

# Annual Report on Complaints of Discrimination

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December 2025

# Complaint definition

“Formally communicating specific allegations in order for the University to take action that could result in discipline or other action against a member of the University community, and filing the allegations through an existing policy process via the intake mechanism set up for that process.”

Over the July 1, 2024 to June 30, 2025 reporting period, the University received **250 complaints** regarding discrimination and harassment based on the definition set out above.

# Sources

- Principals and Deans of Faculties, Campuses, and Colleges
- EDI Leads and Chief Administrative Officers in Divisions
- Institutional Equity Office
- Vice-Provost, Faculty & Academic Life
- Vice-Provost, Students (including Housing)
- Workplace Investigations Office (WPI)

# U of T Community (2024-25)

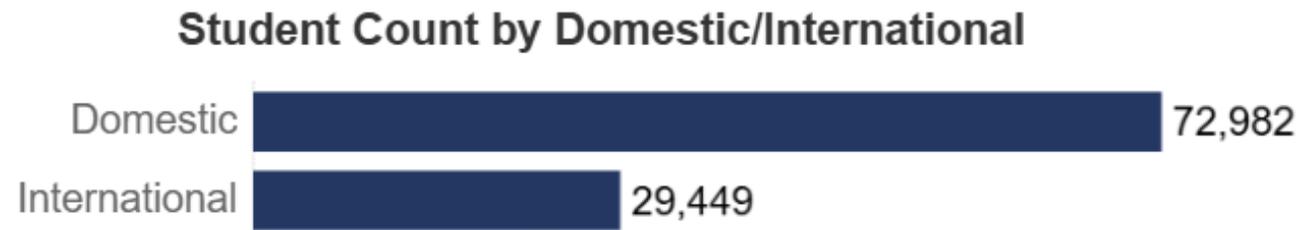
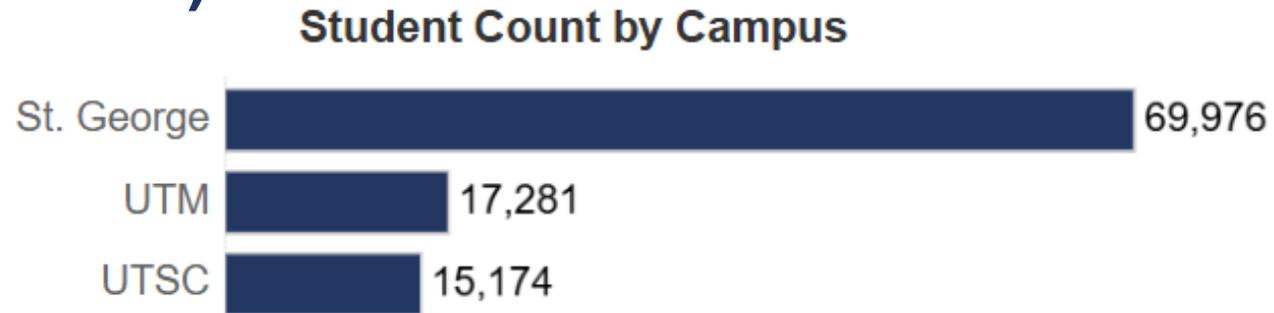
Student Count  
**102,431**

Undergraduate  
**80,573**

Graduate  
**21,858**

Appointed Faculty  
**3,694**

Staff  
**9,812**



Tenure  
**2,431**

Teaching  
**519**

Part-time and CLTA  
**744**

Librarians  
**169**

# Number of complaints by complainant and respondent role

Complainants	Respondents		
	Student	Staff	Faculty member
Student	33	31	43
Staff	<5	37	12
Faculty Member	<5	5	26

Fewer than 5 were not reported to protect privacy of participants. Other roles, such as librarians, post-docs, and alumni, were involved in fewer than 5 complaints each. There were also complaints against University processes. Together these complaints account for the remainder.

# Complaint types

Description	Complaints
Verbal comment or exchange	156
Social media	100
Written comment or exchange (i.e., via email or other document)	43
Classroom interaction	37
Academic decision (i.e., grades, PTR, tenure and promotion)	26
Management / HR decision (i.e., hiring, shift/task assignment, discipline)	28
Physical* (i.e. unwanted physical contact, assault)	24
Accommodation	17
Property (i.e., vandalism)	12

\*Incidents of discrimination and discriminatory harassment based on sex and gender managed under the Policy on Sexual Violence and Sexual Harassment are included in the [Annual Report](#) of the Sexual Violence Prevention and Support Centre.

# Ontario Human Rights Code

Categories	Number of complaints
Race*	110
Ethnic origin*	66
Gender Identity	42
Creed*	39
Disability	38
Gender Expression	31
Place of origin*	27

\*Complaints that include one of more of these may also be categorized as antisemitism, Islamophobia, or other Bill 166 categories detailed on the next slide.

