

CANADORE COLLEGE
CORPORATE POLICY MANUAL

TITLE: **Respectful College Community**

EFFECTIVE DATE: June 21, 2016

1. SCOPE

1.1 Authority

This policy is issued under the authority of the Board of Governors.

1.2 Application

This policy, within the College work and learning environment, applies to:

- Employees;
- Students;
- Members of the Board of Governors;
- Members of standing and ad hoc committees established by the College;
- Members of groups and associations that have a direct relationship or are under the authority of the College;
- Contractors such as those involved in construction, provision of services or research; and
- Visitors and guests.

2. PURPOSE AND PRINCIPLES

2.1 The purpose of this policy is to protect human rights in support of a respectful college community.

2.2 This policy does not prevent the parties from seeking redress under the Ontario Human Rights Code or other legal alternatives.

2.3 This policy is not intended to supersede nor replace the principles set forth within the College's Workplace Violence and Harassment, and Sexual Assault and Violence policies.

3. POLICY

3.1 The Ontario Human Rights Code states that everyone has the right to learn and work in an environment that is free from harassment and discrimination on all

B - 11 Respectful College Community Policy

Replaces A-46 Harassment and Discrimination (1995); A46a Race and Ethnic Relations Policy (1992)

Initial Date of Issue: January 20, 2004 as Protecting Human Rights in Support of a Respectful College Community

Revised/Approved: April 15, 2008 (Res. #52-08); June 16, 2009 (Res. #69 -09); October 16, 2012 (Res. #8-13);

June 21, 2016 (Res. #61-16)

prohibited grounds: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sexual orientation, gender identity, gender expression, disability, age, marital status, family status, or record offences.

- 3.2 It is the responsibility of every member of the college community to help create an environment that is free of psychological harassment, bullying and discrimination. Understanding and mutual respect for the dignity and rights of every individual will create an environment for learning.
- 3.3 Canadore College advocates the Human Rights Code by providing a learning and working environment that is respectful of cultural diversity and promotes positive attitudes, values, behaviours and practices among its students, staff, governing bodies, and community.

4. ROLES AND RESPONSIBILITIES

4.1 Board of Governors

The Board of Governors is responsible for the initial approval of the policy and subsequent substantive amendments.

4.2 President

The President is responsible for the overall management and operation of the College. The President will ensure that the policy is implemented and that compliance is monitored.

5. EVALUATION

This policy will be evaluated every three years as part of the Board's regular policy review.

B - 11 Respectful College Community Policy

Replaces A-46 Harassment and Discrimination (1995); A46a Race and Ethnic Relations Policy (1992)

Initial Date of Issue: January 20, 2004 as Protecting Human Rights in Support of a Respectful College Community

Revised/Approved: April 15, 2008 (Res. #52-08); June 16, 2009 (Res. #69 -09); October 16, 2012 (Res. #8-13);

June 21, 2016 (Res. #61-16)