

# Dalhousie University's Office of Human Rights Equity and Harassment Prevention

## Numbers from 2011-2015

Dalhousie's Human Rights, Equity and Harassment Prevention (HREHP) office is committed to building an inclusive environment where all members of the community share equally in building a climate of respect. This approach supports the ongoing work of Dalhousie Strategic Initiative on Diversity and Inclusiveness.

The HREHP office offers advice and support to faculty, students and staff on topics such as human rights, diversity, accommodation, harassment, inclusive and respectful working and learning environments, conflict resolution and more. This involves proactive work such as education and outreach with faculties, business units, and individuals on campus to promote a respectful work and study culture. The Human Rights and Equity Advisor works throughout the Dal community to develop and implement systemic equity and diversity initiatives.

The HREHP office also administers and provides advice on the Employment Equity/Affirmative Action policy, the Accommodation Policy for Employees, the statement of Prohibited Discrimination, the Personal Harassment Policy and the Sexual Harassment Policy. Some of these policies apply to faculty and staff; others apply to faculty, staff and students.

The HREHP office is sharing the numbers of contacts with the office from 2011 to the end of 2015. The charts provided are broken down into the allegation and the policy it would fall under and in following categories:

- **Inquiries:** Those calls and contacts for which the office opened a file. This does not include those contacts that would be made to the office in which the individual was reaching out for initial information.
- **Informal:** Files or concerns that fall within the scope of the office's mandate for which the issues are dealt with informally. Such resolutions may include assistance accessing support and reporting options, accommodations, safety planning, [mediation](#), [facilitation](#), [Restorative Justice informed processes](#), as well as referrals to other process options if appropriate.
- **Formal:** Those complaints that would have been dealt with in a formal process through the policy in which a formal investigation was launched.
- As well as the total number of complaints in a year.
- The numbers **do not** reflect the calls that may come into the office for information only where it has been determined a file on the call did not have to be opened.

The HREHP office follows trauma informed best practices and focus on the victim's/survivors needs and aims to support their success on campus. In most instances, concerns are resolved in an informal manner with the aim of building capacity and understanding so that future concerns do not arise. Often the outcome between informal and formal could be quite similar. The individuals choose the process they wish to follow with the support of the advisor in the HREHP office.

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Numbers from 2011-2015

	Allegation Policy	Inquiry	Informal	Formal
2011	Accommodation	0	26	0
	Personal Harassment	8	82	1
	Prohibited Discrimination/ Harassment	2	29	0
	Sexual Harassment	4	28	1
	<b>Year total</b>	<b>14</b>	<b>165</b>	<b>2</b>
2012	Accommodation	3	13	0
	Personal Harassment	5	87	0
	Prohibited Discrimination/ Harassment	4	32	0
	Sexual Harassment	5	39	1
	<b>Year total</b>	<b>17</b>	<b>171</b>	<b>1</b>
2013	Accommodation	2	6	0
	Personal Harassment	8	61	0
	Prohibited Discrimination/ Harassment	19	29	1
	Sexual Harassment	3	40	0
	<b>Year total</b>	<b>32</b>	<b>136</b>	<b>1</b>
2014	Accommodation	3	7	0
	Personal Harassment	3	64	1
	Prohibited Discrimination/ Harassment	12	22	0
	Sexual Harassment	2	48	0
	<b>Year total</b>	<b>20</b>	<b>141</b>	<b>1</b>
2015	Accommodation	5	10	0
	Personal Harassment	7	37	1
	Prohibited Discrimination/ Harassment	16	27	1
	Sexual Harassment	5	58	0
	<b>Year total</b>	<b>33</b>	<b>132</b>	<b>2</b>