



2023-2024 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 The Saskatchewan Employment Act, The Saskatchewan Human Rights Code, of 2018, 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 2023-2024

➤ Education Sessions:

The RUS Coordinator works collaboratively with University community members to develop presentations, programs and workshops tailored to the specific needs of various audiences.

This year, the RUS Coordinator presented at orientation sessions for UR International, ESL, and the Faculty of Graduate Studies & Research. Additionally, the RUS Coordinator delivered presentations to numerous employee groups through onboarding sessions, faculty and unit workshops, and collaborative presentations with Student Conduct and EDI, reaching multiple groups across campus.

2,100

*In 2023-2024, **2,100** faculty, staff, and students attended an education session facilitated by the RUS Coordinator, compared to **1,102** attendees in 2022-2023.*

Topics included:

- *Respect and Civility*
- *Harassment and Sexual Violence*
- *Respectful Communication*
- *Co Facilitated Conflict Management*
- *Co Facilitated Micro Aggressions and Inclusive Learning Environments*

ACTIVITY SUMMARY

This year, there were **115** contacts compared to **121** in 2022-2023. Despite a slight decrease in overall contacts, consultation contacts increased by one, which the RUS Coordinator views as a positive trend. The RUS Coordinator has actively built strong working relationships with faculties and departments across campus to prevent large-scale workplace incivility issues. This effort has fostered a climate of trust, leading many AVPs, Deans, Associate Deans, Department Heads, Directors, and Managers to proactively consult with the RUS Coordinator about potential issues. This preventative approach has enabled early-stage problem-solving discussions and coaching, allowing potential complaints to be addressed before escalating.

Activity Summary	2021-2022	2022-2023	2023-2024
Consultations	48	76	77
Consult with Student Conduct	3	1	1
Formal Resolution	8	9	9
Formal shared w/ Student Conduct	4	4	3
Informal Resolution	21	25	21
Informal shared w/ Student Conduct	6	2	4
Transfer to Student Conduct	1	4	N/A
Total	91	121	115



RESOLUTIONS

INFORMAL RESOLUTIONS

25

This year there were **25** informal resolutions; **21** were completed by RUS, and **4** 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

12

There were **12** formal resolutions in 2023-2024

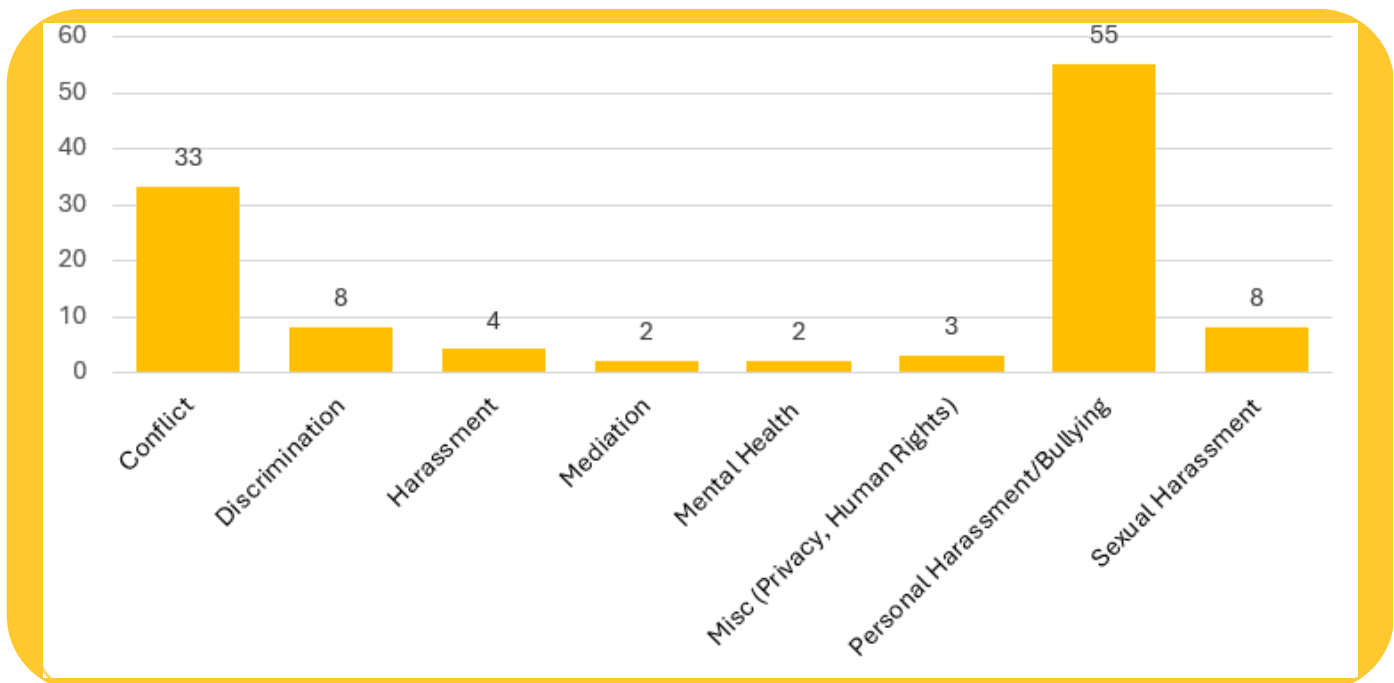
- The RUS Coordinator completed **2** Formal Investigations under the jurisdiction of the RU Policy. **1** Complaint was determined to be unsubstantiated, and the **other** was found to have violated the RU Policy.
- The RUS Coordinator transferred **3** files to Faculty & Staff Relations for formal discipline.
- The RUS Coordinator facilitated **3** formal mediations, which avoided the need for investigation.
- The RUS Coordinator assisted with **4** formal investigations under the Student Non-Academic Misconduct Policy.

