

**10 YEAR SUMMARY REPORT  
OF THE ACTIVITIES OF THE  
DISCRIMINATION AND HARASSMENT COUNSEL  
FOR THE LAW SOCIETY OF UPPER CANADA**

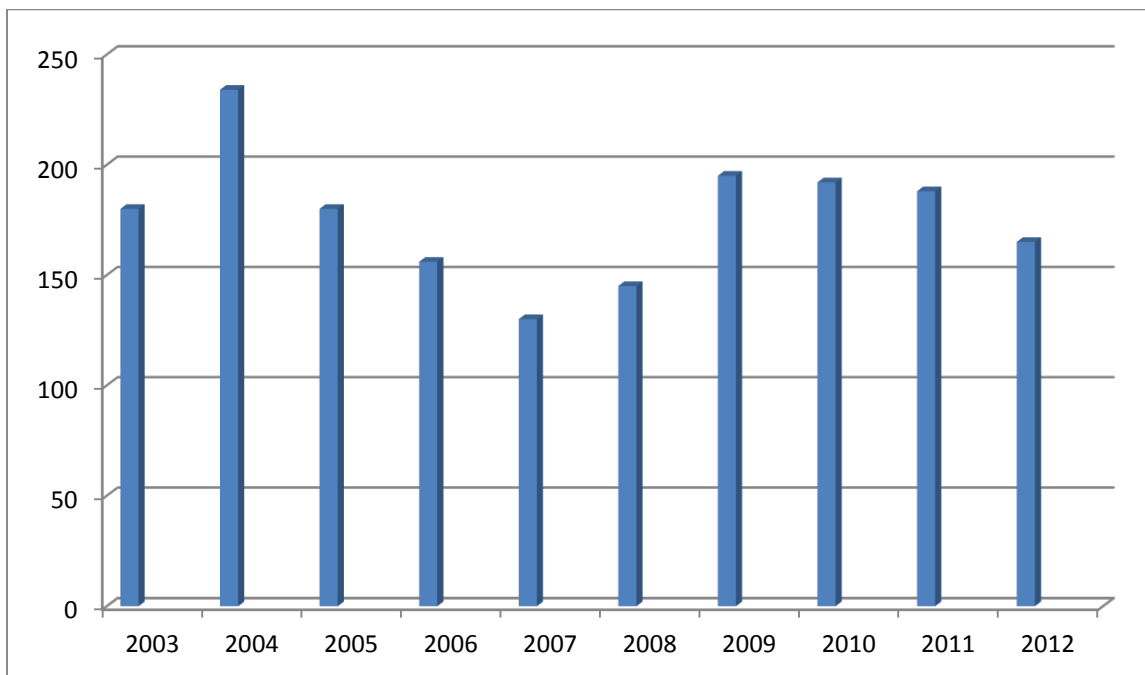
Summary of Data from  
January 1, 2003 to December 31, 2012

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## A. VOLUME OF CONTACTS WITH THE DHC PROGRAM

1. There was a total of 1,765 new contacts<sup>1</sup> with the DHC Program during the ten year period from January 1, 2003 to December 31, 2012.
2. There were 180 new contacts in 2003, 234 in 2004, 180 in 2005, 156 in 2006, 130 in 2007, 145 in 2008, 195 in 2009, 192 in 2010, 188 in 2011 and 165 in 2012.

### Number of New Contacts Annually



3. Thus the Program has received an average of 17.6 new contacts per month over the past ten years.

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<sup>1</sup> Individuals who contacted the DHC program more than once about the same matter are only counted once in this number.

**B. LANGUAGE OF COMMUNICATION**

4. The DHC services are offered in French and English. Since January 1, 2003, 52 individuals have communicated with the DHC in French:
  - 10 people in 2003 received DHC services in French;
  - 6 people in 2004 received DHC services in French;
  - 6 people in 2005 received DHC services in French;
  - 8 people in 2006 received DHC services in French;
  - 5 people in 2007 received DHC services in French;
  - 4 people in 2008 received DHC services in French;
  - 7 people in 2009 received DHC services in French;
  - 2 people in 2010 received DHC services in French;
  - 3 people in 2011 received DHC services in French; and
  - 1 person in 2012 received DHC services in French.
  
5. Thirteen (13) of these francophone individuals were male and 39 were female. Thirty two (32) were members of the public and 20 were members of the Law Society (including 4 articling students and 16 lawyers).
  
6. All other individuals who contacted the DHC Program were provided services in English. On a few occasions, individuals were served through the aid of a language interpreter (where the individuals spoke Spanish, Ukrainian, Russian or Cantonese).

