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Executive Committee

29 June 2021

Chair:
Amy Conwell

CUPE 3902 Condemns U of T's Chronic Mishandling of Complaints of Workplace Harassment, Sexual Misconduct, and Racism

Secretary-Treasurer:
Mahdi Zamani

Vice-Chair, Unit 1:
Oscar Bisot

In attempting to demonstrate its commitment to a safe, harassment-free environment for students and workers, the University of Toronto has adopted a number of policies and issued multiple statements. To name a few, these include the [Policy on Sexual Violence and Sexual Harassment](#) (last updated December 2019), the [Policy with Respect to Workplace Harassment](#) (updated April 2020), and the [Statement on Prohibited Discrimination and Discriminatory Harassment](#) (updated March 1994—yes, 1994). Unfortunately, the University can't seem to follow through on its commitments with meaningful action.

Vice-Chair, Unit 3:
Jamie Ashby

Vice-Chair, Unit 5:
Christopher Landon

For years, members of the Faculty of Music community, including CUPE 3902 members, have had their disclosures and reports of workplace harassment, sexual and gendered harassment and violence, and racist harassment met with the University's inaction, deflection, and obstruction. Recently, workers and students in the Faculty of Music have come forward with [an open letter detailing over 50 such accounts](#).

Vice-Chair, Colleges:
Dan Brielmaier

Communications and Recording Secretary:
Clara Chang

As these accounts surface, we must confront both individual perpetrators and the systems that sustain and shield their behaviours. When members of the U of T community experience or encounter abuses of power in the classroom or the workplace, such as non-consensual touch, verbal harassment, or bullying, they are faced with a **complex and inaccessible reporting system that fails to hold perpetrators accountable**. Survivors and supporters are ushered from office to office and asked to recount traumatic events again and again, while being forced to return to the same campus spaces in which abuses occurred. These processes can drag on for years, without consequences for perpetrators or even a genuine investigation. Broken reporting and investigating procedures are not just the passive byproduct of an inefficient bureaucracy: they exacerbate trauma and exact harm.

Internal Liaison Officer:
Tey Irrazabal

External Liaison Officer: Eriks Bredovskis

Grievance Officer:
Jasmine Chorley Foster

Staff

CUPE 3902 members, as **precarious workers, are especially vulnerable to harassment and threats of retaliation**. Generally, contract workers are only protected by their Collective Agreements for as long as they are employed, and have little or no guarantee of future work. Many fear reprisal and job loss if they disclose or report misconduct. By relying on these flawed systems and an overprecarized worker pool, the University has discouraged workers and students from getting help and seeking redress, creating a culture in which abusers thrive.

Executive Director:
Wayne Dealy

Staff Representatives:
Tiffany Balducci
Laura Sullivan

Organizer:
Tzazná Miranda Leal

For years, members in the Faculty of Music have faced legal threats and harassment from the same perpetrators they have spoken out against, while the University's Senior Administrators—Deans, Provosts, and other administrators—look the other way or even actively participate in conveying these threats. **CUPE 3902 categorically condemns the University's shameful attempts to silence workers and students**. This institution has shown that it is more concerned with prestige, donations, and reputation than with cultivating a safe working and learning environment.

In solidarity with our colleagues and students in the Faculty of Music, and with survivors of harassment, sexual misconduct, and racism in the broader University community, CUPE 3902 calls on the University of Toronto to:

- 1) **Intervene in the Faculty of Music to develop a proactive, survivor-centric, culturally-sensitive protocol to address workplace harassment, including sexual harassment and violence, and racist harassment.**
 - i) A survivor-centric protocol must include a confidential reporting procedure that initiates an investigation.
 - ii) Clear, mutually agreeable timelines for investigations must be adopted from the outset, and survivors and whistleblowers must be protected throughout all stages of the process.
 - iii) The Faculty of Music's new Human Resources staff person must be hired with the input and participation of the Faculty's own Anti-Racism, Anti-Oppression Standing Committee. This new HR role must be refocused to include proactive enforcement of the University's Policy on Sexual Violence and Sexual Harassment.
 - iv) Reports of racist harassment in the workplace must be treated with as much seriousness as reports of sexual harassment in the workplace.
- 2) **Empower the Sexual Violence Prevention and Support Centre to become a truly independent, arms-length organization that can support survivors.**
 - i) At present, this University office is not sufficiently distanced from senior administrators tasked with maintaining the University's public image.
 - ii) In the absence of an independent body to investigate reports into sexual violence, investigations must be carried out by third-party investigators.
- 3) **Order an external review of the University's practices and policies in relation to sexual harassment and violence, starting with the Faculty of Music.**
 - i) The results of this review should be made available to the broader community and unions, while withholding all sensitive and personal information.
- 4) **Demonstrate meaningful accountability for the repeated mishandling of complaints: both individual and systemic, and by all levels of the administration.**

Members of CUPE 3902 are committed to the fight against abuses of power, racism, and sexism, which are obstacles to the goals of the labour movement.

In solidarity,

The Executive Committee
CUPE 3902