS 2022-2023

➤ **Internal Training Course Development and Implementation:**  
A primary focus for 2022-2023 was to develop a new internal Respect in the Workplace (RITW) online training course. This initiative is designed to provide the University community with the knowledge and skills by which they can learn to monitor and modify their behaviour in difficult situations and understand and model how to interact with others in a civil and respectful manner.

In consultation with the RITW working group, the decision was made to discontinue services with the third-party vendor and develop an internal RITW course founded on best practices regarding respect education among post-secondary institutions.

Over the last year, the Coordinator worked diligently to create the new mandatory RITW training program. The course was finalized in April 2023 and is now available for all faculty and staff through UR Courses.



*faculty and staff received certification by completing the RITW online program and participating in the in-person follow-up session facilitated by the Coordinator.*



# HIGHLIGHTS 2022-2023

## ➤ **Education Sessions:**

The Coordinator works collaboratively with University community members to develop presentations, programs and workshops that address specific audiences' individual needs.

This year, the Coordinator presented at the orientation sessions for UR International and the Faculty of Graduate Studies & Research, presented several employee onboarding sessions, and collaborated with members of Student Affairs to develop and facilitate several presentations to multiple groups across campus.

# 1103

*faculty, staff and students attended an education session facilitated by the Coordinator in 2022-2023.*



### ***Topics included:***

- *Respect and Civility*
- *Respectful University Policy and Procedures*
- *Harassment and Sexual Violence*
- *Respectful Communication*

## ➤ **Conflict Resolution (CR) Workshop:**

In March 2023, the Coordinator developed a new CR workshop for faculty, staff and students. Since its development, the Coordinator has facilitated the workshop for 45 faculty and staff. The Coordinator has received positive feedback regarding the CR workshop and has received requests for additional workshops.

# HIGHLIGHTS 2022-2023

## **Sexual Violence & Misconduct Policy Update:**

The Coordinator, in collaboration with Student Conduct and the Coordinator of Sexual Violence Response and Prevention, completed a review and successfully updated the Sexual Violence and Misconduct Policy and Procedures.

An essential update to the Policy is the addition of language that speaks specifically to the risks of engaging in relationships where there is a power imbalance. This update is an important step forward in mitigating the risks associated with these relationships while protecting students, staff and faculty.



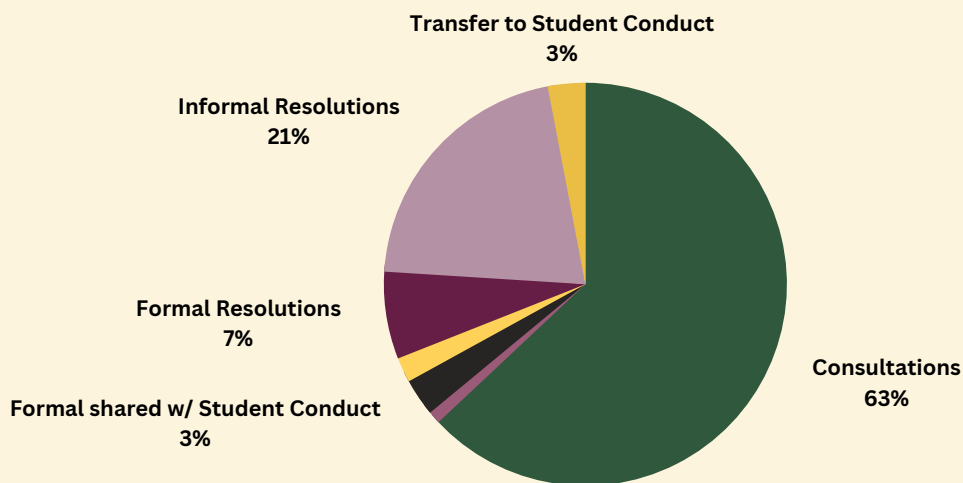
## **RUS Policy and Procedure Revision:**

In April 2023, the Coordinator began the process of an environmental scan of other Canadian post-secondary institutions' policies regarding harassment, discrimination, sexual harassment and personal harassment. In consultation with a policy committee, the Coordinator will implement data from the environmental scan to review and update the RU policy and procedures to ensure its alignment with federal and provincial legal obligations and best practices pertaining to respectful, inclusive and safe workplaces. The revised policy and procedures will be available for Board approval in September 2023.

