



Focus on Discrimination

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Focus on Discrimination

From Treasury Board of Canada Secretariat

The Focus series is a collection of reports that present the results of the 2017 Public Service Employee Annual Survey (PSEAS), broken down by theme. Focus on Discrimination looks at results related to discrimination and examines how they relate to results for other aspects of the workplace.

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Overall results

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- [Incidence of discrimination](#)
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Incidence of discrimination

12% of employees indicated that they had been the victim of discrimination on the job in the past 2 years.

Sources of discrimination

Among employees who indicated that they had been the victim of discrimination, the majority (79%) identified individuals with authority over them as a source of discrimination.

Table 1 shows the results for the sources of discrimination experienced by employees.

Table 1: source(s) of discrimination

Question number	Source(s)	Result
17(a)	Co-workers	36%
17(b)	Individuals with authority over me	79%
17(c)	Individuals working for me	4%
17(d)	Individuals for whom I have custodial responsibility (for example, inmates, offenders, patients, detainees)	4%
17(e)	Individuals from other departments or agencies	8%
17(f)	Members of the public (individuals or organizations)	9%
<p>* _ Figures will not add up to 100% because respondents could indicate more than one source.</p>		

Key observations

<p>▼ In this section</p> <ul style="list-style-type: none"> ◦ Support for a diverse workplace ◦ Respect ◦ Psychological health of workplace ◦ Support for innovation ◦ Harassment ◦ Work-related stress and emotional exhaustion ◦ Satisfaction with organization

The following observations do not necessarily indicate relationships of cause and effect, but they may provide insight into some of the connections between discrimination and different aspects of the workplace.

Support for a diverse workplace

Employees who agreed that their organization supports a diverse workplace were less likely than those who disagreed to indicate that they had been the victim of discrimination on the job in the past 2 years.

Specifically, 8% of employees who agreed that their organization implements activities and practices that support a diverse workplace indicated that they had been discriminated against, compared with 44% for employees who disagreed.

Respect

Employees who felt that their organization treats them with respect were less likely than those who

did not to indicate that they had experienced discrimination on the job in the past 2 years.

Specifically, 7% of employees who agreed that their organization treats them with respect indicated that they had been the victim of discrimination, compared with 36% for employees who disagreed.

Psychological health of workplace

Employees who indicated that their workplace was psychologically healthy were less likely than those who did not to indicate that they had been the victim of discrimination on the job in the past 2 years.

Specifically, only 5% of employees who described their workplace as being psychologically healthy indicated that they had been discriminated against, compared with 28% for employees who did not describe their workplace as psychologically healthy.

Support for innovation

Employees who felt they had support for being innovative were less likely than those who did not to indicate that they had experienced discrimination on the job in the past 2 years.

Specifically, 6% of employees who agreed that they would be supported if they proposed a new idea, even though it might not work, indicated that they had been discriminated against, compared with 28% for employees who did not believe they would be supported.

Harassment

Employees who experienced harassment on the job in the past 2 years were more likely than those who did not to have also experienced discrimination on the job in that period.

Specifically, 38% of employees who experienced harassment also experienced discrimination, compared with only 5% for employees who did not experience harassment.

In addition, 66% of employees who experienced discrimination also experienced harassment, compared with 16% for employees who did not experience discrimination.

Work-related stress and emotional exhaustion

Employees who experienced discrimination on the job in the past 2 years were more likely to report high levels of work-related stress and emotional exhaustion.

Specifically, 57% of employees who had been discriminated against indicated that their work-related stress was “high” or “very high,” compared with 31% for employees who had not been discriminated against.

In addition, 57% of employees who had been discriminated against indicated that they “always / almost always” or “often” felt emotionally drained at the end of their workday, compared with 30% for employees who had not been discriminated against.

Satisfaction with organization

Employees who experienced discrimination on the job in the past 2 years tended to report lower levels of satisfaction with their organization.

Only 32% of employees who indicated that they had been discriminated against were satisfied with their department or agency, compared with 70% for employees who had not been discriminated against.

Demographic results

▼ In this section

- Results by employment equity group
 - Women
 - Visible minority employees
 - Aboriginal employees
 - Employees with a disability
- Age
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 - Source of discrimination
- Years of service
 - Incidence of discrimination
 - Source of discrimination
- Occupational category
 - Incidence of discrimination
 - Source of discrimination
- Supervisory status
 - Incidence of discrimination
 - Source of discrimination
- Community
 - Incidence of discrimination
 - Source of discrimination
- Size of organization
 - Incidence of discrimination
 - Source of discrimination

Results by employment equity group

Women

12% of women indicated that they had been discriminated against on the job in the past 2 years. The rate was the same for men.

