



- 1.4.2 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.
- 1.4.3 Canadore College advocates the Human Rights Code by providing a learning and work environment that promotes positive attitudes, values, behaviours and practices among its students, staff, governing bodies and community. As articulated in "A Policy Framework for International Activities at Canadore College" and the "Framework for Relationships with First Nations and First Nation Students on Education and Training at Canadore College", the College also commits to a learning and work environment that is respectful of cultural diversity.

## **2. ROLES AND RESPONSIBILITIES**

### **2.1 President**

Changes to this policy will be processed through the President and approved by the Board of Governors.

### **2.2 College Departments**

- 2.2.1 The Human Resources Department will ensure that copies of the Respectful College Community Policy and Procedures are provided to all potential College employees, newly hired employees and that existing employees have access to brochures and posters throughout all College campuses.
- 2.2.2 The Human Resources Office will supply copies of the policy and procedures to all program coordinators for distribution to all Canadore College students.
- 2.2.3 Continuing Education and Contract Training will provide instructors and students with copies of the Respectful College Community Policy and Procedures.
- 2.2.4 The President's Office will ensure that new Board of Governor's members are provided with copies of the Respectful College Community Policy and Procedures.
- 2.2.5 The Human Resources Department will provide a Human Rights Report annually to the Board of Governors.

### **2.6 Evaluation**

This policy will be reviewed every 3 years.

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#### **B - 11 Respectful College Policy**

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)

Revised/Approved: June 16, 2009 (Res. #69 -09)