# ACTIVITY SUMMARY

This year there were **121** contacts compared to **91** in 2021-2022. The contact increase falls within the "consultation" category, and the Coordinator views this as a positive trend. The Coordinator actively builds strong working relationships with faculties and departments across campus to prevent large-scale workplace incivility issues. This work has created a climate of trust where many AVPs, Deans, Associate Deans, Department Heads, Directors, and Managers proactively consulted with the Coordinator regarding potential issues. This preventative approach allowed for problem-solving discussions and coaching to occur in the early stages so potential complaints could be avoided. Therefore even with a **33%** increase in contacts, formal resolutions only increased by **1**.

Activity Summary	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Consultations	33	35	30	48	76
Consult with Student Conduct	N/A	N/A	1	3	1
Formal shared w/ Student Conduct	N/A	N/A	1	4	4
Informal shared w/ Student Conduct	N/A	N/A	5	6	2
Formal Resolution	7	12	4	8	9
Informal Resolution	26	42	20	21	25
Student Affairs Consults	11	19	N/A	N/A	N/A
Other	5	3	N/A	N/A	N/A
Transfer to Student Conduct	N/A	N/A	N/A	1	4
<b>Total</b>	<b>82</b>	<b>111</b>	<b>61</b>	<b>91</b>	<b>121</b>



# RESOLUTIONS

## INFORMAL RESOLUTIONS

27

This year there were **27** informal resolutions; **25** were completed by RUS, and **2** were completed in consultation with the Office of Student Conduct.

### Examples of issues that were remediated through alternate means included:

- Complaints of threats or harassment made by students to other students
- Faculty members harassing students
- Students harassing faculty and staff
- Conflict between employees and their supervisors
- Complaints of sexual harassment made by students to other students
- Conflict between staff members and their manager
- Mediated resolutions of conflict between faculty members, employees, and within a work unit
- Complaint of discrimination by faculty to faculty and their supervisors

## FORMAL RESOLUTIONS

13

There were **13** formal resolutions in 2022-2023.

The Coordinator completed **6** Formal Investigations under the jurisdiction of the RU Policy.

### Investigative Findings:

- **4** of the Complaints were determined to be unsubstantiated
- **2** of the Complaints were substantiated, and the Respondent was found in violation of the RU Policy