Among employees who indicated that they had been discriminated against, women were more likely than men to indicate that co-workers were a source of discrimination and less likely than men to indicate that individuals from other departments or agencies and individuals for whom they have custodial responsibility were sources of discrimination.

Table 2 shows the results for sources of discrimination for women and for men.

Table 2: source(s) of discrimination for women and men

Question number	Source(s)	Women *	Men *
17(a)	Co-workers	39%	33%
17(b)	Individuals with authority over me	78%	80%
17(c)	Individuals working for me	4%	5%
17(d)	Individuals for whom I have custodial responsibility (for example, inmates, offenders, patients, detainees)	3%	6%
17(e)	Individuals from other departments or agencies	6%	10%
17(f)	Members of the public (individuals or organizations)	8%	10%
<hr/> * - Figures will not add up to 100% because respondents could indicate more than one source.			

Visible minority employees

Visible minority employees were more likely than non-visible minority employees to indicate that they had been the victim of discrimination on the job in the past 2 years (19% and 11%, respectively).

Among employees who indicated that they had been discriminated against, visible minority employees were more likely than other employees to indicate that they had been discriminated against by co-workers or by members of the public and slightly less likely to indicate that they had been discriminated against by individuals with authority over them.

Table 3 shows the results for sources of discrimination for visible minority employees and for other employees.

Table 3: source(s) of discrimination for visible minority employees and other employees

Question number	Source(s)	Visible minority employees *	Other employees *
17(a)	Co-workers	40%	36%
17(b)	Individuals with authority over me	77%	80%
17(c)	Individuals working for me	5%	4%
17(d)	Individuals for whom I have custodial responsibility (for example, inmates, offenders, patients, detainees)	4%	4%
<hr/> * - Figures will not add up to 100% because respondents could indicate more than one source.			

Question number	Source(s)	Visible minority employees *	Other employees *
17(e)	Individuals from other departments or agencies	8%	8%
17(f)	Members of the public (individuals or organizations)	13%	8%
<hr/> * - Figures will not add up to 100% because respondents could indicate more than one source.			

Aboriginal employees

Aboriginal employees were more likely than other employees to indicate that they had been the victim of discrimination on the job in the past 2 years (20% and 12%, respectively).

Among employees who indicated that they had been the victim of discrimination, Aboriginal employees were more likely than other employees to indicate that the discrimination had come from co-workers or from members of the public and less likely to indicate that the discrimination had come from individuals with authority over them.

Table 4 shows the results for sources of discrimination for Aboriginal employees and for other employees.

Table 4: source(s) of discrimination for Aboriginal employees and other employees

Question number	Source(s)	Aboriginal employees *	Other employees *
17(a)	Co-workers	46%	36%
17(b)	Individuals with authority over me	76%	79%
17(c)	Individuals working for me	4%	4%
17(d)	Individuals for whom I have custodial responsibility (for example, inmates, offenders, patients, detainees)	5%	4%
17(e)	Individuals from other departments or agencies	10%	8%
17(f)	Members of the public (individuals or organizations)	12%	9%
<hr/> * - Figures will not add up to 100% because respondents could indicate more than one source.			

Employees with a disability

Employees with a disability were nearly 3 times more likely than other employees to indicate that they had been the victim of discrimination on the job in the past 2 years (32% and 11%, respectively).

Among employees who indicated that they had been the victim of discrimination, those with a disability were more likely than other employees to identify individuals with authority over them as a source of discrimination.

Table 5 shows the results for sources of discrimination for employees with a disability and for other employees.

Table 5: source(s) of discrimination for employees with a disability and other employees

Question number	Source(s)	Employees with a disability *	Other employees *
17(a)	Co-workers	37%	36%
17(b)	Individuals with authority over me	85%	78%
17(c)	Individuals working for me	4%	4%
17(d)	Individuals for whom I have custodial responsibility (for example, inmates, offenders, patients, detainees)	2%	4%
17(e)	Individuals from other departments or agencies	9%	8%
17(f)	Members of the public (individuals or organizations)	8%	9%
<hr/> <p>* Figures will not add up to 100% because respondents could indicate more than one source.</p> <hr/>			

