



Annual Report

Harassment and Discrimination Matters

May 1, 2016 to April 30, 2017

Equity & Human Rights Services (EHRS) is available to all members of Western's community.

The role of EHRS is to facilitate the development, implementation and ongoing management/coordination of Western's policies and programs relating to discrimination and harassment.

EHRS offers the following services:

- Confidential consultation, support, and information available to all Western students, staff, faculty and postdoctoral scholars
- Support, education and advice to Administrative leaders and Academic leaders
- Culture and climate reviews, as appropriate
- Workshops and presentations

This Annual Report is prepared by EHRS as per the Non-Discrimination/Harassment Policy, (MAPP 1.35), section 12.

CONTACTS

Over the past academic year, EHRS recorded a total of **406** contacts. **177** of these were from individuals who believed he or she had been subjected to, or had witnessed, behaviour that may fall under the Policy. The remaining **229** contacts were: requests for assistance from **107** Academic or Administrative Leaders (i.e., those with the authority and responsibility to address concerns); requests for information and/or assistance by **67** third-parties (often friends, coworkers or persons in non-authority roles seeking assistance to support others); and, **55** general requests for information. Beginning with this year's report, requests for training or resources relating to the Policy and

other diversity issues are being recorded separately. This is because all such requests are now coordinated through the Diversity and Accessibility Coordinator. See section "Education and Outreach".

INDIVIDUAL CONTACTS

Tables I and **Ia** display the number of consultations by issue for the 177 individuals who contacted EHRS in relation to a concern they were directly experiencing. **Table II** displays the role at Western of those individuals contacting our office. Individuals may contact the office in relation to more than one ground.

All individuals reporting concerns to EHRS are provided with advice. If the matter falls under the Non-Discrimination/Harassment Policy, individuals are given the option to request alternate resolution or file a formal complaint and request investigation. However, it is common for individuals, having had the opportunity to voice their concerns and seek advice from EHRS, to attempt to resolve the situation themselves.

In the 2016-17, EHRS offered some form of alternate resolution in relation to **16** matters. Alternate resolution includes mediations, facilitations, educational sanctions (in coordination with Housing), and EHRS-led inquiries to support the proper application of the Policy.

The office of the Associate Vice President (Human Resources) receives and administers formal complaints. This past year, **21** complaints were received and **17** investigated (2 are outstanding) under the Non-Discrimination and Harassment Policy.

TABLE I: Individual Consultations by Issue (by #)

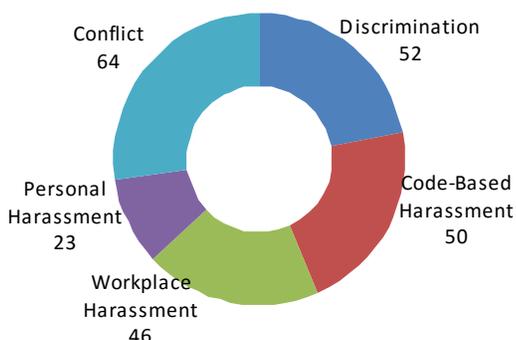


TABLE Ia: Code-Based Discrimination & Harassment Grounds (by #)

Religion	1
Sexual Orientation	2
Family	2
Age	4
Gender Identity / Expression	4
Disability (includes accommodation concerns)	24
Race	25
Sex (includes sexual harassment and discrimination based on sex)	33

TABLE II: Individual Consultations—Role at Western

ROLE	#
Undergraduate	60
Graduate	27
Faculty	26
Staff	57
Other	7
TOTAL	177

ACADEMIC OR ADMINISTRATIVE LEADER SUPPORT

Western’s Policy requires Academic or Administrative Leaders to report any incidents which **may be** related to harassment and discrimination to EHRS, as well as to involve EHRS in any unit-based attempts at resolving or mediating potential harassment.

Table III displays the top issues reported by the 107 Academic and Administrative Leaders who contacted our office during the past year. Understanding the issues our leaders are facing assists us to determine where our office’s focus should be in designing and delivering support and resources.

A note regarding conflict

Some form of conflict is present in most – if not all – concerns that come to the attention of EHRS. Conflict may be present along with harassment and discrimination concerns. However, some concerns do not fall within the scope of the Policy and present as interpersonal issues, misunderstandings about role or job clarity, or organizational structure. EHRS recognizes the significant detrimental effects the unresolved conflict can have in the work and academic setting as well as to one’s own well-being and thus, when appropriate, EHRS will offer various strategies, including facilitated discussions, coaching or referrals to other supports (including EAP, Rehab Services, Ombudsperson, etc.).

A note regarding safety

EHRS is consistently mindful of concerns relating to potential violence or threats to individuals’ safety. When appropriate, we refer or report such concerns to Campus Police (CCPS). EHRS referred to or contacted CCPS on 3 occasions this past year.

EDUCATION AND OUTREACH

EHRS conducts workshops, provides materials and other education and outreach assistance to various colleagues and groups across campus. This year, we received 52 resource-related requests and provided training to over 2000 Western members. We continued our successful lunch and learn Diversity Series and coordinated training on sexual violence disclosures (along with the SVPEC office) as well as offered several newly developed workshops on diversity and inclusion.

TRENDS AND HIGHLIGHTS

Western continues to review its policies relating to academic accommodation. Achieving consistent and well-understood practices across all campus departments should be a priority in the coming year(s). One area of further consideration is the accommodation of students who leave the main campus for their studies (for example, students

TABLE III: Academic or Administrative Leaders—Top Issues

ISSUE	#	Total #
Code-Based Discrimination and Harassment		76
Race	16	
Sex	30	
Religion (incl. accommodation)	8	
Disability (incl. accommodation)	12	
Sexual Orientation	5	
Gender Identity/Expression	3	
Age	2	
Workplace Harassment		13
Conflict		31
Personal Harassment		10

on placements, field work, internships, etc.). We also suggest further review of best practices in accommodation for graduate students in thesis-based programs.

EHRS continues to provide significant consultation on sexual violence work. Working with our campus partners, we wish to ensure Western’s policies and procedures are clear, consistent, and survivor-centric. Further training will be delivered this year to staff and faculty on understanding trauma-informed approaches in responding to disclosures of sexual violence.

We are seeing an increase in matters relating to gender identity and gender expression. As a result of concerns we’ve heard, EHRS strongly encourages a review of Western’s policies and practices in relation to gender. As part of this, the development of a clear and straightforward practice that allows individuals (whether employees and/or students) to seamlessly navigate their various roles at Western using the name that reflects their identity is needed.

Again this year, we note the need for a broader cross-campus strategy in support of diversity and inclusion. EHRS hopes to work with key stakeholders and partners to develop an approach that recognizes the intersectionalities and diverse needs of our community.

CONCLUSION

EHRS wishes to express our appreciation to all those we interact with in an effort to assist with resolution of matters. We look forward to continuing to support all students, staff and faculty members on a campus which respects, accepts, nurtures, and celebrates its diversity.

FOR FURTHER INFORMATION, PLEASE CONTACT:

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