



# Harassment/Discrimination Survey Summary

2021/01/26

# Background

- As part of the membership survey for the strategic plan questions were asked about potential discrimination and harassment. The results were sufficient troubling that Council decided to follow up with a more detailed survey

# Overall Response

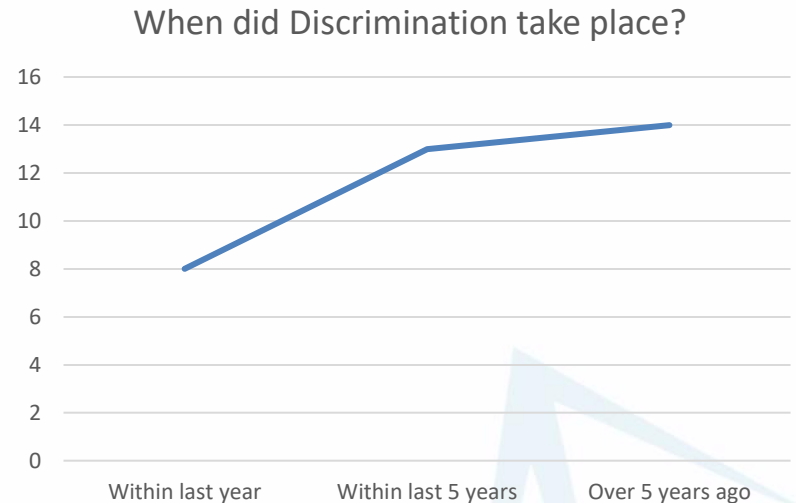
- 138 responses were received; 41 responses were from individuals that self-identified under named grounds of the Human Rights Code
  - 13 race
  - 7 colour
  - 2 creed
  - 2 gender identity
  - 4 family status
  - 6 ancestry
  - 6 ethnic origin
  - 14 sex
  - 9 age
  - 2 disability
  - 13 place of origin
  - 6 Citizenship
  - 3 sexual orientation
  - 7 marital status

Note: more than one category could be chosen

- Responses by membership: 5 articling Students, 19 OLSs with less than 5 years experience, 114 OLSs with 5 or more years experience

# Discrimination

- Do you believe you have been discriminated against?
  - Overall: 27 Yes (20%)
  - Self-Identified: 21 Yes (51%)
- Source of Discrimination:
  - Workplace: 44%
  - AOLS event: 15%
  - AERC process: 3%
  - Complaints/Discipline process: 3%
  - Survey Review Department process: 8%
  - AOLS Committee/Task Force/Council: 3%
  - Dealings with Registrar (e.g. C of A): 5%
  - Other: 21%



# Additional Information

- Raised objection or concern about the discrimination? Yes - 32%
- Believe the discrimination was a result of systems or processes in place that can be changed? Yes - 53%
- Do you know how you should address an issue of harassment or discrimination? Yes – 68%
- Are you familiar with your organizational or company workplace discrimination and harassment policy? Yes – 89%
- Have you got any training with respect to harassment and discrimination policy? Yes – 64%

# Potential Actions by AOLS

- The following are averages of the responses where 1 is the highest priority and 5 is the lowest priority

## Overall response

- Training 2.4 (First)
- Policy Change 3.2
- Process Change 3.4
- Member Communication 2.7 (Second)
- Other Actions 3.8

## Self-Identified

- Training 2.6 (First)
- Policy Change 3.1
- Process Change 3.4
- Member Communication 2.9 (Second)
- Other Actions 3.7