



**UNIVERSITY OF
PRINCE EDWARD ISLAND**

Fair Treatment Policy Annual Report

To the Attention of: Dr. Wendy Rodgers, President

Annual Report: September 19, 2025



The *Fair Treatment Policy*¹ (the “Policy”) requires the University of Prince Edward Island to have a Fair Treatment Advocate and Fair Treatment Office (“FTO”) to address incidents of harassment, personal harassment, sexual harassment,² and discrimination. This report summarizes the activities of the FTO for the reporting year of May 1, 2024 to April 30, 2025 (“the Reporting Year”).

Resolution Processes

Under the Policy, there are three ways a concern may be resolved: a formal complaint and investigation; informal resolution; and mediation (Section 10.5.6). Prior to a formal complaint being investigated, it must be screened in as falling within the Policy.

In the Reporting Year, eight (8) formal investigations were completed, two (2) of which were complaints commenced in the previous Reporting Year. The FTO investigated four (4) of the eight (8) formal complaints, and the other four (4) formal complaints were referred to an external investigator outside the FTO. There was one (1) additional formal complaint that was screened in for investigation, but did not conclude within this Reporting Year.

Table 1: Nature of Allegations in Formal Investigations

A complaint may address multiple allegations under the Policy and more than one protected ground. The following identifies the nature of the eight (8) formal complaints:

Harassment/ Personal Harassment	Abuse of Authority	Discrimination (Shown below by Grounds Identified) ³				
7	2	5				
		Sex	Color	Race/Ethnic Origin	Religion	Gender Identity/Expression
		2	1	4	2	1

Table 2: Complaints by University Member in Reporting Year

Any member of the University community can submit a formal complaint. The following are the University members represented in this Reporting Year’s formal complaints:

Complainants	Student	Staff	Faculty	University Initiated
	4	2	0	2

Table 3: Timeline for Formal Investigations in Working Days⁴

The eight (8) formal investigations were completed in the following number of working days⁵; the first four investigations were conducted by the FTO:

Working Days ⁶	32	45	54	57	82	88	108	153
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¹ Policy No. govbrdgn10009. Created August 1, 2003; Review date October 15, 2007.

² Student allegations of sexual harassment fall under the Sexual Violence Policy and are not captured in this report.

³ Only those protected grounds identified in the complaints are listed.

⁴ The Policy, at section 11.2.5, stipulates a forty (40) working day timeline for investigations.

⁵ These are the working days between the Respondent(s) receiving notice of the complaint and the date of the report.

⁶ The timeline for formal investigations are listed from shortest to longest in duration.

Table 4: Complaint Findings

In the eight (8) investigations, the following findings were made:

Substantiated⁷	3
Unsubstantiated	5

Table 5: Informal Resolutions and Mediations

The FTO also offers mediation or informal resolution to complainants. The following non-investigative processes occurred in the Reporting Year:

Informal Resolutions⁸	2
Mediations	0

Consultations

Individuals may seek consultations and advice from the FTO about situations they observed, situations reported to them, or general information about the Policy without filing a complaint. Some individuals consult the FTO office multiple times through the year.

In the Reporting Year, the FTO was consulted by twenty-two (22) individuals in the University community. These individuals do not include anyone who proceeded with an informal resolution or a formal investigation in the Reporting Year.

Table 6: Consultations by University Member in Reporting Year⁹

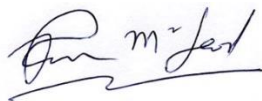
The below is the representation of individuals that consulted the FTO in the Reporting Year:

Consultations	Student	Staff	Faculty
	8	11	3

Conclusion

The Policy prohibits harassment and discrimination and affirms that all members of the University community have the right to participate in activities at the University without fear of discrimination or harassment. The FTO provides information and support to students, staff, and faculty to explore their options under the Policy to address instances of harassment and discrimination. The FTO is pleased to provide this report on the 2024/2025 Reporting Year.

Ronald MacLeod



Fair Treatment Advocate

⁷ "Substantiated" means there were findings that the Policy was breached by a member of the University community.

⁸ The FTO provided supports connected to two (2) informal resolution files⁸. These files were resolved or closed.

⁹ In July 2024, there were four (4) consultations with students in a University department which ultimately led to a University initiated formal investigation in the Reporting Year. These are not included in twenty-two (22) consultations.