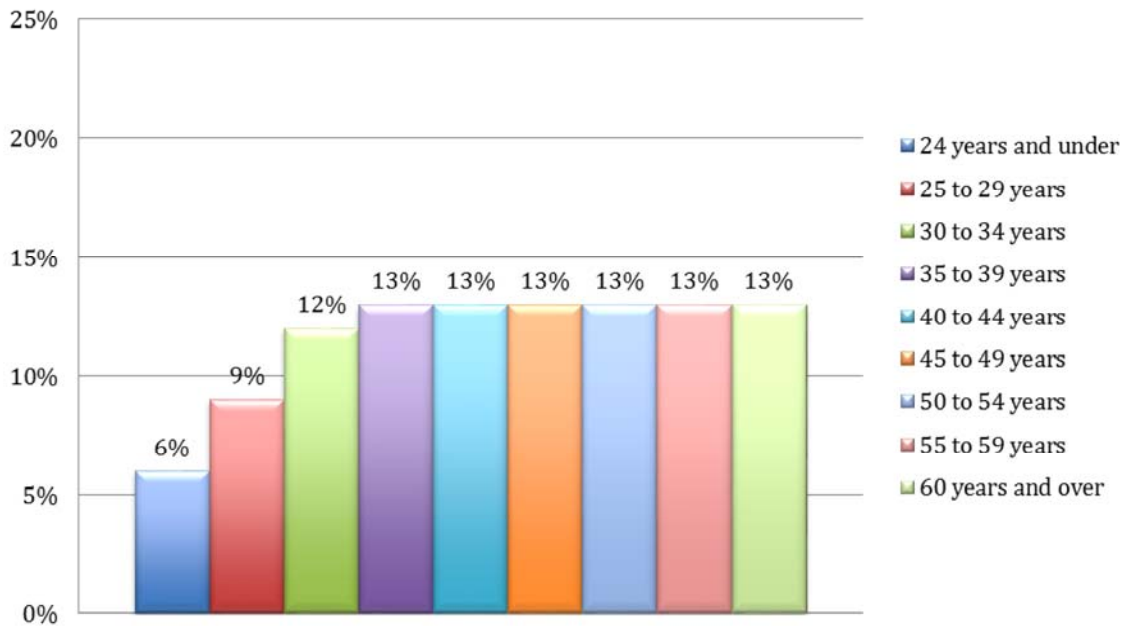
Age

Incidence of discrimination

Younger employees, especially those aged 24 and under, were less likely than older employees to indicate that they had been the victim of discrimination on the job in the past 2 years. Among employees aged 35 and older, the incidence of discrimination for all age groups was identical (13%).

Figure 1 shows the results for the incidence of discrimination by age.

Figure 1: incidence of discrimination by age



▼ Figure 1 - Text version

24 years and under	25 to 29 years	30 to 34 years	35 to 39 years	40 to 44 years	45 to 49 years	50 to 54 years	55 to 59 years	60 years and over
6%	9%	12%	13%	13%	13%	13%	13%	13%

Source of discrimination

Among employees who indicated that they had been the victim of discrimination, younger employees, especially those aged 24 and under, were more likely than older employees to identify co-workers or individuals from other departments or agencies as sources of discrimination; they were less likely than older employees to identify individuals with authority over them as a source of discrimination.

Table 6 shows the results for sources of discrimination by age.

Table 6: source(s) of discrimination by age

Question number	Source(s)	Age group *								
		24 years and under	25 to 29 years	30 to 34 years	35 to 39 years	40 to 44 years	45 to 49 years	50 to 54 years	55 to 59 years	60 years and over
17(a)	Co-workers	55%	49%	39%	37%	38%	34%	34%	33%	34%
17(b)	Individuals with authority over me	59%	66%	76%	79%	79%	82%	82%	80%	79%
17(c)	Individuals working for me	3%	3%	4%	4%	5%	4%	4%	4%	3%
17(d)	Individuals for whom I have custodial responsibility (for example, inmates, offenders, patients, detainees)	n/a **	4%	9%	5%	4%	3%	3%	2%	2%
17(e)	Individuals from other departments or agencies	12%	8%	8%	8%	8%	8%	7%	8%	9%
17(f)	Members of the public (individuals or organizations)	17%	18%	12%	11%	8%	8%	7%	6%	6%

* Figures will not add up to 100% because respondents could indicate more than one source.

