Ecosystem of Complaint/Support for York Graduate Students
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What can you do when you, or other York community members you know, experience racism or other sorts of discrimination? Depending on the situation, numerous pathways are possible.

Begin at your program level. You can seek other supports in advance, to help plan for and potentially accompany you to a meeting with the instigator, when it feels safe to go that route. You may speak to trusted faculty members who may be your Supervisor, Graduate Program Director or other faculty members whom you trust. Depending on the issue, you could raise it with the executive members of the Graduate Student Association (GSA) in your program (most graduate programs have active chapters). A collective approach may be possible.

Alone or with others, you may consider seeking help from the following offices at York. These offices can support a formal process to seek redress, but they should not embark on this path without your consent. Initial consultations are confidential (ask ahead to ensure this). You are the keeper of your story and where it goes. (There may be legal limits to this assurance if minors, or immediate safety of yourself or others are involved).

Student-operated organizations:
- YUGSA (York University Graduate Students Association)
  - yugsa.ca/services/academic-and-individual-advocacy/
- CUPE (if you are a CUPE 3903 member, and the experience is related to your work as a TA or GA)
  - cupe3903equity@gmail.com

Faculty of Graduate Studies:
- Wellness Consultation. You can make an appointment directly online for grad-specific supports related to stress, mental health, and self-advocacy.
  - https://gradstudies.yorku.ca/current-students/wellness-services/wellness-consultations/
- Associate Dean, Students. Make an appointment for academic concerns not handled at the Program level, or for advice about navigating York’s other offices: fgsadst@yorku.ca
York-wide supports:

- Centre for Human Rights, Equity and Inclusion: [https://rights.info.yorku.ca](https://rights.info.yorku.ca)
  - Complaint: [https://rights.info.yorku.ca/complaint-case-resolution-and-consultation/](https://rights.info.yorku.ca/complaint-case-resolution-and-consultation/)
  
  “All questions and discussions are kept confidential as per applicable laws. Where a human rights concern is being raised, our focus is on informal remedial mediation, alternative dispute resolution options, and where warranted, formal complaint and investigations. **There is no risk of reprisal for contacting us.**”

- Centre for Sexual Violence, Response, Support and Education: [https://thecentre.yorku.ca/](https://thecentre.yorku.ca/)
  - Complaint: [https://thecentre.yorku.ca/how-to-file-a-report](https://thecentre.yorku.ca/how-to-file-a-report)

- Office for Student Community: [https://oscr.students.yorku.ca/](https://oscr.students.yorku.ca/)

- “The Office of Student Community Relations (OSCR) supports students impacted by critical incidents, facing personal crises or multiple complex issues. Our mandate is to provide advice, referrals, training, alternate dispute resolution methods, judicial processes (local adjudication, tribunals), critical incident support and student leadership opportunities.”