

# Human Rights Policy

<b>Category:</b>	Human Resources
<b>Number:</b>	HU2
<b>Responsibility:</b>	Director Human Resources
<b>Approval:</b>	April 9, 2009 <i>Board of Governors</i>
<b>Revised:</b>	January 11, 2009

## PURPOSE

Algoma University promotes teaching, scholarship and research, and the free and critical discussion of ideas. The University is committed to providing a working and learning environment that allows for the full and free participation of all members of the University community in an atmosphere where academic freedom is paramount.

The Board of Governors of Algoma University believes that all members of the University community have the right to study, to work, and to live in an environment free from all forms of harassment and discrimination. This policy promotes a pro-active approach that includes education and prevention.

This Policy responds to the University's responsibility under the *Human Rights Code* to prevent discrimination, to provide procedures to handle complaints, to resolve problems, and to remedy situations when a violation of this policy occurs.

This policy outlines the responsibility that all sectors of Algoma University have to co-operate in maintaining a work and educational environment based on mutual understanding and respect, to eliminate discrimination, and to work together to prevent it.

## SCOPE

This policy applies to the entire Algoma U community, including faculty, employees, students, members of the Board of Governors and Foundation Board of Directors, volunteers, contractors, permit-holders and visitors to Algoma U locations.

This policy applies at all Algoma U locations, including but not limited to:

- Algoma U educational sites and offices
- Algoma U-related social functions
- All buildings under the jurisdiction of Algoma U
- In the course of work-related assignments off of University campus

- At work-related conferences or training sessions
- During work-related travel, e.g. field trips
- By telephone or other means of electronic (e-mail, voice mail, Internet or fax) or written communication.

This policy is applicable university-wide and includes discrimination, harassment and bullying under the *Student Code of Conduct (Academic and Non-Academic)*.

Academic freedom is a basic tenet of University life. It includes the right to examine, question, teach and learn freely. It is supported by the provisions of the *Canadian Charter of Rights and Freedoms*, which guarantees everyone freedom of thought, belief, opinion and expression. Algoma U acknowledges that situations arise in which there is a perceived conflict between academic freedom and human rights. It is the position of Algoma U that, notwithstanding the value of both academic freedom and protection of human rights, academic freedom does not include the right to deny equality to or harass individuals on grounds protected by the *Human Rights Code* and this policy.

In compliance with the *Human Rights Code*, Algoma U acknowledges its responsibilities to strive for an environment free of discrimination and harassment and to take reasonable steps to ensure this. Administration, Departmental Chairs and Supervisors in positions of responsibility have a particular duty to take steps to prevent discrimination and harassment on the grounds covered by this policy and to support the implementation of its procedures. These individuals will receive appropriate training in this regard.

The foregoing statement does not excuse personal respondents (individuals) from liability.

Algoma U acknowledges its obligation to make reasonable accommodation, where appropriate, on grounds covered in this policy.

## **POLICY**

Algoma University (“Algoma U”) (“the University”) values the uniqueness and diversity of its students, employees, and community. Algoma U is committed to providing a safe, positive, and respectful working and learning environment that upholds the principles of equality rights.

All sectors of the University have a responsibility to co-operate in maintaining a work and educational environment based in mutual understanding and respect.

Algoma U is committed to promoting and adhering to the province’s human rights statute (*Human Rights Code*). This policy is supported with a complaints process as well as Complainant and Respondent Guide to Discrimination and Harassment Complaints.

It is Algoma U’s policy that all those involved with the University - the Board of Governors, all employees, students, volunteers, contractors, and visitors – must share responsibility for eliminating discrimination and must work together to prevent it.

This policy does not interfere with any person’s right to seek assistance from their union, or any enforcement bodies under the *Human Rights Code*, even when steps are being taken under this policy.

Every student and staff member is expected to respond in a timely and cooperative manner to requests for information relating to a complaint of discrimination under this policy.

The detailed procedures, outlined in *Human Rights Procedures*, will be adhered to when applying this policy.