

2021/22 Statistics

Table 1 – Summary of Respectful Workplace Interventions:

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Skills Building		Direct Intervention – Conflict Resolution		
Consultation ²	84	Group Facilitated Conversation ⁶	8	
Coaching ³	50	Mediation ⁷	19	
Presentation ⁴	28	Workplace Assessment ⁸	2	
Workshop ⁵	2			
Total	164 files		29 files	
				193 files

1. Any method that informs and encourages involved parties to assess all conflict resolution options and to decide which steps, if any, they might wish to pursue.
2. Consultation: Any inquiry, related to respectful workplace matters, seeking guidance and direction from the Respectful Workplace team (Respectful Workplace Advisor (RWA) & Respectful Workplace Consultant (RWC)).
3. Coaching: Providing strategies or recommendations on the method of delivering respectful workplace information.
4. Presentation: a presentation on policy, policy application and RWC/RWA roles supporting employees.
5. Workshop: A process, including up to 10 or more people at a time, involving team building exercises intended to tackle issues related to change management or program processes/procedures.
6. Group Facilitated Conversation: A process, including up to 3-6 people at a time, intended to lend team support around interpersonal conflict.
7. Mediation: Formal method to assist with resolving interpersonal conflict through third party facilitated discussions.
8. Workplace Assessment: Involves a meeting with employees at all levels in the work area/unit, resulting in a summary of findings with insights on workplace restoration measures.

Table 2 – Investigations:

Table 2 - 2021/22 Summary of Investigations¹					
Allegation Type	Number of investigations	Number of Allegations²	Number of Respondents³	Number of Substantiated Allegations⁴	Number of Unsubstantiated Allegations
Sexual Harassment	3	3	3	3	0
Disrespectful Behaviour	92	115	107	74	41
Other misconduct ⁵	104	164	121	113	51
Totals	199	282	231	190	92

1. Investigations are conducted formally and involve the establishment of an investigation team with representatives from one or more of the following: Investigation Unit, human resources or management of the department. The counts of investigations completed **do not include** any **investigations in progress** at the end of the fiscal year. Investigations in this summary also do not include investigations covered under The Public Interest Disclosure (Whistleblower Protection) Act.
2. An investigation may involve more than one allegation and may also have overlap in the types of allegations.
3. The counts of respondents investigated do not include any respondents from investigations in progress at the end of the fiscal year.
4. Substantiated allegations may result in outcomes that include a range of disciplinary action, training, education, mediation or a combination of these outcomes.
5. Other forms of misconduct may include, but not be limited to, behaviour such as attempted fraud, conflict of interest or other inappropriate conduct.

Table 3 – Summary of Outcomes for Substantiated Allegations related to Sexual Harassment Complaints

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Outcomes	Numbers
Training / Education ¹	3
Mediation ²	0
Disciplinary Action ³	0
Totals	3

1. Training/education may be informal or formal and could include, but not be limited to, workshops, policy review, and other related follow-up.
2. Mediation may be informal or formal and could include, but not be limited to, externally or internally facilitated processes.
3. Disciplinary action may include a range of progressive, corrective actions, up to and including dismissal.