



Human Rights Office
ANNUAL REPORT

May 1, 2025 – April 30, 2026

Human Rights Office – 2025-2026 Annual Report

The Human Rights Office (HRO) prepares an annual report as per the *MAPP 1.35 Non-Discrimination, Harassment and Sexual Misconduct Policy*. The report focuses on the various types of concerns brought forward to the Human Rights Office by members of the University community.

About the Human Rights Office (HRO) at Western

The services of the HRO are available to all members of Western's community. The HRO facilitates the development, implementation and ongoing coordination of Western's policies and programs relating to discrimination, harassment, workplace harassment or sexual harassment and sexual misconduct. Mapp 1.35 complies with the Ontario Human Rights Code and Occupational Health and Safety Act.

The HRO offers the following services:

- Confidential consultation, support, and information to all Western students, staff, faculty, librarians and archivists and postdoctoral scholars
- Support, education and advice to administrative and academic leaders
- As appropriate, review and address issues of climate and culture concerns
- Review and facilitate alternative dispute resolution between individuals
- Training and presentations

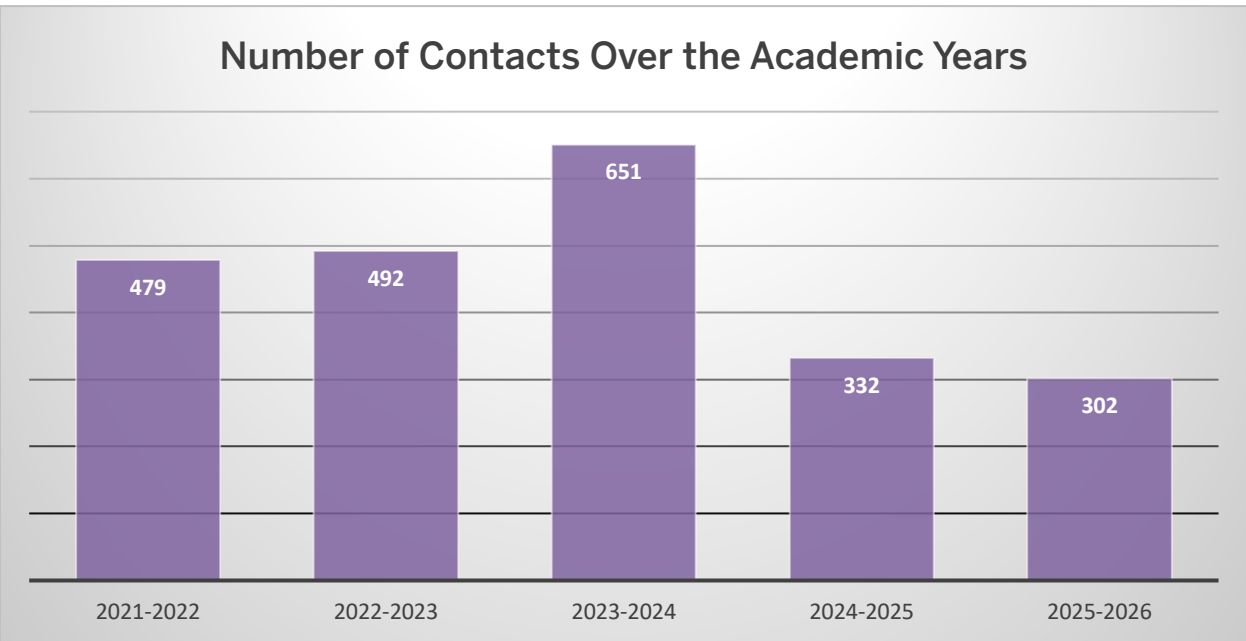


Contacts with the HRO

Individuals contact the Human Rights Office for a variety of concerns, not all of which relate to discrimination and/or harassment. Many individuals approach the HRO as a first point of contact to seek guidance and determine the most appropriate way to address their situation.

