

**CANADORE COLLEGE
CORPORATE POLICY MANUAL**

TITLE: **Respectful College Community**

EFFECTIVE DATE: **June 21, 2022**

1. SCOPE

1.1 Authority

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

1.2 Application

This policy, within the Canadore College work and learning environment, applies to all members of the college community:

- 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 To protect human rights in support of a respectful college community as defined under the Ontario Human Rights Code (OHRC).

2.2 To provide information to ensure all college community members are aware of their rights and obligations under this policy.

2.3 To communicate that every college community member is expected to contribute to the development of a respectful environment by behaving in acceptable ways and discouraging offensive behaviour of others.

2.4 To build a culture of respect, dignity, and ethical conduct at Canadore College.

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); November 26, 2019 (Res. #17-20); June 21, 2022 (Res. #65-22)

- 2.5 This policy does not prevent the parties from seeking redress under the Ontario Human Rights Code or other legal alternatives.
- 2.6 This policy is not intended to supersede nor replace the principles set forth within the Safe College Community Policy, Sexual Assault and Sexual Violence Policy, and Non-Academic Involuntary Withdrawal Policy.

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 protected grounds: age; ancestry, colour, race; citizenship; ethnic origin; place of origin; creed; disability; family status; marital status (including single status); gender identity, gender expression; receipt of public assistance (in housing only); record of offences (in employment only); sex (including pregnancy and breastfeeding); and sexual orientation.
- 3.2 It is the responsibility of every member of the college community to help create an environment that is free of harassment, bullying and discrimination. Understanding and mutual respect for the dignity and rights of every individual will create a positive learning and working environment for all.
- 3.3 Canadore College condemns harassment, denigration, discriminatory actions, and the promotion of hatred. The College will not tolerate, ignore or condone any form of discrimination or harassment perpetrated against any member of the college community.
- 3.4 The College promotes a learning and working environment that is respectful of cultural diversity and promotes positive professional conduct (attitudes, values, behaviours and practices) among its students, staff, governing bodies, and college community members.

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.

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5. EVALUATION

This policy will be reviewed every 3 years.

References:

Safe College Community Policy (B-29)

Sexual Assault and Sexual Violence Policy (B-33)

Non-Academic Involuntary Withdrawal Policy (C-29)

Health and Safety Policy Statement (HSES-1.1)

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