



Implementation and Effectiveness of Anti-Racism/ Anti-Hate Policy

2025 Report

Office of the Associate Vice-President, Equity, Diversity, and Inclusion (AVP: EDI)

January 2026

Implementation and Effectiveness of Anti-Racism/Anti-Hate Policy

Wilfrid Laurier University is committed to the promotion of safe, inclusive and respectful campuses free from harassment, discrimination and acts of hate. Such an environment ensures all members of the Laurier community can thrive, and that learning and academic success are optimized. Laurier's existing policy, 6.1 "Prevention of Harassment, Discrimination, and Sexual Misconduct," serves to safeguard and guarantee members' right to learn and work together in safety.

In summarizing the university's implementation and effectiveness of its anti-racism and anti-hate policy, this report contains two sections: 1) summary of modifications of Laurier's Policy 6.1, and 2) data representing hate/racism incidents reported and responded to by Laurier in 2025.

Modifications to Policy 6.1 "Prevention of Harassment, Discrimination, and Sexual Misconduct" and their Effectiveness

Laurier made several adjustments to existing policy to ensure compliance with the Strengthening Accountability and Student Supports Act (2024) and associated directives.

Laurier's existing policy – 6.1 "Prevention of Harassment, Discrimination, and Sexual Misconduct" was modified through five key actions:

1. Reviewing the scope of internal policies and processes to ensure alignment with the requirement that an institution's anti-racism/ anti-hate policies and rules must apply to students, faculty, staff, management and visitors, including guest speakers.
2. Defining Acts of Hate and their intersection with the Criminal Code.
3. Embedding in our policies and rules timelines for complaint response and resolution with outcomes and resolutions communicated within 12 months of the complaint.
4. Outlining avenues for appeal and providing details on how to access them.
5. Providing a new process to accept anonymous complaints through the Office of the Associate Vice-President, Equity, Diversity, and Inclusion: "Reporting Incidents to Support Equity" (RISE Form).

These changes have had positive outcomes for the Laurier community, including stronger and more broadly accessible policies, greater institutional trust and accountability through clearly communicated timelines and appeals processes, and increased means for reporting hate and racism.

Data Representing Hate/Racism Incidents Reported to Laurier

There are several options for members of the Laurier community to report incidents of hate, racism, and discrimination—primarily, reports of this nature are received by and responded to by three units:

1. Office of Human Rights and Conflict Management (OHRCM)
2. Special Constables Services
3. Office of the Associate Vice-President, Equity, Diversity, and Inclusion (AVP: EDI) through the RISE Form.

In this report, data are presented from these three sources, in line with Ontario's Anti-Racism/Anti-Hate Directive (Bill 166). Because reports can be submitted to multiple places, incidents may be redundant across datasets.

Office of Human Rights and Conflict Management (OHRCM)

From January 2025 to December 2025 the OHCRM received seven formal complaints of racial discrimination and acts of hate. Below is a summary of the nature of the complaints, resolution pathways, including review processes, and applicable timelines.

Complaint 1

Code Ground: Race/Religion

Subcategory: Islamophobia

Summary: A member of the university community reported experiencing racism and discrimination in the form of technology-based violence from another community member. The complainant alleged experiencing repeated attempts at contact and on-line harassment. The complainant was referred to the police, safety planning occurred, as well as on-going monitoring of the social media platforms that were accessed to perpetuate the alleged racism and discrimination. The file remains open for on-going safety planning.

Complaint 2

Code Ground: Race

Summary: A student alleged to have experienced racial discrimination in the classroom by a faculty member. A review was conducted, and it was determined that the complaint did not meet threshold for a policy violation. The complaint was closed after six weeks.

Complaint 3

Code ground: Race

Subcategory: Anti-Black racism

Summary: A student alleged to have experienced an act of hate in the form of technology-based harassment. The matter was referred to municipal police services with the complainant's permission. The internal review process was paused pending the outcome of the criminal code investigation.

Complaint 4

Code Ground: Race

Subcategory: Anti-Black racism

Summary: A student member of the university community alleged they were experiencing anti-Black racism in the form of technology-based harassment. An investigation was initiated and completed in six months. Extenuating circumstances prolonged the investigation.

Complaint 5

Code Ground: Numerous

Summary: A student alleged to have experienced multiple forms of discrimination under the Ontario Human Rights Code by a roommate. A review was completed, and it was found that Policy 6.1 "Prevention of Discrimination, Harassment and Sexual Misconduct" was violated. As a result of extenuating circumstances, the review took six months to complete.

Complaint 6

Code Ground: Sexual Identity/Religion

Subcategory: Islamophobia/Woman Identifying

Summary: A staff member alleged to have experienced an act of hate that involved on going technology-based harm. An arrest was made, and the respondent is no longer a member of the university community.

