

**CANADORE COLLEGE**  
**CORPORATE POLICY MANUAL**

**TITLE:** **Respectful College Community**

**EFFECTIVE DATE:** **January 21, 2025**

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**1. SCOPE**

**1.1 Authority**

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

**1.2 Application**

This policy applies to all employees, students, members of the Board of Governors, volunteers, visitors/guests, and contractors of The Canadore College of Applied Arts and Technology ( "Canadore" or "the College").

**2. PURPOSE AND PRINCIPLES**

**2.1** To protect human rights in support of a respectful college community, free of discrimination and harassment in any form as defined under Ontario's *Human Rights Code* and the *Occupational Health and Safety Act*.

**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.

**2.5** This policy does not prevent the parties from seeking redress under Ontario's *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.

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**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); January 21, 2025 (Res. #24-25)

### **3. POLICY**

- 3.1 Canadore College is committed to fostering an inclusive and equitable learning and working environment free from harassment and discrimination, in accordance with Ontario's *Human Rights Code*. We uphold the right of every individual to be treated with dignity and respect, regardless of age, ancestry, colour, race, citizenship, ethnic origin, creed, disability, family or marital status, gender identity or expression, receipt of public assistance (in housing), record of offences (in employment), sex (including pregnancy and breastfeeding), or sexual orientation.
- 3.2 The *Occupational Health and Safety Act* of Ontario states that "everyone should be able to work in a safe and healthy workplace free of workplace violence and workplace harassment". It is the responsibility of every member of the college community to help create an environment that is free of harassment, bullying, racism, hate, 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 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. In the event that a breach of this policy is alleged, the College responds promptly and strives to achieve a fair and timely resolution.
- 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.
- 3.5 The College commits to assessing, addressing, and fostering a respectful, inclusive environment, and will report annually to the Board of Governors on the implementation and effectiveness of this policy.

### **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:

#### Legislation:

*Human Rights Code*, R.S.O. 1990, c. H.19

*Occupational Health and Safety Act*, R.S.O. 1990, c. O.1

*Freedom of Information and Protection of Privacy Act*, R.S.O. 1990, c. F.31

#### College Policies:

Safe College Community Policy (B-29)

Sexual Assault and Sexual Violence Policy (B-33)

Non-Academic Involuntary Withdrawal Policy (C-29)

Academic Freedom Policy (A-15)

Free Speech Policy Statement

Health and Safety Policy Statement (HSES-1.1)

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