ISSUES

➤ Personal Harassment concerns increased from **53** in 2022-2023 to **55** in 2023-2024. However, in the majority of cases, the RUS 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, mediation, or coaching conversations.

➤ Discrimination complaints **decreased** from **15** in 2022-2023 to **8** in 2023-2024.

While it's impossible to determine with certainty, ***the decrease in discriminatory concerns correlates with the increased number of education sessions co-facilitated by the EDI Advisor and the RUS Coordinator.*** These collaborative sessions covered topics such as microaggressions and creating inclusive and respectful work and learning environments. The RUS Coordinator looks forward to expanding these collaborative education efforts with both the EDI and Student Conduct Offices.



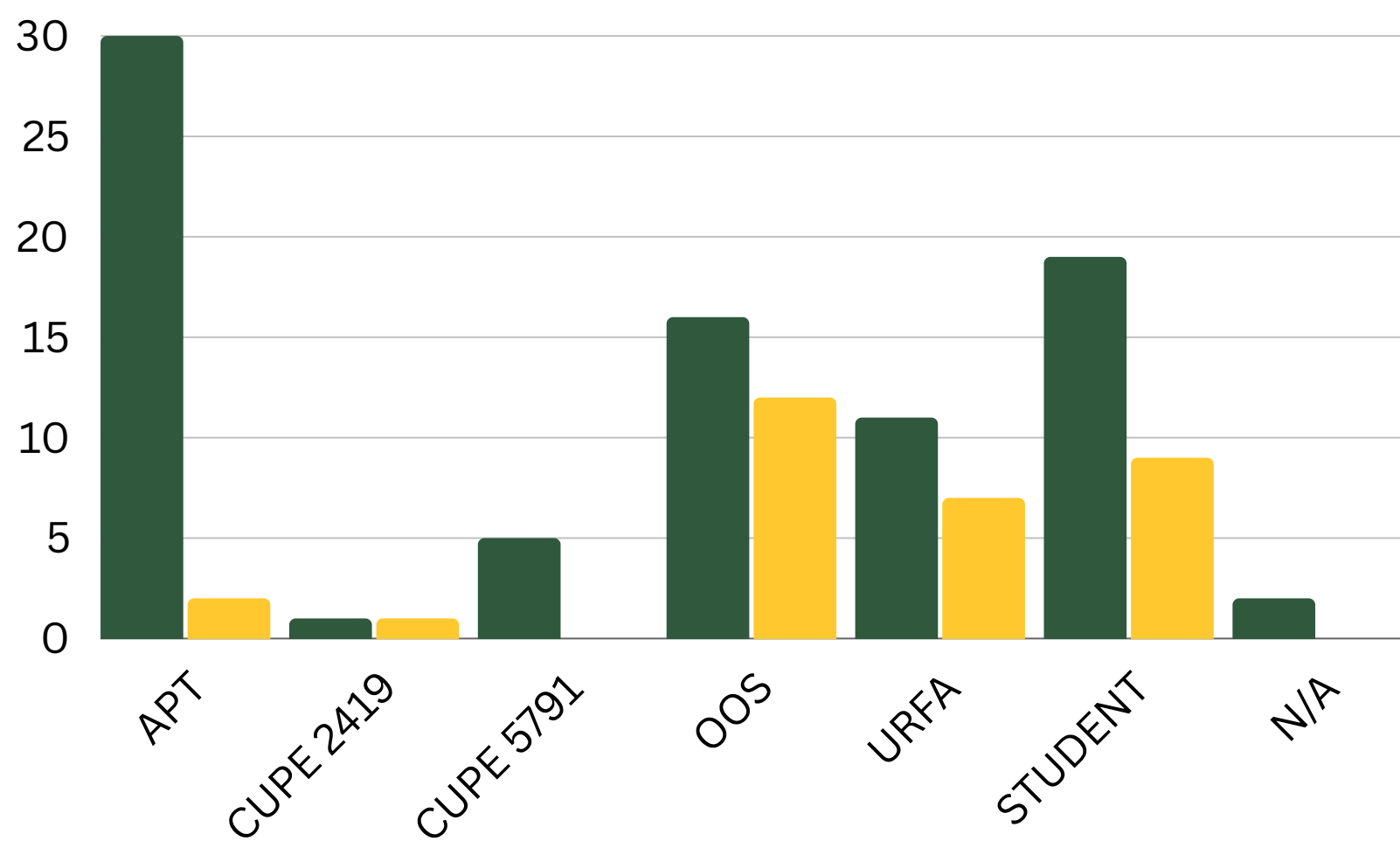
DEMOGRAPHICS

Complainant Demographics

Of the 115 requests for service received in 2023-2024, **84** complainants identified as female and 31 identified as male. APT positions raised **27.8%** of all concerns. Students raised **24.3%** 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).