During the 2025-2026 academic year, **302** direct contacts were made with the Human Rights Office. **114** of those were through the online reporting form and **188** were through email, phone or walk-ins. **41** contacts were made anonymously through the online reporting form. **Chart 1** below tracks the number of contacts over the past 5 years. There has been an increase in the number of individuals directly contacting the HRO via email or phone and a decline in the number of contacts made via the online reporting form compared to previous years.

Chart 1



- 65% of contacts were individuals that were reaching out for support on their own personal concerns.
- 18% of contacts were individuals reporting a concern on behalf of someone else or an incident they witnessed.
- 15% of contacts were individuals contacting the HRO with requests for information and general guidance.

Chart 2: Individuals Contacting the HRO

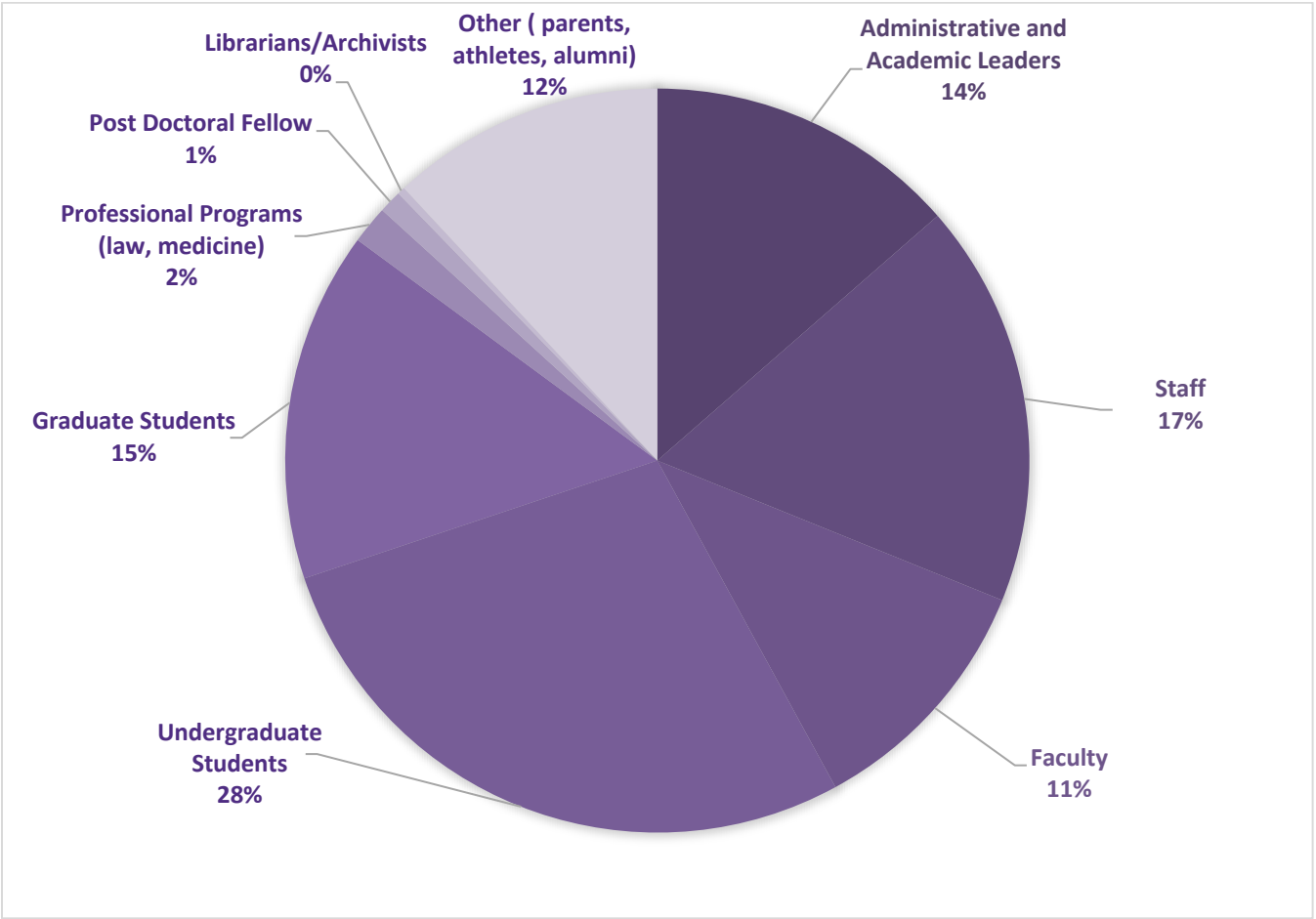


Chart 2 above illustrates the breakdown of individuals who brought concerns to the HRO. Undergraduate students represented the largest group utilizing the HRO’s services. This trend is consistent with previous years and is not unexpected, given that undergraduate students comprise the largest population within the university.



