Our Guiding Principles

Inclusion: DHR promotes an atmosphere where members of the University community support human rights and equality. This includes creating an environment that is safe, positive, respectful and conducive to the pursuit of excellence.

Academic Freedom: The office supports an environment where members of the University community can examine, question, teach and learn freely. Academic freedom does not entail a right to discriminate against or harass individuals on grounds protected by the Human Rights Code and the University Human Rights Policy.

Human Dignity: The office affirms the inherent dignity in all of us and confronts and rejects discrimination in all its forms, including race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, and disability.

Impartiality and Fairness: The office acts independently and transparently in advocating for all members of the University community and advocates on behalf of the marginalized as stipulated in the University’s human rights policy.

Confidentiality: The DHR provides a confidential service which means that advisors, investigators, mediators and any other person involved with the complaint process will to the extent possible, protect the confidentiality and privacy of persons involved in a complaint, subject to the requirements of a fair investigation and resolution process. All documents related to a complaint, including the written complaint, witness statements, investigation notes and reports and documents related to the complaint, will be securely maintained.

Access: The office is committed to supporting an environment that is inclusive by addressing systemic barriers that have an adverse impact on members of a prohibited ground.

Diversity: The office recognizes and celebrates the range of social identity groups that comprise the University.
community.

**Equity:** The office is committed to having equity goals integrated into the normal processes and practices of the workplace and seen as a standard way of operating. This is achieved by education, engaging our constituencies together with monitoring and regular reporting.