

COMMITTEE REPORTS

Advocacy Committee Report

Committee members

Current Committee Members:

Laya Behbahani (Chair),
Jerome Francis
Steve Frost
Rob Mctavish,
Mike Peragine,
Arlette Stewart

Staff Support:

Andrew Boden
Angela Vass

Advocacy Update

Our key concerns this past year have been the increase of bullying and harassment complaints, as well as issues around overtime claims and workplace accommodations. With respect to bullying and harassment complaints, we continue to be concerned about the procedures and protocols put in place by the University, which are not sufficient to safeguard those members who do make a formal complaint from retaliation, whether overt or subtle.

Advocacy members received additional training through Lancaster Audio Videos on (a) Homing in on Harassment (b) Discipline in Disguise? Drawing the Line Between Valid Discipline and Retaliation (c) Harassment Investigations: An in-depth session on policies and practices (d) 2020 Accommodation Law Conference (e) Nosy or Necessary? Balancing Requests for Medical Information and Privacy.

The following statistics are from November 2020 to September 2021 (difference over last year in brackets):

- 428 members helped (52 less than the previous year)
- 265 hours of intake and consult time (14.5 hours less than the previous year)
- 150.75 hours of meeting time with HR (44.5 more than the previous year)
- 106.75 hours of research for member cases (68.75 less than the previous year)
- 263.75 hours of follow up time with members (14.25 less than the previous year)

Laya Behbahani

Chair, Advocacy Committee