

Attachment 1
Dispute Resolution Group
Office of Affirmative Action Report
For October 1, 2009 to July 31, 2012

Advice, Consultation, and Referral

Issue	Contacts		
	2009-10	2010-11	2011-12
Recruitment and Selection for Employment	57	41	254
Faculty Roles and Responsibilities	9	6	9
Faculty/Student Conflicts	5	3	1
Work Visa	11	5	5
Work Climate	21	14	37
Employment Equity	25	11	12
ADA	2	7	15
Gender Equity	2	1	2
Total	132	88	335

Informal Complaints

Issue	Contacts		
	2009-10	2010-11	2011-12
Recruitment and Selection for Employment	4	0	0
Sexual Violence	0	0	5
Faculty/Student Conflicts	2	0	0
Violence in Workplace	1	8	0
Work Climate	5	7	6
Policy/Procedure	3	5	0
Sexual Harassment	4	3	9
Retaliation	3	1	5
Discrimination	10	7	15
Harassment			9
Total	32	31	49

Formal Complaints

Issue	Contacts		
	2009-10	2010-11	2011-12
Discrimination	8	2	9
Failure to Provide EEO	0	1	2
Harassment			1
Racial Harassment/National Origin Harassment	2	0	2
Retaliation	3	1	5
Sexual Harassment	7	16	15
Sexual Violence			2
Total	20	20	36

Americans with Disabilities Act

Issue	Contacts		
	2009-10	2010-11	2011-12
State ADA Reasonable Accommodation Grievance	1	0	1
Interactive Process	3	7	4
Total	4	7	5

Recruitment and Selection for Employment: Contacts expressed concerns about some application procedures, charge to search committee, preference for in-house applicant, or that an in house applicant was given preference.

Faculty Roles and Responsibilities: Contacts expressed concern that they were not given enough administrative support, were overburdened, unfairly compensated, etc.

Faculty/Student Conflicts: Contacts expressed concern that faculty were disrespectful of students, gave excessive assignments, set unreasonable deadlines or lectured on objectionable class content.

Work Climate: Contacts expressed concerns that ranged from low morale, mistrust, withholding information to communication issues between management, supervisors or co-workers.

Policy/Procedure: Contacts expressed concern that various disciplinary policies were unfair to them, or they were not aware of the policy/procedure.