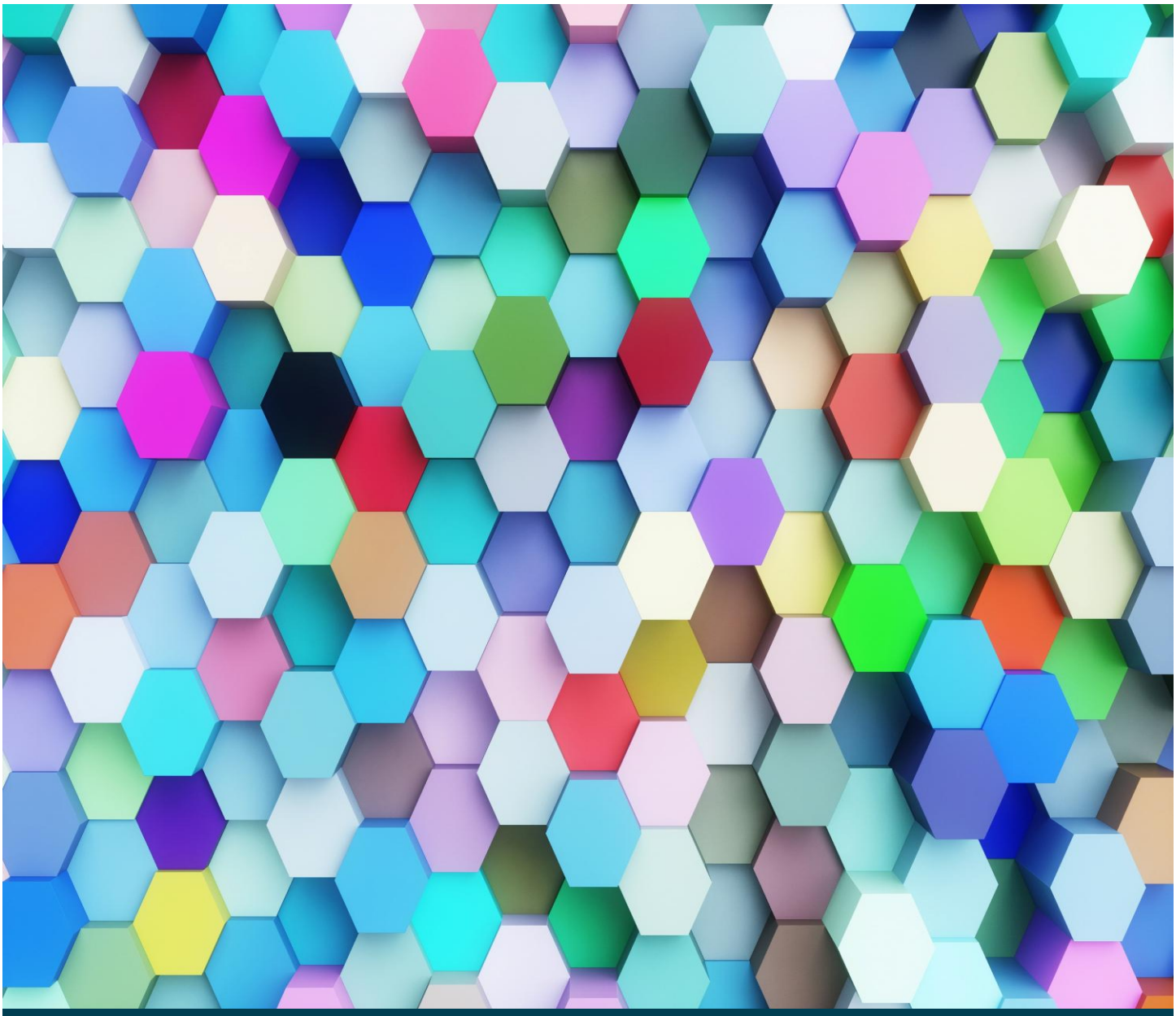


Harassment and Discrimination Intake

Annual Report 2025-2026

Queen's University
OFFICE OF THE VICE-PRINCIPAL
CULTURE, EQUITY, AND INCLUSION

INTRODUCTION

The following report provides an overview of the complaints and reports submitted under the Harassment and Discrimination Prevention and Response Policy from May 1, 2025 to April 30, 2026. This summary includes data from both formal complaints submitted via the online intake form to the Office of the Vice Principal (Culture, Equity, and Inclusion) (VPCEI) and anonymous submissions received through the Human Rights and Equity Office (HREO) IN-SIGHT reporting tool.

The report compares the current data to the previous year's statistics, notes trends in reporter and respondent roles, incident locations, the timing of incidents, grounds for complaints, and referrals for formal investigations. Specific attention is given to data unique to IN-SIGHT, emphasizing behaviors reported and trends observed. This report is helpful in understanding the university's ongoing efforts to respond to and manage incidents of harassment and discrimination effectively.