** Not applicable. Data are suppressed to protect the confidentiality of responses.

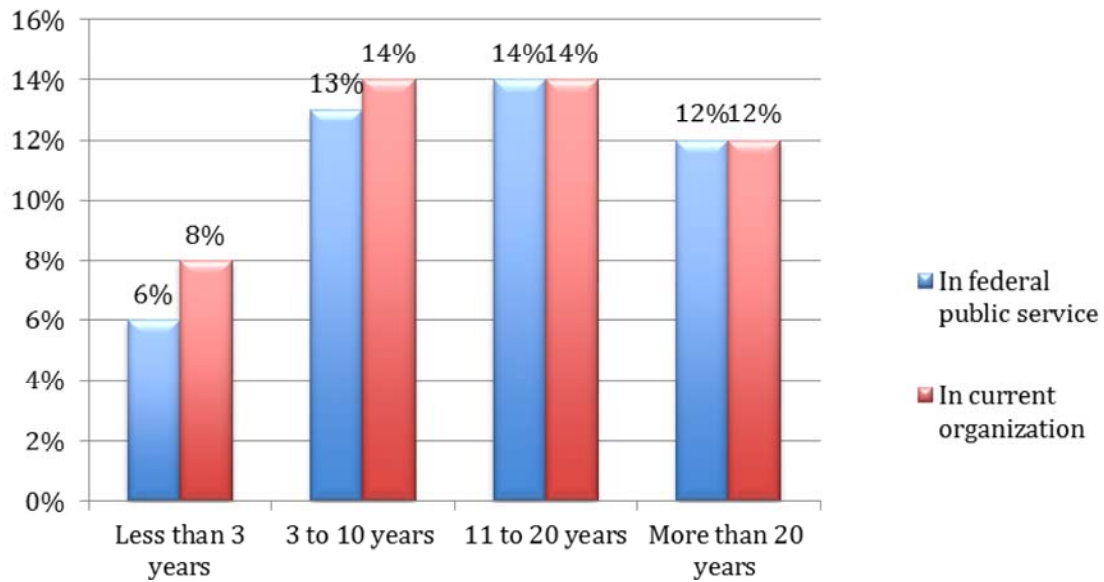
Years of service

Incidence of discrimination

Employees with 3 or more years of service in either the federal public service or in their department or agency were less likely than employees with more years of service to be the victim of discrimination.

Figure 2 shows the incidence of discrimination by years of service.

Figure 2: discrimination by years of service



▼ Figure 2 - Text version

Years of service	less than 3 years	3 to 10 years	11 to 20 years	More than 20 years
In federal public service	6%	13%	14%	12%
In current organization	8%	14%	14%	12%

Source of discrimination

Regardless of the number of years of service they have, employees most often indicated individuals with authority over them as a source of discrimination. However, employees with fewer years of service in either the federal public service or in their current organization, especially those with less than 3 years of service, were more likely than employees with more years of service to identify co-workers and members of the public as sources of discrimination.

Table 7 shows the results for sources of discrimination by years of service.

Table 7: source(s) of discrimination by years of service

Question number	Source(s)	Years in federal public service *				Years in current organization *			
		Less than 3 years	3 to 10 years	11 to 20 years	More than 20 years	Less than 3 years	3 to 10 years	11 to 20 years	More than 20 years
17(a)	Co-workers	46%	39%	35%	31%	42%	37%	35%	30%
17(b)	Individuals with authority over me	58%	76%	82%	84%	69%	78%	83%	83%
17(c)	Individuals working for me	3%	4%	5%	4%	4%	4%	4%	5%
17(d)	Individuals for whom I have custodial responsibility (for example, inmates, offenders, patients, detainees)	2%	5%	4%	3%	2%	5%	5%	4%
17(e)	Individuals from other departments or agencies	11%	8%	8%	8%	10%	8%	7%	7%
17(f)	Members of the public (individuals or organizations)	18%	10%	8%	7%	13%	8%	8%	7%
<p>* _ Figures will not add up to 100% because respondents could indicate more than one source.</p>									

