

# Office for the Prevention of Discrimination and Harassment

Annual Report 2012-2013

Student Academic Success Service

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# 2012-2013 Annual Report

The Office for the Prevention of Discrimination and Harassment (OPDH) was established at the University of Ottawa in August 2010. The 2012-2013 academic year marks the third year of operation for the OPDH. The Office operates under Policy 67a for the Prevention of Discrimination and Harassment and accepts only student complaints of discrimination, harassment and sexual harassment.

Please note that previous annual reports for the OPDH included a 12 month period, however, due to the creation of the new Human Rights Office and a change in Officer staffing, the report for 2012-2013 will only include statistics for ten and a half months.

Please note that during the period of July 2013 until September 2013, individuals were referred to Centre for Equity and Human Rights if necessary or were dealt by Sonya Nigam, director of the Human Rights Office until the new Officer took her position in September 2013.

## **Statistics**

### **Total number of incidents reported: 84**

Between September 1, 2012 and July 19, 2013 the OPDH received a total of 83 reported incidents. This number includes incidents managed by the Discrimination and Harassment Prevention Officer (“the Officer”) as well as reports submitted to the OPDH for information or consultation purposes 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. In the second year of operation, the OPDH received a total of 119 reported incidents. It was noted that this jump between 2010-2011 and 2011-2012 was not indicative of an increase of incidents of discrimination/harassment on campus but was a result of the growth and promotion of the OPDH, ultimately allowing more students to report.

**Table 1: Comparison of incidents reported in the 2010-2011, 2011-2012 and 2012-2013 academic years**

Nature of Incident	Incidents 2010-2011	Incidents 2011-2012	Incidents 2012-2013
Discrimination	20	18	11
Harassment	15	41	23
Sexual Harassment	35	51	21
Discrimination & Harassment	4	3	1
Sexual Assault	-	-	9
Incivility	-	-	6
Other	5	6	13
<b>Total</b>	<b>79</b>	<b>119</b>	<b>84</b>

## Incidents managed by the OPDH: 63

Of the 84 incidents reported, the OPDH intervened directly in 63 cases. The remainder of the incidents noted in the total number were logged with the OPDH for information or consultation purposes, but did not require direct intervention by the Officer.

This number represents 58 new cases which were reported to the OPDH and four cases from previous years which had been reopened in the 2012-2013 academic year.

This number shows a slight decrease in the number of cases where the OPDH was directly involved, this difference could be partially due to 2012-2013 only accounting for ten and a half months of the normal twelve month reporting period.

**Table 2: Breakdown of the nature of the complaints directly managed by the OPDH**

	Complaints managed by OPDH	Percentage
Discrimination	11	17.4
Harassment	18	28.57
Sexual harassment	18	28.57
Discrimination and	1	1.58

	Complaints managed by OPDH	Percentage
<b>harassment</b>		
<b>Sexual Assault</b>	<b>4</b>	<b>6.34</b>
<b>Incivility</b>	<b>6</b>	<b>9.52</b>
<b>Other</b>	<b>5</b>	<b>7.93</b>
<b>Total</b>	<b>63</b>	

Of the 63 complaints managed by the OPDH, the majority were addressed using the informal complaint process identified in Procedure 36-1 for Policy 67a for the Prevention of Discrimination and Harassment.

## Formal Complaints

Of the 63 complaints managed by the OPDH, six complaints were filed using the formal complaint resolution process. This accounts for 9.52% of the total complaints managed by the OPDH. The number of formal complaints has risen from 2011-2012 when a total of three formal complaints were managed.

It should be noted that one of the complaints managed by the OPDH was an employee-employee complaint but was managed by the OPDH to avoid a conflict of interest.

**Table 3: Nature of the six formal complaints filed in 2012-2013**

Complainant	Respondent	Nature of Complaint	Outcome
Student	Supervisor (none uOttawa employee)	Discrimination	Pending
Student	Professor	Sexual Harassment	Investigation Pending
Student	Professor	Sexual Harassment	Not found to meet definition
Student	Student	Harassment	Not found to meet definition
Employee	Employee	Sexual Harassment	Not found to meet definition
Student	Faculty	Discrimination	Investigation Pending

## Referrals

The most referrals to the OPDH came by way of Protection Services. Protection Services referred a total of 29 complaints. Ten of which were followed up by the OPDH and 19 which were provided for information or consultation purposes.

**Table 4: Nature of complaint referrals of incidents managed by the OPDH**

Referred by	Number of Referrals	Percentage
Protection Services	19	30.15
Residence Life	7	11.11
Student Academic Success Service (SASS)	6	9.52
Self	10	15.87
Website/Internet	7	11.11
Online Report Option (via website)	4	6.34
Student Federation (SFUO)	3	4.76
Faculty	7	11.11
Ombudsman	2	3.17
Other/Unknown	3	4.76

## Breakdown by Sex

Of the 63 complaints managed by the OPDH, females were identified as the complainant in 42 of the incidents reported, resulting in a percentage of 66.66%. This number is consistent with the report from 2011-2012 when female complainants accounted for 68.5%. The majority of the incidents reported were that of female complainant and male respondent, accounting for 27 out of the 63 complaints and a percentage of 42.85%.

