

Policy No.	Officer Responsible		
B.512	Vice President, People, Culture & Diversity		
Policy Name			
Human Rights, Diversity, Inclusion and Equity			
Approved by	Replaces	Category	Next Review
Board	New	Human Resources	
Date Issued	Date Revised	Related Policies	
June 19, 2018		B.506 Standards of Conduct B.511 Discrimination, Bullying and Harassment B.701 Student Code of Conduct E.702 Students Statement of Rights and Responsibility S2003-01 Academic Freedom	

1 PURPOSE

- 1.1 Capilano University (“the University”) values diversity, the individuality of learners, open engagement with ideas, respectful engagement, personal accountability of integrity and success, and transparency. These values and the University’s mission and vision require an active commitment to human rights, diversity, inclusion and equity. The University is committed to providing a respectful learning and working environment that allows for full and free participation of all members of the University community.
- 1.2 This policy is intended to reaffirm the University’s dedication to fostering an inclusive environment which is supportive of fair and equitable treatment of all members within its diverse community.
- 1.3 This policy will be applied in a reasonable manner and any alleged breaches will be reviewed using the principles of procedural fairness.

2 DEFINITIONS

“**Diversity**” means the presence and meaningful inclusion of all members of the University community belonging to varying social identity groups.

“**Employee**” means any person employed by the University.

“Equity” goes beyond equal treatment (where everyone is treated the same) to proactively fostering a barrier-free environment where everyone has the opportunity to benefit equally. It recognizes that some people or groups of people may require unique approaches.

“Inclusion” means the active, intentional and ongoing integration of all students and employees regardless of social identity into all areas of the University. An inclusive environment is one in which each person is able to see their identity as belonging to and valued within the University; a University where learning, working and physical environments are designed to be welcoming and usable by all people, to the greatest extent possible in a practical and meaningful manner.

“Member of the University community” means employees, students, board members and volunteers.

“Prohibited grounds” are the grounds protected against discrimination by the *B.C. Human Rights Code*. As of this date, prohibited grounds are: age, race, colour, ancestry, place of origin, indigenous identity, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression and, in the case of employment, unrelated criminal conviction.

“Social identity” means the various attributes or characteristics with which one strongly identifies and views as integral to their identity including, but not limited to origin, ancestry, religion, culture, linguistic origin, citizenship, ethnicity, race, faith, ability, age, gender, gender identity, sexual orientation, marital and family status, physical and mental disabilities, political belief and socio-economic status.

“Student” means an individual enrolled in any course (credit or non-credit) at the University.

3 SCOPE

This policy applies to all Members of the University Community.

4 POLICY STATEMENT

- 4.1 All Members of the University Community have the responsibility to respect the dignity, diversity, and rights of others.
- 4.2 The University recognizes that people may experience various forms of social and economic marginalization based on their social identities. The University will endeavour to treat all Members of the University Community equitably and ensure accessibility and inclusivity for all members of the community, and. ensure accessibility and inclusivity for all members of our ^(O&E).
- 4.3 The B.C. Human Rights Code forbids discrimination based on prohibited grounds. It is the University’s responsibility under the Code to establish an environment that promotes the fundamental rights, personal dignity, and integrity of the Members of the University Community.

- 4.4 The University is committed to respecting, fostering and supporting diversity and inclusion, and this commitment requires the elimination of unnecessary barriers that prevent full participation by Students, prospective students, and Employees, the measurement and tracking of and support of diversity and inclusion efforts and initiatives on campus, and the promotion of diversity at the University and the maintenance of a supportive, inclusive campus climate.
- 4.5 The University is committed to providing a learning and working environment that:
- a) recognizes and promotes the understanding that diversity is a fundamental characteristic of human identity and that it shapes the University, its curriculum and its teaching;
 - b) strives to identify and eliminate barriers to equity and diversity, and to address and remedy systemic human rights problems and issues;
 - c) to the greatest reasonable extent possible, ensures that people of all origins and social identities:
 - i. have an equal opportunity to obtain employment and advancement within the University;
 - ii. receive equitable treatment and protection under University policies and practices;
 - iii. have equal opportunity to enroll in the University, in a program for which they meet the minimum admission requirements and
 - iv. have full and equitable participation in the continual evolution and shaping of the University and assists them in the elimination of barriers to such participation;
 - d) creates a culture that encourages diversity awareness and capacity building;
 - e) collects information to assist in the development of policies, programs and practices which are sensitive and responsive to the cultural diversity of the University, including:
 - i. support for activities and initiatives that reflects the University's commitment to Indigenous student success and promotes reconciliation within the University community;
 - ii. support for activities and curriculum that reflects a diverse number of social identities; and
 - iii. recruitment and retention of members of a variety of social identities;
 - f) is free from intimidation, bullying, favouritism, violence, injustice, harassment or discrimination on any grounds prohibited by the Human Rights Code;
 - g) expands opportunities to safely express opinions and converse on issues of diversity at all levels of the university; and
 - h) encourages all members of the University to report any information that is pertinent to the well-being, safety and security of University students and employees.

6 RELATED POLICIES AND PROCEDURES

6.1 S2003-01 Academic Freedom Policy

Instructors and students are encouraged to engage in academic discussion of diversity or inclusion. In exercising academic freedom, members of the University community must behave in a responsible manner that respects the rights of other members of the University community.

6.2 B.511 Discrimination, Bullying and Harassment Policy

All members of the University community share responsibility for ensuring that the University's learning and working environment is free from discrimination, bullying, harassment, or any other behaviours that may be an infringement of an individual's human or other legal rights.

Members of the University community should refer to University policies or their applicable collective agreements to address situations of conflict and access complaint procedures.

6.3 B.517 Conflict of Interest Policy

A conflict of interest arises when an employee's private interests supersede or competes with their dedication and obligations to the interests of the University. This could arise from actual, potential, or apparent conflict of interest.

7 ADDRESSING CONCERNS

7.1 Students can address their concerns under this policy to the Associate Vice-President, Student Success.

7.2 An individual who is not a student may address their concerns under this policy to the Strategic Director, People, Culture & Diversity.

7.3 Human rights, diversity, inclusion and equity concerns may be treated as an alleged discrimination or harassment complaint, and in such case the University will follow B.511 Discrimination, Bullying and Harassment Policy and associated procedure B.511.1 Discrimination, Bullying and Harassment Procedure.

8 DESIGNATED OFFICER

The Vice-President People, Culture & Diversity is responsible for the oversight of this policy. The administration of this Policy and the development and subsequent revision of any associated procedures is the responsibility of the Strategic Director, People, Culture & Diversity.