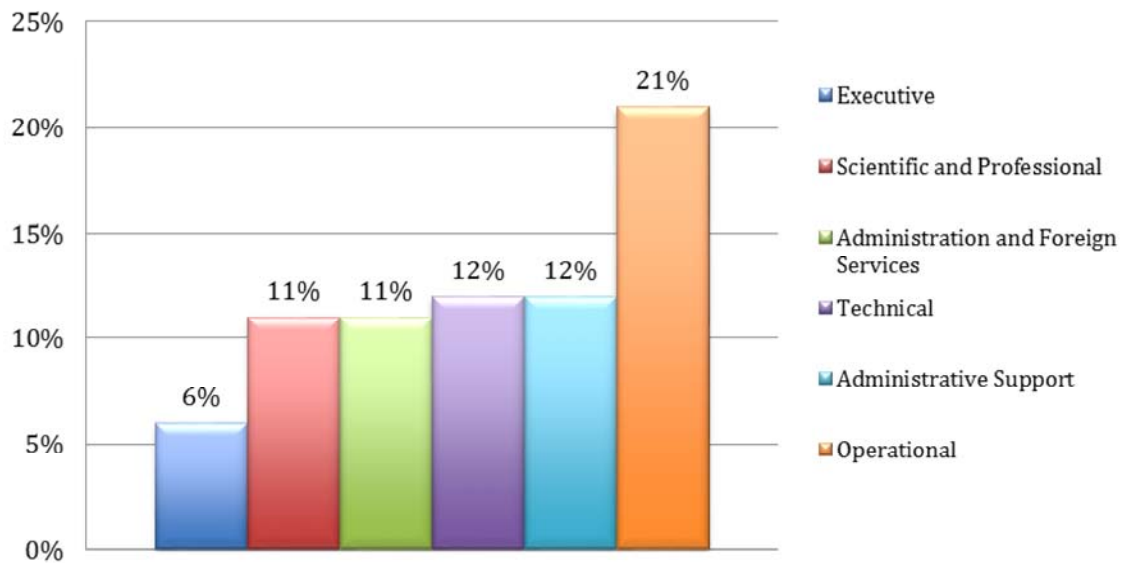
Occupational category

Incidence of discrimination

Employees in the Executive category were the least likely to indicate that they had been the victim of discrimination on the job in the past 2 years; employees in the Operational category were nearly 4 times more likely than employees in the Executive category to indicate that they had been the victim of discrimination.

Figure 3 shows the incidence of discrimination by occupational category. See Appendix 1 for a listing of the occupational groups in each occupational category.

Figure 3: discrimination by occupational category



▼ Figure 3 - Text version

Executive	Scientific and professional	Administration and Foreign Services	Technical	Administrative Support	Operational
6%	11%	11%	12%	12%	21%

Source of discrimination

The source of discrimination most commonly indicated by employees in all occupational categories was individuals with authority over them, and employees in the Executive category and those in the Scientific and Professional category indicated this source the most often.

Employees in the Operational category were the most likely to indicate co-workers, individuals for whom they have a custodial responsibility, members of the public, and individuals from other departments or agencies as sources of discrimination.

Table 8 shows the sources of discrimination by occupational category.

Table 8: source(s) of discrimination by occupational category

Question number	Source(s)	Category *					
		Executive	Scientific and Professional	Administration and Foreign Services	Technical	Administrative Support	Operati

* Figures will not add up to 100% because respondents could indicate more than one source.

** Not applicable. Data are suppressed to protect the confidentiality of responses.

Question number	Source(s)	Category *					
		Executive	Scientific and Professional	Administration and Foreign Services	Technical	Administrative Support	Operati
17(a)	Co-workers	25%	31%	35%	38%	39%	42%
17(b)	Individuals with authority over me	84%	84%	78%	77%	77%	80%
17(c)	Individuals working for me	12%	4%	4%	5%	2%	5%
17(d)	Individuals for whom I have custodial responsibility (for example, inmates, offenders, patients, detainees)	n/a **	1%	1%	1%	1%	15%
17(e)	Individuals from other departments or agencies	3%	6%	7%	10%	7%	11%
17(f)	Members of the public (individuals or organizations)	3%	6%	8%	9%	7%	13%

* Figures will not add up to 100% because respondents could indicate more than one source.

** Not applicable. Data are suppressed to protect the confidentiality of responses.

Supervisory status

Incidence of discrimination

Supervisors were less likely than non-supervisors to indicate that they had been the victim of discrimination on the job in the past 2 years (9% and 13%, respectively).

Source of discrimination

Supervisors were less likely than non-supervisors to identify co-workers as a source of discrimination and, as would be expected, more likely than non-supervisors to identify individuals working for them as a source of discrimination. Supervisors and non-supervisors were equally likely to identify individuals with authority over them and individuals from other departments or agencies as sources of discrimination.

Table 9 shows the sources of discrimination by supervisory status.