Complaint 7

Code Ground: Race/Religion

Subcategory: Islamophobia

Summary: A staff member of the university community filed a formal complaint against a supervisor alleging racism and discrimination based on their identity as a person of the Muslim faith. The complainant alleged they were being disadvantaged in the workplace because of their faith. The complaint was resolved through an informal resolution process and was closed after six weeks.

Extenuating circumstances could include interference with investigation processes because of court or police procedures, medical and other employment leaves of absence, or time delays because of the need to seek information from external sources, most often experienced in technology-based harm complaints.

Initial Observations of Policy Effectiveness and Next Steps

- The OHRCM will provide further socialization of the definition of hate as per Policy 6.1., as 'acts of hate' is used in complaint processes across departments in different ways. For example, there have been cases where the OHRCM has identified racism, but another unit has characterized the event as an act of hate.
- The OHRCM and the Office of the AVP: EDI have recently modified their referral processes so that once a submission is reviewed by AVP: EDI staff and someone is requesting follow up, that follow up is done by the responsible office of oversight, thereby minimizing the need for multiple disclosures to various offices. For example, the AVP: EDI staff would

previously reach out to individuals seeking support to advise them of informal and formal policy options available, most often through the OHCRM. Now the OHCRM does that outreach directly once AVP: EDI staff do the initial triage.

- The OHCRM is seeking a position that will allow for more direct student contact so that an OHCRM liaison would have frequent connections with student collectives and groups to better educate the university community about policy definitions and support and to hold focus group discussions to inform future policy revisions.

Special Constables Services

This section of the report summarizes data gathered from the Special Constables Services from January 1, 2025, to December 31, 2025. For 2025, statistics cited below were identified using keyword searches. Across cases, the term 'hate crime' appeared in 10 reports and 'hate' appeared in nine reports.

Of these 19 cases, eight were information shares/general information and were not incidents that occurred at Laurier, and one case was a Canadian Police Information Centre (CPIC) query.

Of the 10 incidents that referenced 'hate', six were categorized as defacing property, one was categorized as theft, two were categorized as unwanted contact, and one was to check wellbeing. The term 'racist' appeared in four of these reports, and 'bias' appeared in one report. Nine of the 10 incidents involved students and one involved faculty.

Reporting Incidents to Support Equity (RISE Form)

This section of the report summarizes responses gathered from the Reporting Incidents to Support Equity (RISE) Form between January 30 and December 31, 2025. Overall, data¹ indicate that the RISE Form is being widely accessed by members of the Laurier community.

RISE Form Access

In 2025, the form was accessed 264 times. After removing entries with no data (completely blank), a subset of entries ²($n = 217$) remained. Of these, $n = 38$ or 17.5% opted to only view a page of resources, and $n = 179$ or 82.5% opted to proceed directly to the form. A total of $n = 130$ entries were analyzed for this report. These entries included responses to questions about the type of incident and relationship to identity.

¹ Throughout the survey, respondents could exit at any time, or omit responses, so the number of respondents differs across questions.

² Entries refers to submissions to the RISE Form.

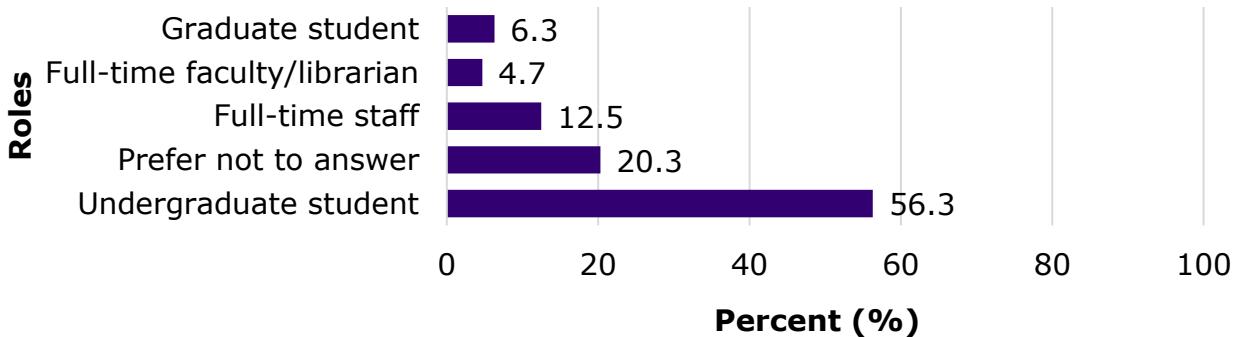
Requests for Follow-Up

A small proportion of entries ($n = 28$ or 21.5%) requested follow-up from the AVP: EDI Office. Another $n = 52$ (or 40%) wished to be anonymous or did not answer the question about follow-up preference ($n = 50$ or 38.5%).