**C. NUMBER OF DISCRIMINATION AND HARASSMENT COMPLAINTS REPORTED TO THE DHC**

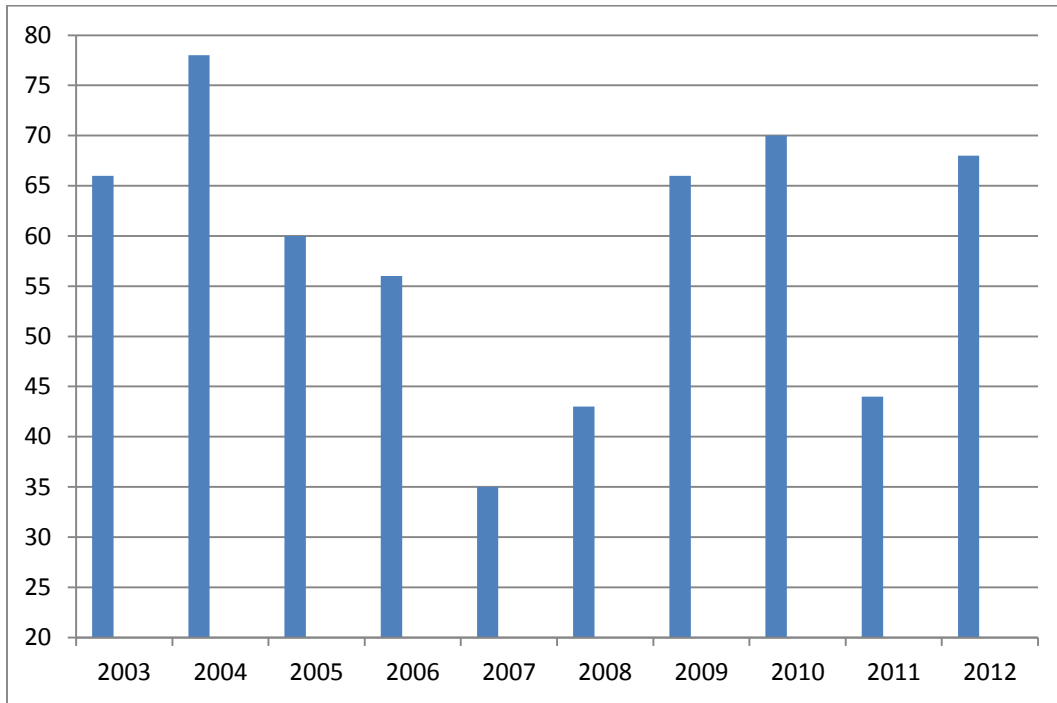
7. Of the 1,765 new contacts with the Program over the past ten years, there were a total of 583 discrimination and/or harassment complaints against Ontario lawyers and 3 discrimination and/or harassment complaints against Ontario articling students.<sup>2</sup>
8. There were a total of 66 complaints against lawyers and/or articling students in 2003, 78 in 2004, 60 in 2005, 56 in 2006, 35 in 2007, 43 in 2008, 66 in 2009, 70 in 2010, 44 in 2011, and 68 in 2012.
9. In addition, since January 1, 2008, there have been 15 discrimination and/or harassment complaints against paralegals licensed in Ontario.<sup>3</sup>
10. There was one complaint against a paralegal in 2008, 4 complaints in 2009, 3 in 2010, 4 in 2011 and 3 in 2012.

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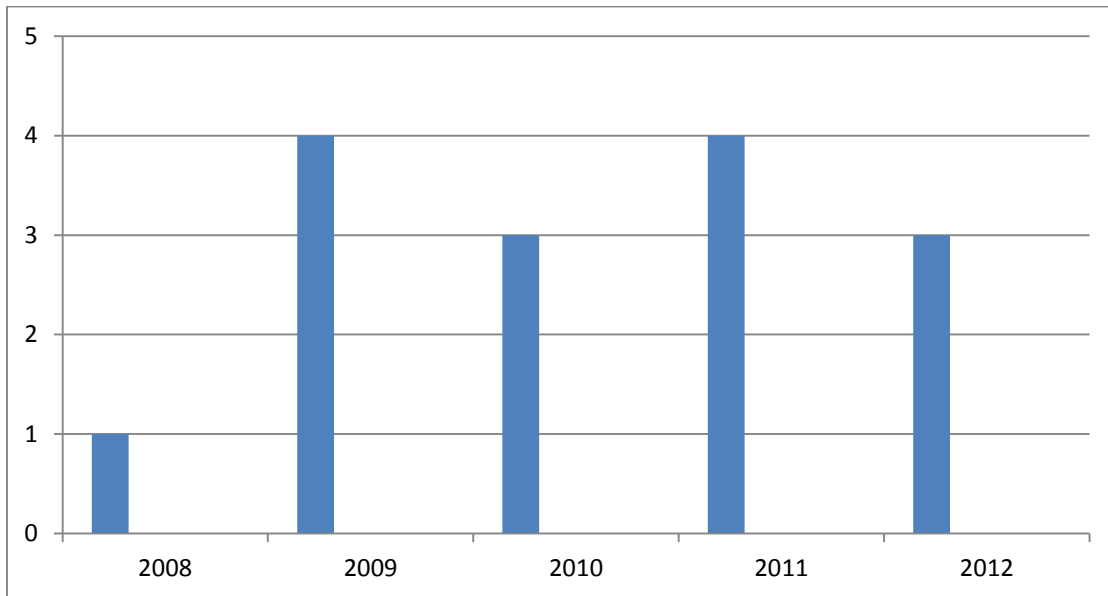
<sup>2</sup> Only complaints based on the prohibited grounds of discrimination enumerated in the *Human Rights Code* and Law Society's *Rules of Professional Conduct* are included in these figures. Complaints of personal harassment or bullying, which do not invoke any human rights grounds, fall outside the mandate of the DHC Program.

<sup>3</sup> Paralegals were not licensed and regulated by the Law Society prior to 2008. Data with respect to complaints against paralegals have therefore only been collected for the past five years.

Number of Complaints against Lawyers and Articling Students Annually



Number of Complaints against Paralegals Annually



## **D. COMPLAINTS AGAINST LAWYERS AND ARTICLING STUDENTS**

### **(a) Proportion of Complaints from the Public vs. the Legal Profession**

11. Over the past ten years, there have been 583 discrimination and harassment complaints against lawyers.
12. Of these, 318 complaints were from the public and 265 complaints were from within the legal profession. The complaints from members of the legal profession were distributed as follows:
  - 203 complaints about lawyers were made by other lawyers;
  - 57 complaints about lawyers were made by law students;<sup>4</sup> and
  - 5 complaints about lawyers were made by paralegals.<sup>5</sup>
13. Over the past ten years, there have been 3 discrimination and harassment complaints against articling students. All 3 of these complaints were made by other articling students. There have been no complaints about articling students from members of the public.

### **(b) Number of Complaints by Law Students**

14. Of the 268 complaints against lawyers and/or articling students reported to the DHC over the past ten years, a total of 60 complaints (22%) were made by law students. Three of the law student complaints were made about articling students and 57 of the law student complaints were made about lawyers. There were no

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<sup>4</sup> Throughout this report, the expression "law students" refers primarily to articling students, but also encompasses a few summer law students employed by law firms.

<sup>5</sup> Prior to 2008, any complaints against lawyers by paralegals would have been considered as complaints by members of the public, because paralegals were not regulated by the Law Society at that time. Since 2008, complaints by paralegals have been recorded separately and are classified as complaints by members of the legal profession.

law student complaints about paralegals. The student complaints were distributed as follows:

- 8 complaints were made by law students in 2003, out of 27 complaints from within the legal profession;
- 6 complaints were made by law students in 2004, out of 36 complaints from within the legal profession;
- 6 complaints were made by law students in 2005, out of 23 complaints from within the legal profession;
- 6 complaints were made by law students in 2006, out of 22 complaints from within the legal profession;
- 5 complaints were made by law students in 2007, out of 13 complaints from within the legal profession;
- 5 complaints were made by law students in 2008, out of 16 complaints from within the legal profession;
- 2 complaints were made by law students in 2009, out of 38 complaints from within the legal profession;
- 10 complaints were made by law students in 2010, out of 40 complaints from within the legal profession;
- 3 complaints were made by law students in 2011, out of 19 complaints from within the legal profession; and
- 9 complaints were made by law students in 2012, out of 34 complaints from within the legal profession.

