

Origin	Student Services/Human Resources	Issuing Authority	University Executive Team
Responsibility	Senior Director, Student Services	Effective Date	May 13, 2016
Subject	Human Rights, Discrimination & Harassment	Authorized	

I. Purpose

The purpose of this policy is to demonstrate Cape Breton University’s commitment to the human dignity of individuals and groups of individuals, which is central to this Policy.

II. Scope

This Policy and its Procedures applies to and covers all University administrators, students, employees, Board of Governors, and invitees; whom are individuals invited on the university campus, while such individuals or groups are acting in a capacity defined by their relationship with the University.

III. Policy

Cape Breton University is committed to a campus free of discrimination, harassment and bullying and is dedicated to the highest standards of human equality and academic freedom. The University actively endorses these standards at every level of the institution and in all aspects of student, faculty and staff life while individuals or groups are acting in a capacity defined by their relationship with the University. Nothing in the Procedures within this Policy denies or limits access to other avenues of redress available under the law, such as a complaint under the Nova Scotia Human Rights Act or a union or association grievance.

IV. Guidelines

Violations of human rights will not be tolerated at the University. Discrimination, harassment and bullying based on grounds prohibited by the Nova Scotia Human Rights Act erode the values and the integrity of the University.

The University values:

- Students, employees, alumni, Members of the Board of Governors and Invitees and volunteers;
- An environment, for those covered by this Policy, that is safe, positive, and respectful;
- Equity, innovation, accountability and accessibility;
- A collegial governance structure;
- The principles of the equality rights provisions of the Canadian Charter of Rights and Freedoms;
- Our obligations under the provisions of the Nova Scotia Human Rights Act;
- The uniqueness and diversity of our students, employees and community;
- Our partnerships with students, employees and the community.