

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 & Human Rights Services (EHRS) at Western receives concerns and provides support, education and advice on matters relating to employment equity, diversity, inclusion, 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 EHRS 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 EHRS 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, EHRS 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 Office of Equity and Human Rights Services provides aggregated data and reports on matters relating to harassment, discrimination and employment equity, which are made publically available to the campus community. These reports are also shared and discussed by EHRS 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. M. Karen Campbell
Vice-Provost (Academic Planning, Policy and Faculty)
Western University
Stevenson Hall, Suite 3107E
London, ON
N6A 5B8
Tel: 519-850-2900
mcampbel@uwo.ca

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

Equity & Human Rights Services
Western University
Somerville House, Suite 2319
London, ON
N6A 3K7
Tel: 519-661-2111 ext. 83334
equity@uwo.ca

Relevant University Policies and Articles

Employment Equity

Employment Equity Article in the Faculty Collective Agreement:

https://www.uwo.ca/facultyrelations/faculty_relations/faculty/collective_agreement.html

Employment Equity Article in the Librarians and Archivists Collective Agreement:

https://www.uwo.ca/facultyrelations/faculty_relations/libarchs/collective_agree.html

Western's Employment Equity Policy:

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

Non-Discrimination and Harassment

Discrimination and Harassment Article in the Faculty Collective Agreement:

https://www.uwo.ca/facultyrelations/faculty_relations/faculty/collective_agreement.html

Discrimination and Harassment Article in the Librarians and Archivists Collective Agreement:

https://www.uwo.ca/facultyrelations/faculty_relations/libarchs/collective_agree.html

Western's 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