



**UNIVERSITY OF
PRINCE EDWARD ISLAND**

Fair Treatment Policy Annual Report

To the Attention of: Dr. Wendy Rodgers, President

Annual Report: May 27, 2026



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, 2025 to April 30, 2026 (“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 to determine whether the alleged conduct falls within the definitions in the Policy.

In the Reporting Year, six (6) formal complaints were concluded at various stages, as follows:

- There were three (3) completed investigations. The FTO investigated one (1) formal complaint, and the other two (2) formal complaints were referred to external investigators outside the FTO.
- Two (2) formal complaints were withdrawn by complainants in accordance with Section 11.1.5 after receiving the respondent’s written reply to the complaint. The complainants accepted the reply as full resolution of the complaint.
- One (1) formal complaint was withdrawn by the complainant following the completion of a preliminary report from the investigator.

There are two (2) additional formal complaints that were screened for investigation and are ongoing.

Table 1: Nature of Allegations in Six Formal Complaints

A complaint may address multiple allegations under the Policy and more than one protected ground. Table 1 identifies the nature of allegations in the six (6) formal complaints.

Harassment/Personal Harassment		Discrimination/Differential Treatment (Shown below by Grounds Identified) ³	
4		3	
		Disability	Race/Ethnic Origin
		1	2

Table 2: Complaints by University Member

Any member of the University community can submit a formal complaint. Table 2 identifies the representation of complainants within the University community.

Complainants	Student	Staff	Faculty
	2	3	1

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.

Table 3: Timeline for Completed Investigations in Working Days⁴

Table 3 shows the duration of the investigation process, in working days, for the three (3) formal investigations completed in the Reporting Year. Various factors, including the complexity of the allegations, the availability of parties and witnesses, and requests for extensions, can result in investigations taking longer than forty (40) working days from the start of the investigation to the submission of the investigation report.

Working Days⁵	53	53	79
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Table 4: Complaint Findings

Table 4 shows the findings made in the three (3) completed investigations.

Substantiated⁶	0
Unsubstantiated	3

Table 5: Informal Resolutions and Mediations

The FTO also offers mediation or informal resolution to complainants. Table 5 shows the number of non-investigative processes in the Reporting Year.

Informal Resolutions	7
Mediations	0

Consultations

Individuals may consult with the FTO about situations they observe, situations reported to them, or to get general information about the Policy, without necessarily filing a complaint. Depending on the nature of concern, individuals may be referred to other processes or support services at the University.

In the Reporting Year, the FTO was consulted by twenty-three (23) 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 Year⁷

Table 6 shows the representation of individuals who consulted the FTO in the Reporting Year.

Consultations	Student	Staff	Faculty
	15	6	2

⁴ The Policy, at section 11.2.5, says the investigator will submit a final report within forty (40) working days.

⁵ The timeline for formal investigations are listed from shortest to longest in duration.

⁶ "Substantiated" means there were findings that the Policy was breached by a member of the University community.

Conclusion

The FTO is pleased to provide this report on the 2025/2026 Reporting Year. As mentioned above, there are currently two (2) formal complaints under investigation by the FTO. There is also one

(1) ongoing informal resolution process. When they are concluded, our office will report on these matters to the University for inclusion in the next annual report.

Ronald MacLeod

A handwritten signature in blue ink, appearing to read "Ron MacLeod", with a horizontal line underneath.

Fair Treatment Advocate