

Human Rights Office

Policy 130 - Student Rights and Responsible Conduct (Non-Academic)

We are responsible for our actions, so let's help maintain a climate of freedom, respect, and justice at the University

Rights and Responsibilities

The University and all members of its community have the right to live in a respectful, healthy, and safe learning, teaching, and working environment. Students and all other members of the University community have the right to a positive and safe University environment where everyone feels welcome and respected. In turn, all members of the University community are responsible for their actions and must contribute to maintaining a climate of freedom, respect, and justice.

Policy 130, which covers student rights and responsible conduct, aims to establish these rights, define responsible conduct, and give examples of breaches of responsible conduct. It provides a framework for the exercise and respect of student rights when students interact with one another and with other members of the University community.

Human Rights Office (HRO)

The Human Rights Office is neutral and impartial. It handles complaints of discrimination and harassment that involve human rights, along with complaints that involve psychological harassment and sexual violence. It also offers training, advice, and advisory services on these topics to all members of the University community. This pamphlet provides information on Policy 130 – Student Rights and Responsible Conduct.

Students rights:

- To be treated with respect and dignity and without harassment or discrimination
- To be treated according to standards of fairness and ethical behaviour
- To freely and publicly express their opinions, including those critical of the University
- To contribute to the free exchange of ideas and to fair debates on campus
- To participate in peaceful demonstrations and assemblies and to join legal picket lines

- To have their rights protected if they are prejudiced by a breach of responsible conduct
- To bring forward a concern about another member of the University community
- To be treated in accordance with the principles of natural justice and procedural fairness, and to be accompanied by a support person of their choice if they are the subject of an allegation related to Policy 130 or if they are the subject of a complaint, allegation, or proceeding under another University policy
- To bring forward to the Human Rights Office any failure to respect the rights stated in this policy and to consult with the Human Rights Office on options available on campus to remedy the situation
- To preserve their intellectual property rights and moral rights with respect to the work they produce during academic activities at the University, as provided for in the University's policies and procedures.
- To have enforced the rights set forth in the University's academic regulations and other regulations.

Responsible conduct

Students are expected to behave responsibly in their interactions with members of the University community, particularly during university activities or when using University facilities or on University property.

They must behave as follows:

- Treat others with respect
- Foster a learning, working, and living environment at the University where equity, diversity, inclusiveness, and respect are valued
- Comply with Policy 130 and with other University policies.

Breach of Responsible Conduct

A breach of responsible conduct occurs where a student's conduct falls within any of one or more of the various types of conduct described in the examples below, or where a student encourages or assists others, by words or by action, to engage in such conduct.

Examples of breach of responsible conduct include:

- Prejudicial online conduct or content (such as on blogs, web postings, chats, or social networking sites) that bullies or genuinely threatens to inflict harm upon a student, group of students, or the University community, or that has a negative effect on the University's learning, working, or living environment
- Using written or spoken words, either individually or in a group, in any format or medium, which could reasonably (i) lead to or incite violence directed towards any individual or group; or (ii) create a situation that endangers the safety of others; or (iii) incite others to violate Policy 130 or other University policies; or (iv) interfere with the safe and proper functioning of the University's core activities, namely teaching, research, and academic activities, as well as services related to such core activities

- Abusive conduct that harms the physical or mental well-being of a student or other member of the University community or that violates their privacy
- Knowingly failing to comply with a process, requirement, or measure under this policy or other University policies.

For more information, see Appendix 3 of Policy 130.

Process

The initial intake and assessment process, as well as the informal and formal procedures to address a breach of responsible conduct and to file an appeal, are described in detail in Appendix 4 of Policy 130.

The case manager at the Human Rights Office is responsible for the initial intake and assessment of breach of responsible conduct incidents.

When an incident of alleged breach of responsible conduct is disclosed to a member of the University community, this member should refer the person disclosing the incident to this policy and inform the person that the case manager is the University's point of contact for information about the intake, assessment, and processing of a breach of responsible conduct case under this policy.

In consultation with the case manager, the appropriate authority may impose or remove, or cause the relevant authority at the University to impose or remove, interim measures pending the final outcome of a breach of responsible conduct case.

For more information, see Policy 130 - paragraph 6.8

External authorities or recourse

The University reserves the right to take necessary and appropriate action to protect the health, safety, and well-being of members of the University community.

Confidentiality

A breach of responsible conduct case will be treated in a confidential manner and in accordance with applicable laws governing the protection of personal information.

Support person

All individuals involved in a breach of responsible conduct case have the right to be accompanied by a support person of their choice, including a member of the Student Rights Centre or a student representative, always. The support person may provide encouragement or other emotional or moral support. The support person may, with the permission of the student, speak with the case manager and the appropriate authority to obtain information on the progress of the case and to ask questions about the process and procedures.

Read the [Policy 130](#).

