

Summary of investigations related to sexual harassment, harassment / bullying, and other forms of misconduct

In its ongoing commitment to transparency and accountability, the Manitoba government proactively discloses the number and types of investigations conducted by the Civil Service Commission.

2017/18 Summary of Investigations¹					
Allegation Type	Number of Investigations	Number of Allegations²	Number of Respondents³	Number of Substantiated Allegations⁴	Number of Unsubstantiated Allegations
Sexual Harassment	12	20	19	7	13
Harassment / Bullying	80	105	100	63	42
Other forms of misconduct ⁵	286	351	300	300	51
Totals	378	476	419	370	106

¹ Investigations are conducted formally and involve the establishment of an investigation team with representatives from human resources and 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.