

Attachment 1
Dispute Resolution Group
Office of Affirmative Action Report
For October 1, 2010 to July 31, 2013

Advice, Consultation, and Referral

Issue	Contacts		
	2010-11	2011-12	2012-13
Recruitment and Selection for Employment	41	264	251
Faculty/Staff Roles and Responsibilities	6	9	3
Faculty/Student Conflicts	3	1	4
Work Visa	5	6	3
Work Climate	14	37	24
Employment Equity	11	12	9
ADA	7	15	5
Gender Equity	1	2	2
Total	88	335	301

Informal Complaints

Issue	Contacts		
	2010-11	2011-12	2012-2013
Recruitment and Selection for Employment	0	4	2
Sexual Violence	0	5	8
Faculty/Student Conflicts	0	0	0
Violence in Workplace	8	1	0
Work Climate	7	9	5
Policy/Procedure	5	0	0
Sexual Harassment	3	11	14
Domestic Violence	0	0	2
Retaliation	1	7	1
Discrimination	7	20	25
Harassment	0	11	13
Total	31	68	70

Formal Complaints

Issue	Contacts		
	2010-11	2011-12	2012-2013
Discrimination	2	15	13
Failure to Provide EEO	1	5	2
Harassment	0	2	7
Racial Harassment/National Origin Harassment	0	3	2
Retaliation	1	18	7
Sexual Harassment	16	17	9
Sexual Violence	0	2	1
Total	20	62	40

Americans with Disabilities Act

Issue	Contacts		
	2010-11	2011-12	2012-2013
State ADA Reasonable Accommodation Grievance	2	1	0
Interactive Process	7	6	3
Total	7	7	3

Discrimination: Contacts expressed concerns with disability, age, ADA, race/ethnicity, pay and gender inequity.

Recruitment and Selection for Employment: Contacts expressed concerns about some application procedures, nepotism, unfair hiring practices, charge to search committee, or preference for in-house applicant.

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 was disrespectful of students, gave excessive assignments, set unreasonable deadlines or lectured on objectionable class content.

Work Climate: Contacts expressed concerns that ranged from unfair treatment, bullying, 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.