

Equity & Human Rights Services' Annual Report

Non-Discrimination/Harassment Policy

May 1, 2018 to April 30, 2019

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

Equity & Human Rights Services (EHRIS) is available to all members of Western's community. EHRIS facilitates the development, implementation and ongoing management/coordination of Western's policies and programs relating to discrimination and harassment. Western's policies are in compliance with the Ontario Human Rights Code and Occupational Health and Safety Act.

EHRIS 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
- Training and presentations

Contacts

Over the past academic year, EHRIS recorded a total of **444** contacts. **222** of these were from individuals who believed they had been subjected to, or had witnessed behaviour that may fall under the Policy. The remaining contacts were: requests for assistance from **92** Academic or Administrative Leaders (i.e., those with the authority and responsibility to address concerns); requests for information and/or assistance by **85** third-parties (often friends, coworkers or persons in non-authority roles seeking assistance to support others); and, **45** general requests for information.

Individual Contacts

The chart on the right and Table 1 on the following page show the number of consultations by issue for the **222** individuals who contacted EHRIS in relation to a concern they were directly experiencing. Table 2 on the following page displays the role at Western of individuals contacting our office. Individuals often contact EHRIS in relation to more than one ground of harassment and/or discrimination.

All individuals reporting concerns to EHRIS are provided with advice. If the matter falls under the Non-Discrimination/Harassment Policy, individuals are given the option to request alternate resolution or to file a formal complaint and request investigation. It is also common for individuals, after sharing their concerns and seeking advice from EHRIS, to attempt to resolve the situation themselves.

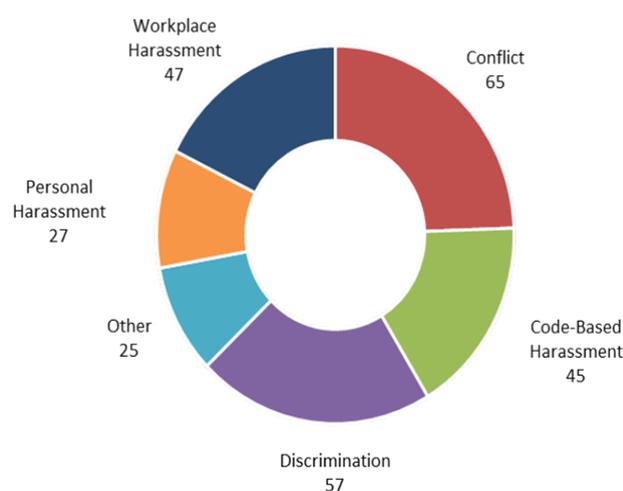


Table 1: Code-Based Discrimination and Harassment Grounds

Grounds	Number
Religion (incl. accommodation)	3
Age	4
Family	2
Sexual Orientation	6
Gender Identity / Gender	7
Disability (includes	37
Race	26
Sex (includes sexual	28

In 2018-19, EHRS offered some form of alternate resolution in relation to **20** 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, **34** complaints were received and **20** investigated (seven are on-going) under the Non-Discrimination and Harassment Policy. Seven complaints were withdrawn or alternatively resolved before investigation.

Academic and Administrative Leader Support

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

Table 3 and **Table 3A** display the Code-Based and non-Code-Based issues most often reported by the **92** Academic and Administrative Leaders over the past year. Understanding the issues that leaders are facing assists our office in designing and delivering support and resources.

Table 3: Code-Based Grounds

Code-Based Grounds	Number
Race	15
Sex / Sexual Orientation	28
Religion (incl. accommodation)	6
Disability (incl. accommodation)	9
Gender Identity/Expression	6

Table 2: Individual Consultations - Role at Western

Role	Number
Undergraduate	60
Graduate	48
Faculty	23
Staff	74
Other	17
Total	222

Table 3A: Non-Code-Based Discrimination and Harassment Grounds

Non-Code-Based Issues	Number
Workplace Harassment	10
Conflict	24
Personal Harassment	14
Other	6

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 present along with harassment and discrimination concerns. However, some conflict-related concerns do not fall within the scope of the Policy and are better described as interpersonal issues, misunderstandings about role or job clarity, or challenges with organizational structure. EHRS recognizes that unresolved conflict(s) can affect the work and academic settings. In an effort to assist, EHRS often works with and/or refers to Western’s network of support services.

A note regarding safety

Where a concern is shared with EHRS that suggests potential violence or threats to individuals' safety, EHRS refers or reports the concern to Campus Police (CCPS). EHRS referred to, or contacted, CCPS on **six** occasions this past year.

Education and Outreach

EHRS regularly conducts workshops, lends materials and support, and engages outreach assistance to colleagues and groups across campus. This year, EHRS provided education and training to over **2000** Western members.

Trends and Highlights

EHRS continues to focus the majority of its work on supporting campus members in understanding their roles and responsibilities under Western Non-Discrimination and Harassment Policy. Each year, the numbers of contacts rise. This should not be interpreted as an increase in prevalence of harassment or discrimination but, rather, it may suggest a growing understanding about the issues and individuals' rights within the academic and working environments. There is high engagement among Academic and Administrative leaders who are seek our advice about how to support individuals and/or how to manage culture and environment concerns. Continuing to provide direct support and advice (through individual communications and/or learning experiences) to our Academic and Administrative Leaders will be a focus of our work over the coming year. In addition, EHRS will focus over the coming year on providing individuals with more choices (and information) about how they can address concerns through engaging with others in restorative ways.

We also continue to receive a large number of inquiries that relate to, or stem from, social media. We are living in a fast-paced world where people connect "online" and these connections influence experiences and interpersonal behaviours on campus. EHRS works with campus partners (such as, Communications, Human Resources, and Student Experience) to develop consistent approaches to addressing matters that originate on social media.

An annual highlight is Western's participation in London's Pride Festival. Recognizing that the festival occurs in the summer months, EHRS will be facilitating continuing conversations throughout the year in an effort to provide support for ongoing, year-round Pride initiatives. Additionally, EHRS sees great opportunities for creating connections across campus that support Equity, Diversity and Inclusion. EHRS will be exploring strategies and/or structures that bring campus members together in pursuit of creating greater equity, diversity and inclusion on campus.

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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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 People.