H&D POLICY AND PROCEDURE REVIEW

Each year the H&D Intake Assessment Team meets to review the H&D policy and related harassment and discrimination procedures. The Team met on June 2, 2026 and August 26, 2026 to review the Annual H&D Report, the Policy and Procedure document, the H&D submission form, and the H&D Intake Tool. Members also reviewed advisory service statistics from HREO, the Office of the Ombudsperson , and Student Conduct. Discussion topics included policy awareness and training (with a particular focus on participation in the new online modules and other opportunities for community engagement), as well as professional development, training, and resources for H&D Intake team members.

Following the review, the team recommended the following revisions to the Annual H&D Report:

- From the total cases that are referred to investigation, break down which resulted from Complaints vs. Reports
- Include information on how many submissions are linked (connected to the same concern)
- Capture information on cases not referred to investigation but still referred to a unit on campus in order to appropriately resolve the issue or support the complainant.

There were also some small revisions suggested for the H&D Intake Form and the H&D Intake Tool.

THE ANTI-HATE & ANTI-RACISM DIRECTIVE

We continue to use this Harassment and Discrimination report to satisfy the Directive's requirements. Last year the Harassment and Discrimination Prevention and Response Policy was amended to include explicit provisions addressing the Ontario Minister of Colleges and Universities' anti-hate and anti-racism directive, issued late last year. The directive required all publicly assisted colleges and universities to implement its requirements by January 31, 2025. The updated H&D Policy was approved by the Queen's Board of Trustees in December 2024.

The revised policy updates key definitions, describes complaint and reporting pathways, including anonymous reporting through IN-SIGHT, and identifies resources and measures for preventing and responding to incidents of racism and hate at the university.

The directive also requires universities to report the following:

- The number and type of complaints reported by students, faculty or staff, including a general description/categorization of the complaints in addition to the number of complaints that do not proceed to a review.
- The associated human rights code group (for example, ethnicity, race, religion, sexual orientation) and the sub-category (for example, Black, Indigenous, Jewish).
- The outcomes of these incidents, including response and resolution timelines (for example, the number of months to resolve a complaint), findings of investigations, disciplinary measures taken, and any involvement of law enforcement.

This report is intended to fulfill the directive requirement and consists of the following information:

- Number of Complaints and Reports
- Role of the Complainant and Reporter
- Role of the Respondent
- Location of Incidents
- Timing of Complaints and Reports
- Reported Grounds and Sub-Categories
- H&D Intake Assessment Decisions
- H&D Referral Unit
- H&D Measures Imposed
- H&D Timelines
- INSIGHT Specific Data

SUMMARY OF FINDINGS

- Overall, there was a decrease in submissions under the H&D Policy and an increase in the IN-SIGHT Tool in 2025-2026.
- Students were the largest group to report under the H&D Policy and the largest group to use the IN-SIGHT Tool.
- The majority of complaints and reports received through the H&D Policy were against students.
- Most incidents reported or complained about under the policy and IN-SIGHT occurred on campus.
- The highest volume of H&D reports occurred between September and December with 59 submissions.
- Incidents related to race, ethnicity and/or religion are the most frequently reported.
- The Assessment Team formally referred 18% of cases for investigation.
- The average time it took for an investigation was 105 days, with the longest investigation taking 226 days from the date of referral.

DATA

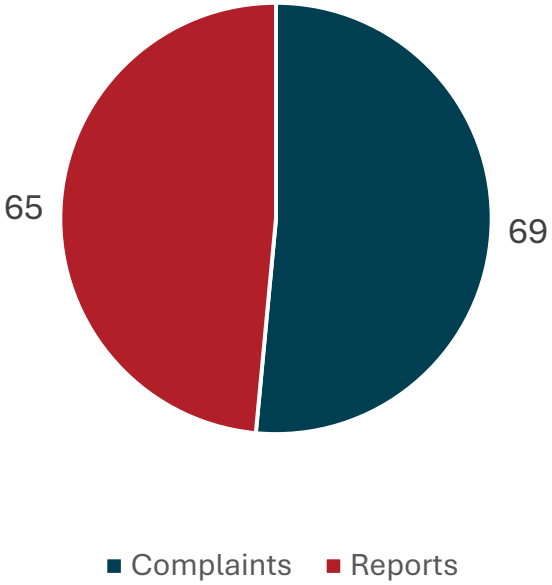
The following charts summarize information related to all complaints and reports submitted under the Harassment and Discrimination Prevention and Response Policy from May 1, 2025 to April 30, 2026. The data align with the reporting date, not necessarily when the incident occurred.

It is important for readers to note that cases received by the Intake Team are rarely straightforward. They may involve more than one respondent or occur across more than one unit/department.

IN-SIGHT
STORIES HAVE IMPACT. SHARE YOURS

48 submissions in 2025-2026

Number of Complaints and Reports under the H&D Policy



Sometimes respondent information is known and sometimes it is not. All efforts have been made to explain this in the various charts included in this report.

