

## **Attachment 1**

Dispute Resolution Group  
Office of Affirmative Action Report  
For October 1, 2010 to September 30, 2011

### Advice, Consultation, and Referral

<b>Issue</b>	<b>Contacts</b>	
	2009-10	2010-11
Recruitment and Selection for Employment	41	112
Faculty Roles and Responsibilities	6	1
Faculty/Student Conflicts	3	4
Work Visa	5	7
Work Climate	14	9
Employment Equity	11	3
ADA	7	0
Gender Identity	1	0
<b>Total</b>	<b>88</b>	<b>136</b>

### Informal Complaints

<b>Issue</b>	<b>Contacts</b>	
	2009-10	2010-11
Recruitment and Selection for Employment	4	0
Faculty Roles and Responsibilities	0	0
Faculty/Student Conflicts	2	0
Violence in Workplace	1	8
Work Climate	5	7
Policy/Procedure	3	5
Sexual Harassment	4	3
Retaliation	3	1
Discrimination	10	7
<b>Total</b>	<b>32</b>	<b>31</b>

### Formal Complaints

<b>Issue</b>	<b>Contacts</b>	
	2009-10	2010-11
Discrimination	8	2
Failure to Provide EEO	0	1
Racial Harassment	2	0
Retaliation	3	1
Sexual Harassment	7	16
<b>Total</b>	<b>20</b>	<b>20</b>

### Americans with Disabilities Act

<b>Issue</b>	<b>Contacts</b>	
	2009-10	2010-11
State ADA Reasonable Accommodation Grievance	0	2
Interactive Process	7	1
<b>Total</b>	<b>7</b>	<b>3</b>