

Secretariat

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TO: Senate

FROM: Professor Dan Bernard, Chair of the Committee on Staff Grievances and Disciplinary Procedures

SUBJECT: Annual Report of the Committee on Staff Grievances and Disciplinary Procedures (2020-21)

DATE: May 11, 2022

DOCUMENT #: D21-63

ACTION INFORMATION

by the *Regulations Relating to the Employment of Academic Staff*
("Regulations")

In accordance with article 10.9 of the Regulations Relating to the Employment of Academic Staff (Regulations) "the Committee on Staff Grievances and Disciplinary Procedures shall report annually to Senate and the Board on the administration of the procedures described here

A staff member may file a grievance if he or she believes that he or she:

- (i) has been unfairly treated by the University in regard to the interpretation or application of University policy insofar as it relates to his or her academic career and working conditions;
- or
- (ii) has been subjected to arbitrary, discriminatory, or unreasonable actions taken against or her by the University, either by act or omission.

Attempts are to be made to resolve the grievance before it reaches the Committee on Staff Grievances and Disciplinary Procedures, pursuant to the defined Stages 1 and 2 of the Regulations. Following due process, the Committee is empowered to form an Ad Hoc Committee, hear the matters being grieved, and make recommendations in the spirit of resolution to the Principal for her consideration.

Based on a review of cases in the last 5 years, there were 22 grievances submitted, six of which were heard by the Committee. Many of the grievances not heard by the Committee were withdrawn by the griever, sometimes due to resolution through other means. However, grievances not heard by the committee were determined to be

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| Professor Heidi McBride | Neurology and Neurosurgery, Faculty of Medicine and Health Sciences |
| Professor Warren Gross | Electrical & Computer Engineering, Faculty of Engineering |
| Professor Joann Whalen | Natural Resources Sciences, Faculty of Agricultural and Environmental Sciences |
| Professor John White | Physiology, Faculty of Medicine and Health Sciences |

There were six grievances filed during this academic year, one of which was