

Procedures for Addressing Equity, Diversity, and Inclusion Concerns

Western University has various policies and collective agreement articles related to equity, diversity, inclusion and human rights (links provided below). Depending on the nature of the concerns raised, these policies and articles provide descriptions on how concerns should be received, monitored, addressed and/or reported to senior management.

The Office of Equity, Diversity & Inclusion at Western receives concerns and provides support, education and advice on matters relating to employment equity, diversity and inclusion. The Human Rights Office receives concerns and provides support and advice on matters relating to discrimination and/or harassment, sexual violence, accessibility and other human rights related issues to all members of the campus community, including Academic and Administrative Leaders. Individuals with concerns may contact the Human Rights Office directly or be referred for a confidential consultation to receive advice on the concern raised and on Western's policies, procedures and/or collective agreement articles related to these matters (see links provided below).

Each situation is addressed by the Human Rights Office based on the circumstances and in accordance with the relevant Western policy or collective agreement article. In addition to providing advice on the matter identified, the Human Rights Office may also assist with alternative dispute resolution (including facilitated discussions, mediation and/or education); provide information to individuals on the various support programs/mechanisms available to them; and/or providing information on the complaint and investigation process (as appropriate). At Western, complaints relating to harassment and/or discrimination are submitted directly to the Associate Vice-President of Human Resources.

The Human Rights Office provides aggregated data and reports on matters relating to harassment, discrimination, which are made publicly available to the campus community. These reports are also shared and discussed with the relevant Administrative and Academic Leaders at Western.

Contact information

- 1) Concerns regarding the implementation of Western's equity, diversity and inclusion strategy for the Canada Research Chairs (CRC) Program will be received, monitored and addressed by:

Dr. Margaret McGlynn
Vice-Provost (Academic Planning, Policy and Faculty)
Western University
International and Graduate Affairs Building, Lower Level
London, ON
N6A 3K7
mmcglyn@uwo.ca

- 2) Individuals with concerns that may relate to the University's Employment Equity should contact:

The Office of Equity, Diversity & Inclusion
Western University

London, ON
N6A 3K7
edi@uwo.ca

- 3) Individuals with concerns that may relate to the University's Non-Discrimination and Harassment policies (inclusive of culture and climate concerns), procedures and/or collective agreement articles should contact:

The Human Rights Office
Western University
Support Services Building
London, ON
N6A 3K7
humanrights@uwo.ca

Relevant University Policies and Articles

Employment Equity

Employment Equity Article in the Faculty Collective Agreement (starting at page 125):
http://www.uwo.ca/facultyrelations/pdf/collective_agreements/faculty.pdf

Employment Equity Article in the Librarians and Archivists Collective Agreement (starting at page 73)

https://www.uwo.ca/facultyrelations/pdf/collective_agreements/2019-23_LACollectiveAgreement_FINAL06052020.pdf

Western's Employment Equity Policy:

http://www.uwo.ca/univsec/pdf/policies_procedures/section3/mapp32.pdf

Discrimination and Harassment

Discrimination and Harassment Article in the Faculty Collective Agreement (starting at page 108):

http://www.uwo.ca/facultyrelations/pdf/collective_agreements/faculty.pdf

Discrimination and Harassment Article in the Librarians and Archivists Collective Agreement (starting at page 53):

https://www.uwo.ca/facultyrelations/pdf/collective_agreements/2019-23_LACollectiveAgreement_FINAL06052020.pdf

Western's University-wide Non-Discrimination/Harassment Policy and Procedures:

Policy - http://www.uwo.ca/univsec/pdf/policies_procedures/section1/mapp135.pdf

Procedure -

http://www.uwo.ca/univsec/pdf/policies_procedures/section1/mapp135_procedure.pdf