URGE Complaints and Reporting Policy for University/Organization

This is what was found by the MUN/Canada Pod at Memorial University of Newfoundland (MUN), the University of Lethbridge and Geological Survey of Canada (GSC) Yukon, on policies for handling complaints, the reporting process, resources, and possible outcomes. All information was found on the institution website, unless otherwise noted. As we are a pod that spans three institutions, and consists of both students and faculty, we have structured this as follows. First there are short summaries of how what was found for the GSC office and U of Lethbridge are similar or different to what was found for MUN. Following this there is information pertaining to faculty and employees at MUN. The final section is information pertaining to students at MUN. We split faculty/employees from students because the policies are under different offices on campus. The student information was further split into student to student complaints and students to faculty/employee complaints. We noted a general trend across all groups and institutions in that there is not typically a specific racial component, rather racism is included with other forms of harassment. There were several instances for which we could not find the relevant information, or we found it quite difficult to find. These are noted below. We begin with a table that summarizes where different types of complaints should be directed.

What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?

<table>
<thead>
<tr>
<th>Type of Complaint</th>
<th>Policies, processes and next steps</th>
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<tbody>
<tr>
<td>Accessibility</td>
<td>Contact Campus Enforcement Patrol (864-8561 or 864-4100 if an emergency - St. John’s Campus). The Blunden Centre is resourced to assist those with physical disabilities. Their number is 864-2156.</td>
</tr>
<tr>
<td>Computers (abuse, misuse)</td>
<td>C&amp;C help line at <a href="mailto:help@mun.ca">help@mun.ca</a> or by phoning 864-4595.</td>
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<tr>
<td>Category</td>
<td>Details</td>
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</tbody>
</table>
| Discrimination and Harassment (other than sexual harassment) | Memorial Policies (www.mun.ca/policy  
Mary Barron (HR) at mbarron@mun.ca phone 709-864-4766  
Morgan Cooper (FR) at mccoooper@mun.ca or phone 709-864-6107  
Grievance procedures as per collective agreements |
| Employment Equity                             | Equity@mun.ca or 709-864-2548                                                                                                                                                                    |
| Offences Against Property                     | Immediately report it to Campus Enforcement Patrol (709-864-8561 or 709-864-4100 if an emergency). They may involve the Royal Newfoundland Constabulary depending on the severity. |
| Residence Housing                             | Contact Christine Burke with the Department of Student Affairs and Services (Room 9-300) at 709-864-7968 or at cburke@mun.ca.                                                              |
| Sexual Harassment                             | Sexual Harassment Office (ER-6039) – Contact Advisor at 709-864-2015 or sexualharassment@mun.ca more information is online at www.mun.ca/sexualharassment. |
| Student Conduct and Behaviour                 | Refer to Student Affairs and Services:  
| Threatening or Violent Conduct                | Immediately report it to Campus Enforcement Patrol (709-864-8561 or 709-864-4100 if an emergency). They may involve the Royal Newfoundland Constabulary depending on the severity |
| Workplace Conditions                          | Contact Facilities Management at 709-864-7600 or facman@mun.ca.                                                                         |
Resources Pertaining to Faculty, Staff

The link(s) to the reporting policy at our organization are here:

This is our anti-harassment policy, which explicitly includes harassment based on race, but is not specifically about racism.

- **Memorial University, Respectful Workplace Policy**
  
  - Purpose: “To support a climate of respect in the workplace where individuals or groups of individuals are free from harassment and discrimination; to promote awareness and create an understanding of what is considered harassment; to provide a mechanism to have harassment concerns and complaints addressed and eliminated from the workplace and learning environment; and to respond to Memorial University’s responsibility under the and the *Occupational Health and Safety Act.*"

  - Notes: applies to all employees of Memorial University; covers “Harassment based on Prohibited Grounds of Discrimination” that includes “Race, Colour, Nationality, Ethnic Origin, Social Origin, Religious Creed...”; there is a separate policy for “Sexual Harassment and Sexual Assault” ; as of 2019, all Memorial University employees are required to undertake Workplace Violence and Harassment Prevention training under provincial Occupational Health and Safety regulations.