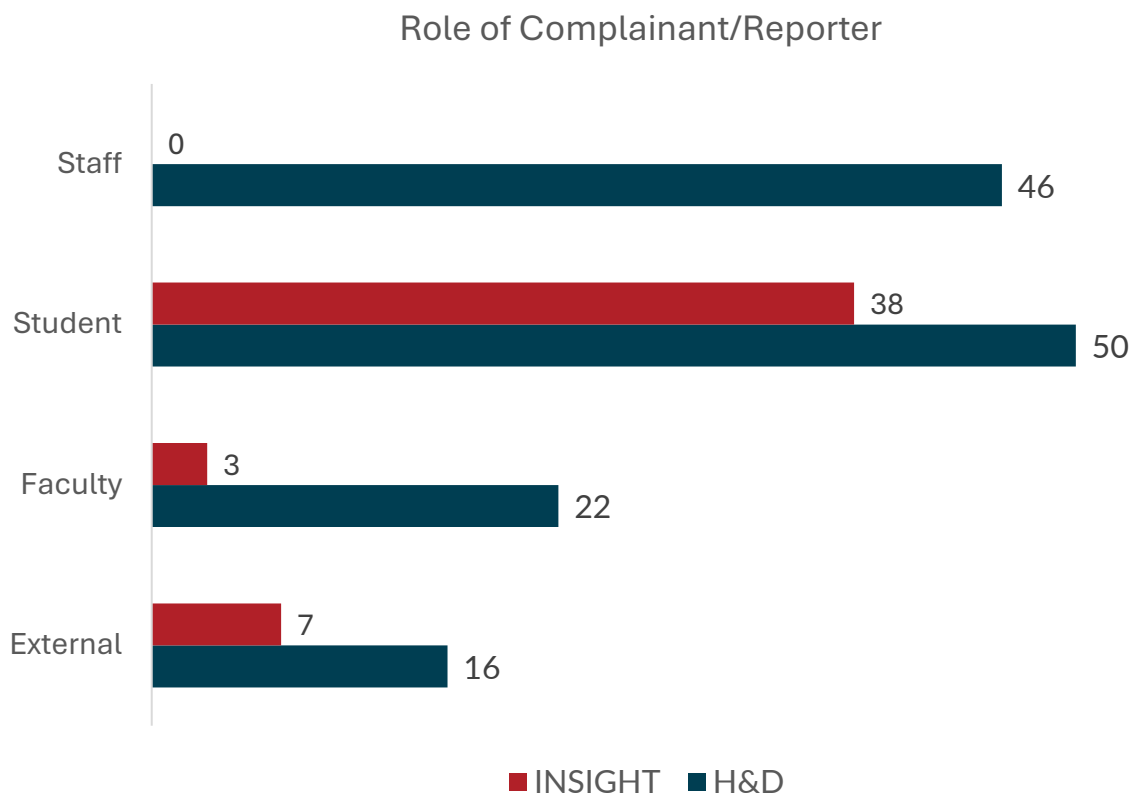
H&D complaints and reports are submitted to the Office of the VPCEI via an online intake form.

The Harassment and Discrimination Intake Assessment Team reviewed 134 complaints/reports received from May 1, 2025 to April 30, 2026 under the H&D Policy. This number represents four fewer cases than received in 2024-25.

The anonymous IN-SIGHT tool received 48 submissions during the 2025-2026 reporting period, an increase of 14 from 2024-2025.

ROLE OF THE COMPLAINANT/REPORTER

The following chart outlines the status held by complainants/reporters under the H&D Policy compared to those who made submissions through the anonymous IN-SIGHT tool.

