



RESPECTFUL UNIVERSITY SERVICES ANNUAL REPORT

— 2025/2026



University
of Regina

Go far, together.



INTRODUCTION

Scope of Practice:

Respectful University Services (RUS) provides education, coaching, and investigation services to faculty, staff, and students at the University of Regina. The office's mandate is to foster and promote respectful behaviour across campus. RUS is governed by the University's Respectful University Policy and operates in alignment with The Saskatchewan Employment Act and The Saskatchewan Human Rights Code, 2018.

Changes to Data Tracking in the RUS Office:

Beginning in 2025–2026, RUS refined its data tracking practices to focus specifically on informal and formal resolution processes.

By narrowing reporting to exclude general consultation volume and focusing specifically on matters that proceed to informal or formal resolution, the office is better positioned to understand the volume and nature of concerns that require structured intervention.

This approach allows the office to more accurately track the number of matters formally assessed, facilitated, or investigated, rather than including general advisory conversations or one time consultative discussions that do not progress to a resolution process.

PREVENTION

In **2025-2026**, RUS provided preventative education and awareness programming to **1091** faculty, staff, and students across the University of Regina.

Education Sessions:

The Coordinator works closely with members of the University community to design and deliver presentations, workshops, and programs that are tailored to the unique needs of specific groups.

These educational efforts not only raise awareness but also build capacity across campus to proactively address issues related to fostering a respectful campus community.

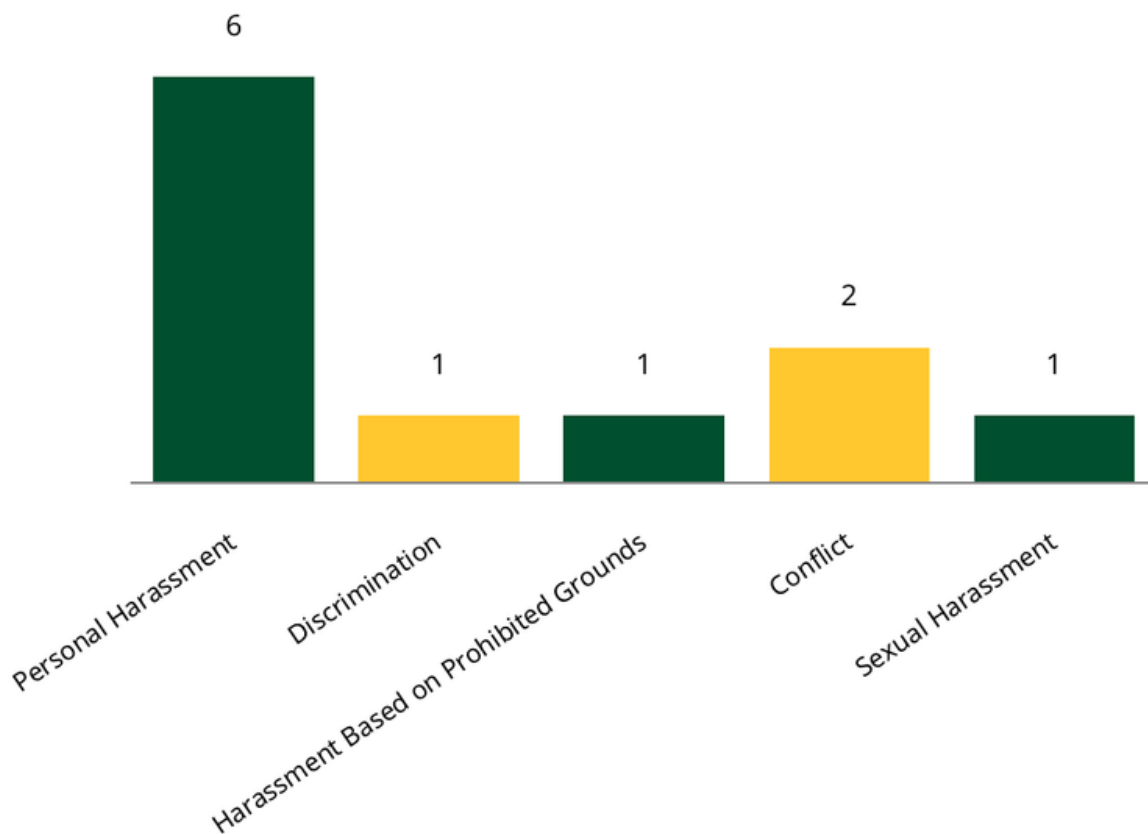
Preventative Education Initiatives Included:

- Presentations on Respectful Workplace expectations
- Information sessions on Harassment and Discrimination
- Presentations on conflict resolution strategies
- Overview of Respectful University Services, Student Conduct, and Sexual Violence Prevention and Response
- Respect in the Workplace online course

ACTIVITY SUMMARY

Primary Issues Raised:

In 2025–2026, the RUS Office continued to address a broad range of concerns across the University community. Personal Harassment/Bullying remained the most frequently reported primary issue, followed by concerns related to discrimination, conflict, harassment, and sexual harassment. As in previous years, many concerns initially presented as harassment or discrimination matters were ultimately assessed as interpersonal conflict, communication breakdowns, or workplace relationship concerns that were more appropriately addressed through informal resolution pathways. Facilitated conversations, behavioural planning, coaching, and problem-solving continued to be effective tools in resolving concerns early and restoring working relationships where appropriate.



Formal Processes:

A total of **5 formal investigations** were conducted between May 1, 2025, and April 30, 2026. Of these, 1 investigation was completed by an external investigator through a third-party investigation process. The remaining investigations were conducted internally through the RUS Office.

