Academic Leadership Orientation

Academic Chairs

M. Erickson
June 4, 2018
Who Are We?
Conflict Management and Human Rights Office

**Conflict Management**
- Consultation
- Mediation
- Support
- Coaching
- Workplace Assessments

**Human Rights**
- Information
- Management Consultation
  - Preventative
  - Responsive
Why Should You Care?

We Can Help!
Policy #33

Those who receive complaints or who perceive what they believe to be violations of this policy shall act promptly to notify an appropriate administrative officer, normally one's immediate supervisor, the department Head, Chair or Director, to provide or initiate the appropriate remedial or disciplinary measures.
Ontario Human Rights Commission:

“generally speaking anyone who performs management duties is part of the directing mind of the corporation.”
Ministry of Labour:

a. “the employer or a supervisor becomes aware of an incident of workplace harassment by the worker who allegedly experienced it or another worker”;

or

b. “a complaint, whether in writing or verbal, of workplace harassment is made to the employer, supervisor of the employer’s designated person.”

[Code of Practice to Address Workplace Harassment Under Ontario’s Occupational Health and Safety Act, Ministry of Labour, August 2016]
That is, we as an employer have been made aware of incidents of workplace harassment. Given that awareness, there is now an obligation, as an employer, to “…ensure an investigation appropriate in the circumstances is conducted…”
Ministry of Labour:

“Report a workplace harassment incident or complaint to your immediate supervisor.”

“Your supervisor will, in turn, report the complaint to the Department Head/Chair for direction on next steps and to investigate and take appropriate corrective action.”
WHEN TO CONTACT CMAHRO

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