- ★ IDENTIFIED AS FEMALE
- ★ IDENTIFIED AS MALE



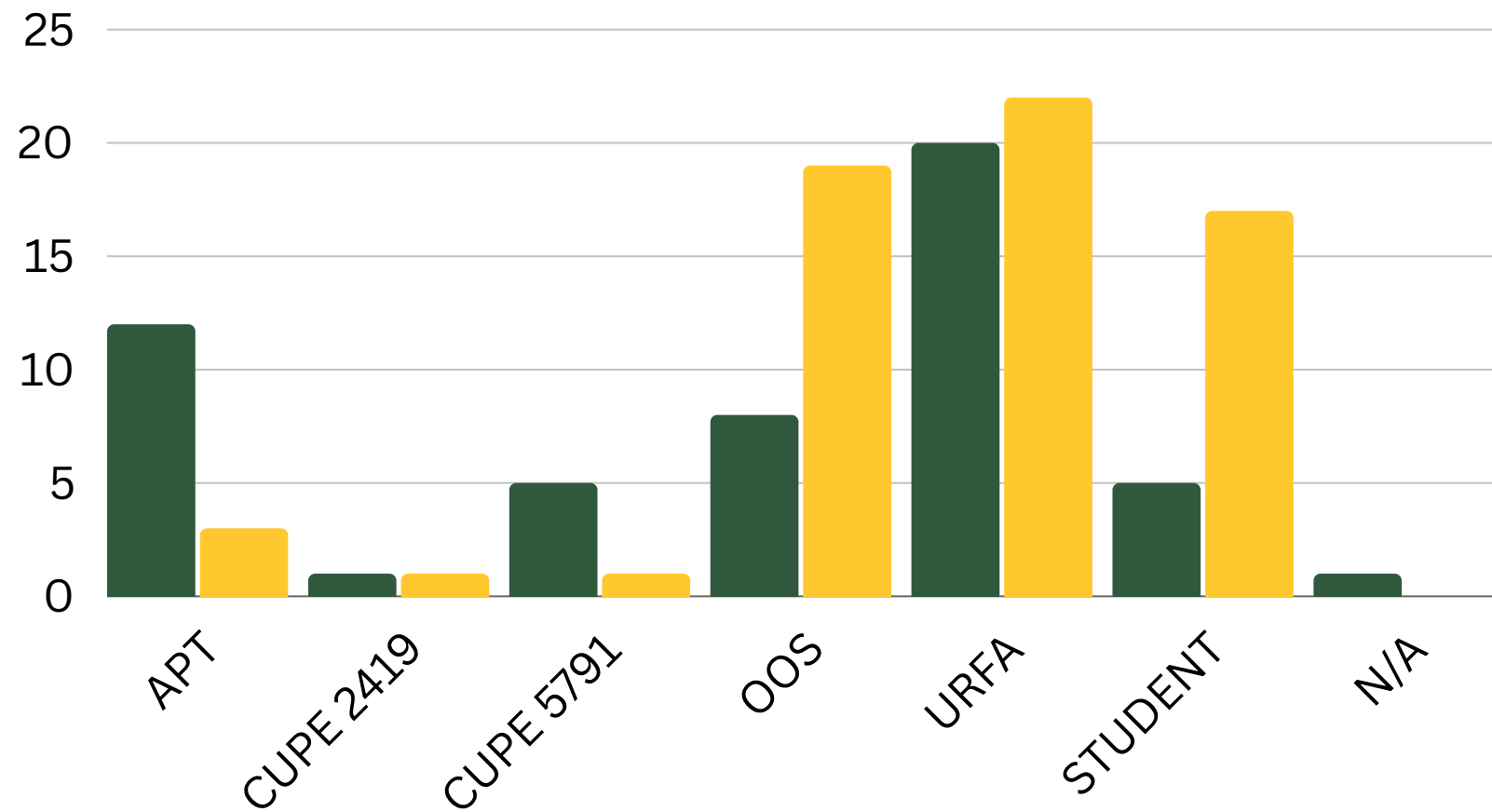
DEMOGRAPHICS

Respondent Demographics

In 2023-2024, **52** respondents identified as female and **63** identified as male. Faculty and staff were named as respondents **36.5%** of the time, and Out of Scope employees **23.5%**.

*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 months ahead, the RUS Coordinator **will launch 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,
- Understand 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.

Additionally, the RUS Coordinator will continue efforts to prevent incidents of harassment and discrimination among employees. To achieve this goal, it is necessary to understand which units identify workplace culture as an area of concern. Fortunately, internal tools, such as the recent **Employee Engagement Survey**, provide the RUS Coordinator with specific data to pinpoint which faculties and departments need intervention. Once these units are identified, the RUS Coordinator will collaborate with the OD&PP team and, more specifically, the HR Business Partners to develop and implement a plan targeting respect in the workplace and workplace culture.

FUTURE WORK

Lastly, the RUS Coordinator, in consultation with the Emergency Intervention Team (EIT), will develop a new online education module pertaining to the University's Violence Prevention Policy. This training is designed to ensure compliance with the new amendments within the Saskatchewan Employment Act and aligns with the University's commitment to providing a safe and healthy living, learning, and working environment. The University acknowledges the destructive nature of violence in our society and this training will assist in upholding its responsibility to educate and inform the Campus community about violence and violence prevention.



Kayla Stefan (She/Her) BA, BSW, MSW
Coordinator, Respectful University Services

Dr. William Riddell Centre
University of Regina
306 585-5400
respect@uregina.ca