  - Outlines a tiered response of methods to address “Concerns” of “issues of Harassment” following a tiered strategy of first attempting an “Early Resolution” and, second following a “Complaint Process” (“if early resolution is not successful or not appropriate, or the behaviour continues or reoccurs…”) as outlined in:

    - **Memorial University, Procedure for Early Resolution of Respectful Workplace Concerns**
    
    - **Memorial University, Procedure for Resolution of a Formal Respectful Workplace Complaint**

In addition to the respectful workplace office, MUN also has an equity office, which appears to focus on hiring. This office has a number of relevant policies available here:

[https://www.mun.ca/hr/services/Equity/](https://www.mun.ca/hr/services/Equity/)

The complaints process is detailed here:

Our faculty and staff are represented by unions through which we can file grievances when necessary. The grievance policy is here:

http://munfa.ca/resources_type/overview-of-grievance-process/

Which follows an informal process with your administrative head described here:


The department and all labs etc are subject to the policies noted above that apply campus-wide.

- Are reporting policies regularly reviewed? What is the process for changing policy?
  
  - It is not explicitly stated how regularly the Memorial University Respectful Workplace Policy is reviewed. However, the current effective date (2019-12-10) and upcoming review date (2021-12-10) are online and suggest review every 2 years.
  
  - The policy is from the authority of the V-P (Administration and Finance) through the Director of Human Resources – Memorial University Human Resources would be the start of the process for changing this policy
  
  - Much of relations at MUN is governed by unions. Policies are negotiated with the university every few years and generally input is requested from the union membership before initiating negotiations.
  
  - The equity office invites suggestions via a web form at any time:
https://www.mun.ca/hr/services/Equity/
  
  - We did not succeed in finding further methods for suggesting changes to policy.

  - Are the rates of reporting made publicly available (e.g. # of reports each year)?
    - No rates of reporting were found to be publically available.
    - Unions do report number of grievances etc, but this is not listed publicly that we could find.

- What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?

  The Employee Assistance program seems to be one avenue, which is managed by an outside company and can be done privately, online, via email, or on the phone. The link is here: https://www.mun.ca/hr/services/wellness/eap.php. It does not overtly mention racism, but does mention “workplace issues”.
- Who are the designated individuals/positions for reporting incidents?
  - Much of this is reported in the summary table at the beginning of the document.

- Who do in-person and online reports go to?
  - Incidents are encouraged to be resolved initially under the Procedure for Resolution of a Formal Respectful Workplace Complaint, which involves communication to a ‘Responsible Person’ (e.g. supervisor, manager, Unit Head, Human Resources Advisor) that evaluates the incident (e.g. does it fall under the Respectful Workplace Policy or a separate policy), and discusses the incident with the employees involved, aiming to reach a mutually acceptable resolution.

- Incidents (“Complaints”) can also be filed formally, from the outset of an incident, failing informal resolution, or in the case of recurring events to a Reviewer, who is:
  - Associate Director, Office of Faculty Relations
    - Name: Mr. Ian McKinnon (Acting)
    - Tel: 864-6896
    - Email: mckinnon@mun.ca
  - Associate Director (Employee/Labour Relations and Consulting Services), Department of Human Resources
    - Name: Ms. Mary Barron
    - Tel: 864-4615
    - Email: mbarron@mun.ca

- Notes: the information below generally concerns issues between University Persons (employees), but the Respectful Workplace Policy also directs Non-University Persons with concerns or a Concern or Complaint against a Non-University Person to the Reviewers above.

- Can reports be made online? Where? Anonymously?
  - Yes, reports can be made online, in writing, to one of the Reviewers above.
  - Reports (“Complaints”) are not anonymous, but “all matters relating to Respectful Workplace Policy activity shall be handled with confidentiality and in accordance with the Access to Information and Protection of Privacy Act, other privacy legislation to which the University is subject, and University policies. All persons involved in any process related to this Policy are expected to maintain confidentiality.” (Section 8.1; Respectful Workplace Policy).

  - For staff, this person may be a “supervisor, manager, Unit Head, the Human Resources Advisor, the Associate Director (Employee/Labour Relations and Consulting Services) Department of Human Resources, as
appropriate, OR the campus Human Resources Administrator" depending on the environment;

- For faculty, this person may be a "head of the academic unit, the Associate Director, Office of Faculty Relations, the Associate Director (Employee/Labour Relations and Consulting Services), or the campus Human Resources Administrator" depending on the environment.