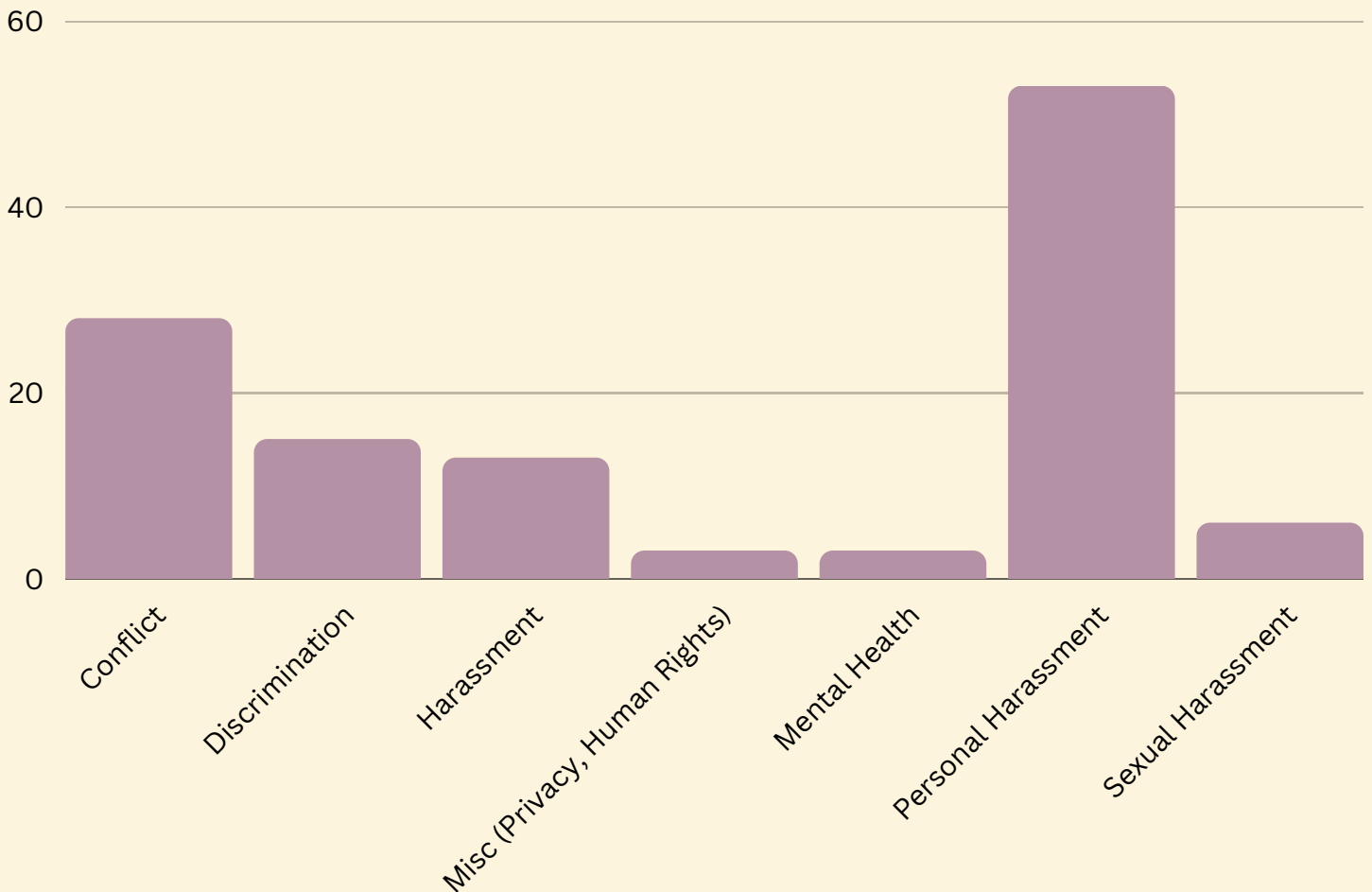
The Coordinator transferred **3** files to Faculty & Staff Relations for formal discipline.

The Coordinator assisted with **4** formal investigations under the Student Non-Academic Misconduct Policy.

# ISSUES

➤ Personal Harassment concerns increased from **28** in 2021-2022 to **53** in 2022-2023. However, in the majority of cases, the Coordinator determined that the primary concern was not necessarily personal harassment but rather an **interpersonal conflict** that could be managed using alternate resolutions such as problem-solving meetings, or coaching conversations.

➤ Discrimination complaints decreased from **17** in 2021-2022 to **15** in 2022-2023. Complaints of discrimination constituted **12%** of all allegations. In regard to specific files, **3** of the **17** complaints were specifically related to political and religious concerns.

