

There are three steps in the procedures for handling complaints under this policy – informally, referral to Human Resources and tribunal hearing. At the third stage, a panel of three members will be selected from a ten-member Personal Harassment and Human Rights Standing Committee. The panel will hear the case and make a finding as to whether personal harassment has occurred and, if it has, recommend appropriate action to the Provost and Vice-President, Academic. Members of the standing committee will also be selected to investigate Human Rights cases (see Policy 1702 under MRC Policies and Procedures in Lotus Notes).

Committee members will receive training delivered jointly by the Human Rights Advisor and Human Resources.

There are two faculty members on the committee. The normal term is two years and, beginning next spring, we will elect one member in odd-numbered years and one member in even-numbered years.

For the initial year, the MRFA Executive will appoint one faculty member for one year and one for two years. If you are interested in serving on this important committee, please let me know by noon on Monday, December 1.

Regards,

Gerry Cross
1st VP of the MRFA