- Who do in-person and online reports go to? Who has access to see reports?
  - “Complaints” go to the Reviewers above, and an investigator appointed by the Vice-President (or delegate) who prepares an investigative report that is then provided to the Complainant and the Respondent, as well as an appointed representative of the Complainant and Respondent., whether Harassment has or has not occurred. The Vice-President may seek advice, as appropriate.
  - The details of the Complaint and the investigative report are only accessible to those listed above, as outlined in 9.1 of Section 9 (Records, Reports and Retention) of the Respectful Workplace Policy: “All records will be handled in accordance with the Access to Information and Protection of Privacy Act, related University policies and other privacy legislation applicable to the University.”

- Are police included in the process? When and how? Are individuals accompanied by an advocate or someone from the organization?
  - As outlined in 1.7 of Section 1 (General) of the Respectful Workplace Policy, “Conflicts in the workplace involving disruptive, threatening or violent behaviour where an employee's personal safety and security may be in danger must be reported immediately to appropriate campus enforcement or security officials on the respective campus or to Legal Authorities, in accordance with the University's Assessment and Care Protocol.”
  - As outlined in the Procedure for Early Resolution of Respectful Workplace Concerns, “In situations where an employee believes that his/her personal safety or the safety of others is an issue, the employee shall report the situation immediately to appropriate campus enforcement or security officials on the respective campus or Legal Authorities.”
  - When the formal “Complaint” process under Procedure for Resolution of a Formal Respectful Workplace Complaint reaches the stages of an investigation, the Complainant can be and Respondent may be accompanied by another person of his/her choice.
  - What are the outcomes or consequences for reported individuals?

- It is noted that as of 2019, all Memorial University employees are required to undertake Workplace Violence and Harassment Prevention training under provincial Occupational Health and Safety regulations.

- Who decides the outcomes/consequences? What is the process?
• The Vice-President (or delegate) evaluates the “investigative report and the responses, if any, from the Complainant and the Respondent”, provides a written decision and any action that may be taken within an additional five (5) days”, and consults. If discipline is to be imposed, the Respondent will be notified at that time. The Vice-President shall consult with the “applicable line authority before implementing a recommendation or taking other remedial, preventative, or disciplinary action.” “Any imposed discipline shall be taken in accordance with the Guide for Non-Bargaining, Management and Professional, and Senior Administrative Management Employees, applicable collective agreements, or, for employees not covered by one of these, the applicable contractual provisions.

• For the MUNFA Collective Agreement (from 2019-2020 version, still active), this is covered under Article 19 (Disciplinary Measures and Non-Disciplinary Relief from Duties) and can include a letter of warning or reprimand, suspension without loss of pay, suspension with loss of pay, or dismissal.

• ○ Are reports tracked? How are they tracked? By who?
  ○ As outlined in 9.2 of Section 9 (Records, Reports and Retention) of the Respectful Workplace Policy: “A summary report is prepared annually by the Director of Human Resources and Director of Faculty Relations and made available to the Vice-Presidents’ Council concerning the number, type and disposition of Complaints, in a non-identifiable format, and on educational and other activities related to this Policy.”

• Are repeated complaints escalated to a disciplinary board? What is the process?
  ○ Repeated complaints appear to be handled through the same Respectful Workplace Policy.
  ○

**What resources are available for individuals reporting?**

A recent message from the president of MUN https://gazette.mun.ca/campus-and-community/no-place-for-racism-intolerance/addressing-racism mentions the following resources:

• The 24-hour mental health crisis line can be reached provincewide at 1-888-737-4668 or you can text ‘talk’ to 686868
• The student wellness and counselling centre: https://www.mun.ca/studentwellness/
• The employee assistance program: https://www.mun.ca/hr/services/wellness/eap.php
  This office offers anonymous reporting via phone it would appear.
• Complainants are protected against retaliation. As per 10.1 of Section 10 (Retaliation) of the Respectful Workplace Policy: “No person shall retaliate against another for bringing forward a Concern or Complaint or for being involved in any process related to this Policy. The University considers Retaliation at any stage to be a serious offence because it may prevent potential complainants, witnesses, administrators or others from coming forward with Concerns or Complaints.”

• **What resources are available to groups raising issues or proposing changes?**
There are frequent “town hall” style meetings for different stakeholder groups to bring issues important to them directly to Memorial University administration.

MUN is in the process of installing a VP for EDI. This office is likely going to serve a strong and leading role in guiding change going forward. At present, the equity office invites suggestions at all times, via equity@mun.ca. There has been some invitation for feedback in the past few months at the Dean of Science level, but without any clear goals or powers.