**(c) Number of Complaints by Paralegals**

15. Prior to January 1, 2008, complaints by paralegals about lawyers and articling students were not recorded as complaints from within the legal profession; they were recorded as complaints by members of the public and their numbers were not recorded separately.<sup>6</sup>

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<sup>6</sup> See footnote 5 above.

16. There have been a total of 5 complaints against lawyers made by paralegals in the past five years.

**(d) Context of Complaints by Members of the Legal Profession**

17. The overwhelming majority of complaints against lawyers and articling students by other members of the legal profession<sup>7</sup> (i.e., 202 out of 268 complaints or 75%) arose in the context of the complainant's employment or in the context of a job interview:

- in 2003, 23 out of 27 (85%) complaints from within the profession were employment related;
- in 2004, 27 out of 36 (75%) complaints from within the profession were employment related;
- in 2005, 21 out of 23 (91%) complaints from within the profession were employment related;
- in 2006, 17 out of 22 (77%) complaints from within the profession were employment related;
- in 2007, all of the 13 (100%) complaints from within the profession were employment related;
- in 2008, 14 out of 16 (87%) complaints from within the professional were employment related;
- in 2009, 27 out of 38 (71%) complaints from within the profession were employment related;
- in 2010, 21 out of 40 (52%) complaints from within the profession were employment related;
- in 2011, 11 out of 19 (58%) complaints from within the profession were employment related; and
- in 2012, 28 out of 34 (82%) complaints from within the profession were employment related.

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<sup>7</sup> These complainants include lawyers, law students and paralegals.



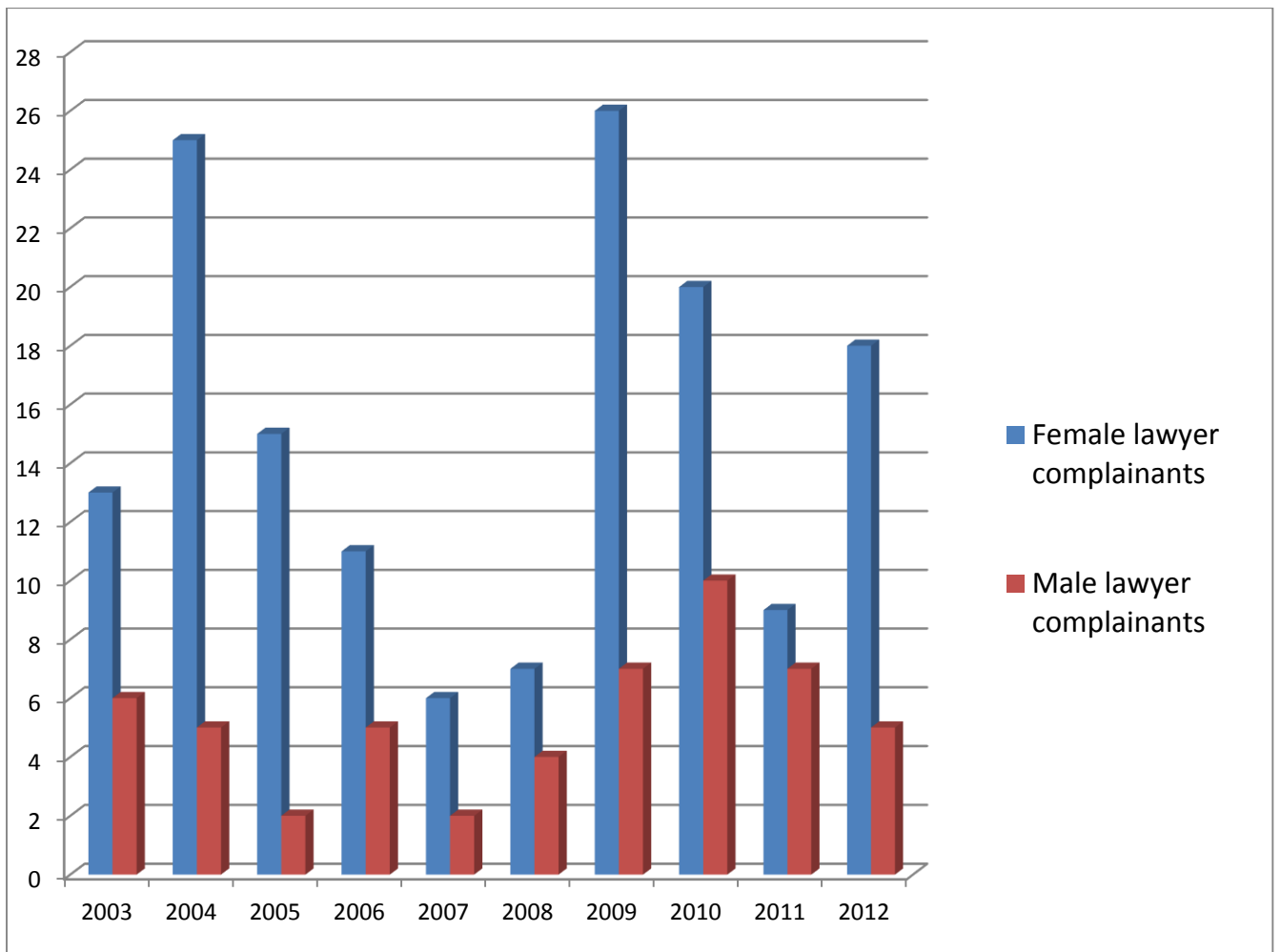
18. The second most common context in which discrimination and harassment complaints (by members of the legal profession) arose was against opposing counsel. There have also been a few complaints about lawyers acting as mediators or investigators, as well as a few complaints between lawyers who are professionally acquainted, who share or rent office space, or who encounter each other in the context of obtaining a service.