Categories	Number of complaints
Sexual orientation	10
Sex/Pregnancy	10
Family status	10
Age	8
Colour	6
Citizenship	3
Ancestry	3
Marital status	1

N=250 complaints. The numbers do not add up to 250 because one complaint can have more than one category.

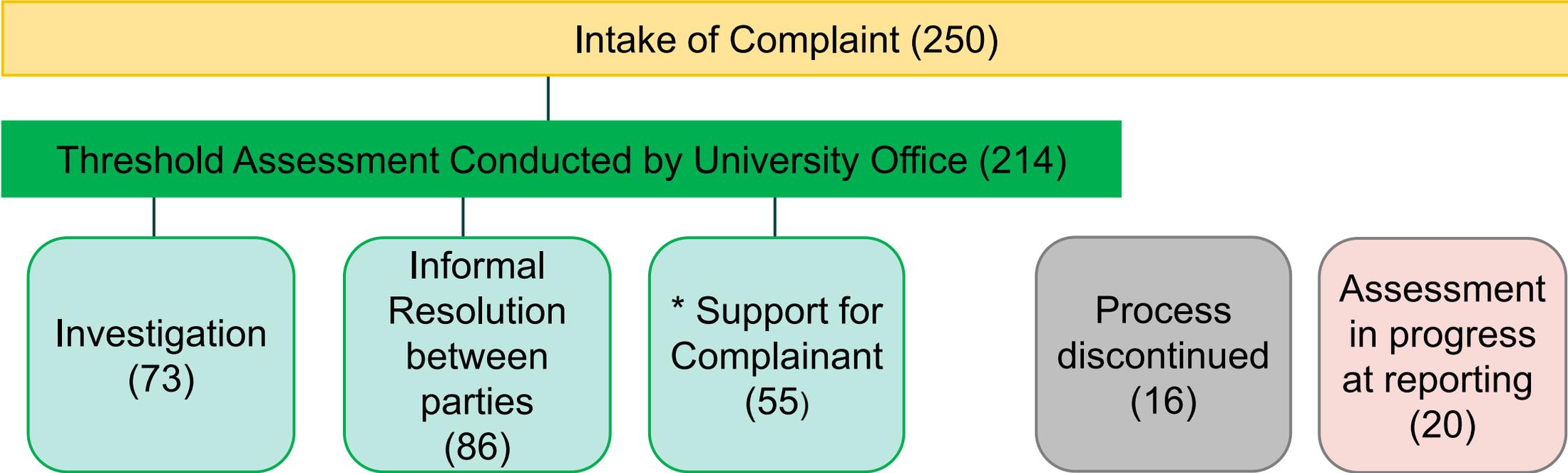
# Bill 166 Categories

Categories	Number of complaints
Antisemitism	37
Anti-Black Racism	33
Islamophobia	24
Anti-Indigenous Racism	11

N=250 complaints.

The numbers do not add up to 250 because complaints can include Human Rights Code categories that do not align with mandated Bill 166 categories.

# Complaints Intake and Assessment: July 1, 2024 to June 30, 2025



\*Can include mental health supports, community safety supports, systems change, other resources.

# Investigations – Details

Status if investigated	Count
Some or all allegations substantiated	33
In progress	30
No allegations substantiated	8
Process discontinued (i.e. the respondent is on medical leave, or left the University)	2
<b>Total</b>	<b>73</b>

# Complaints Outcomes

Outcomes	Count
Termination/Expulsion	14
Disciplinary and/or corrective and/or remedial actions (excluding termination or expulsion)	18
Restorative action involving both complainant and respondent	72
System-level outcome: University system/process remedied	8
No disciplinary/corrective/remedial action taken against respondent (i.e. support for complainant only and/or no policy breach)	46
Process discontinued	11
Outcome in progress at time of reporting	45
<b>Totals</b>	<b>214</b>

# Number of calendar days from *complaint received* to *outcome communicated* to complainant

Range of number of days	0 to 289
Mean number of days	55
Median number of days	31

# Related Institutional Initiatives

- Community supports
- Workshop on Recognizing and Addressing Race, Place of Origin & Creed-Based Discrimination
- New training on Addressing Antisemitism and a web resource
- Development of Islamophobia resource
- New Assistant Vice-President, Institutional Affairs and Senior Advisor in the Provost's Office

# Actions & Next Steps

- Implementation of the Review of the *Statement of Prohibited Discrimination and Discriminatory Harassment*
  - New policy on discrimination to replace the Statement
  - Single point of intake in an institutional Human Rights Office
  - Standardized tracking and reporting
- Policy Review and Consultation of the *Code of Student Conduct*

# Questions?