Table 9: source(s) of discrimination by supervisory status

Question number	Source(s)	Supervisor %	Non-supervisor %
17(a)	Co-workers	30%	38%
17(b)	Individuals with authority over me	79%	79%
17(c)	Individuals working for me	11%	3%
17(d)	Individuals for whom I have custodial responsibility (for example, inmates, offenders, patients, detainees)	2%	4%
17(e)	Individuals from other departments or agencies	8%	8%
17(f)	Members of the public (individuals or organizations)	6%	9%
<hr/> <p>* - Figures will not add up to 100% because respondents could indicate more than one source.</p> <hr/>			

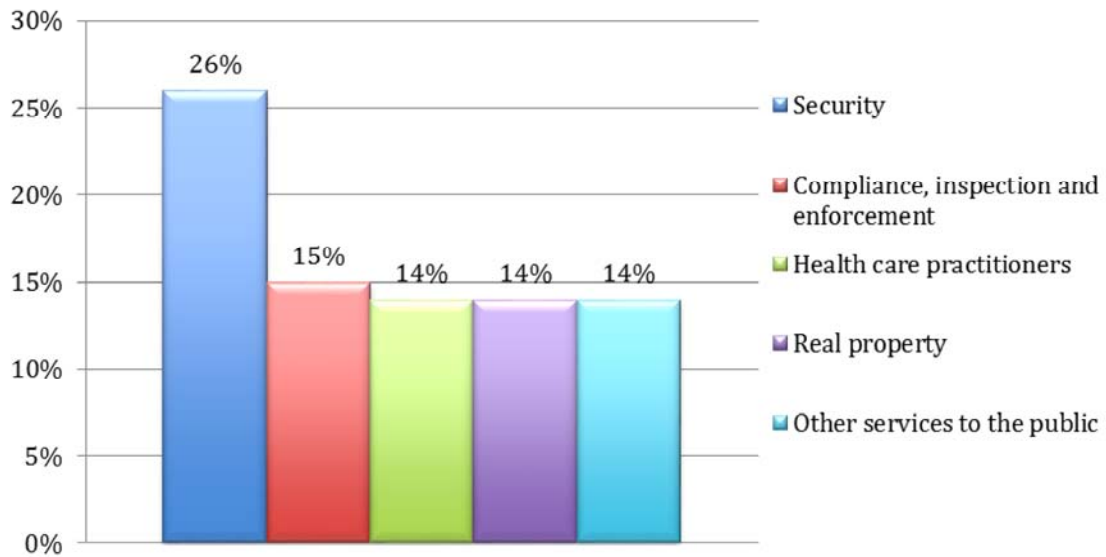
Community

Incidence of discrimination

The survey asked employees to indicate the community with which they most closely identify. Employees who identified with the security community were the most likely to indicate that they had been the victim of discrimination on the job in the past 2 years, followed by those who identified with the compliance, inspection and enforcement community.

Figure 4 shows the results of the 5 communities with the highest proportion of employees who experienced discrimination.

Figure 4: discrimination by community (top 5)



▼ Figure 4 - Text version

Security	Health care practitioners	Real property	Compliance, inspection and enforcement	Other services to the public
26%	15%	14%	14%	14%

Source of discrimination

The most commonly indicated source of discrimination among employees in the 5 communities above was individuals with authority over them, with employees in the compliance, inspection and enforcement community indicating that source of discrimination the most often. Employees in the security community were also the most likely to identify co-workers and individuals for whom they have custodial responsibility as sources of discrimination.

Table 10 shows the results for sources of discrimination for the 5 communities with the highest proportion of employees experiencing discrimination.

Table 10: source(s) of discrimination by community (top 5)

Question number	Source(s)	Community :				
		Security	Compliance, inspection and enforcement	Healthcare practitioners	Real property	Other services to the public
17(a)	Co-workers	45%	31%	41%	36%	39%

*
- Figures will not add up to 100% because respondents could indicate more than one source.

Question number	Source(s)	Community [*]				
		Security	Compliance, inspection and enforcement	Healthcare practitioners	Real property	Other services to the public
17(b)	Individuals with authority over me	79%	82%	69%	78%	75%
17(c)	Individuals working for me	5%	3%	3%	4%	4%
17(d)	Individuals for whom I have custodial responsibility (for example, inmates, offenders, patients, detainees)	24%	3%	15%	0%	2%
17(e)	Individuals from other departments or agencies	12%	6%	8%	11%	7%
17(f)	Members of the public (individuals or organizations)	12%	13%	10%	6%	14%

^{*} Figures will not add up to 100% because respondents could indicate more than one source.

