

PACP RECOMMENDATION AND DEADLINE	CSC RESPONSE TO RECOMMENDATION 7
<p><u>Recommendation 7</u></p> <p>Back in June 2021, CSC provided the Committee with a report explaining what processes will be put in place to ensure that a documented initial assessment is done for discrimination complaints.</p> <p>In its June 2021 response, the Department stated that the Instrument of Delegation of Authorities in the area of Human Resources Management would be amended in the future to require managers to document the results of their assessments in support of grievance decisions.</p> <p>As a follow-up the committee is seeking a response as to whether the amendment to the Delegation of Authorities in the area of Human Resources Management has indeed been made.</p>	<p>The Instrument of Delegation in the Area of Human Resources was amended in September 2021 and includes the following requirement: Grievance respondents must document the results of their analyses to support grievance decisions, notably as it relates to allegations of harassment and violence or of discrimination.</p> <p>Please see attachment for further information.</p>