



## Employee Interim Measures Pending Investigations Report

**To:** Planning and Priorities Committee

**Date:** 16 January, 2025

**Report No.:** 01-25-4820

### Strategic Directions

- Revitalize - All students and staff learn and work in inclusive, safe, and modern environments.

Equity as a guiding principle: Equity is foundational to all TDSB work and will be embedded throughout the strategic directions.

### Purpose

To provide historical home assignment and investigation data in response to a May 22, 2024 Board resolution (Appendix A).

### Recommendation

It is recommended that the Employee Interim Measures Pending Investigations Report be received.

### Context

In February 2024, staff implemented a new *Employee Interim Measures Pending Investigation Procedure* (PR743) to introduce structured oversight for the use of home assignments, including transparent and clear considerations for determining appropriate interim measures.

Together with other measures, this procedure resulted in a significant decrease (approximately 41%) in the use of home assignments over the last four years, particularly in cases where the alleged misconduct does not pose a safety or security risk to students or staff. In most cases, individuals under investigation for misconduct that does not pose a safety or security risk, are reassigned, within the organization, to perform similar or alternative work until the investigation is complete.

It is important to note that the Board's People and Culture Department recently underwent a restructuring that includes the creation of new unit, Accountability and Investigations, that is actively working to continue reducing the length of time required to complete investigations.

Historically, limited technology and data tracking posed challenges in monitoring home assignments and thereby understanding requirements for improvements. Staff have now implemented a tracking system to collect detailed information, including the number, duration, and reasons for home assignments. This data will inform the development of targeted learning modules for all staff, aimed at addressing root causes of workplace allegations and fostering continuous learning / improvement environment.

A summary of the requested historical data on home assignments, including costs, durations, and reasons, is provided in the accompanying presentation (Appendix B).

### **Action Plan and Associated Timeline**

Ongoing work to continue improvements including data analysis to consider resources needed to address challenges per Auditor General of Ontario's recommendations.

### **Resource Implications**

None

### **Communications Considerations**

None

### **Board Policy and Procedure Reference(s)**

PR743 Employee Interim Measures Pending Investigation.

### **Appendices**

- Appendix A: May 22, 2024 Board Resolution
- Appendix B: Information Pertaining to Home Assignments

### **From**

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