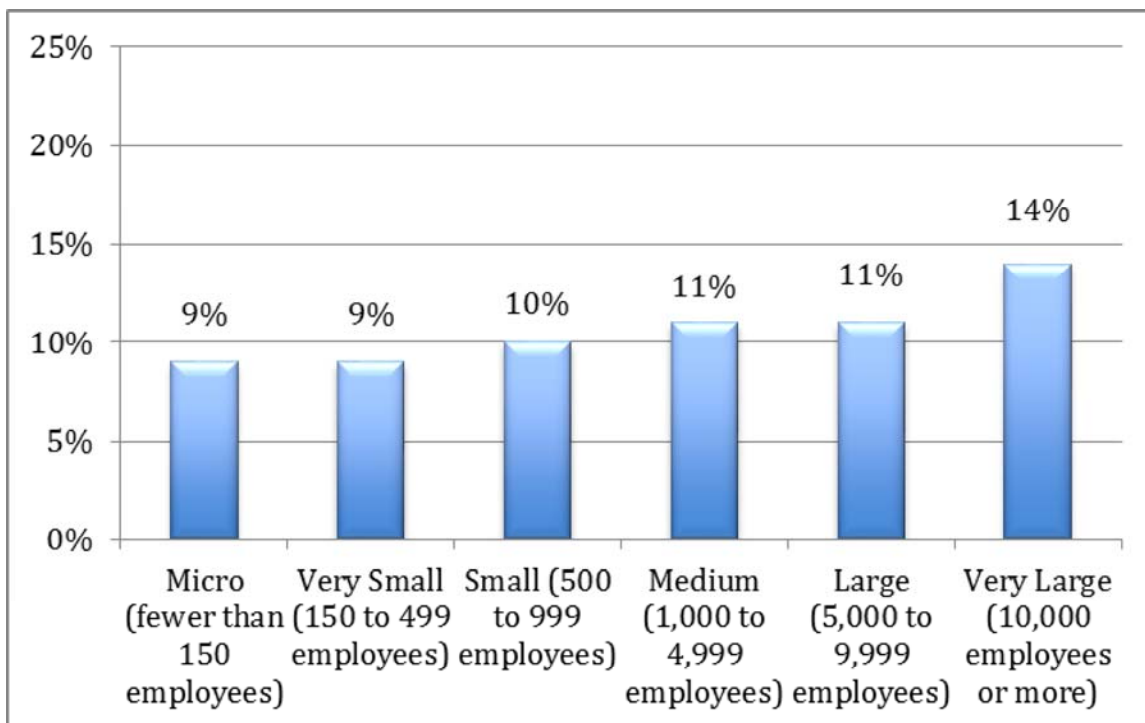
Size of organization

Incidence of discrimination

Employees in micro and small organizations were the least likely to report being the victim of discrimination on the job in the past 2 years. Employees in very large organizations were the most likely to report being the victim of discrimination.

Figure 5 shows the results for discrimination by size of organization. See Appendix 2 for a listing of departments and agencies by size of organization.

Figure 5: discrimination by size of organization



▼ Figure 5 - Text version

Micro (fewer than 150 employees)	Very small (150 to 499 employees)	Small (500 to 999)	Medium (1,000 to 4,999 employees)	Large (5,000 to 9,999 employees)	Very Large (10,000 employees or more)
9%	9%	10%	11%	11%	14%

Source of discrimination

In all sizes of organizations, the source of discrimination most commonly indicated by employees was individuals with authority over them.

Table 11 shows the results for sources of discrimination by size of organization.

Table 11: source(s) of discrimination by size of organization

Question number	Source(s)	Size of organization : ***					
		Micro	Very small	Small	Medium	Large	Very large
17(a)	Co-workers	38%	39%	35%	36%	35%	37%
17(b)	Individuals with authority over me	79%	82%	78%	81%	78%	79%
17(c)	Individuals working for me	n/a **	4%	4%	4%	5%	4%

Question number	Source(s)	Size of organization * ***					
		Micro	Very small	Small	Medium	Large	Very large
17(d)	Individuals for whom I have custodial responsibility (for example, inmates, offenders, patients, detainees)	n/a **	n/a **	n/a **	1%	1%	6%
17(e)	Individuals from other departments or agencies	11%	5%	6%	7%	8%	8%
17(f)	Members of the public	n/a **	3%	5%	7%	7%	10%
<p>* _ Figures will not add up to 100% because respondents could indicate more than one source.</p> <p>** _ Not applicable. Data are suppressed to protect the confidentiality of responses.</p> <p>*** _ Micro (fewer than 150 employees) Very small (150 to 499 employees) Small (500 to 999 employees) Medium (1,000 to 4,999 employees) Large (5,000 to 9,999 employees) Very Large (10,000 employees or more)</p>							

Methodological notes

Throughout this report, the totals used to calculate the percentages are based on the following and do not include the responses “Don’t know” and “Not applicable”:

- the sum of “Strongly agree” and “Somewhat agree” responses
- the sum of “Always / Almost always” and “Often” responses
- the sum of “Very high” and “High” responses

For additional results, consult the [Public service employee surveys website](#).

