

# DIVERSITY AND HUMAN RIGHTS

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with university constituents, coordinates the university's compliance with federal and provincial initiatives and legislation relating to human rights, equity, and accessibility.

The Office of Diversity and Human Rights located at the north side of the campus at Fielding House, 15 University Avenue East. All enquiries are confidential. Office hours are Monday-Friday: 8:45a.m.- 4:45p.m. Phone: 824-4120, ext. 53000; Website: <https://www.uoguelph.ca/diversity-human-rights/>.

The Office of Diversity and Human Rights (DHR) is a welcoming, safe, and confidential resource for staff, students and faculty seeking information, training and support on issues relating to diversity, inclusion, equity, and human rights.

In accordance with the Ontario Human Rights Code, The University of Guelph's Human Rights Policy and Procedures prohibit harassment or discrimination on the basis of: race, colour, ancestry, place of origin (where you were born), ethnic background, citizenship, creed (religion), sex (including pregnancy), disability, sexual orientation, gender expression, gender identity, age, marital status, and family status. In some cases, discrimination includes unfair treatment on the basis of the receipt of public assistance or a pardoned criminal offense.

These Policy and Procedures documents are available at the Diversity and Human Rights website <https://www.uoguelph.ca/diversity-human-rights/>

## Definitions

**Harassment** is a course of comments or actions that are known, or ought reasonably to be known, to be unwelcome. It can involve words or actions that are known or should be known to be offensive, embarrassing, humiliating, demeaning or unwelcome, based on a ground of discrimination. (as identified in the preceding section.)

**Discrimination** refers to any form of unequal treatment based on a Code ground that results in disadvantage, whether imposing extra burdens or denying benefits. It may be intentional or unintentional. It may involve direct actions that are discriminatory on their face, or it may involve rules, practices or procedures that appear neutral, but have the effect of disadvantaging certain groups of people. It may be obvious, or it may occur in very subtle ways. Discrimination needs only to be one factor among many factors in a decision or action for a finding of discrimination to be made.

## Inquiries and Complaints

All members of the University community (including students, staff and faculty) have the right to seek confidential advice and information about concerns or complaints regarding harassment or discrimination. DHR may assist individuals to resolve complaints by serving as a resource to the parties involved, providing mediation, or facilitating the University's human rights concern and complaint resolution procedures. In addition, any party may consult with DHR regarding any university decision which may relate to human rights.

## Services

DHR delivers training and awareness on inclusion, equity, accessibility and human rights issues to all members of the University community; connects students, staff and faculty involved in human rights disputes with trained and independent support personnel; and in collaboration