Chart 3: Reasons for Contact with HRO

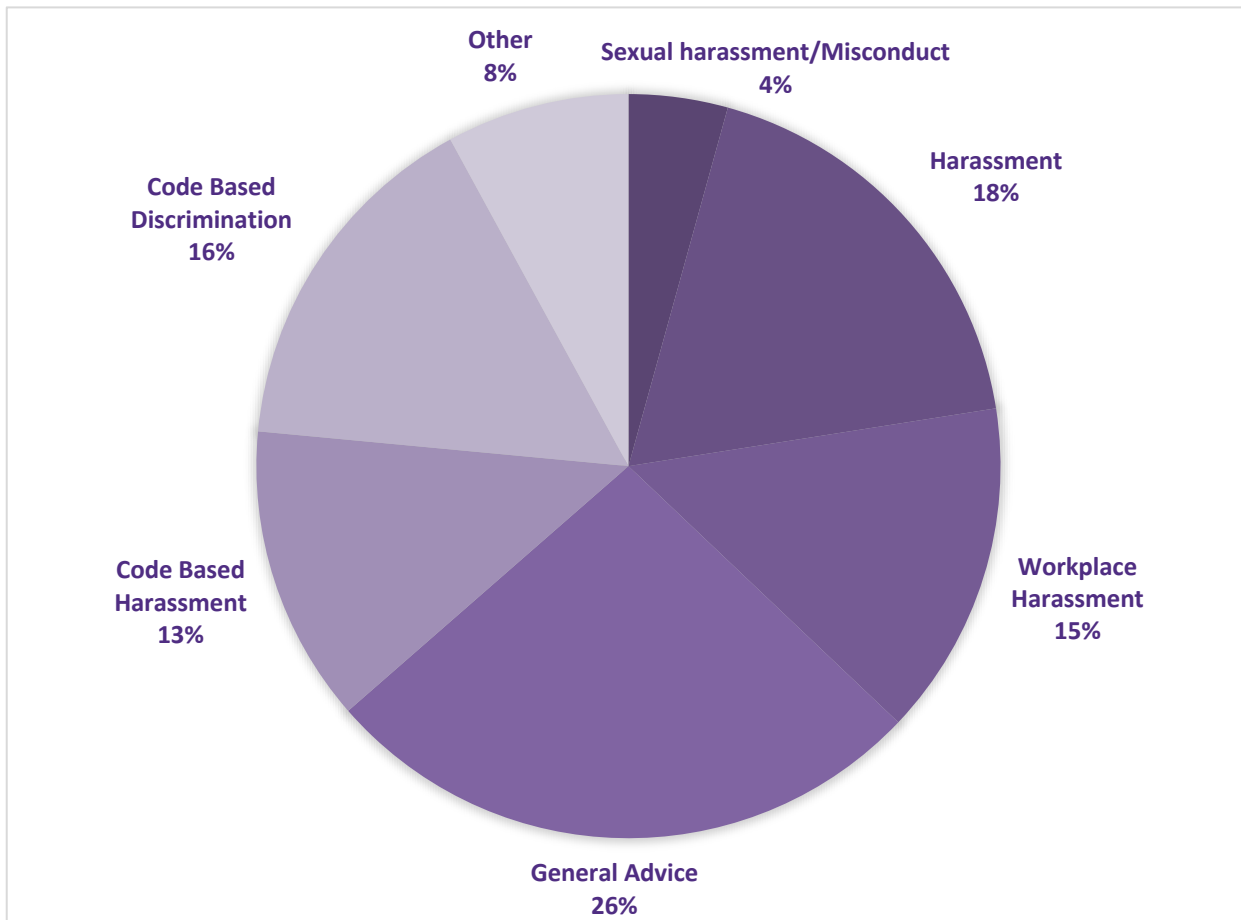


Chart 3 above, together with the concerns outlined in Tables 1 and 2, highlight the range of reasons individuals may contact the HRO for support and guidance. The data illustrates that many individuals seek general advice or clarification, indicating a proactive approach to addressing concerns before they escalate. At the same time, a significant portion of contacts relate to various forms of harassment, including workplace and code-based harassment demonstrating the continued need for specialized support. The breakdown of code-based concerns in Tables 1 and 2 further shows that issues related to race and disability are among the most commonly reported grounds across both students and employees. These patterns suggest that while general inquiries remain a large part of HRO's work, there remains equity-related concerns affecting multiple groups within the institution, reinforcing the importance of ongoing education, policy awareness, and responsive support mechanisms.

Table 1: Grounds for Code Based Discrimination and Harassment reported by Graduate Students and Undergraduate Students

de Based Grounds	Undergraduate	Graduate
Race and race related (i.e ethnicity, place of origin)	16	3
Creed (inc. accommodations)	4	0
Disability (inc. accommodations)	9	8
Sex	1	1
Sexual Orientation, Gender Identity and Expression	3	1

Table 2: Grounds for Code Based Discrimination and Harassment Grounds reported by Employees (staff, faculty, post-docs)

Code Based Grounds	Faculty	Staff	Post Doctoral Fellow
Race and race related (i.e ethnicity, place of origin)	7	7	3
Creed (inc. accommodations)	0	0	0
Disability (inc. accommodations)	0	3	0
Sex	1	4	0
Sexual Orientation and Gender Identity and Expression	0	0	0

Table 3: Action Taken on Matters Reported

Action Taken to Support Concern	Numbers
Provided Consultation and Information	133
Provided Consultation and Referral	37
Follow Up	94