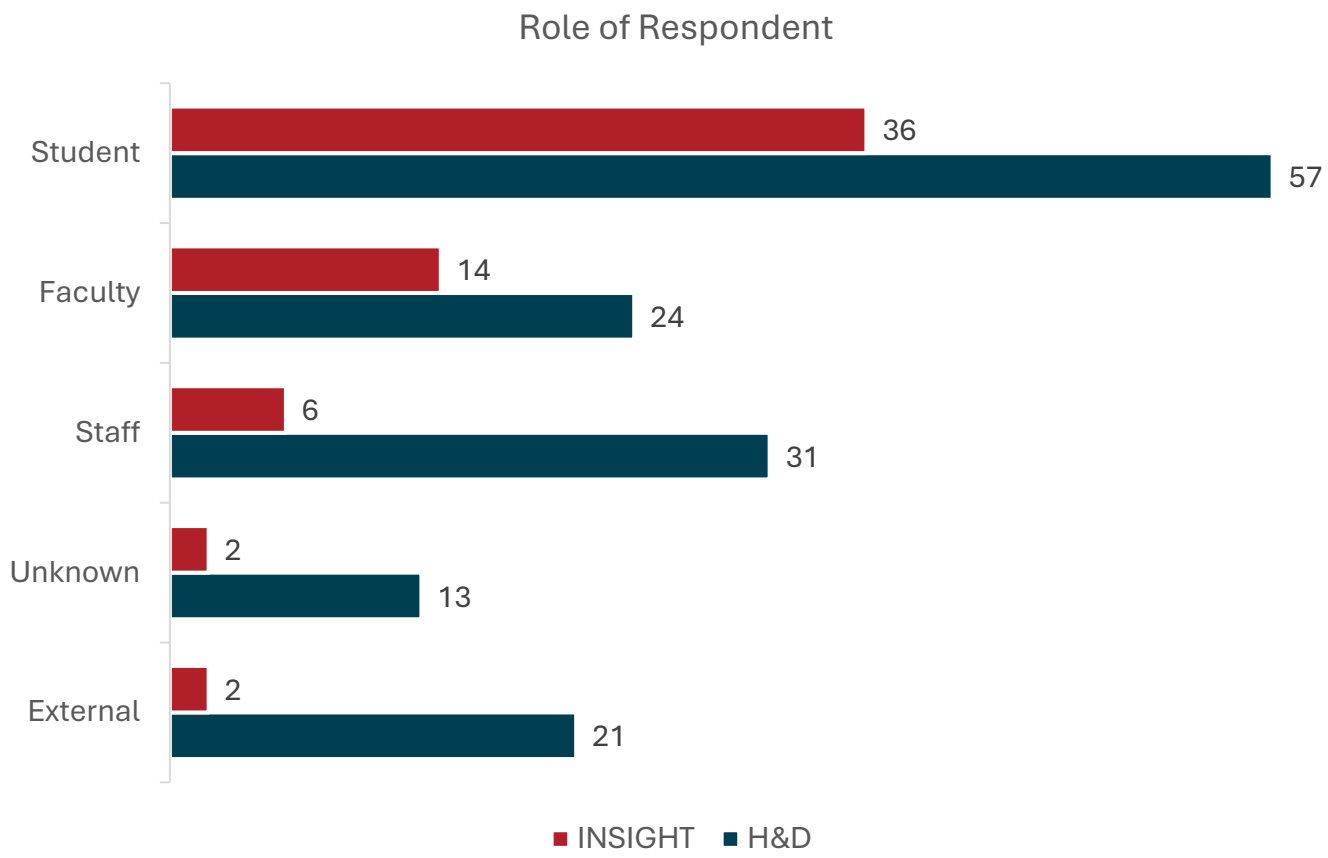


In 2025-2026, students were the most frequent users of both (INSIGHT and H&D) complaint and reporting avenues. Students submitting 50 reports or complaints, accounting for 37% of the total. Staff followed closely with 46 complaints/reports under the H&D Policy, representing 34% of the total received during the reporting period.

Students remained the predominant users of the anonymous IN-SIGHT tool, with 38 submissions making up 79% of all anonymous reports.

ROLE OF THE RESPONDENT

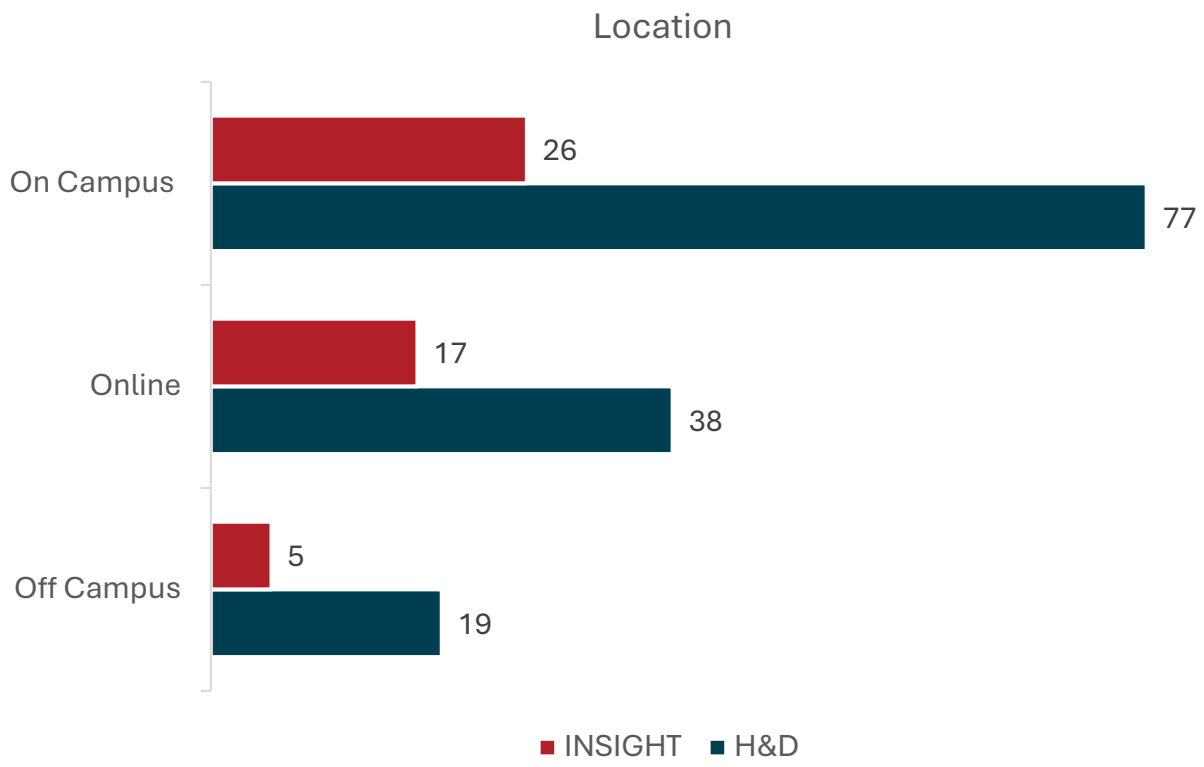
The following chart details the university role held by each respondent – individual(s) named in an intake form as having harassed or discriminated against another individual(s). In some cases, the role of the respondent is unknown to the complainant/reporter. The chart also outlines the description of the alleged respondent as noted by individuals who made IN-SIGHT submissions. Note that Respondents can have multiple roles.



