

| Policy History   |
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| <b>Policy No.</b><br>HR15  |
| <b>Approving Jurisdiction:</b><br>President                      |
| <b>Administrative Responsibility:</b><br>Office of the President |
| <b>Effective Date:</b><br>June 30, 2016                          |

## Diversity and Inclusiveness Policy

### A. CONTEXT AND PURPOSE

1. Kwantlen Polytechnic University (KPU) or the University endeavors to provide learning and working environments that are inclusive and which are supportive of fair and equitable treatment of all members within its diverse community, no matter their social identity, meaning the various attributes or characteristics with which one strongly identifies and views as integral to their identity. This commitment requires the removal of unnecessary barriers to greater diversity within KPU and requires measures to support and promote inclusiveness, diversity and equity across the University.
2. Our Vision towards a respectful campus community includes:
  - a. Respect for the Dignity of all persons
  - b. Fair and Equitable treatment of all persons
  - c. Respect for Diversity
  - d. Conduct and Language that reflects social standards of courtesy, dignity, trust and respect
  - e. Sensitivity and Acceptance of the multicultural reality of the University
3. The creation of this policy is guided by the:
  - a. B.C. Human Rights Code
  - b. Canadian Charter of Rights and Freedoms
  - c. Canadian Human Rights Act
  - d. Universal Declaration of Rights and Freedoms

### B. SCOPE AND LIMITS

This policy applies to all members of the KPU community – including, but not limited to students, faculty, staff, administrators, volunteers, visitors, board of governors’ representatives, and contractors both on- and off-campus while engaged in University activities.

## **C. STATEMENT OF POLICY PRINCIPLES**

KPU will provide an environment and climate for study, work and participation that:

1. 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;
2. to the greatest reasonable extent possible, ensures that people of all origins and social identities:
  - a. have an equal opportunity to obtain employment and advancement within the University;
  - b. receive equitable treatment and protection under University policies and practices;
  - c. have equal opportunity to enroll in the University, at an appropriate level;
  - d. 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;
3. fosters the recognition and appreciation of the diverse cultures and social identities within the University and promotes the evolving expressions of those cultures and identities;
4. 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:
  - a. support for activities and curriculum that reflects a diverse number of social identities and
  - b. recruitment and retention of members of a variety of social identities;
5. is free from intimidation, harassment, favoritism and discrimination;
6. expands opportunities to safely express opinions and converse on issues of diversity at all levels of the university; and
7. encourages all members of KPU to report any information that is pertinent to the well-being, safety and security of KPU students and employees.

To this end the University maintains and supports the President's Diversity and Equity Committee that will provide leadership for and promote Diversity, Equity and respect for human rights within the University.

*This policy must be communicated in all Course Presentations.*

## **B. DEFINITIONS**

Refer to the related Procedures document for definitions which will enhance the reader's interpretation of this Policy.

## **C. RELATED POLICIES & LEGISLATION**

Adherence to this code is supported by the following KPU Policies and Procedures:

- AD2 Complaints about Instruction, Services, Employees, or University Policies
- HR1 Conflict of Interest
- HR16 Employment Equity
- HR18 Job Accommodations for Employees
- IM2 Freedom of Information and Protection of Privacy
- SR8 Emergency Response to Inappropriate, Disruptive & Threatening Behaviour
- SR9 Violence in the Workplace
- ST7 Student Conduct (Non-Academic)
- ST14 Services for Students with Disabilities
- ST15 Student Access To Interpreting Service

**Also Reference:**

BCGEU Collective Agreement

KFA Collective Agreement

**D. RELATED PROCEDURES**

Refer to HR 15 *Diversity and Inclusiveness Procedure*