



REPORT TO

REGULAR BOARD

## ANNUAL REPORT OF THE CONFLICT RESOLUTION DEPARTMENT

*"Guide me in your truth and teach me, for you are God my Saviour, and my hope is in you all day long." Psalm 25:5*

### Drafted

July 20, 2022

### Meeting Date

August 25, 2022

Isolina Varano, Coordinator of the Conflict Resolution Department

Adrian Della Mora, Associate Director of Academic Affairs &amp; Chief Operating Officer

### INFORMATION REPORT

**Vision:** *IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope.*

**Mission:** *Nurturing the faith development and academic excellence of our Catholic learning community through the love of God, neighbour, and self.*



MULTI-YEAR STRATEGIC PLAN  
2022 - 2025

IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope



Brendan Browne  
Director of Education

Adrian Della Mora  
Associate Director of Academic  
Affairs & Chief Operating Officer

Derek Boyce  
Associate Director of Corporate  
Services and Chief Commercial Officer

Ryan Putnam  
Chief Financial Officer and Treasurer

## **A. EXECUTIVE SUMMARY**

This annual report provides an overview of data gathered by the Conflict Resolution Department regarding the types of conflict, services and initiatives provided to TCDSB stakeholders in the period July 1, 2021 to July 30, 2022. Included in the report is a summary of the types of complaints/inquiries, and the identification of any patterns of conflict.

The report will also highlight the importance of offering dispute resolution and consultation services to all TCDSB stakeholders to ensure that conflicts are resolved in a timely and fair manner and ensures that relevant Board policies and legislation are considered.

*The cumulative staff time required to prepare this report was 10 hours.*

## **B. PURPOSE**

This annual report summarizes the Conflict Resolution Department data, services and initiatives from to July 1, 2021 – July 30, 2022.

## **C. BACKGROUND**

1. **October 9, 2014** – The first annual report of the Conflict Resolution department was presented to the Board.
2. Over the years, the scope of the report has expanded to include the types of complaints/conflicts and any emerging patterns of conflict.

## **D. EVIDENCE/RESEARCH/ANALYSIS**

1. On a regular basis, the Conflict Resolution Department continues to receive inquiries, consults and requests for referrals to community resources from TCDSB staff members, school administrators, management staff, union representatives and parents.
2. The majority of inquiries/complaints from parent stakeholders are resolved through consultations, facilitated meetings and Catholic School Parent Council (CSPC) in-services/meetings.

3. The following is a summary of inquiries/consults that involved TCDSB employees:
  - i. Gossip and innuendo (breaches of H.M.30 Complaint Against a Staff Member);
  - ii. Conflicts regarding professional roles and responsibilities, for example, Secondary Teacher and Department Heads;
  - iii. Personality conflicts and behaviours that were viewed as harassment;
  - iv. The exercise of supervisory responsibilities viewed as harassment, for example, principal and teacher.
4. The following is a summary of conflicts that involved non-TCDSB employees:
  - i. Parental harassment complaints filed by Board employees;
  - ii. Alleged harassment involving parents who are also Board employees;
  - iii. CSPC related issues, and allegations of harassment amongst Catholic School Parent Council members;

### **IN-SERVICES/PRESENTATIONS**

5. Between July 1, 2021 and June 30, 2022, five (5) in-services were conducted about the TCDSB policy H.M.14 Harassment and Discrimination, and conflict resolution in general. The majority of these presentations were to employees as well as administration and PQP students. This figure represents a decrease compared to the number conducted during the previous academic year as we did experience school closure and the department is promoting regular access to online policies and system best practices with academic and business leaders.
6. Principals are directed to annually present the podcast video regarding TCDSB policy H.M. 14 to the newly elected Catholic School Parent Councils because parents and community members on the Council are considered registered volunteers under H.M 14, and are subject to the same provisions as staff.

## **STAFF SESSIONS**

7. Two (2) one-to-one sensitivity sessions to address breaches of H.M 14 Harassment and Discrimination in the Workplace policy involving staff members were conducted during this reporting period.
8. Thirteen (13) staff members were referred to internal/external training arising from disciplinary measures. The Conflict Resolution department was consulted by Superintendents and the Legal Department to determine appropriate training to support performance management. In cases where external training was required, the Department vetted appropriate training, provided context to the clinician, and sought feedback to ensure successful completion of the training as a condition of the discipline.
9. The Coordinator of Conflict Resolution continues to be the liaison for the relevant professional Colleges in relation to providing information related to reports to the College requiring investigation.
10. Thirty-one (31) mandated facilitation meetings were conducted by the Conflict Resolution Department during this recording period. The majority of the facilitation meetings involved personality conflicts, confusion about professional roles, and allegations of harassment. *The majority of issues/conflicts were resolved at the facilitation meeting level.*
11. Three (3) voluntary and formal mediations were also conducted. These meetings involved parent stakeholders and staff.
12. **Table 1** on the following page outlines the results of an analysis of the various TCDSB stakeholders that were involved in facilitation meetings coordinated and chaired by the Conflict Resolution Department. The meetings involving parent stakeholders are highlighted therein:

**Table 1:**

<b>Parties involved in Facilitation</b>	<b>Number of meetings</b>
CUPE 1280 v. CUPE 1280	1
CUPE 1328 v. CUPE 1328	3
CUPE 1328 v. TECT	1
TECT v. TECT	2
TECT v. TSU	2
TECT v. ETFO	2
TECT v. Parent	2
TECT v. CUPE	3
TECT v. Principal	2
TSU v. Principal	3
TSU v. TSU	6
Parent v. Parent	3
Social Work Dept. v. Principal	1

The Coordinator of Conflict Resolution assisted in providing instruction and advice on the investigation of Five (5) formal investigation conducted internally by Superintendents of Education in relation to harassment and/or discrimination complaints filed under H.M. 14.

### **EXPERTISE AND SUPPORT FOR TCDSB**

13. The Conflict Resolution Department continued to support the Short Term Sick Leave Department by conducting facilitation meetings related to staff conflicts. This resulted in enabling staff on leave due to harassment and/or discrimination claims to return to work.
14. The Conflict Resolution Department also provided clinical expertise and referral services in identifying employees with mental health issues, allowing the board to fulfil its obligations under the Ontario Human Rights policy to make inquiries and provide appropriate support to employees.

15. The Conflict Resolution Department participated in initiatives with the Board's Employee Wellness Committee.

## **E. METRICS AND ACCOUNTABILITY**

1. The Coordinator of Conflict Resolution will attend the Joint Health and Safety Committee meetings in September of 2022. The Department will regularly liaise with the Superintendent of Human Resources and Employee Relations.

## **E. CONCLUDING STATEMENT**

This report is for the information of the Board.