The majority of complaints and reports received through the H&D Policy were against students. Complaints against students tend to be relatively straightforward to assess and are managed well under the existing provisions of the Student Code of Conduct. Complaints and reports against employees often involve workplace conditions and tend to be more complex. These typically require further investigation.

LOCATION OF INCIDENTS

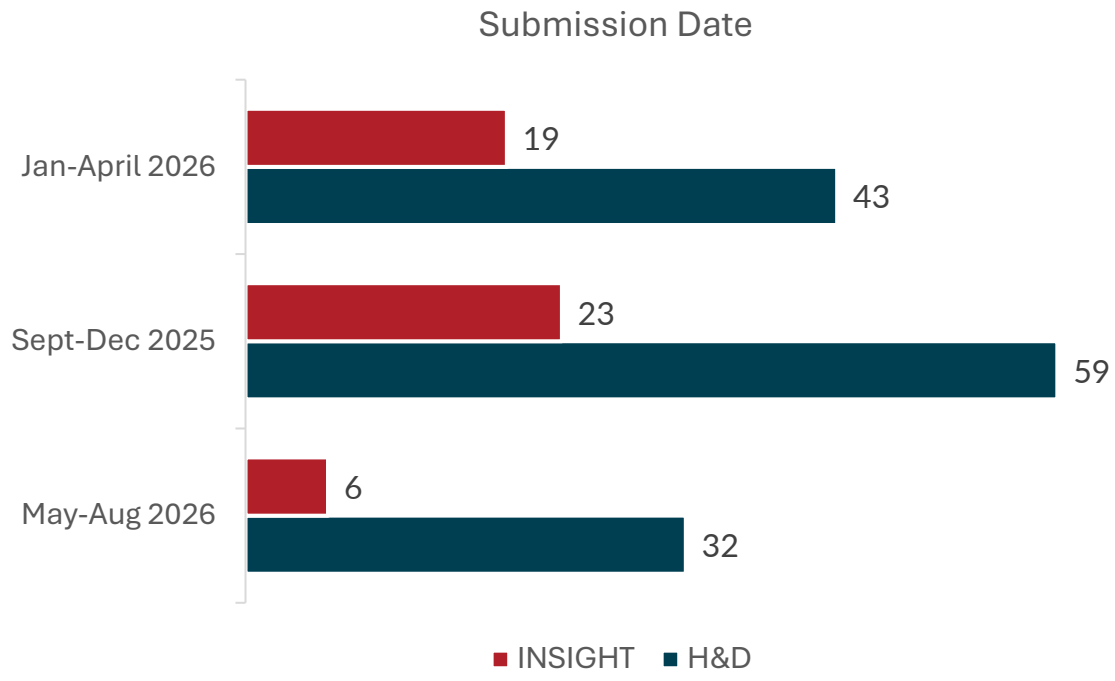
Harassment and discrimination complainants/reporters, as well as individuals who make an IN-SIGHT submission, are asked to share where the incident being described took place.



Most incidents reported or complained about under the Policy occurred on campus (57%), followed by online (28%). Of the incidents disclosed through IN-SIGHT, 68% occurred on campus, while 45% occurred online.

TIMING OF COMPLAINTS & REPORTS

Complaints and Reports through the H&D intake process as well as IN-SIGHT tool capture the date and the month of the submission. While some incidents are isolated events with a specific date of occurrence, others may happen repeatedly or continue over weeks or months. For this reason, this report relies on submission date and the following chart groups submissions by academic term.



The number of H&D complaints and reports fluctuated over the three terms. The highest volume of H&D reports occurred between September and December with 59 submissions. January to April saw the second highest number of complaints and reports with 43 submissions.

The highest volume of anonymous reports through the IN-SIGHT tool was recorded between September and December with 23 submissions.