Cultural surveys are often offered to Memorial University staff and, regular or only after wide-spread reports or high-profile incidents.

Equity information is collected on a voluntary basis from all MUN employees.

Information Pertaining to Students:

This information is split into two parts: student-to-student complaints (Part A) and student to employee/faculty complaints (Part B).

Links to the reporting policy at MUN for students:

- Part A - Student Code of Conduct – MUN, for complaints against students (replaced the Code of Disciplinary Procedures for Students in 2014)
  - This Code will be reviewed annually by a committee of not less than five (5) people appointed by the Deputy Provost. The committee shall include at least two (2) students. The committee may make recommendations to the Board of Regents for amendments to the Code.
- Part B - Non-Academic appeals – MUN, for complaints from students against Faculty Members and other university employees (Part B)
  - The Vice-President (Academic) was responsible for developing these procedures. However, many individuals and groups were consulted including MUNSU, the GSU, MUNFA, the President, the other vice-presidents, and the deans and directors of faculties and schools.

Part A: Student Code of Conduct

Student Code of Conduct – MUN, for complaints against students

What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism against students?

Consultation or reports can be made with the designated Complaint Coordinator:

<table>
<thead>
<tr>
<th>Campus</th>
<th>Complaint Coordinator</th>
</tr>
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</table>
Can reports be made online? Where?
- Yes, by emailing the Complaints Co-Ordinator.

Who do in-person and online reports go to? Who has access to see reports?
- Reports can progress from the Complaints Coordinator, Student Conduct Officer, to Head of Campus (see contact information below).
- Respondents and Complainants also have access to the reports and supporting material.
<table>
<thead>
<tr>
<th>Position</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief Conduct Officer and Head of School</td>
<td>Sandra Wright&lt;br&gt;General Manager&lt;br&gt;Phone: +44 (0)1279 455902&lt;br&gt;Email: <a href="mailto:sandra.wright@mun.ca">sandra.wright@mun.ca</a></td>
</tr>
<tr>
<td>Director of Student Services</td>
<td>Patricia Walsh&lt;br&gt;Administrative Assistant, Student Services&lt;br&gt;<a href="mailto:pwalsh@grenfell.mun.ca">pwalsh@grenfell.mun.ca</a>&lt;br&gt;Tel: 709-637-6232&lt;br&gt;Office: AS278</td>
</tr>
<tr>
<td>Angie Clarke</td>
<td>Angie.Clarke&lt;br&gt;Director, Student Affairs&lt;br&gt;<a href="mailto:Angie.Clarke@mi.mun.ca">Angie.Clarke@mi.mun.ca</a>&lt;br&gt;Tel: 709-778-0565</td>
</tr>
<tr>
<td>Dr. David Peddle</td>
<td>Associate Vice-President (Academic), Grenfell Campus.</td>
</tr>
<tr>
<td>Dr. Robert Shea</td>
<td>Associate Vice-President (Academic and Student Affairs), Marine Institute.</td>
</tr>
</tbody>
</table>

- Are police included in the process? When and how? Are individuals accompanied by an advocate or someone from the organization?
  - Police are not mentioned in the Student Code of Conduct.
  - Students have the assistance of the Student Conduct Officer through the process, but no other advocates are listed.

- What are the outcomes or consequences for reported individuals?
  - Outcomes and consequences are defined in the Student Code of Conduct as follows:
    - Sanctions (a) to (i): Restorative Justice, Letter of reprimand, Fines, Probation, Loss of privileges, Limitation of access, Eviction from residence, Suspension and Expulsion.

- Who decides the outcomes/consequences? What is the process?
  - Student conduct officer with support from the Head of Campus if a violation of the code occurs (see below).
  - Summary of Procedures:
    1) If there is a potential risk of harm to any person, the Student Conduct Officer may impose interim measures: (a) removal from residence, or (b) Temporary limitation of access to all or part of the Campus
    2) If appropriate, attempt informal resolution when appropriate between the Respondent and Complainant
    3) If informal resolution is unsuccessful or inappropriate, the Complaints Coordinator shall prepare a report on the nature of the matter. The Complainant and the Respondent will be given one week to review the report and comment;
4) The Student Conduct Officer will then review the report, along with any response provided by the Complainant and Respondent, and will review the surrounding circumstances, which may or may not include interviewing the Complainant, Respondent, or other persons who may have relevant information. 