**Table 5: Breakdown of complaints by sex of the complainants and respondent**

Complainant vs. respondent	Incidents of Discrimination	Incidents of Harassment	Incidents of sexual harassment	Nature of complaint incivility/ other/unknown	Incidents of H & D	Incidents of Sexual Assault
Female vs. Male	3	5	13	3	-	3
Female vs. Female	1	7	-	2	-	-
Male vs. Female	1	1	2	1	-	-
Male vs. Male	3	4	1	2	-	-
Female vs. Unknown	-	-	1	-	-	-
Female vs. Multiple males	-	-	-	-	-	1
Male vs. multiple females	-	-	-	-	1	-
Male vs. faculty or service	2	-	-	1	-	-
Female vs. Faculty or Service	1	-	-	-	-	-
Multiple female vs. female	-	1	-	-	-	-
Multiple female vs. male	-	-	1	-	-	-
Group Conflict	-	-	-	1	-	-
Unknown vs. Male	1	-	-	-	-	-

## Status of Complainant and Respondent

The majority of the complaints received were student to student accounting for 33.33% of the complaints received; this is lower than 2011-2012 when 42% of the complaints managed were reported as student to student complaints.

In 2012-2013, a total of 25.4% complaints received were identified as student versus a Faculty member, the majority of these 50% being identified as discrimination.



**Table 6: Status of the complainant and respondent within the University of Ottawa Community**

Complainant vs. Respondent Status	Incidents of Discrimination	Incidents of Harassment	Incidents of Sexual Harassment	Incidents of Incivility/ Other/ Unknown	Incidents of H & D	Incidents of Sexual Assault	Total
Student vs. Student	-	10	8	3	-	-	21
Student vs. Faculty Member	8	2	3	3	-	-	16
Student vs. Support Staff	-	1	-	-	-	-	1
Student vs. Faculty or Service	3	-	-	1	-	-	4
Student vs. Contract Employee(s)	-	-	1	1	1	-	3
Student vs. Other	-	1	1	-	-	-	2
Student vs. Unknown	-	1	2	-	-	2	5
Student vs. Supervisor (external)	1	2	-	-	-	-	3
Employee vs. Student	-	1	1	-	-	-	2
Employee vs. Employee	-	-	2	-	-	-	2
Employee vs. Other	-	-	-	-	-	1	1
Other vs. Student (s)	-	-	-	-	-	1	1
Other vs. Faculty	-	-	-	1	-	-	1
Student group conflict	-	-	-	1	-	-	1

## Language

As a bilingual institution, students at the University of Ottawa are encouraged to access services in the language of their choice.

**Table 7: Breakdown of the language used to manage complaints**

Language	Total Incidents	Percentage
English	49	77.77
French	8	12.69
Bilingual	6	9.52

## Pause Before you Post – Awareness Campaign

In December 2012, the OPDH was awarded funds from the Campus Safety Committee from the Office of Risk Management to develop an awareness campaign focusing on the reduction of cyber harassment and encouraging students to develop a positive online identity when engaging in social media. The campaign was soft launched during the summer of 2013 and included print material (posters and brochures), promotional material (pens, notebooks and stress balls) and a social media presence on Twitter and Facebook.

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**TOUTE VIOLENCE LAISSE UNE MARQUE**  
**IT DOESN'T NEED TO BE PHYSICAL TO LEAVE A MARK**




Attendez avant d'afficher | Pause Before You Send

**Réduire le cyber harcèlement** | **Reduce Cyber Harassment**

Avec la hausse du harcèlement en ligne, *attendre avant d'afficher* est la consigne à suivre sur toute forme de technologie d'information ou de communication : vous respectez ainsi les autres en ligne et évitez d'afficher des commentaires ou des comportements discriminatoires ou harcelants.

Cyber abuse is on the rise, so *pausing before you post* helps you to respect others online and to avoid posting comments or images that could be viewed as discriminatory or harassing whenever you use any form of information or communication technology.

sass.uOttawa.ca/prevention  
 respect@uOttawa.ca · 613-562-5222  
 facebook.com/Attendez.Pause | @Attendez\_Pause



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**VOUS PENSEZ PEUT-ÊTRE QUE C'EST AMUSANT AUJOURD'HUI**  
**YOU MAY THINK ITS FUNNY NOW**



Attendez avant d'afficher | Pause Before You Post

**Réduire le cyber harcèlement** | **Reduce Cyber Harassment**

Avec la hausse du harcèlement en ligne, *attendre avant d'afficher* est la consigne à suivre sur toute forme de technologie d'information ou de communication : vous respectez ainsi les autres en ligne et évitez d'afficher des commentaires ou des comportements discriminatoires ou harcelants.

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**Figure 1:** Posters for the campaign on violence within the University of Ottawa

## Conclusion and future initiatives

The University of Ottawa Human Rights Office was created in summer 2013. Its mandate includes managing the process of harassment and discrimination complaints by students and employees as set out in Policy 67a for the Prevention of Discrimination and Harassment and Procedures 36-1 and 36-2.

Officer: Ashley Scott, Med, CCC  
 Ariana Anam, MSW