HARASSMENT AND DISCRIMINATION

**Harassment is** engaging in a course of vexatious comment or conduct, which is based on a prohibited ground of discrimination, or that, has the effect of creating an intimidating, demeaning or hostile work or study environment.

**Discrimination is** unequal or differential treatment of a person or persons that is not based on individual or group performance but is, instead, based on inappropriate considerations such as race, religion, skin colour, age, physical or mental capabilities, creed, ethnic background, sexual orientation, gender, place of origin, family status, etc.

**WESTERN SAYS...**

The University of Western Ontario’s policy on Non-discrimination/harassment states that every member of the University community has the right to study, work and conduct his or her activities in an environment free of discrimination and harassment.

Several of the Employee Unions and Associations on campus have also incorporated into their Employment Agreements specific non-discrimination/harassment clauses that bar discrimination or harassment of or by their members.

**THE ONTARIO HUMAN RIGHTS CODE SAYS...**

The Ontario Human Rights Code specifically prohibits discrimination on the basis of any of the following grounds: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, same-sex partnership status, family status or handicap. Harassment is considered to be a form of discrimination under the Code.

**THINK ABOUT IT...**

- Approximately 52% of the Canadian population is female
- Ontario’s population is one of the most diversified in the world
- A member of the majority group in one community may be a member of a minority group in another community within Ontario.
- Every person in Canada speaks with an accent. Language is a flexible tool that reflects the culture of the person speaking and the circumstances in which she speaks.
- 40 to 70% of women in the workplace are sexually harassed at work.
- Canada is the birthplace and home for people of all races.
- 95% of people who are sexually harassed do not report the harassment.
- Ignoring racist remarks is little better than making them yourself: challenge racist comments by others when they make them.
- Assuming that the people around you are “straight” is an example of heterosexism – at least 10% of the population is gay.


**EQUITY AND HUMAN RIGHTS SERVICES**

Equity and Human Rights Services is here to support the University in its goal to provide an environment free of harassment or discrimination for all of its students, staff and faculty. For individuals who feel they have experienced harassment or discrimination, we can provide advice and assistance in resolving complaints. We are also available to provide training or presentations on a variety of equity related issues.

Hours: 8:30 a.m. to 4:30 p.m., Monday to Friday
Evenings and Weekends by appointment

Location: Arthur & Sonia Labatt Health Sciences Building, Rooms 330-335
The University of Western Ontario
London, Ontario
N6A 5B9

Contact: Tel: (519) 661-3334 or Ext. 83334 Fax: (519) 661-2133
E-mail: equity@uwo.ca
Website: www.uwo.ca/equity