The lowest number of submissions under both the H&D Policy and IN-SIGHT occurred during the May to August period. This pattern is understandable given that the largest portion of anonymous reports come from students, who are generally less present on campus during the spring/summer term.

REPORTED GROUNDS

This chart outlines the associated human rights code grounds (for example, race, religion, sexual orientation) and the sub-category (for example, Black, Indigenous, Jewish), as indicated on the intake form by the complainant or reporter.

Reported Grounds and Sub-categories of Harassment/Discrimination/Bias/Hate	H&D Policy	INSIGHT
Race/Ethnicity/Religion	**34**	**32**
Accent	2	0
Black	9	10
Chinese	2	5
Hindu, South Asian	3	0
Indigenous	1	1
Jewish, Israeli	10	20
Latin American	1	0
Muslim, Palestinian, Arab	3	7
Unknown	3	0
Sex	**11**	**5**
Disability	**4**	**5**
Sexual orientation	**2**	**4**
Gender identity	**6**	**7**
Gender Expression	**0**	**5**
Family Status	**0**	**1**
Age	**2**	**1**

***More than one ground may be associated with a single submission

Incidents related to race, ethnicity and/or religion are the most frequently reported, with 34 cases under the Policy, 10 of which were referred to investigation. There were also 32 incidents related to race, ethnicity and/or religion within the In-SIGHT.

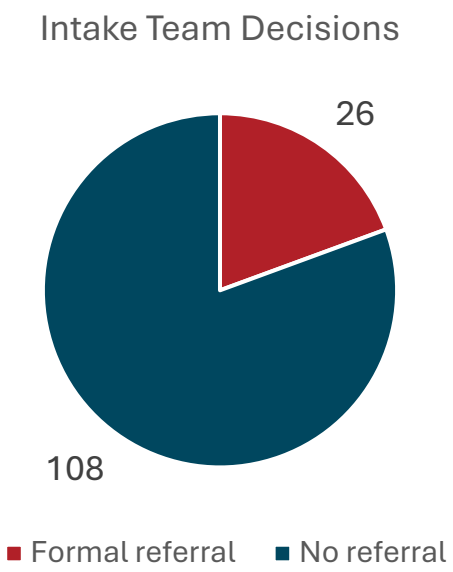
There were 81 submissions where no human rights grounds were alleged, one of these met the bar for workplace harassment and was referred to investigation.

H&D INTAKE ASSESSMENT DECISIONS

The H&D Intake Assessment Team is the group at Queen's responsible for determining whether a complaint or report of harassment, discrimination, and/or reprisal will be investigated. The core group consists of the Vice-Principal (Culture, Equity, and Inclusion) as the Chair and the following members: Associate Vice-Principal (Human Rights, Equity and Inclusion), Director (Environmental Health and Safety), and Associate Vice-Principal (Human Resources). The Associate Vice-Principal (Complaints and Investigation) and the Assistant Dean (Student Affairs) also attends the Intake Team meetings in an advisory capacity.

The following chart outlines decisions made by the H&D Intake Assessment Team in 2025-2026 with respect to referral to investigate.

The Intake Team makes decisions about whether or not to refer to investigation using the following parameters, as outlined in the Policy:



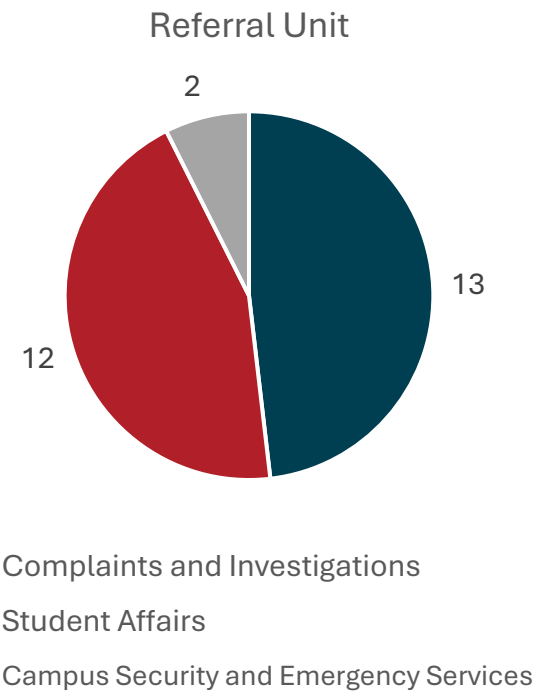
- Formal referral – The allegations in the complaint/report, if proven, would constitute an instance of harassment, discrimination, or reprisal per the university's policy. The incident is referred to a unit that conducts a formal investigation per applicable policies and reports back to the Intake team once an outcome is known.
- No referral/informal resolution – The complaint/report does not contain information sufficient to substantiate allegations of harassment, discrimination, or reprisal per the university's policy. The complaint/report might also be out of scope of the Policy.

The Assessment Team formally referred 19% of complaints/reports received under the Policy to investigation.

Of the 26 submissions that were forwarded for formal investigation, 13 were submitted as Reports by persons of authority.

