

# Equity & Human Rights Services

## Annual Report—May 1, 2017 to April 30, 2018

### Harassment and Discrimination Matters

**Equity & Human Rights Services (EHRS)** is available to all members of Western’s community. This Annual Report is prepared by EHRS as per the Non-Discrimination/Harassment Policy, (MAPP 1.35), section 12.

EHRS facilitates 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 post-doctoral scholars
- Support, education and advice to Administrative leaders and Academic leaders
- Culture and climate reviews, as appropriate
- Workshops and presentations

#### CONTACTS

Over the past academic year, EHRS recorded a total of **437** contacts. **193** of these were from individuals who believed they have been subjected to, or had witnessed, behaviour that may fall under the Policy. The remaining **244** contacts were: requests for assistance from **104** Academic or Administrative Leaders (i.e., those with the authority and responsibility to address concerns); requests for information and/or assistance by **91** third-parties (often friends, coworkers or persons in non-authority roles seeking assistance to support others); and, **49** general requests for information.

#### INDIVIDUAL CONTACTS

**Tables I** and **Ia** display the number of consultations by issue for the 193 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 2017-18, EHRS offered some form of alternate resolution in relation to **10** matters. Alternate resolution includes mediations, facilitations, educational sanctions (in coordination with Housing), and EHRS-led inquiries to support the proper application of the Policy.

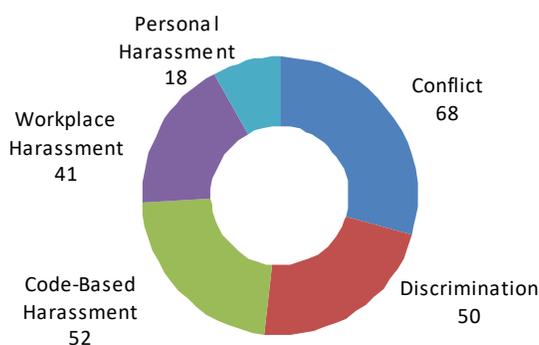
The office of the Associate Vice President (Human Resources) receives and administers formal complaints. This past year, **27** complaints were received and **21** investigated (1 is outstanding) under the Non-Discrimination and Harassment Policy.

#### 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 **104** 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.

**TABLE I: Individual Consultations by Issue (by #)**



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

Religion	1
Age	1
Family	3
Sexual Orientation	6
Gender Identity / Gender Expression	16
Disability (includes accommodation concerns)	18
Race	19
Sex (includes sexual harassment and discrimination based on sex)	37

**TABLE II: Individual Consultations—Role at Western**

ROLE	#
Undergraduate	49
Graduate	40
Faculty	29
Staff	61
Other	14
<b>TOTAL</b>	<b>193</b>

**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.

**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 **7** 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, EHRS provided education and training to over **2000** Western members.

**TRENDS AND HIGHLIGHTS**

EHRS continues to emphasize the need for continue attention to Western’s academic accommodation policies. Achieving consistent and well-understood practices across all campus departments should be a priority in the coming year(s).

We saw an uptick in concerns regarding social media this year. In other words, calls were received about posts made by, or attributed to, Western’s members. We recognize that in today’s world, academic and employment lives are sometimes affected by online activities. EHRS will continue to work with campus partners (Communications, Human Resources, Student Experience) to develop consistent approaches to addressing matters that appear on social media.

We continued to see an increase in matters relating to gender identity and gender expression. EHRS continues to strongly encourage a review of Western’s policies and practices in relation to gender. As part of this, the development of a clear 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.

**TABLE III: Academic/Administrative Leaders -Top Issues**

ISSUE	#	Total #
<b>Code-Based Discrimination and Harassment</b>		<b>67</b>
Race	17	
Sex	26	
Religion ( <i>incl. accommodation</i> )	3	
Disability ( <i>incl. accommodation</i> )	10	
Sexual Orientation	7	
Gender Identity/Expression	8	
Age	-	
<b>Workplace Harassment</b>		<b>17</b>
<b>Conflict</b>		<b>20</b>
<b>Personal Harassment</b>		<b>6</b>

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. Many of Western’s policies and procedures could benefit from a review focused on equity and diversity. EHRS is excited to partner with Faculty Relations in ensuring compliance with Western’s Canada Research Chair program.

**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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**London, ON N6A 3K7**

**equity@uwo.ca** (*for consultation and advice*)

**diversity@uwo.ca** (*for resources/training*)

**www.westernu.ca/equity**

*Western University sits on traditional territory. Equity & Human Rights Services acknowledges the Attawandaran (Neutral) peoples who settled the Southwestern Ontario region alongside the Algonquin and Haudenosaunee people, as well as the three other longstanding Indigenous groups of this region: the Anishinaabe Peoples, the Haudenosaunee Peoples and the Leni-Lunaape Peoples.*