Appendix 1: Occupational categories

Occupational category	Occupational group
Executive	CIEXC, DE (NFB), DM, EC (CRA), EX, EXPCX, GR-EX, MGT (CNCS), MGT (NRC), REX, RLE

Occupational category	Occupational group
Scientific and Professional	AC, AG, AR, AU, BI, CH, CISPC, DE, DS, EC, ED, EN, ES, FO, HR, LC, LIB, LP, LS, MA, MD, MT, ND, NU, OP, PC, PH, PM-MCO, PS, RCO, RO (NRC), SE, SG, SI, SP (NFB), SW, UT, VM
Administration and Foreign Services	AD (NFB), AS, CO, CS, FI, FS, HR/RH (CRA), IS, OM, PE, PG, PM, SP (CRA), TR, WP
Technical	AI, AO, CIPTC, DD, EG, EL, EU, GT, PI, PY, RO, SO, TC, TI, TO
Administrative Support	AD (NRC), AS (NFB), CIASC, CM, CR, DA, OE, ST
Operational	CX, FB, FR, GL, GS, HP, HS, LI, OP (NFB), OP (NRC), PO-IMA, PO-TCO, PR, SC, SR
Other	AB, CIPTC, Governor in Council Appointees, GR, IM, MG, Other, RE, REG, Students

Appendix 2: Organizations by size

Micro (fewer than 150 employees)

Canadian Intergovernmental Conference Secretariat
 Canadian Northern Economic Development Agency
 Civilian Review and Complaints Commission for the RCMP
 Copyright Board Canada
 The Correctional Investigator Canada
 Farm Products Council of Canada
 Financial Consumer Agency of Canada
 Indian Oil and Gas Canada
 International Joint Commission
 Military Grievances External Review Committee
 Military Police Complaints Commission of Canada
 Office of the Commissioner for Federal Judicial Affairs Canada
 Office of the Commissioner of Lobbying of Canada
 Office of the Information Commissioner of Canada
 Office of the Public Sector Integrity Commissioner of Canada
 Patented Medicine Prices Review Board
 Polar Knowledge Canada
 RCMP External Review Committee
 Status of Women Canada
 Veterans Review and Appeal Board

Very small (150 to 499 employees)

Administrative Tribunals Support Service of Canada
 Canadian Environmental Assessment Agency
 Canadian Grain Commission
 Canadian Human Rights Commission
 Canadian Institutes of Health Research

Canadian Radio-television and Telecommunications Commission
Canadian Transportation Agency
Federal Economic Development Agency for Southern Ontario
Infrastructure Canada
National Film Board
Natural Sciences and Engineering Research Council
Office of the Commissioner of Official Languages
Office of the Privacy Commissioner of Canada
Office of the Secretary to the Governor General
Parole Board of Canada
Social Sciences and Humanities Research Council of Canada
Transportation Safety Board of Canada

Small (500 to 999 employees)

Atlantic Canada Opportunities Agency
Canada School of Public Service
Canadian Nuclear Safety Commission
Canadian Space Agency
Courts Administration Service
Department of Finance Canada
Immigration and Refugee Board of Canada
Library and Archives Canada
Privy Council Office
Public Prosecution Service of Canada
Public Service Commission of Canada

Medium (1,000 to 4,999 employees)

Indigenous and Northern Affairs Canada
Innovation, Science and Economic Development Canada
National Research Council Canada
Natural Resources Canada
Parks Canada
Public Health Agency of Canada
Public Safety Canada
Treasury Board of Canada Secretariat
Veterans Affairs Canada

Large (5,000 to 9,999 employees)

Agriculture and Agri-Food Canada
Canadian Food Inspection Agency
Department of Justice Canada
Environment and Climate Change Canada
Fisheries and Oceans Canada
Health Canada
Immigration, Refugees and Citizenship Canada
Royal Canadian Mounted Police
Shared Services Canada
Statistics Canada
Transport Canada

Very large (10,000 employees or more)

Canada Border Services Agency
Canada Revenue Agency
Correctional Service Canada
Department of National Defence
Employment and Social Development Canada
Public Services and Procurement Canada

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