Entries by Role

The form is being accessed by students, staff, and faculty. More than half of the entries were undergraduate students (56.3%); others preferred not to specify a role (20.3%), were full-time staff (12.5%), or occupied another role (see Figure 1).

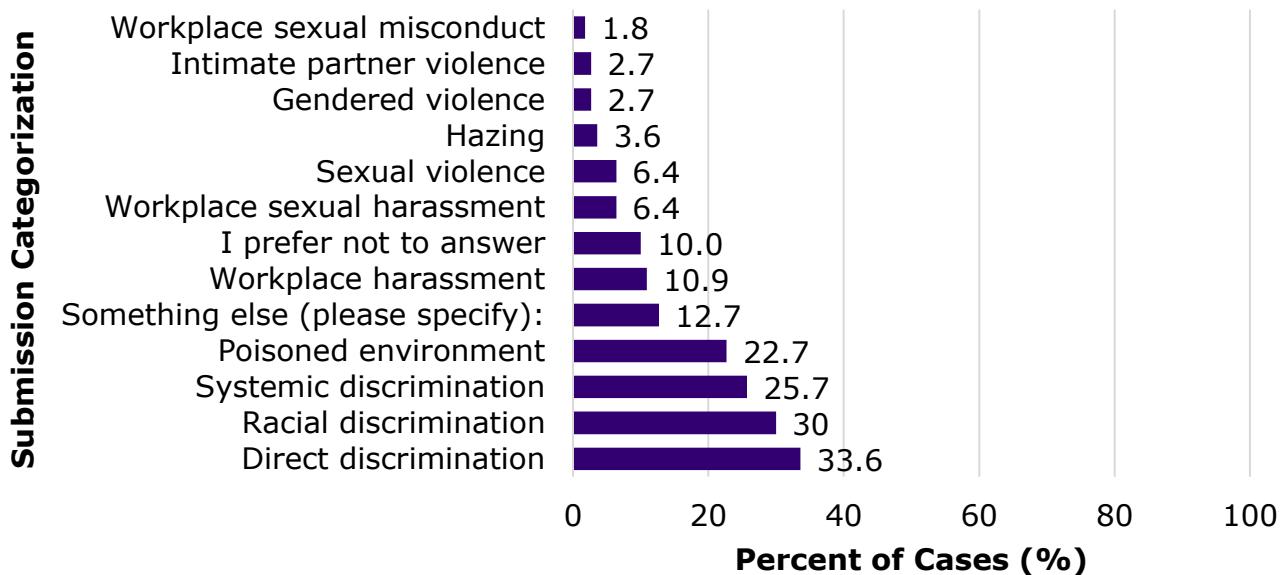
Figure 1. Entries by Role



Categorization of Submissions

Most entries disclosed direct discrimination ($n = 37$ or 33.6% of cases), racial discrimination ($n = 33$ or 30% of cases), systemic discrimination ($n = 28$ or 25.5%), or a poisoned environment ($n = 25$ or 22.7%). See Figure 2.

Figure 2. Categorization of Submissions



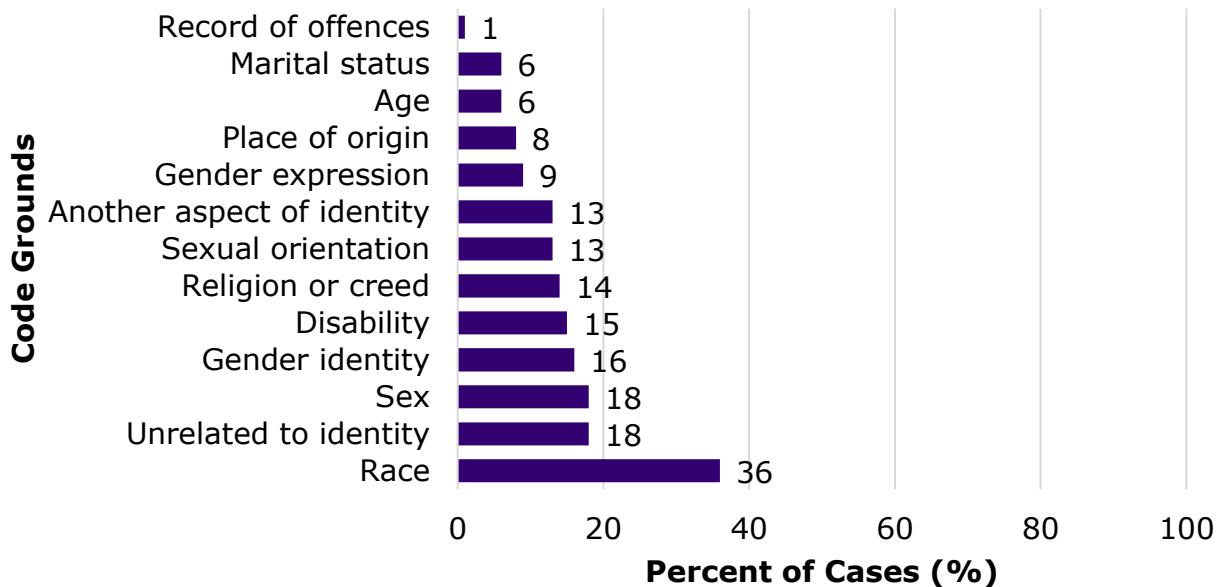
Notes. Reporting percent of cases vs. percent. Entries reflect 'Select all that apply.' Under 'something else,' responses included incidents beyond prescribed categories (e.g., interpersonal issues, physical violence, and concern for welfare).