**(e) Male / Female Ratio of Complainants within the Legal Profession**

19. Of the 268 discrimination and harassment against lawyers and articling students by members of the legal profession, two hundred (200 or 75%) were made by women.
20. Complaints from women lawyers have consistently been disproportionately higher than complaints from male lawyers. Over ten years, 150 female and 53 male lawyers have made discrimination and/or harassment complaints against other lawyers.
- in 2003, 13 out of 19 (68%) complaints about lawyers by lawyers were made by women;
  - in 2004, 25 out of 30 (83%) complaints about lawyers by lawyers were made by women;
  - in 2005, 15 out of 17 (89%) complaints about lawyers by lawyers were made by women;
  - in 2006, 11 out of 16 (69%) complaints about lawyers by lawyers were made by women;
  - in 2007, 6 out of 8 (75%) complaints about lawyers by lawyers were made by women;
  - in 2008, 7 out of 11 (64%) complaints about lawyers by lawyers were made by women;
  - in 2009, 26 out of 33 (79%) complaints about lawyers by lawyers were made by women;

- in 2010, 20 out of 30 (67%) complaints about lawyers by lawyers were made by women;
- in 2011, 9 out of 16 (56%) complaints about lawyers by lawyers were made by women; and
- in 2012, 18 out of 23 (78%) complaints about lawyers by lawyers were made by women.

Gender of Complainants in Complaints by Lawyers



21. Discrimination and harassment complaints by law students are also predominantly made by women. Over the past ten years, there has been a total of 60 student complaints against lawyers and articling students. Only 15 of those complaints were from men:

- in 2003, 5 of the 8 law student complainants were women;
- in 2004, 5 of the 6 law student complainants were women;
- in 2005, 4 of the 6 law student complainants were women;
- in 2006, all of the 6 law student complainants were women;
- in 2007, all of the 5 law student complainants were women;
- in 2008, all of the 5 law student complainants were women;
- in 2009, both of the 2 law student complainants were men;
- in 2010, 7 of the 10 law student complainants were women;
- in 2011, 1 of the 3 law student complainants were women; and
- in 2012, 7 of the 9 law student complainants were women.

22. There has been a total of 5 complaints against lawyers by paralegals and all were made by women.

23. Thus, over the past nine years, women have made 74% (150/203) of the complaints by lawyers, 75% (45/60) of the complaints by law students, and 100% (5/5) of the complaints by paralegals.

**(f) Context of Complaints by Members of the Public**

24. Over the past ten years, there have been 318 discrimination and harassment complaints against lawyers by members of the public.

25. Almost half (48%) of public complaints involved clients complaining about their own lawyer or a lawyer whom they attempted to retain:

- in 2003, 25 out of 39 (64%) public complaints involved clients;
- in 2004, 21 out of 42 (50%) public complaints involved clients;
- in 2005, 13 out of 37 (35%) public complaints involved clients;
- in 2006, 17 out of 34 (50%) public complaints involved clients;
- in 2007, 8 out of 22 (36%) public complaints involved clients;
- in 2008, 14 out of 27 (52%) public complaints involved clients;
- in 2009, 12 out of 28 (43%) public complaints involved clients;
- in 2010, 15 out of 30 (50%) public complaints involved clients;
- in 2011, 10 out of 25 (40%) public complaints involved clients; and
- in 2012, 19 out of 34 (56%) public complaints involved clients.

26. Almost a quarter of the public complaints (24%) arose in the context of the complainant's employment:

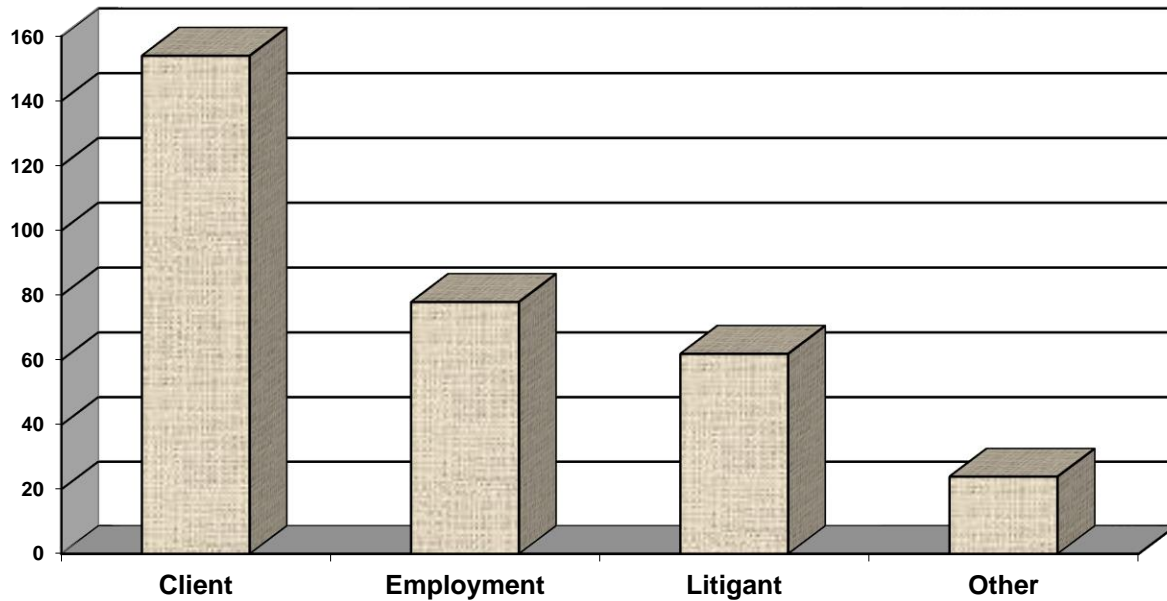
- in 2003, 6 out of 39 (15%) public complaints were employment related;
- in 2004, 14 out of 42 (32%) public complaints were employment related;
- in 2005, 16 out of 37 (44%) public complaints were employment related;
- in 2006, 8 out of 34 (23%) public complaints were employment related;
- in 2007, 5 out of 22 (23%) public complaints were employment related;
- in 2008, 5 out of 27 (19%) public complaints were employment related;
- in 2009, 8 out of 28 (29%) public complaints were employment related;
- in 2010, 8 out of 30 (27%) public complaints were employment related;
- in 2011, 6 out of 25 (24%) public complaints were employment related; and
- in 2012, 2 out of 34 (6%) public complaints were employment related.