5) Decision of the Student Conduct Officer and will provide written decision and if the Student Conduct Officer decides that a sanction is appropriate, then:

§ They may impose a sanction of Restorative Justice, Letter of reprimand, fines, probation, loss of privileges, limitation of access, eviction from residents. The Respondent may appeal such a sanction pursuant to section 9 of the Student Code of Conduct.

§ The Student Conduct Officer may recommend a sanction of suspension or expulsion to the Head of Campus. In the case of such recommendation, the matter will proceed to a hearing in accordance with section 8 of the Student Code of Conduct.

6) Respondent has the opportunity to respond to the decision by writing to the Head of Campus

7) Head of Campus can uphold or revoke the decision of the Student Conduct Officer

- Are reports tracked? How are they tracked? By who?
  - A Record must be kept in all cases that have been the subject of an investigation, hearing and appeal, the result of which has been the imposition of a sanction, whether or not the Respondent has waived the right to a hearing. All such records shall be maintained for a period of five (5) years. All written complaints, witness statements, decisions, etc. will be disclosed to the Complainant and Respondent.
  - The Student Conduct Officer shall ensure that a recording is made, and a transcript prepared, of all sessions of a hearing.
  - Storage: The records shall be stored in the office of the appropriate Head of the Campus, or designate.

- Are repeated complaints escalated to a disciplinary board? What is the process?
  - Repeated and/or multiple violations may increase the severity of sanctions applied.
  - Hearings are held for recommendations of suspension or expulsion by the Student conduct Officer.

- What resources are available for individuals reporting?
  - Counselors or advocates, especially those of the same race, ethnicity, and gender?
    - Not specified in the Student Code of Conduct.
    - Complainants and respondents are allowed to provide supporting material and sponsorship, however, this appears to be on their own accord.

  - Automatic or requested investigation of potential impact on grades or evaluations?
    - Not specified in the Student Code of Conduct.
Protection against retaliation or repercussions, accommodations for continuing work/courses, option for pass/fail or outside assessment?

- Not specified in the Student Code of Conduct.

What resources are available to groups raising issues or proposing changes?

- Material couldn’t be found for how groups are handled, only individuals.

Part B: Non-Academic Appeals

Non-Academic appeals – MUN, for complaints from students against Faculty Members and other university employees (Part B)

What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism by students against Faculty or Staff?

- Can reports be made online? Where? No, Link Anonymously? Yes/No?
  - If you are a student on the main campus in St. John’s or at Grenfell Campus, see the Office of Student Affairs and Services. If you are a student at the Marine Institute, see the Guidance/Student Affairs Office.
    1) The Office of Student Affairs and Services is available to assist in the informal resolution of student complaints. The Office will help the student with managing these procedures.
- Who do in-person and online reports go to?
  - Reporting structure is different between each department (see below).

What are the outcomes or consequences for reported individuals?

- Outcomes and consequences are not defined.
- Who decides the outcomes/consequences? What is the process?
  - Procedure:
    1) Informal resolution: Students should always attempt to resolve their differences with employees informally where possible and where circumstances warrant. An informal complaint may be made orally or in writing. Students may, nevertheless, commence a formal complaint without first attempting an informal resolution.
      - When a student has reason to believe that a complaint about an employee is warranted, the student may bring an informal complaint to the employee’s immediate Supervisor or to the Administrative Head:
        - in the Faculty of Arts or the Faculty of Science, brought to the Department Head
        - At Grenfell Campus, informal complaints should be brought to the Division Head or the Vice-Principal.
        - At the Fisheries and Marine Institute, the student may bring an informal complaint to the administrative head.
        - In non-departmentalized Faculties and Schools, informal complaints should be brought to the Dean or Director (as appropriate).
    2) Formal Complaint:
      1. If no informal resolution is attempted or if no informal resolution satisfactory to the student is achieved, then the
student may present a formal written complaint to the Director of Student Support Services in the Office of Student Affairs and Services (at Grenfell Campus, the Coordinator of Student Affairs and Services). Must be within 6 months.

2. A representative of the Office of Student Affairs and Services will meet with the student.

3. Upon being satisfied that he or she has an adequate grasp of the student's complaint, the Dean of Student Affairs and Services will inform the appropriate Vice-President of the complaint, regardless of the Dean's judgement as to its merits. Where the student filing the complaint is a student of the Fisheries and Marine Institute, the Guidance/Student Affairs Office will first refer the matter to the Head, Division of Degree Studies and Research at the Institute who will then inform the appropriate Vice-President of the complaint.