Provided Consultation and Alternative Dispute Resolution	18
No Action	20

- No action is taken when there is no sufficient information provided to conduct an appropriate follow up.
- Over the past academic year the Associate Vice-President, Human Resources administered 38 matters. Nine matters were carried over from the previous academic year. 29 new complaints were filed and/or initiated during the 2025-2026 academic year.
- The HRO referred 16 matters to Western Special Constables and Emergency Services



Closing Reflections

Throughout the academic year, the Human Rights Office (HRO) continued to address a range of concerns related to discrimination, harassment, workplace harassment, accommodation, and other matters not related to human rights within the Western community. Many of the situations brought to our office required ongoing consultation, careful review, and coordination with university partners to support appropriate and responsive resolutions.

The Human Rights Office continues to chair the Gender-Based and Sexual Violence (GBSV) Advisory Committee, bringing together stakeholders from across the campus on a quarterly basis to share best practices and increase awareness of ongoing efforts to address GBSV. These efforts span the campus and broader community through research, education, and awareness initiatives.

The HRO remains committed to upholding human rights principles through fair processes, respectful engagement, and support for individuals navigating complex concerns. In addition to case-related work, the office continued to provide guidance and education through training sessions intended to strengthen awareness of rights, responsibilities, and respectful conduct across campus.

We appreciate the individuals who connected with our office this year and thank our campus partners for their continued collaboration in supporting a safe, inclusive and respectful university environment.



Western

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