27. A significant proportion of public complaints (19%) were made by litigants against opposing counsel:<sup>8</sup>
- in 2003, 6 of the 39 public complaints involved litigants;
  - in 2004, 7 of the 42 public complaints involved litigants;
  - in 2005, 2 of the 37 public complaints involved litigants;
  - in 2006, 7 of the 34 public complaints involved litigants;
  - in 2007, 5 of the 22 public complaints involved litigants;
  - in 2008, 7 of the 27 public complaints involved litigants;
  - in 2009, 6 of the 28 public complaints involved litigants;
  - in 2010, 5 out of 30 public complaints involved litigants;
  - in 2011, 7 out of 25 public complaints involved litigants; and
  - in 2012, 10 out of 34 public complaints involved litigants.
28. Twenty four (24) complaints (7% of public complaints) arose in other contexts, such as litigants complaining about discriminatory conduct by a lawyer who was acting as a Tribunal member or mediator, an individual complaining about a government lawyer who was providing a public service, and witnesses and victims in criminal proceedings complaining about Crown Attorneys.

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<sup>8</sup> These include a few complaints by criminal defendants against Crown Attorneys. The overwhelming majority of these complaints have arisen in the context of family law litigation.

Context of Complaints Against Lawyers by Members of the Public

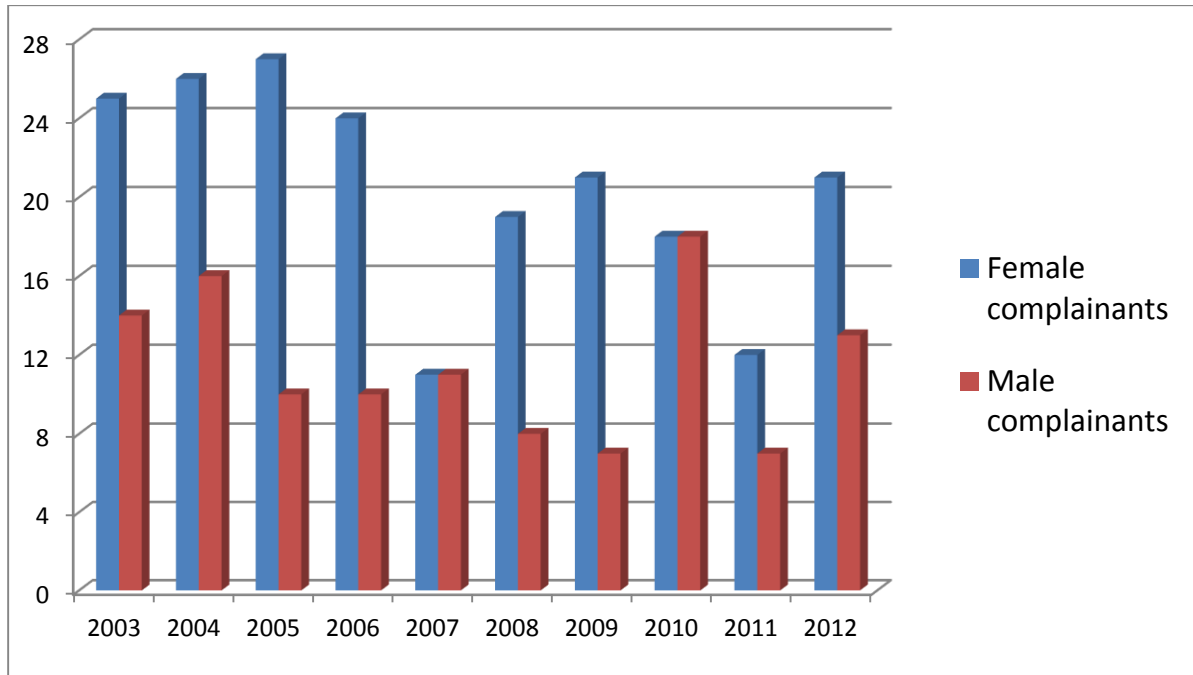


**(g) Male / Female Ratio of Public Complainants**

29. Since January 1, 2003, there has consistently been a higher proportion of public complaints from women than men:

- in 2003, 25 of the 39 (64%) public complaints were from women;
- in 2004, 26 of the 42 (62%) public complaints were from women;
- in 2005, 27 of the 37 (73%) public complaints were from women;
- in 2006, 24 of the 34 (71%) public complaints were from women;
- in 2007, 11 of the 22 (50%) public complaints were from women;
- in 2008, 19 of the 27 (70%) public complaints were from women;
- in 2009, 21 of the 28 (75%) public complaints were from women;
- in 2010, 18 of the 30 (60%) public complaints were from women;
- in 2011, 18 of the 25 (72%) public complaints were from women; and
- in 2012, 21 of the 34 (62%) public complaints were from women.

Gender of Complainants in Complaints by Members of the Public



30. Thus of the 318 members of the public who have made discrimination and harassment complaints against lawyers over the past ten years, 210 (66%) were women.

**(h) Grounds of Discrimination Raised in Complaints**

31. There was a total of 586 discrimination and harassment complaints against lawyers and articling students between January 1, 2003 and December 31, 2012. Of these,<sup>9</sup>

