

# Appendix A 2025 Complaint Data - Anti-Racism/Anti-Hate Policy

Policy (or Policies) Breached	Date Reported	Date Closed	EOY (For Day Count)	Calendar Days Open (until Dec 31)	Last Workflow Status	Complainant(s)	Case Outcome	Reason/Outcome
Code of Conduct-Respectful Workplace Policy, Freedom of Expression Policy	19-Feb-25	11-Aug-25	December 31, 2025	173	Closed	Student(s)	N/A - No Investigation Warranted	Resolved Informally
Workplace Violence & Harassment Policy	21-Feb-25	25-Mar-25	December 31, 2025	32	Closed	Student(s)	Unsubstantiated	No further action taken
Workplace Violence & Harassment Policy, Code of Conduct - Respectful Workplace Policy	02-Mar-25	27-Mar-25	December 31, 2025	25	Closed	Faculty PT	Substantiated	No disciplinary action taken
Workplace Violence & Harassment Policy, Code of Conduct - Respectful Workplace Policy, Healthy Workplace Policy	07-May-25	09-Jun-25	December 31, 2025	33	Closed	Staff/Admin	N/A - No Investigation Warranted	Complaint Withdrawn
Code of Conduct - Respectful Workplace Policy	29-May-25	13-Aug-25	December 31, 2025	76	Closed	Staff/Admin	N/A - No Investigation Warranted	Resolved Informally
Workplace Violence and Harassment Policy, Ontario Human Rights Code	23-Jul-25	21-Aug-25	December 31, 2025	29	Closed	Student(s)	Unsubstantiated	No further action taken
Code of Conduct - Respectful Workplace Policy	18-Aug-25	21-Aug-25	December 31, 2025	3	Closed	Staff/Admin	N/A - No Investigation Warranted	Complaint Withdrawn
Code of Student Conduct (Non-Academic)	03-Sep-25	17-Sep-25	December 31, 2025	14	Closed	Student(s)	N/A - No Investigation Warranted	Resolved Informally
Workplace Violence & Harassment Policy	03-Sep-25	09-Sep-25	December 31, 2025	6	Closed	Other/Anonymous	N/A - No Investigation Warranted	Resolved Informally
Workplace Violence and Harassment Policy, Code of Conduct - Respectful Workplace Policy	24-Nov-25	20-Jan-26	December 31, 2025	57	Closed	Staff/Admin	Substantiated	Disciplinary action taken
Code of Student Conduct (Non-Academic)	10-Dec-25	26-Jan-26	December 31, 2025	47	Closed	Student(s)	N/A - No Investigation Warranted	Complaint Withdrawn
Code of Student Conduct (Non-Academic)	22-Nov-25	26-Jan-26	December 31, 2025	39	Closed	Student(s)	N/A - No Investigation Warranted	Resolved Informally
Sexual Violence Policy	04-Nov-25	November 5,	December 31, 2025	1	Closed	Student(s)	Unknown	Unknown
Code of Student Conduct (Non-Academic)	11-Jun-25	June 27, 2025	December 31, 2025	16	Closed	Student(s)	Partially Substantiated	Resolved Informally
Workplace Violence and Harassment Policy	02-Dec-25		December 31, 2025	29	Open - Investigation	Staff/Admin	Investigation Ongoing	
Workplace Violence & Harassment Policy, Code of Conduct - Respectful Workplace Policy	10-Sep-25		December 31, 2025	112	Open - Investigation	Staff/Admin	Investigation Ongoing	
Code of Conduct - Respectful Workplace Policy	29-Sep-25		December 31, 2025	93	Open - Investigation	Faculty	Investigation Ongoing	
Code of Conduct - Respectful Workplace Policy	20-Nov-25		December 31, 2025	41	Open - Investigation	Staff/Admin	Investigation Ongoing	
Workplace Violence & Harassment Policy, Code of Conduct-Respectful Workplace Policy, Healthy Workplace Policy, OHRC	05-Dec-25		December 31, 2025	26	Open - Investigation	Staff/Admin	Investigation Ongoing	
Human Rights Complaint, Workplace Violence and Harassment Policy	16-Dec-25		December 31, 2025	15	Open - Investigation	Student(s)	Investigation Ongoing	
<b>2025 Summary</b>								
<b>Total Complaints Received:</b>	20							
<b>% of active investigations</b>	30%							
<b>% of closed investigations</b>	70%							
<b>% of complaints made under the Workplace Violence and Harassment Policy (alone and with other policies)</b>	50%							
<b>% of complaints made under Code of Student Conduct (Non-Academic) Policy</b>	20%							
<b>% of complaints made under the Code of Conduct - Respectful Workplace Policy (alone and with other policies)</b>	25%							