



## **FACILITIES SAFETY AND RESPONSIBILITY CODE**

The University of Manitoba's Sport and Recreation Facilities are housed in the Active Living Centre, Frank Kennedy Centre, Max Bell Centre, Investors Group Athletic Centre, Joe Doupe Recreation Centre (Bannatyne Campus), Outdoor Facilities, University Stadium, and the David Asper University of Manitoba Bison Football Centre. Our Facilities are located on Treaty 1 Territory and on the homeland of the Métis Nation. We acknowledge the ongoing impacts of colonization and are committed to creating culturally safe and affirming spaces for Indigenous peoples. All guests using our facilities (including students, staff, faculty, alumni and community individuals using free and paid services) are required to treat each other with respect in adherence with the University of Manitoba's public commitment to reconciliation and Respectful Work and Learning Environment Policy (RWLE).

### **PURPOSE**

At the University of Manitoba, we are committed to equity of access and opportunity for all members, U of M students, faculty and staff. We welcome you to a diverse and inclusive environment where everyone—from all backgrounds and perspectives—is respected, valued, and can enjoy an exceptional experience.

This Code of Conduct applies to all guests. All guests are expected to be aware of, and comply with, the Code of Conduct and its related policies and expectations.

The Code of Conduct cannot anticipate every possible event or situation and guests are expected to use their best judgement in the spirit of this Code of Conduct.

Contravention of the Code of Conduct is a serious matter and will be treated as such.

Any violation of the Code of Conduct may result in suspension of program and services privileges, up to and including a ban from accessing any University of Manitoba property.

### **ALL GUESTS ARE REQUIRED TO**

Adhere to the standards described in this Code of Conduct and to all policies, rules and expectations, including, but not limited to, the following:

Treat everyone with respect and dignity, regardless of their race, ancestry, place of origin, colour, ethnic origin, religion, gender, sexual orientation, age or physical and mental ability;



Act in a safe and responsible manner;

Adhere to the University of Manitoba Respectful Work and Learning Environment (RWLE) Policy and Sexual Assault Policy, and all other policies and procedures set by the Faculty of Kinesiology and Recreation Management and the University of Manitoba;

Report violations of the Code of Conduct;

Not engage in inappropriate conduct in the facility. Examples include:

- Profanity/Swearing
- Threats or aggressive behaviour to staff and other guests, including physical assault
- Disregarding or disobeying facility use rules and regulations
- Insulting or negative comments that can affect other guests and staff
- Demonstrating little or no respect for others and/or their personal belongings
- Conduct that is unsporting
- Obtaining entrance without valid identification or under false identification.

### **RESPECTFUL WORK AND LEARNING ENVIRONMENT**

The University wishes to promote and support a community which embraces diversity and inclusion, provides for equity of opportunity, and recognizes the dignity of all people. Members of the University Community, including every student and employee, are entitled to a respectful work and learning environment that is:

- a. Free from Discrimination and provides for Reasonable Accommodation;
- b. Free from Harassment and Sexual Assault; and
- c. Collegial and conducive to early resolution of conflict between members of the University Community.

The University recognizes that we live in a richly diverse society in Manitoba, as well as beyond, and that we have a duty to act in a manner consistent with existing legislation regarding human rights and workplace health and safety. We have a commitment to academic freedom and freedom of thought, inquiry, and expression among its members which may result in respectful disagreements regarding beliefs or principles.

Each individual has the right to participate, learn, and work in an environment that promotes equal opportunities and prohibits harassment and discriminatory practices.



The University of Manitoba does not condone behaviour that is likely to undermine the dignity, self-esteem or productivity of any of its members and prohibits any form of discrimination or harassment whether it occurs on University property or in conjunction with University-related activities. Therefore, the University of Manitoba is committed to an inclusive and respectful work and learning environment. The following policies and procedures establish the University's approach to maintaining a climate of respect and safety within this community and to address any situations in which respect is lacking or safety is compromised:

- Respectful Work and Learning Environment (RWLE) Policy - [http://umanitoba.ca/admin/governance/media/Respectful Work and Learning Environment RWLE Policy - 2016 09 01.pdf](http://umanitoba.ca/admin/governance/media/Respectful_Work_and_Learning_Environment_RWLE_Policy_-_2016_09_01.pdf)
- Sexual Assault Policy - [http://umanitoba.ca/admin/governance/media/Sexual Assault Policy - 2016 09 01.pdf](http://umanitoba.ca/admin/governance/media/Sexual_Assault_Policy_-_2016_09_01.pdf)
- RWLE and Sexual Assault Procedure - [http://umanitoba.ca/admin/governance/media/Respectful Work and Learning Environment RWLE and Sexual Assault Procedures - 2016 09 01.pdf](http://umanitoba.ca/admin/governance/media/Respectful_Work_and_Learning_Environment_RWLE_and_Sexual_Assault_Procedures_-_2016_09_01.pdf)
- Accessibility Policy - [https://umanitoba.ca/admin/governance/media/Accessibility Policy - 2017 09 01.pdf](https://umanitoba.ca/admin/governance/media/Accessibility_Policy_-_2017_09_01.pdf)

### **CANCELLATION OF USE**

Breaches of this Code of Conduct may result in cancellation of facility use privileges. The Faculty of Kinesiology and Recreation Management reserves the right to deny access or remove a guest from our facilities at any time (without a refund) and seek restitution of anyone who:

- Engages in abusive or negative language/gestures
- Engages in abusive, threatening or criminal behaviour
- Compromises the personal health and safety of any individual
- Damages or abuses university property
- Repeats inappropriate behaviour or conduct after being warned
- Violates the terms of the University of Manitoba Respectful Working and Learning Environment Policy

### **REVISION**

This Code of Conduct is a dynamic document meant to reflect U of M's changing needs, realities and responsibilities. Therefore, as U of M evolves and new issues arise, the Code of Conduct will be periodically reviewed and modified to reflect the current environment.

### **REQUEST FOR ACCOMMODATIONS**

The Faculty of Kinesiology and Recreation Management strives to create spaces that are inclusive of all persons and treat all members of the community in an equitable manner. Any special access requests can be made to any of our staff and we would be happy to accommodate those requests as best as possible.

### **INQUIRIES OR REPORTING VIOLATIONS**

Should anyone have any questions or comments, or is reporting violations of the Code of Conduct, please contact Simon Wang, Director of Facilities at 204-474-6952 or [Simon.Wang@umanitoba.ca](mailto:Simon.Wang@umanitoba.ca).