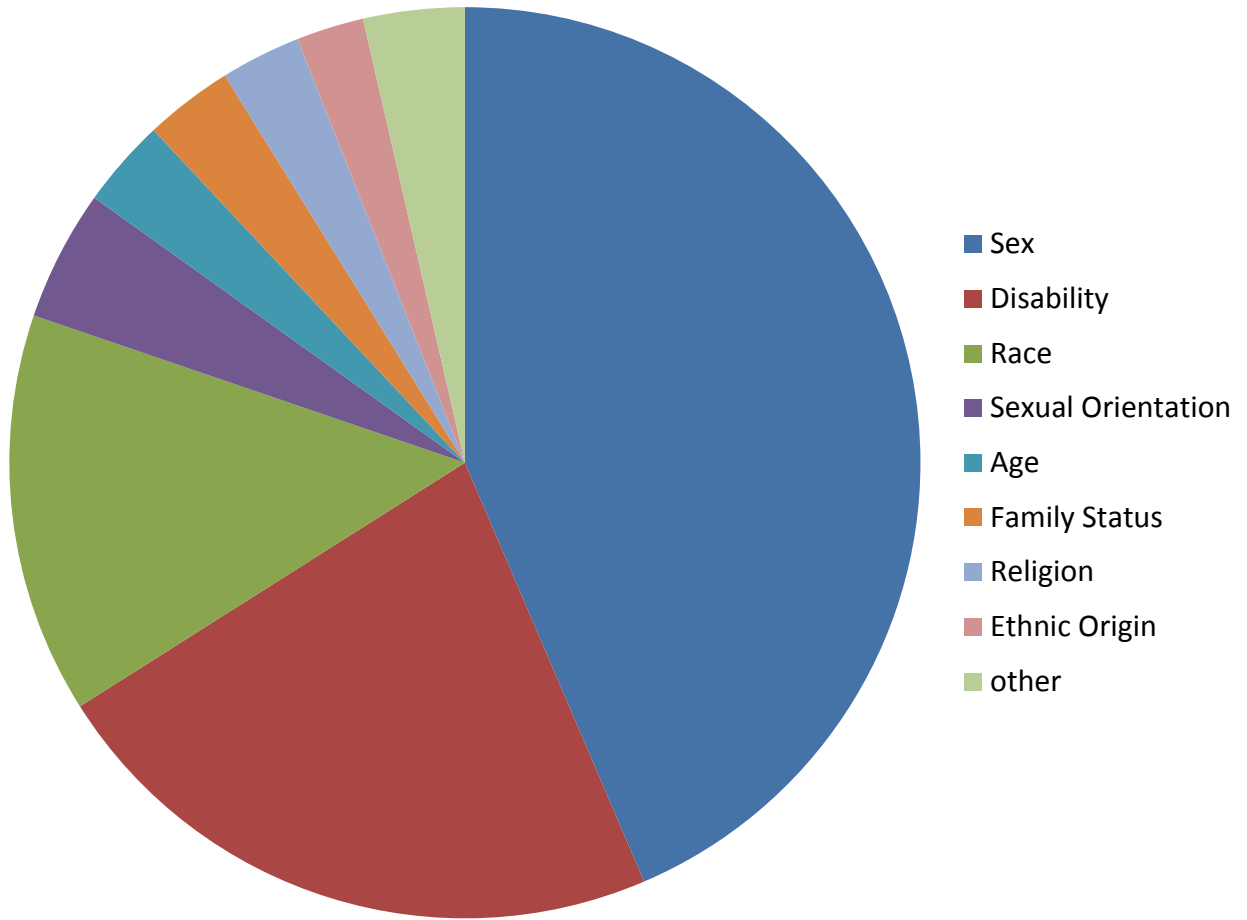
- sex was raised as a ground of discrimination in 291 complaints (50%);
- disability was raised as a ground of discrimination in 150 complaints (26%);

<sup>9</sup> The sum of the numbers in this paragraph exceeds 586 and the sum of the percentages exceeds 100% because many of the complaints involved multiple intersecting grounds of discrimination.

- race was raised as a ground of discrimination in 95 complaints (16%);
- sexual orientation was raised as a ground of discrimination in 31 complaints (5%);
- age was raised as a ground of discrimination in 21 complaints (4%);
- family status was raised as a ground of discrimination in 21 complaints (4%);
- religion was raised as a ground of discrimination in 19 complaints (3%);
- ethnic origin was raised as a ground of discrimination in 16 complaints (3%);
- marital status was raised as a ground of discrimination in 8 complaints;
- ancestry was raised as a ground of discrimination in 7 complaints;
- place of origin was raised as a ground of discrimination in 5 complaints;  
and
- record of offences was raised as a ground of discrimination in 4 complaints.



### Grounds of Discrimination Raised in Complaints against Lawyers and Articling Students



**(i) Breakdown of Sex Discrimination Complaints 2003-2012**

32. Of the 291 complaints against lawyers and articling students that were based (in whole or in part) on sex as a ground of discrimination:
- pregnancy was specifically raised in 46 complaints;
  - gender identity was raised in 4 complaints; and
  - sexual harassment was reported in 151 complaints.<sup>10</sup>
33. The overwhelming majority (253 or 87%) of the 291 sex discrimination complaints were made by women, including four self-identified transsexual women.
34. Of the 253 female complainants who raised concerns about discrimination or harassment based on sex:
- 113 were lawyers
  - 26 were law students;
  - 3 were paralegals; and
  - 111 were members of the public.
35. In almost every instance, the women who contacted the DHC with a sex-based complaint were reporting that they themselves had been the victim of sex discrimination or sexual harassment by a male lawyer or articling student, that they had suffered employment reprisals after making a complaint of sexual harassment against a male colleague, supervisor or client, or that they had suffered discrimination in their employment due to the fact that they were pregnant and/or had taken a maternity leave. The only exceptions were as follows: one woman lawyer called on behalf of a female articling student in her

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<sup>10</sup> Thus 26% of all complaints (151 out of 586) against lawyers and articling students received over the past ten years involved sexual harassment. (All of the three complaints against articling students involved sexual harassment.)

firm and a female office manager called on behalf of three female legal assistants in her firm.

36. In contrast, 17 of the 38 men (45%) who complained about discrimination or harassment based on sex raised concerns about the inappropriate conduct of other male lawyers toward women that they knew and, in one instance, toward a gay man that he knew.
37. Only 20 men complained about sex discrimination or harassment that they themselves had experienced. Five (5) of these complainants self-identified as gay men, one self-identified as bisexual and one self-identified as a trans-man.
38. Of the 38 complaints of sex discrimination or harassment made by men, only 9 involved female respondents. In contrast, the respondent was male in every case of alleged sex discrimination/harassment by a female complainant.
39. Of the 38 male complainants who raised concerns about sex discrimination or harassment:
  - 19 were lawyers;
  - 2 were articling students; and
  - 17 were members of the public.
40. Of the 21 sex discrimination or harassment complaints from men within the legal profession:
  - a lawyer complained about sexist (anti-male) remarks posted by a female colleague on an internet website;
  - three (3) lawyers complained that they were being sexually harassed by female lawyers with whom they were acquainted or with whom they worked (one of them had ended a consensual relationship with the respondent; the other had never been in a relationship with the respondent);

