

# Annual Report on Anti-Racism and Anti-Hate Policy Statement

In response to the Minister's Anti-Racism/ Anti-Hate Directive for Publicly-Assisted Colleges and Universities, the University of Windsor's VPPEI submits this report on the implementation and effectiveness of the University's anti-racism/ anti-hate policies and rules from January 1, 2025 to December 31, 2025.

Complainant Affiliation	Categorization	Code Group	Sub-Category	Proceed to Review (Y/N)
Student (Incident 1)	Race, Discrimination, Harassment	Ethnic origin, Ancestry, Colour	Anti-Black racism	Y – Internal
Student (Incident 2)	Enquiry, Procedural, Systemic	Ancestry, Ethnic Origin, Other	Anti-Indigenous racism	Y – Internal
Alumni (Incident 3)	Discrimination, Harassment	Race, Place of Origin, Ethnic Origin	Anti-South Asian/hate speech	Y – External (VPPEI, Division of Student Affairs, and Alumni)
Staff (Incident 4)	Academic, Harassment, Other	Race, Place of Origin, Sex	Workplace	Y – External (Human Resources)
Student (Incident 5)	Discrimination, Harassment, Non-Code related	Sex, Sexual Orientation, Gender Identity/Gender Expression, Marital Status	Sexual Orientation	Y – External (Division of Student Affairs)
Staff (Incident 6)	Discrimination	Race	Anti-racism	Y – External (Union and Human Resources)
Faculty (Incident 7)	Discrimination, Harassment	Race, Place of Origin, Ethnic Origin	Anti-racism	Y – External (Human Resources)
Anonymous (Incident 8)	Harassment, Other	Not selected	Sexual assault/violence	Y – External (Care Navigator - Assessment Care Team (ACT))

Student (Incident 9)	Academic, Discrimination, Procedural, Systemic	Race, Place of Origin, Citizenship, Receipt of Public Assistance	Refugee status	Y – External (Division of Student Affairs)
Student (Incident 10)	Academic, Consultation, Discrimination, Procedural, Systemic	Race, Place of Origin, Citizenship	Refugee status	Y – External (Division of Student Affairs)
Former student (Incident 11)	Consultation, Harassment	Not selected	Housing	Y – External (Windsor-Essex resources)
Student (Incident 12)	Harassment	Not selected	Bullying	Y – External (Faculty)
Staff (Incident 13)	Accessibility, Discrimination, Harassment	Disability	Workplace accommodation	Y – External (Human Resources)
Student (Incident 14)	Consultation	Race	Anti-racism	Y – External (addressed by faculty)
Student (Incident 15)	Academic, Discrimination, Harassment	Race, Colour	Anti-Black racism	Y – Internal (In Progress)
Student (Incident 16)	Academic, Discrimination, Harassment, Systemic	Not selected	Country of origin	Y – External (Legal Services)
Former Staff (Incident 17)	Discrimination, Procedural, Systemic	Race, Ancestry, Place of Origin, Ethnic Origin, Creed, Disability	University's Freedom of Expression Policy, antisemitism	Y – Internal (In Progress)
Student (Incident 18)	Harassment	Race, Ancestry, Ethnic Origin, Sex, Age	Sexual harassment	Y - External
Former student	Academic, Discrimination	Not selected	Anti-male bias/anti-racism	N – Former student submitted case with HRTO
Student	Academic, Harassment	Not selected	Bullying	N – Not human rights related

## Outcomes of Incidents Proceeding to Review

*Outcomes are summarized to reflect resolution approach, timeline, findings, and disciplinary actions taken.*

### *Incident 1:*

Resolved through informal conflict resolution. Timeline: approximately 2 months (ongoing). Meetings were held with the complainant, respondent, and relevant witnesses. No policy breach was identified at this stage. No disciplinary action or law enforcement involvement required.

### *Incident 2:*

Resolved through informal resolution. Timeline: 1 month. Matter addressed through internal consultations, educational interventions, and system-level review in collaboration with the Indigenous Education Council. No disciplinary action or law enforcement involvement required.

### *Incident 3:*

Referred to senior administration and Alumni representatives. Timeline: approximately 3 months. Review determined the incident occurred on a third-party platform outside University control. No further action available within University jurisdiction.

### *Incident 4:*

Referred to Human Resources under applicable workplace processes. Timeline: approximately 10 days. Matter addressed in accordance with HR policies. No further action reported to VPPEI.

### *Incident 5:*

Referred to the Division of Student Affairs. Timeline: approximately 4 months. Matter addressed through student support and administrative processes. No disciplinary action reported to VPPEI.

### *Incident 6:*

Addressed through union and Human Resources processes. Timeline: approximately 5 months. Matter managed in accordance with collective agreement obligations.

### *Incident 7:*

Initial intake completed; complainant did not pursue further action. Matter documented and monitored under workplace harassment procedures. Timeline: approximately 6 months.

*Incident 8:*

Referred to Care Navigator and Assessment Care Team (ACT). Timeline: approximately 6 months. Matter addressed through care-based and support-focused processes.

*Incident 9:*

Referred to the Division of Student Affairs. Timeline: approximately 4 days. Student interviewed and supported through appropriate administrative channels.

*Incident 10:*

Referred to the Division of Student Affairs. Timeline: approximately 7 days. Issue resolved following review and approval of OSAP funding.

*Incident 11:*

Referred to community resources, including the Landlord and Tenant Board and Community Legal Aid Windsor. Timeline: 1 day. Matter fell outside University jurisdiction.

*Incident 12:*

Referred to faculty leadership for follow-up. Timeline: approximately 11 days. Issue addressed at the faculty level.

*Incident 13:*

Referred to Human Resources under the Workplace Accommodation process. Timeline: approximately 6 months. Matter addressed through accommodation procedures.

*Incident 14:*

Resolved at the faculty level. Timeline: 1 day. Issue addressed directly by faculty member.

*Incident 15:*

Currently in progress. Timeline: approximately 8 months to date. Review delayed due to faculty availability; complainant informed and interim communication maintained.

*Incident 16:*

Referred to Legal Services. Timeline: approximately 9 months. Matter addressed through legal review and advice.

*Incident 17:*

Currently active. Timeline: approximately 11 months to date. Documentation under review; matter proceeding through internal processes.

*Incident 18:*

Ongoing. Addressed by Residence Life, Special Constables Services, and the Division of Student Affairs. Law enforcement involvement limited to University Special Constables.