Entries by Code Ground

A subset of entries answered this question ($n = 100$). Of those, the majority indicated the incident was related to race ($n = 36$ or 36%), sex ($n = 18$ or 18%), or was unrelated to an aspect of identity ($n = 18$ or 18%).

Smaller proportions of entries indicated the incident was related to gender identity ($n = 16$ or 16%), disability ($n = 15$ or 15%), religion/creed ($n = 14$ or 14%), or a number of different code grounds (see Figure 3).

Figure 3. Submissions by Code Ground



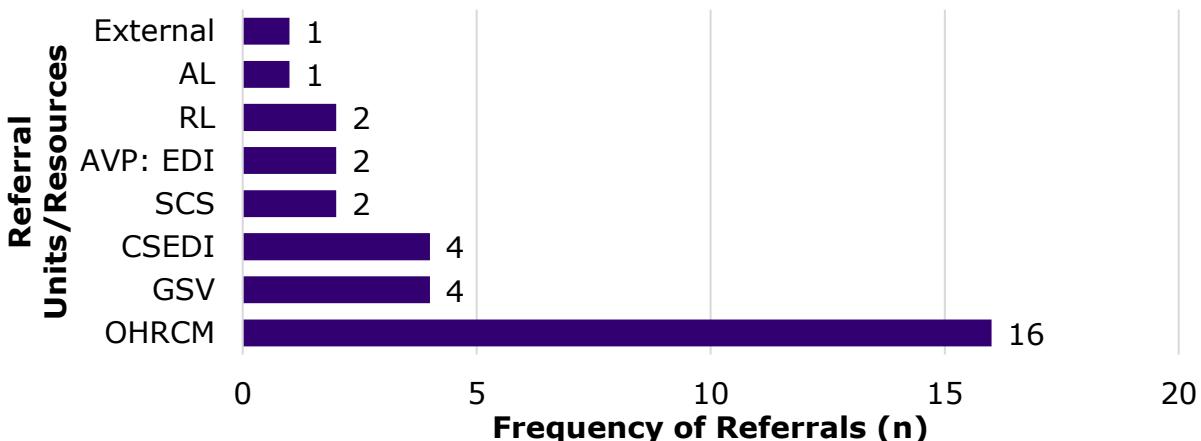
Notes. Reporting percent of cases vs. percent. Entries reflect 'Select all that apply.' Under 'something else,' responses included identities beyond prescribed categories (e.g., socioeconomic status, first-generation student, being unhoused).

Overview of Outcomes

Referrals from the RISE Form

Fewer than 1/4 of entries ($n = 28$ or 21.5%) requested follow-up. Of those entries that requested follow-up, most ($n = 16$ or 62% of referrals) were referred to the Office of Human Rights and Conflict Management (although most did not contact the office). See Figure 4.

Figure 4. Referral Units/Resources for those Requesting Follow-Up



Notes. AL = Accessible Learning; RL = Residence Life; AVP: EDI = Associate Vice-President, Equity, Diversity, and Inclusion; SCS = Special Constables Services; CSEDI = Centre for Student Equity, Diversity, and Inclusion; GSV = Gendered and Sexual Violence Response; OHRCM = Office of Human Rights and Conflict Management.

Response and Resolution Times

Among those who requested follow-up, response times were between 1-7 business days (average 5 business days).

Findings of Investigations and Disciplinary Measures

Two entries from the RISE Form were pursued as formal complaints through the OHRCM and are captured in the section above.

Involvement of Law Enforcement

In two cases, entries were referred to Special Constables Services (SCS). One case involved physical violence and harassment and the other involved defacing property with a hate symbol. The case involving defaced property was also reported directly to Special Constable Services and was resolved within seven business days.

RISE Form Entries that Did Not Proceed to Review

Of those who submitted to the RISE Form anonymously and did not request follow-up ($n = 52$), three cases involved sexual harassment or unwanted contact, and one case involved defacing property with a hate symbol.

The entries involving sexual harassment/ unwanted contact did not provide sufficient information required to follow-up, although they met the criteria for mandatory reporting (i.e., imminent harm) and were therefore communicated to the Gendered and Sexual Violence Response team.