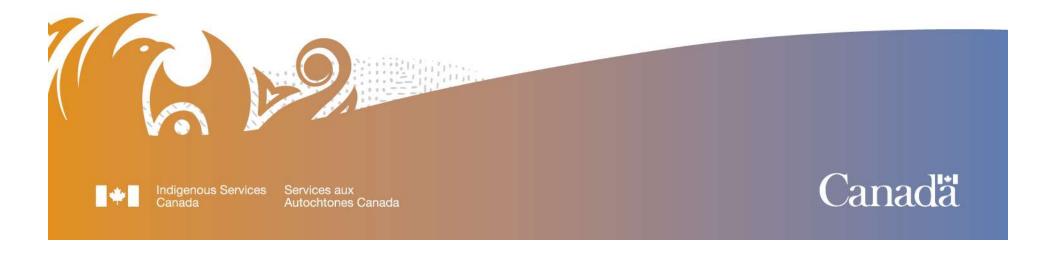
National Union-Management Consultation Committee (NUMCC)

December 6, 2021



Key Requirements and Status

Requirements	Current Status	To Undertake
Develop and make available a Workplace	The Policy has been developed,	Develop a Directive on Work Place Harassment
Harassment and Violence Prevention	communicated to all employees and posted	and Violence Prevention to support the Policy
Policy	on the departmental intranet site	
Conduct a workplace assessment using	The workplace risk assessments have been	Once approved by NOHSPC, the Centre for
identified risk factors and implement	completed by all sectors across the	Integrity Values and Conflict Resolution (CIVCR)
preventative measures to address	Department and will be presented at the	will advise sector heads of the NOHSPC
measures within 6 months	National Occupational Health and Safety	endorsement and next steps to ensure
	Policy Committee (NOHSPC) in the coming weeks	monitoring
Develop and deliver harassment and	Communications strategy established to	The CIVCR is currently finalizing supplementary
violence prevention training as well as	inform employees on a regular basis about	departmental-specific harassment and violence
provide support information to all	mandatory CSPS Harassment and Violence	prevention training
employees	Prevention training W101, 102 and 103	
Resolution Process	Templates (notice of occurrence, statement of	Once the templates for the notice of occurrence,
	work, process maps) have been developed are	process maps have been reviewed and updated,
	currently being reviewed and updated	these will be updated on our intranet site.
Develop and make available to all	Emergency procedures have been	The CIVCR will continue to offer sessions to
employees emergency procedures and	communicated to all employees and made	promote and support employees and managers.
family violence prevention plan/guide	available on the departmental intranet site.	
	A guide on family violence has been	
	developed and will be communicated and	
	made available on the intranet site.	
Maintain all records related to workplace	The CIVCR uses a confidential database to	Data will be provided for the annual report to
harassment and violence and provide	track and monitor all Notices of Occurrence	the Minister in March 2022
annual report to Minister		

Harassment and Violence Statistics

Themes	Number of Occurrences	Status
Bullying or aggressive behaviour	6	 Withdrawn (resolved in early resolution) Exploring early resolution (may go to investigation) Closed (resolved in early resolution) Closed (resolved in early resolution) Closed Closed Closed (resolved in mediation)
Family violence	5	ClosedClosedClosedClosedEarly resolution
Homophobic remarks	1	- Will go to investigation
Isolating an employee because of gender identity	1	- On hold (medical leave)
Misusing authority	2	 Will go to investigation (options for early resolution have been tried unsuccessfully) Early Resolution

Harassment and Violence Statistics (Cont'd)

Themes	Number of Occurrences	Status
Offensive comments	4	Investigation*Early resolutionEarly resolutionClosed
Racist remarks	1	- Early resolution
Repeated offensive phone calls, emails or texts	1	- Investigation*
Spreading rumours about an individual	1	- Early resolution
Unfair treatment	7	 Early resolution Investigation* Investigation* Closed (principal party did not wish to pursue) Principal party exploring options with union Investigation* Investigation*
Workplace Violence	1	- Closed (resolved in early resolution)
TOTAL	30	

^{*} Occurrences received from the same sector/region