- two (2) lawyers complained about colleagues (other male lawyers) who were sexually harassing women lawyers in their respective firms;
- a lawyer complained about a male lawyer in another firm who was sexually harassing a female lawyer in that other firm;
- a lawyer complained about a colleague (another male lawyer) who was sexually harassing a secretary in his firm;
- a lawyer complained about a tenant (another male lawyer) who was sexually harassing his female staff;
- a lawyer complaint on behalf of a female client who had been sexually assaulted by her former (male) lawyer;
- a lawyer complained about sexist remarks made by opposing counsel (another male lawyer) during discovery proceedings involving a female client;
- a lawyer complained about sexist remarks made by opposing counsel (another male lawyer) directed toward a female junior associate in his firm;
- a lawyer complained about sexist remarks posted by another male lawyer on an internet website;
- a trans-identified articling student complained about sex discrimination to which he was subjected at his workplace;
- a gay male lawyer complained about sexual harassment by a supervising female lawyer;
- two gay male lawyers and one bisexual male lawyer complained about sexual harassment by male lawyers in their respective firms;
- an articling student complained about sexual harassment by a male lawyer in his firm;
- a lawyer complained that his client, a female lawyer, suffered employment discrimination when she was terminated just prior to commencing a maternity leave; and
- a lawyer complained that he was being subjected to sex discrimination in his employment.

41. Of the 17 public complaints of sex discrimination or harassment made by men:
- a police officer complained about sexist remarks made by a male Crown Attorney regarding a female police officer and female defence counsel;
  - 4 men called on behalf of female friends or relatives who had been sexually harassed or assaulted by their male lawyers;
  - 2 litigants in family law matters complained about anti-male sexist remarks made by their ex-wives' female lawyers;
  - a man complained about a lawyer's job advertisement for a legal assistant, which specified a preference for female applicants;
  - a process server and a law clerk each complained about sexual harassment by male lawyers in their workplaces;
  - a physician reported that one of his gay male patients had been sexually abused by a court-appointed male lawyer as a youth;
  - a psychiatrist reported that one of his female patients had been sexually assaulted by her male lawyer;
  - two gay male clients complained that their respective male lawyers were sexually harassing them;
  - a heterosexual student complained about sexual harassment by a female lawyer who was his instructor;
  - a man complained that a male Crown Attorney discriminated against his son in the course of a prosecution for domestic assault; and
  - a male criminal accused complained about anti-male sexism from a female Crown Attorney.

**(j) Overview of Complaints by Francophones**

42. Over the past ten years, 15 of the francophone individuals who contacted the DHC Program reported complaints of discrimination or harassment by a lawyer. (There were no complaints about articling students or paralegals by francophone complainants.)

43. Eight (8) of the francophone complainants were members of the Law Society (i.e., 6 lawyers and 2 articling students). Seven (7) of the francophone complainants were members of the public.
44. Of the 8 complaints by francophone lawyers and articling students, 5 were made by women and 3 were made by men. Both of the student complainants were female.
45. Three (3) francophone lawyers and two (2) francophone articling students complained about discrimination and/or harassment in the context of their employment, two (2) complaints by francophone lawyers arose in the context of another lawyer delivering a service to them, and one francophone lawyer complained about another lawyer who was acting as a mediator.
46. Race was the ground of discrimination most frequently raised in complaints by francophone lawyers and articling students. Race was raised in 3 out of the 8 complaints. Place of origin was raised in 2 complaints (once in conjunction with race). Sex was raised in 2 complaints. Religion was raised in 1 complaint, in conjunction with race. Age was raised in 1 complaint and disability was raised in 1 complaint.<sup>11</sup>
47. Both of the sex-based complaints by francophone members of the Law Society involved allegations of sexual harassment. A female lawyer reported sexual harassment by a male mediator (who is also a lawyer). A male lawyer reported that another male lawyer in his office was sexually harassing a female colleague.
48. The race-based complaints by francophone members of the Law Society all arose in the context of the complainants' employment. A Black female lawyer complained about racial discrimination by her employer, as well as a refusal by her employer to accommodate her religious observance. Another Black female

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<sup>11</sup> The total number of complaints listed in this paragraph exceeds 8 because some complaints involved multiple intersecting grounds.

lawyer reported racial harassment by colleagues at work. A Black female articling student complained about employment discrimination based on her race and place of origin (including discrimination based on her West African accent).

49. A francophone articling student complained that she was not receiving appropriate accommodation for her disability from her employer.
50. Two francophone lawyers complained about discrimination by other lawyers in the delivery of services to them. One complaint was based on age and the other was based on the complainant's place of origin.
51. Of the 7 complaints by francophone members of the public, 5 of the complainants were female and 2 were male. Five (5) of the complaints were made by clients. One (1) complaint arose in the context of the complainant's employment and another complaint (1) was made by a litigant about the opposing counsel in her case.
52. Six (6) out of the 7 complaints by francophone members of the public were based, in whole or in part, on sex:
  - 3 female clients complained about sexual harassment by their respective male lawyers (one also complained about racial harassment);
  - a gay male client complained about sexual harassment by his male lawyer;
  - a female legal assistant complained about discrimination in her employment based on sex (she also complained about discrimination based on her sexual orientation and disability); and
  - a female litigant complained about the sexist behaviour of the opposing male counsel in her case.

53. Disability was raised as a ground in two francophone complaints from members of the public. A male client with a disability reported that his lawyer was not accommodating his disability-related needs. A female legal assistant with a disability complained about discrimination in her employment based on her disability (as well as her sex and sexual orientation).
54. In summary, there was a total of 15 discrimination and harassment complaints made by francophones against lawyers between January 1, 2003 and December 31, 2012. Of these,<sup>12</sup>
- sex was raised as a ground of discrimination in 8 complaints (6 of these complaints involved allegations of sexual harassment);
  - race was raised as a ground of discrimination in 4 complaints;
  - disability was raised as a ground of discrimination in 3 complaints;
  - place of origin was raised as a ground of discrimination in 2 complaints;
  - sexual orientation was raised as a ground of discrimination in 1 complaint;
  - age was raised as a ground of discrimination in 1 complaint; and
  - religion was raised as a ground of discrimination in 1 complaint.

## **E. COMPLAINTS AGAINST PARALEGALS**

55. The DHC Program's mandate was expanded to include complaints against paralegals in 2008.

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<sup>12</sup> The sum of the numbers in this paragraph exceeds 15 because many of the complaints involved multiple intersecting grounds of discrimination.