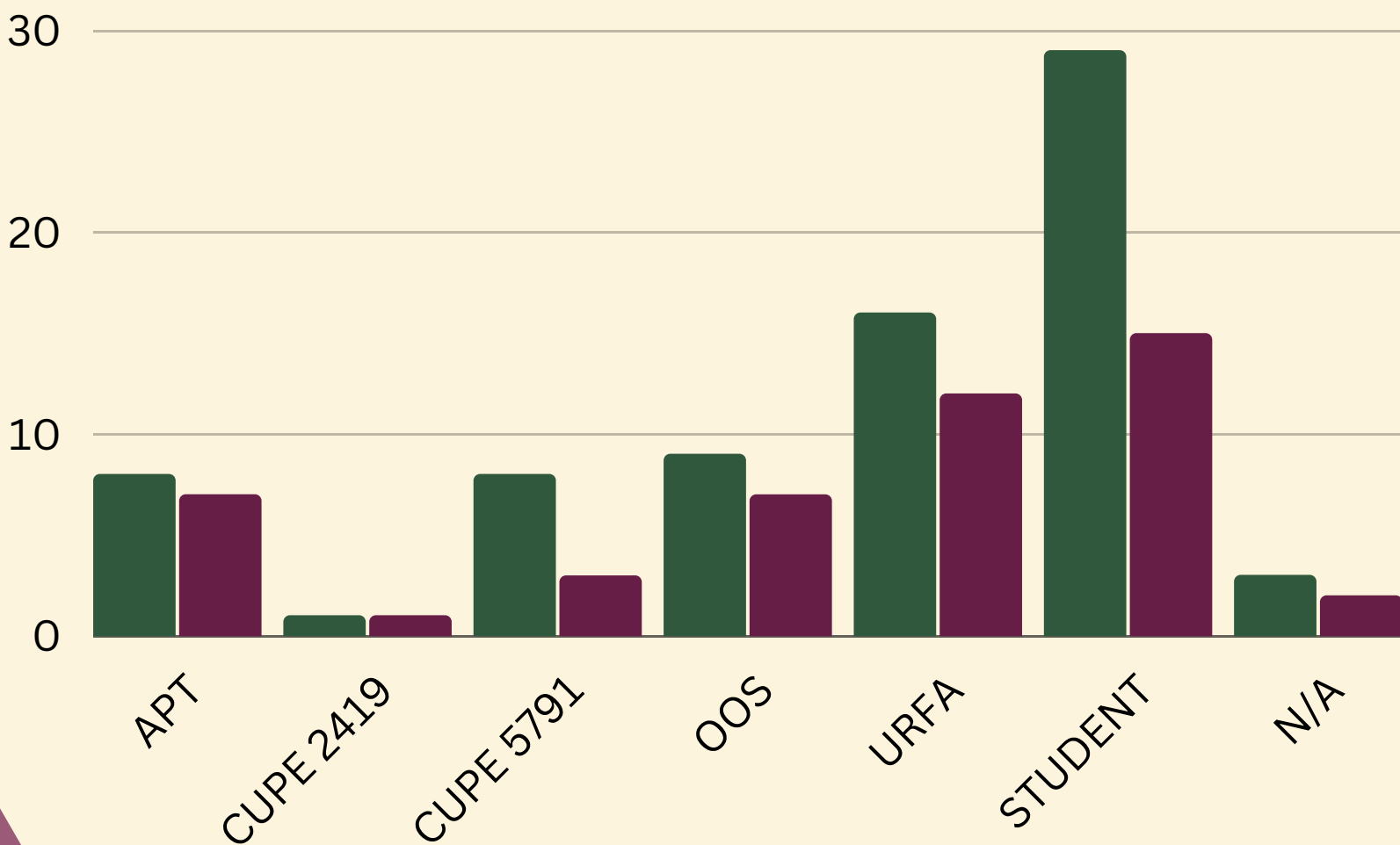
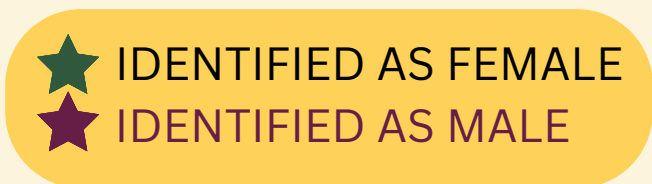




# DEMOGRAPHICS

## Complainant Demographics

Of the 121 requests for service received in 2022-2023, **74** complainants identified as female and **47** identified as male. Faculty and staff positions raised **57.9%** of all concerns. Students raised **38.0%** of the complaints. It is important to note that most complaints brought forward were consultations managed through either an informal resolution process or a problem-solving meeting(s).



