



UNIVERSITY
OF MANITOBA

University Governance

RESPECTFUL WORK AND LEARNING ENVIRONMENT

POLICY:	RESPECTFUL WORK AND LEARNING ENVIRONMENT
Effective Date:	June 22, 2004
Revised Date:	
Review Date:	June 22, 2014
Approving Body:	Board of Governors
Authority:	
Implementation:	President delegated to the Vice-President (Administration)
Contact:	Executive Director of Human Resources
Applies to:	Board of Governors members, Senate members, Faculty/School Councils, All Employees, Students, External Parties- All Contractors and Suppliers

1.0 Reason for Policy

To support a climate of respect in the workplace and in the learning environment where individuals or groups of individuals are free from harassment and discrimination.

2.0 Policy Statement

2.1 The University of Manitoba supports equity, diversity and the dignity of all people. The University promotes equity in our learning programs and employment and in the conduct of the University's affairs.

2.2 The University recognizes the following:

- (a) a richly diverse society in Manitoba, as well as beyond;
- (b) a duty to act in a manner consistent with existing legislation regarding human rights;
- (c) 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.

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

2.4 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, free from:

- (a) human rights discrimination or harassment;
- (b) sexual harassment; and

(c) personal harassment

2.5 These types of discrimination or harassment are defined in the Procedures document which relates to this Policy.

2.6 The University of Manitoba and all members of the University community, particularly those in leadership roles, share the responsibility of establishing and maintaining a climate of respect within this community and to address any situations in which respect is lacking.

2.7 Harassment and discrimination violate an individual's human rights and run contrary to the University's fundamental values. The University of Manitoba will act promptly and efficiently to deal with these behaviours. It will endeavour to ensure that individuals who believe that they have been subjected to harassment or discrimination are able to express concerns and register complaints without fear of retaliation or reprisal. The University will exercise care to protect and respect the rights of both the complainant and the respondent.

2.8 The University of Manitoba will establish mechanisms to give effect to this Policy including:

(a) the appointment of an equity services advisor whose duties shall include the investigation of informal complaints and the provision of advice and assistance to staff members, students and administrative officers in connection with concerns and complaints;

(b) the appointment of an investigation officer whose duties shall include the investigation of formal complaints and the provision of advice and assistance to staff members, students and administrative officers in connection with concerns and complaints;

(c) training for staff related to harassment and discrimination;

(d) the University of Manitoba will establish and implement educational programs designed to enhance awareness of the Respectful Work and Learning Environment Policy and procedures relating to it.

2.9 Each year a report will be prepared by Equity Services and made available to the University community concerning the number, type and disposition of cases and on educational and other activities related to the Policy.

2.10 While the University of Manitoba supports the informal resolution of problems associated with such behaviour, it considers harassment and discrimination in all its forms to be serious offences. Normally the President shall delegate authority to the Vice-President (Administration) to take disciplinary action, where appropriate, against individuals who have violated this Policy.

2.11 Discipline may range from a reprimand to dismissal or expulsion. Where Collective Agreement provisions require that the President obtain the approval of the Board of Governors for a suspension or dismissal, the finding of the Vice-President (Administration) shall be referred to the President in the form of a recommendation for action.

3.0 Accountability

3.1 The University Secretary is responsible for advising the President that a formal review of this Policy is required.

3.2 The Executive Director of Human Resources is responsible for the communication, administration and interpretation of this Policy.

4.0 Secondary Documents

4.1 The President, in consultation with the Vice-President (Administration) may approve Procedures which are secondary to and comply with this Policy.

5.0 Review

5.1 Formal Policy reviews will be conducted every ten (10) years. The next scheduled review date for this Policy is June 22, 2014.

5.2 In the interim, this Policy may be revised or rescinded if the Board of Governors deems necessary.

5.3 If this Policy is revised or rescinded, all Secondary Documents will be reviewed as soon as reasonably possible in order to ensure that they:

- (a) comply with the revised Policy; or
- (b) are in turn rescinded.

6.0 Effect on Previous Statements

6.1 This Policy supersedes:

- (a) all previous Board/Senate Policies and resolutions on the subject matter herein;
- (b) all previous Administrative Policies and directives on the subject matter contained herein;
- (c) 223 Sexual Harassment Policy; and
- (d) 236 Human Rights Policy.

7.0 Cross References

Respectful Work and Learning Environment Procedures

related documents:

Procedure: Respectful Work and Learning Environment

Office of the University Secretary
312 Administration Building
University of Manitoba, Winnipeg, MB R3T 2N2 Canada
Tel 204-474-9593 Fax 204-474-7511 Email jouant@ms.umanitoba.ca
umanitoba.ca/governance