H&D REFERRAL UNIT

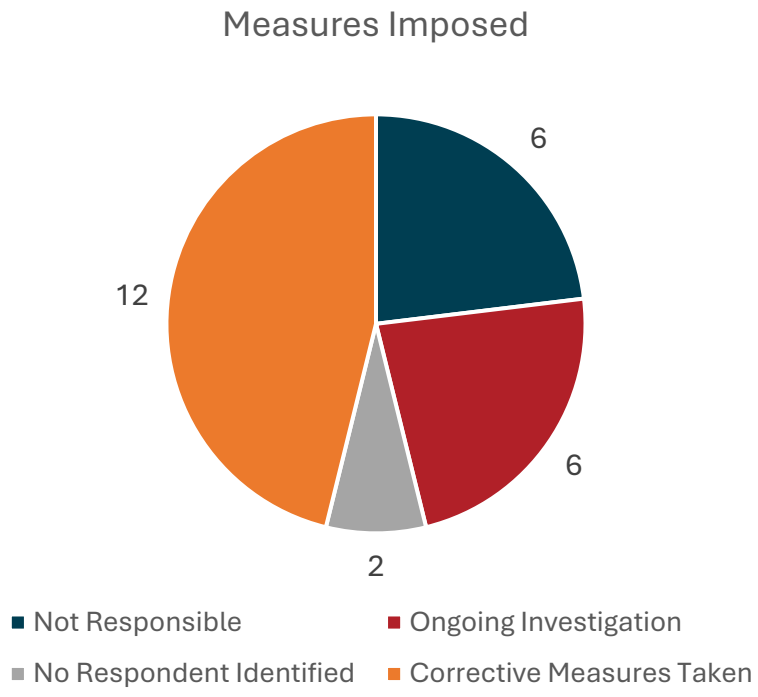
In 2025-2026, cases appropriate for formal investigation continued to be referred to one of the following university units for a formal investigation: the Office of Complaints and Investigations, Campus Security and Emergency Services (CSES) or the Student Misconduct Office in the Division of Student Affairs.



During the reporting period, a total of 26 submissions were forwarded for formal investigation. Of these, 12 cases were referred to the Student Misconduct Office within Student Affairs, as the respondents in these matters were students. There were 13 cases directed to the Office of Complaints and Investigations, where the respondents were employees and two cases were referred to CSES as the Respondent was unknown or no longer a member of the university community.

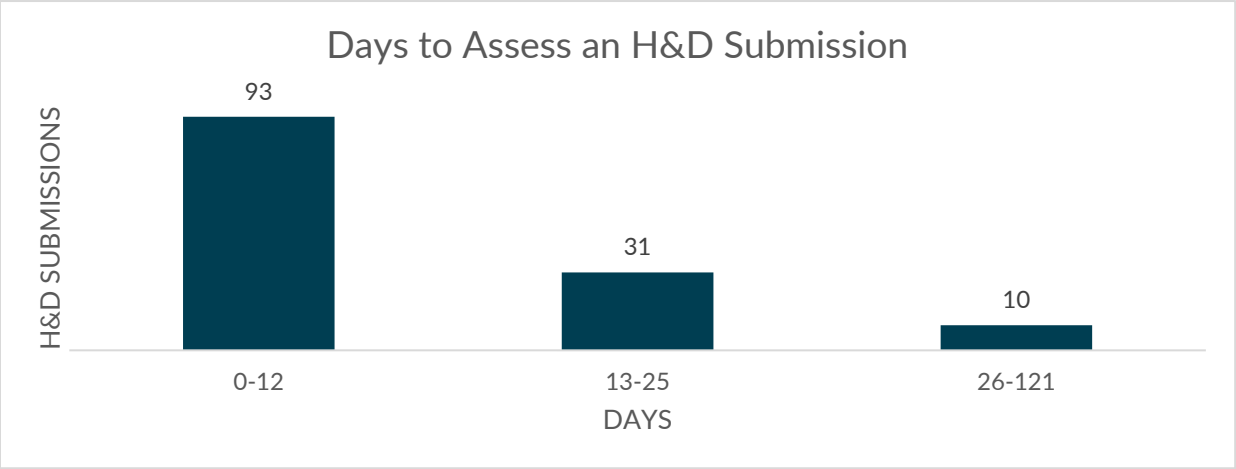
H&D MEASURES IMPOSED

Investigations into referred cases can result in a range of outcomes depending on the findings and the specifics of each case. Possible outcomes include formal disciplinary actions against the respondent, such as warnings, sanctions, or other corrective measures. In some cases, matters may be resolved through non-disciplinary processes like mediation, education, or coaching to address the behavior and prevent recurrence. More than one measure may be imposed in a single case, so the total number of measures does not necessarily align with the total number of cases that went to investigation. Investigations may also conclude with no further action if there is insufficient evidence to support the complaint or if it is determined that policies were not violated. It is important to note that none of the cases that went to investigation involved the Police. This framework ensures that each case is handled fairly and appropriately in line with institutional policies.

