

**Table 1: Summary of investigations related to sexual harassment, harassment / bullying, and other forms of misconduct**

<b>2020/21 Summary of Investigations <sup>1</sup></b>					
<b>Allegation Type</b>	<b>Number of Investigations</b>	<b>Number of Allegations <sup>2</sup></b>	<b>Number of Respondents <sup>3</sup></b>	<b>Number of Substantiated Allegations<sup>4</sup></b>	<b>Number of Unsubstantiated Allegations</b>
Sexual Harassment	16	20	17	13	7
Harassment / Bullying	74	129	106	58	71
Other forms of misconduct <sup>5</sup>	194	266	222	228	38
<b>Totals</b>	<b>284</b>	<b>415</b>	<b>345</b>	<b>299</b>	<b>116</b>

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.

**Table 2: Summary of complaints related to sexual harassment**

<b>2020/21 Summary of Complaints related to Sexual Harassment</b>	
Number of Complaints <sup>1</sup> Received	21
Number of Investigations Completed <sup>2</sup>	16
Number of Substantiated Allegations <sup>3</sup>	13
Number of Unsubstantiated Allegations	7

“This information is available in alternate formats upon request.”

- <sup>1</sup> Complaints may involve more than one allegation and may also have overlap in the types of allegations.
- <sup>2</sup> 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.
- <sup>3</sup> Substantiated allegations may result in outcomes that include a range of disciplinary action, training, education, mediation or a combination of these outcomes (see Table 3).

**Table 3: Summary of outcomes**

<b>2020/21 Summary of Outcomes for Substantiated Allegations related to Sexual Harassment Complaints</b>	
<b>Outcomes</b>	<b>Numbers</b>
Training / education <sup>1</sup>	2
Mediation <sup>2</sup>	0
Disciplinary action <sup>3</sup>	10
<b>Totals<sup>4</sup></b>	<b>12</b>

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.

4 Numbers may not align to those provided in Table 1 due to the possibility of multiple outcomes per substantiated allegation.