

## 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, Diversity & Inclusion at Western receives concerns and provides support, education and advice on matters relating to employment equity, diversity and inclusion. The Human Rights Office receives concerns and provides support and advice on matters relating to 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 the Human Rights Office 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 the Human Rights Office 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, the Human Rights Office 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 Human Rights Office provides aggregated data and reports on matters relating to harassment, discrimination, which are made publicly available to the campus community. These reports are also shared and discussed 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. Nusha Keyghobadi  
Vice-Provost (Academic Planning, Policy and Faculty)  
Western University  
International and Graduate Affairs Building, Lower Level  
London, ON  
N6A 3K7  
[nkeyghob@uwo.ca](mailto:nkeyghob@uwo.ca)

- 2) Individuals with concerns that may relate to the University's Employment Equity should contact:

The Office of Equity, Diversity & Inclusion

Western University  
London, ON  
N6A 3K7  
[edi@uwo.ca](mailto:edi@uwo.ca)

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

The Human Rights Office  
Western University  
Support Services Building  
London, ON  
N6A 3K7  
[humanrights@uwo.ca](mailto:humanrights@uwo.ca)

## **Relevant University Policies and Articles**

### **Employment Equity**

Employment Equity Article in the Faculty Collective Agreement (starting at page 128):  
[https://www.uwo.ca/facultyrelations/pdf/collective\\_agreements/faculty\\_collective\\_agreement\\_2022-2026.pdf](https://www.uwo.ca/facultyrelations/pdf/collective_agreements/faculty_collective_agreement_2022-2026.pdf)

Employment Equity Article in the Librarians and Archivists Collective Agreement (starting at page 85)  
[https://www.uwo.ca/facultyrelations/faculty\\_relations/libarchs/Librarians-and-Archivists-Collective-Agreement-2023-20271.pdf](https://www.uwo.ca/facultyrelations/faculty_relations/libarchs/Librarians-and-Archivists-Collective-Agreement-2023-20271.pdf)

Western's Employment Equity Policy:  
[http://www.uwo.ca/univsec/pdf/policies\\_procedures/section3/mapp32.pdf](http://www.uwo.ca/univsec/pdf/policies_procedures/section3/mapp32.pdf)

### **Discrimination and Harassment**

Discrimination and Harassment Article in the Faculty Collective Agreement (starting at page 109):  
[https://www.uwo.ca/facultyrelations/pdf/collective\\_agreements/faculty\\_collective\\_agreement\\_2022-2026.pdf](https://www.uwo.ca/facultyrelations/pdf/collective_agreements/faculty_collective_agreement_2022-2026.pdf)

Discrimination and Harassment Article in the Librarians and Archivists Collective Agreement (starting at page 65):  
[http://www.uwo.ca/facultyrelations/lib\\_archs/LACollectiveAgreementMasterFINAL.pdf](http://www.uwo.ca/facultyrelations/lib_archs/LACollectiveAgreementMasterFINAL.pdf)

Western's University-wide Non-Discrimination/Harassment Policy and Procedures:  
Policy - [http://www.uwo.ca/univsec/pdf/policies\\_procedures/section1/mapp135.pdf](http://www.uwo.ca/univsec/pdf/policies_procedures/section1/mapp135.pdf)  
Procedure - [http://www.uwo.ca/univsec/pdf/policies\\_procedures/section1/mapp135\\_procedure.pdf](http://www.uwo.ca/univsec/pdf/policies_procedures/section1/mapp135_procedure.pdf)