

National Union-Management Consultation Committee (NUMCC)

December 6, 2021



Indigenous Services
Canada

Services aux
Autochtones Canada

Canada

Key Requirements and Status

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

Harassment and Violence Statistics

Themes	Number of Occurrences	Status
Bullying or aggressive behaviour	6	<ul style="list-style-type: none"> - Withdrawn (resolved in early resolution) - Exploring early resolution (may go to investigation) - Closed (resolved in early resolution) - Closed (resolved in early resolution) - Closed - Closed (resolved in mediation)
Family violence	5	<ul style="list-style-type: none"> - Closed - Closed - Closed - Closed - Early resolution
Homophobic remarks	1	<ul style="list-style-type: none"> - Will go to investigation
Isolating an employee because of gender identity	1	<ul style="list-style-type: none"> - On hold (medical leave)
Misusing authority	2	<ul style="list-style-type: none"> - 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 resolution - Early resolution - Closed
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