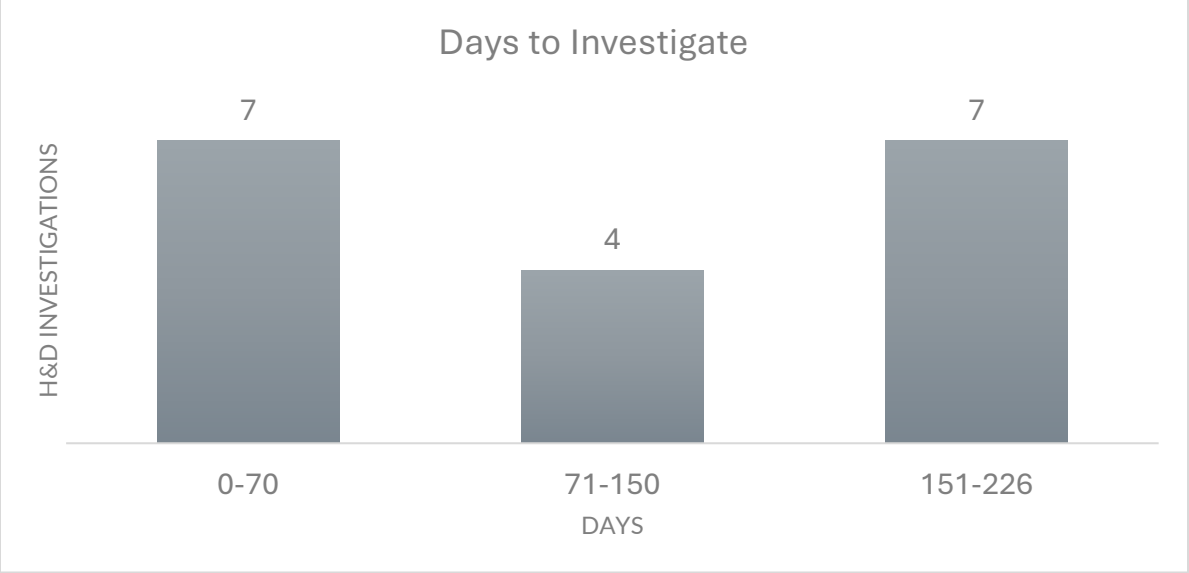


H&D ASSESSMENT TIMELINES

The H&D Assessment Team convenes weekly to review formal harassment and discrimination Complaints and Reports, some of which are complex and may require multiple meetings, to determine whether the threshold for an investigation has been reached. From May 2025 to April 2026, the average time for a submission to be reviewed and a decision made was 19 days, with the longest decision taking 121 days from the date of submission.



The average time it took for an investigation was 105 days, with the longest investigation taking 226 days from the date of referral. Included in this data are only investigations that are closed (18).



IN-SIGHT SPECIFIC DATA

The IN-SIGHT anonymous reporting form captures additional, specific self-reported data as outlined below.

Reported Behaviours	Total
Denial of opportunity	6
Failure to provide accommodation	6
Graffiti vandalism	11
Intimidation threads	7
Microaggression	15
Offensive joke	18
Persistent unwanted comments	11
Physical abuse	4
Sexual abuse	5
Sign or symbol	11
Systemic	8
Verbal abuse	19
Other (offensive protestors, censorship, offensive statement)	3

CONCLUSIONS AND NEXT STEPS

The 2025-2026 data provide both progress and ongoing challenges in preventing and responding to harassment and discrimination at the university. Overall submissions under the Policy decreased slightly, while anonymous reporting through the IN-SIGHT tool increased. Students were the largest group using both formal and anonymous pathways and most incidents were reported as occurring on campus. Concerns related to race, ethnicity, and religion remained the most frequently raised grounds. Also, none of the referred investigations in this period required police involvement.

IN-SIGHT data shows harmful behaviours that may not always proceed to a formal complaint, for example offensive jokes, microaggressions, and graffiti.

After reviewing the data for both the H&D Policy and the IN-SIGHT Tool, these findings affirm the need for continued investment in reporting awareness, advisory supports, and targeted prevention (especially anti-racism work).

To build on the progress of 2025-2026 and address gaps identified in the review, the university will pursue the following actions over the coming year:

1. Implement the Intake Team's suggested reporting and data collection revisions.
2. Continue to promote the anti-hate campaign and finalize educational resources on antisemitism, Islamophobia and anti-black racism.
3. Explore the possibility of making the new H&D Modules mandatory for persons of authority.
4. Improve promotion of the HREO confidential advisory services using HREO student Ambassadors as well as 'Ask a Human Rights Advisor' initiative.
5. Use IN-SIGHT data for prevention planning.

By expanding education and promoting supports and resources, the university aims to make reporting pathways clearer, responses more timely, and prevention efforts more effective. These steps will strengthen our capacity to respond to incidents of harassment and discrimination, reduce harm, and promote a safer, more inclusive campus for all community members.