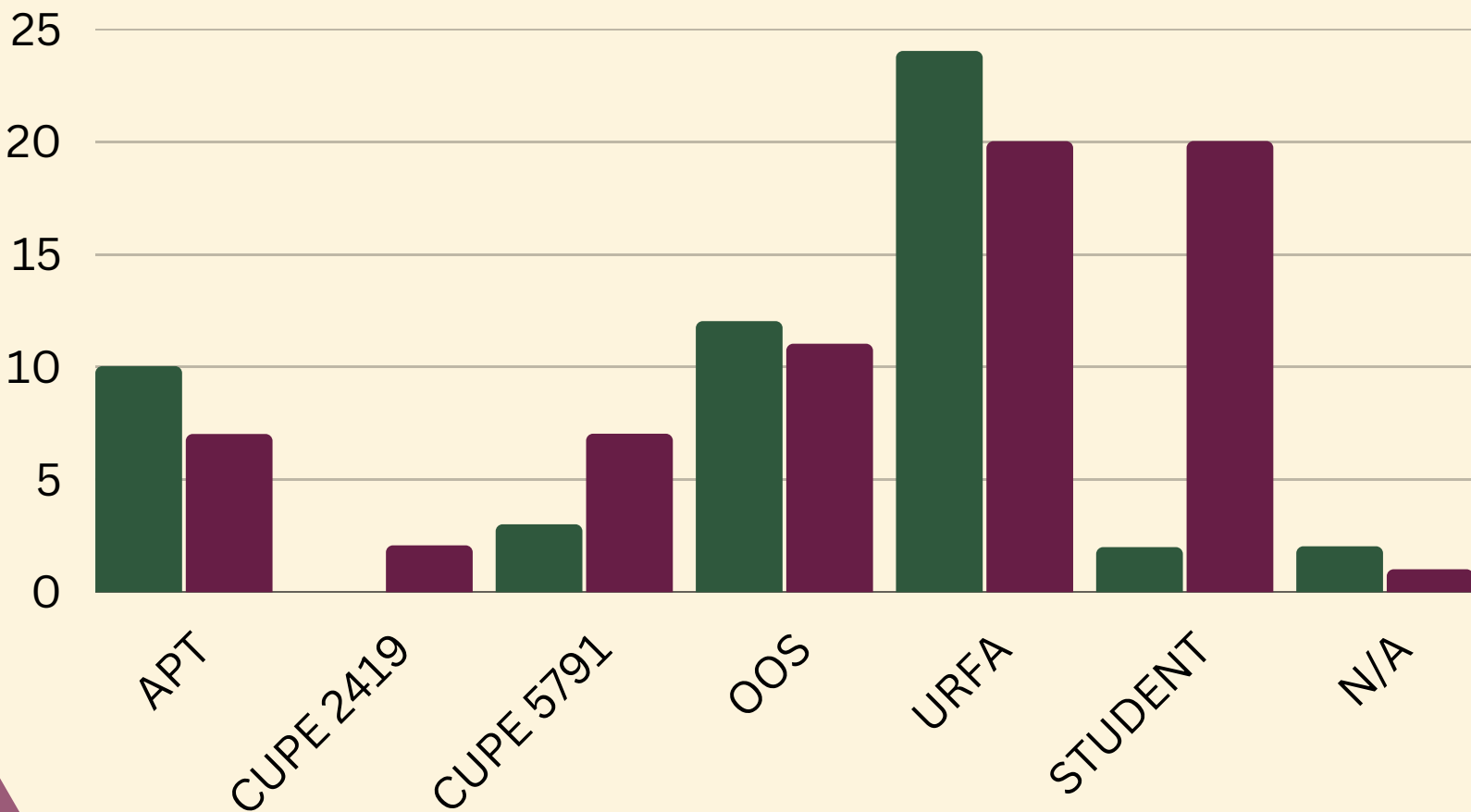
# DEMOGRAPHICS

## Respondent Demographics

In 2022-2023, **53** respondents identified as female and **68** identified as male. Faculty and staff were named as respondents **77.7%** of the time, and students **19.8%**.

\*The “N/A” category consists of generic complaints made against whole faculties or departments, individuals not identified by gender, or individuals or organizations not affiliated with the University.

★ IDENTIFIED AS FEMALE  
★ IDENTIFIED AS MALE



# FUTURE WORK

The University of Regina is dedicated to creating a culture of respect, inclusion, and civility for all members of its community. Initiatives and programs are implemented to ensure staff members, faculty, and students are equipped with the knowledge and tools to uphold these values and beliefs.

In the year ahead, the Coordinator will continue to build RUS's preventative education efforts by developing a new online UR Respect training module for students. This module will act as a primer for UofR students so they are able to:

- identify behaviours that may be considered harassment, discrimination, or personal harassment,
- understands what resources and supports are in place for those concerned about harassment, discrimination and personal harassment on campus, and
- respond effectively if they observe situations that violate the RU Policy.





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