



**FOR INFORMATION**

**PUBLIC**

**OPEN SESSION**

**TO:** UTM Campus Council

**SPONSOR:** Kelly Hannah-Moffat, Vice-President, People Strategy, Equity & Culture,  
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**PRESENTER:** As above  
**CONTACT INFO:**

**DATE:** April 15, 2025, for April 22, 2025

**AGENDA ITEM:** 2

**ITEM IDENTIFICATION:**

Process for Complaints & Concerns about Discrimination & Harassment.

**JURISDICTIONAL INFORMATION:**

The UTM Council receives annually from its assessors, reports on matters within its areas of responsibility, including statements of current issues, opportunities and problems, and recommendations for changes in policies, plans or priorities that would address such issues.

**GOVERNANCE PATH:**

1. UTM Campus Council Meeting [For Information] April 22, 2025

**PREVIOUS ACTION TAKEN:**

Not applicable.

**HIGHLIGHTS:**

The University has several policies that address discrimination and harassment in a manner specific to the roles of faculty members, librarians, staff, students, and the broader community. These policies are grounded in a larger legal framework that includes such legislation as the *Criminal Code of Canada*, the Ontario *Human Rights Code*, and the *Occupational Health and Safety Act*.

Introduced in fall 2024, the *Strengthening Accountability and Students Supports Act 2024* and the Anti-Racism/Anti Hate Directive issued by the Ministry of Colleges, Universities, Research Excellence and Security recently expanded this legal framework.

In response to this new legislation, the University launched two initiatives:

- Collected interim, tri-campus data about complaints reported between July 1, 2022 and December 31, 2024 to better understand the current complaints processes across the University.
- Launched a Complaints & Concerns about Discrimination & Harassment website ([uoft.me/complaints](https://uoft.me/complaints)) to help our community better understand the current complaints and concerns pathways available at the University, and to support them in filing a complaint.

Work on these two initiatives occurred as we prepared to launch the formal Review of the University's *Statement on Prohibited Discrimination and Discriminatory Harassment* ([uoft.me/StatementReview](https://uoft.me/StatementReview)).

This presentation provides an overview of how U of T is addressing concerns and complaints related to discrimination and harassment. We remain committed to ensuring that everyone in our community can learn, live, work, and research in environments free of discrimination and harassment.

### **FINANCIAL IMPLICATIONS:**

Not applicable.

### **RECOMMENDATION:**

For information.

### **DOCUMENTATION PROVIDED:**

Process for Complaints & Concerns about Discrimination & Harassment Presentation.