56. Over the past five years (from January 1, 2008 to December 31, 2012), there have been 15 complaints against paralegals. There was one (1) complaint in 2008, 4 in 2009, 3 in 2010, 4 in 2011 and 3 in 2012.
57. Seven (7) of these complaints (47%) were made by members of the legal profession; 2 were made by lawyers and 5 were made by paralegals.
58. Three (3) paralegals complained about discrimination and/or harassment by other paralegals in their workplace, 1 lawyer and 1 paralegal complained about the conduct of paralegals representing the opposing parties in their cases, 1 paralegal complained about harassment by another paralegal with whom she was professionally acquainted, and 1 lawyer complained about the social media posts of a paralegal.
59. Of the 7 complainants who were members of the legal profession, 6 were female and 1 was male. All 5 of the paralegals who complained about other paralegals were female.
60. In the 7 complaints against paralegals by members of the legal profession, the following grounds of discrimination were raised:<sup>13</sup>
- |                    |   |
|--------------------|---|
| Race               | 4 |
| Sex                | 3 |
| Sexual orientation | 1 |
61. Eight (8) complaints against paralegals (53%) were made by members of the public. Four (4) complainants were college students complaining about their paralegal instructors, 2 were litigants complaining about paralegals representing the opposing parties in their cases, 1 was a client complaining about a paralegal

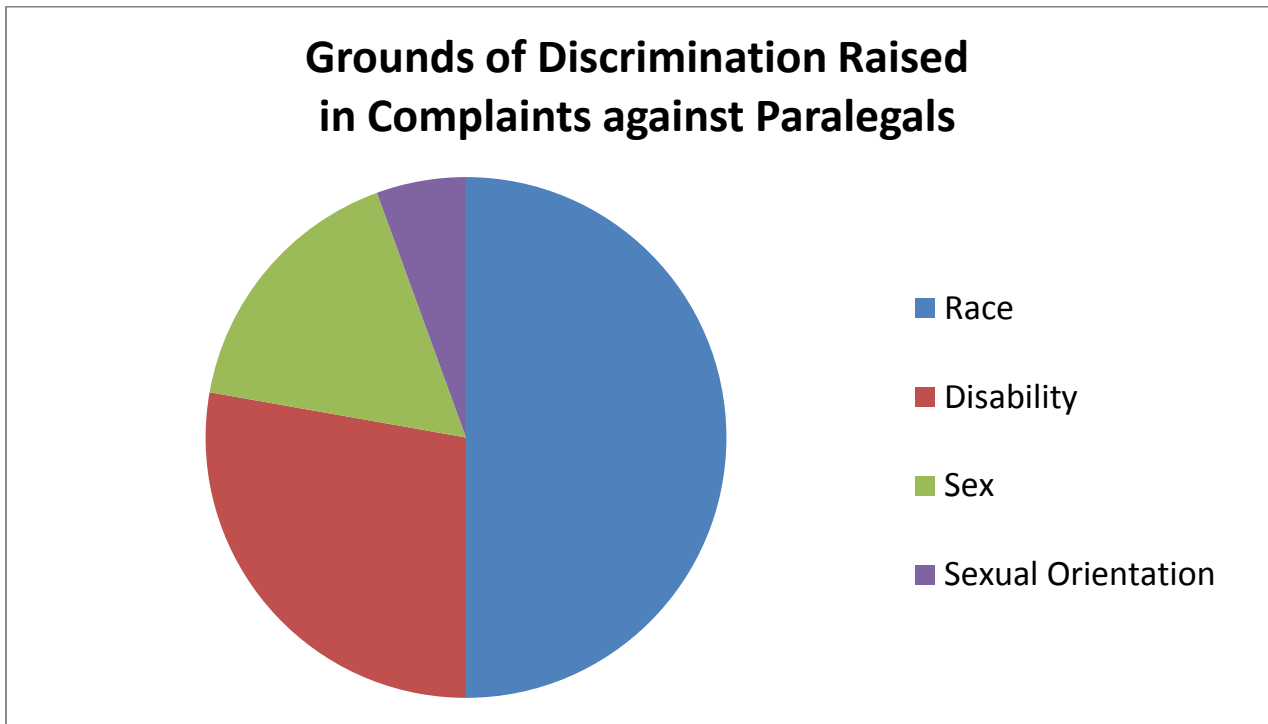
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<sup>13</sup> The sum of the numbers in this paragraph exceeds 7 because one complaint was based on both race and sex.

they he had retained to represent him and 1 was a man who complained about the social media posts of a paralegal.

- 62. Of the 8 complainants who were members of the public, 5 were male and 3 were female.
- 63. In the 8 complaints against paralegals from members of the public, the following grounds of discrimination were raised:<sup>14</sup>

Disability	5
Race	3
Sex	1



<sup>14</sup> The sum of the numbers in this paragraph exceeds 8 because one of the complaints was based on both race and disability.

64. Four (4) of the 5 disability-related complaints against paralegals arose in the context of the complainants' education; they involved complaints by college students about their paralegal instructors. The fifth disability-related complaint was by a self-represented male litigant who reported that the paralegal representing the party opposing him had made derogatory remarks about his disability.
65. None of the sex-based complaints against paralegals involved allegations of sexual harassment. They were all allegations of sexist discrimination or harassment made by female complainants against male paralegals. Three of the sex-based complaints were against paralegals representing opposing parties in litigation (one by a female litigant, one by a female lawyer and one by a female paralegal). One female paralegal complained about gender discrimination by another paralegal in her workplace.
66. Of the 7 race-based complaints against paralegals, 2 related to racist social media posts by a paralegal (a lawyer and a member of the public both complained about the same paralegal's racist posts). Three female paralegals complained about racism by other paralegals; one reported racial discrimination by another paralegal in the context of her employment, one reported sexism and racism by a male paralegal opposing her in litigation, and one reported racial harassment by another paralegal with whom she was professionally acquainted. There was one client complaint based on race: an Asian man reported racist discrimination by a paralegal that he had retained. One of the college students who complained about discrimination based on disability by a paralegal instructor also complained about racism by the same instructor.
67. The single complaint against a paralegal that was based on sexual orientation involved a lesbian paralegal who reported that a co-worker harassed her, outed her in her workplace and actively tried to undermine her with clients.