4. The Vice-President will inform the student that he or she has received the complaint and will cause such investigation into the complaint to be made as the Vice-President deems to be necessary in the circumstances. At a minimum, the investigation will include separate interviews with the student and the person complained about.

5. Following any investigation which the Vice-President may consider to be necessary and after consideration of the case, he or she will make such recommendation or such decision as he or she deems to be appropriate in the circumstances of the case.

6. At any time during the Formal Complaint process, the Vice-President may attempt an informal resolution which is satisfactory to all parties.

7. The recommendation or decision of the appropriate Vice-President on a student complaint will be communicated to both the student and the person complained about.

8. The recommendation or decision of the appropriate Vice-President on a student complaint is final and not subject to appeal by the student except at the discretion of the President or the Board of Regents.

3) If you genuinely believe your complaint was not handled properly, you may write to the President of the University (to appeal a decision by a Vice-President) or to the Board of Regents (to appeal a decision of the President). However, neither the President nor the Board is obliged to consider your appeal. It is a bit like the appeal courts; they do not hear every case that comes along. They exercise judgment and may decide that a particular appeal has absolutely no basis and will refuse to consider it.

○ Are reports tracked? Yes/No How are they tracked? By who?
A copy of any informal written complaint and the resolution to that complaint will be placed in the employee's personal file in the Department of Human Resources.

If the Vice-President decides not to take action against the employee complained about, he or she shall include reasons for this decision in his or her communication to the student and shall similarly notify the employee complained about. In these circumstances, all materials related to the complaint shall be removed from the employee's personal file.

○ Are repeated complaints escalated to a disciplinary board? What is the process?
   • Not defined, however, formal complaints that the Vice-President decides to take action on will be included in the employee’s file.

● What resources are available for individuals reporting?
   ○ Counselors or advocates, especially those of the same race, ethnicity, and gender.
     • No mention of an advocate, but it does mention the Office of Student Affairs and Services will help with the process but not advocate on that students behalf.
   ○ Automatic or requested investigation of potential impact on grades or evaluations. Protection against retaliation or repercussions, accommodations for continuing work/courses, option for pass/fail or outside assessment.
     • In the case of a complaint about an employee who is teaching or supervising the student, the name of the student will not be disclosed to the employee until after grades are submitted or supervision for that semester is completed.
     • In the case of a complaint by a graduate student about a supervisor of work that extends beyond the end of a semester, the Vice-President and the Dean of Graduate Studies will make their best efforts to find a new supervisor if that is the student's wish.
     • In any case, where the complaint is about an employee who is teaching or supervising the student, the student's identity will be made known to the person complained about no earlier than the date that final grades are submitted. The Vice-President may take such additional steps as he or she considers reasonably necessary to protect the student.

● What resources are available to groups raising issues or proposing changes?
   ○ Material couldn’t be found for how groups are handled, only individuals.

Information pertaining to the University of Lethbridge

The University of Lethbridge's initiatives to improve equality, inclusiveness, and diversity are outlined in a 2019 report to the president's office. Information on reporting biases, harassment, and discrimination are outlined in the University harassment and discrimination policy. Reports of harassment and discrimination are made through the vice-president's office, and individuals have several options when it comes to filing reports about this type of behaviour. Student and Staff have different support options available that they can consult about these options should they experience harassment or discrimination. The vice-president's office is the body that administers actions and consequences and will report matters to the police in situations where individuals present harm to others, themselves, or the university community.

With respect to the resources that are available for those looking to provide feedback or implement changes to the university policy, I could not locate any information. In the 2019
President's report, the committee outlines a number of short-term and long-term goals they hope to reach. At the time of the report, the committee recognized that some of the university's policies did not meet the criteria established for Canadian Universities. At this time the University is conducting interviews to hire a diversity coordinator for the University. It is expected that this person and their office would be the group to contact for those looking to improve on the University of Lethbridge's equity, diversity, and inclusion policies.

Information pertaining to the Government of the Yukon

One student compared the policies for handling complaints at Memorial University of Newfoundland to those set out by the Government of Yukon, where the student is also an employee. In general, the process and policies for harassment and complaints are similar between the two organizations. A lack of information about how to propose changes to these policies and processes is evident in both organizations. Statistics about past complaints and resolutions do not seem to be readily available at either organization.