The majority of formal investigations involved allegations related to Personal Harassment, with several files also involving secondary concerns related to discrimination, conflict, privacy, or human rights issues.

Formal Investigations:

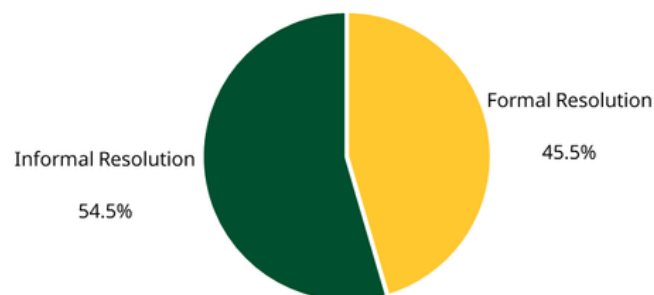


1 was substantiated
4 were unsubstantiated

Informal Processes:

This year's cases reflected continued complexity involving overlapping concerns related to discrimination, human rights, privacy, and workplace conflict. Several matters required careful assessment to determine whether the reported behaviour met the threshold for a policy violation or whether alternate resolution approaches were more appropriate.

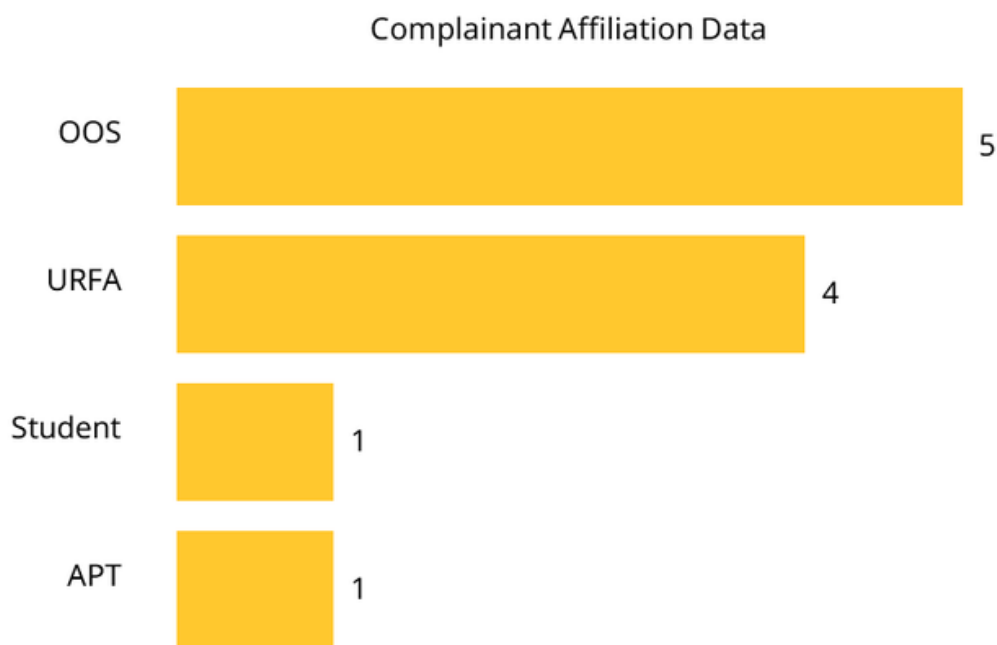
While formal investigations remained necessary in some cases, the RUS Office continued to prioritize informal and restorative approaches where appropriate, including facilitated conversations, behavioural planning, coaching, and restorative discussions focused on communication, accountability, and preventing further conflict.



Affiliation Data:

In 2025–2026, concerns were raised by individuals across multiple campus groups, including URFA members, out-of-scope employees (OOS), APT staff, and students. OOS employees represented the largest group of complainants during this reporting period, accounting for 5 of the reported matters. URFA members accounted for 4 reported matters, while APT staff and students each accounted for 1 reported matter. The diversity of affiliations involved in reported concerns demonstrates the broad reach of the RUS Office across the University community and highlights the continued need for accessible conflict resolution, education, and support services across all campus groups.

Although there were no formal or informal resolution processes involving CUPE members during this reporting period, the Coordinator continued to complete significant day-to-day work involving CUPE employees. This included consultations, supporting managers with conflict-related concerns, providing guidance, and delivering training. While these matters did not proceed to formal investigations or full informal resolution processes, they nevertheless required ongoing support and intervention from the RUS Office.



FUTURE WORK

Looking Ahead:

The University of Regina community continues to navigate increasingly complex interpersonal, workplace, and academic concerns. This year's cases reflected ongoing challenges related to conflict, communication breakdowns, discrimination concerns, accommodation-related misunderstandings, and overlapping human rights and workplace issues. The growing need for early intervention, restorative approaches, education, and accessible support services continues to shape the work of Respectful University Services.

In response to these evolving needs, Respectful University Services will continue to focus on prevention, education, collaboration, and early resolution strategies that support respectful and inclusive learning and working environments across campus. The Office will also continue to support the University community through both formal investigative processes and informal, restorative, and behavioural-based resolution approaches where appropriate.

Key priorities for 2025–2026 include:

- Finalizing and implementing revisions to the Respectful University Policy and Procedures.
- Continuing collaborative work between Respectful University Services, Student Conduct, and Sexual Violence Prevention and Response to expand education, prevention, and awareness resources for students, staff, and faculty.
- Expanding informal and restorative resolution options, including facilitated conversations and behavioural planning, while further developing mediation and workplace restoration skills to support increasingly complex conflicts across campus.

