



Workplace Harassment (under Policy 33, Ethical Behaviour, section 4)

Reporting Procedures

Any member of the University community who has reason to believe that he/she has been treated in violation of a principle stated in UW Policy 33, Ethical Behaviour in the workplace or who witnesses an incident is encouraged to contact a person with supervisory authority.

Note: There shall be no reprisal or threat of reprisal against any member of the university community who, in good faith, reports an incident of workplace harassment or participates in an investigation.

Resources

- **Conflict Management and Human Rights Office.** The CMAHRO serves as the focal point and primary resource to all members of the University community on matters involving ethical behaviour and human rights issues.
- **University Police Services.** In situations involving unwanted touching or aggressive and threatening behaviour, complainants are strongly advised to consider contacting UW Police Services (ext 22222 or 519-888-4911; Commissary), preferably at the outset.
- **Counselling Services**
- **Employee Assistance Program**

Members of the University community may also wish to consult the organizations that represent their interests: the Faculty Association; the Staff Association; CUPE Local 793; the Federation of Students; the Graduate Student Association.

Investigation

Allegations of workplace harassment are investigated by those with supervisory authority, normally the head / chair / director of a department or school.

Resource	Web Address
UW Police	http://police.uwaterloo.ca/
Conflict Management & Human Rights Office	http://www.adm.uwaterloo.ca/infocmahro/
Counselling Services	http://www.adm.uwaterloo.ca/infocs/
Employee Assistance Program	http://www.adm.uwaterloo.ca/infoeap/