

Policy History
Policy No. E11
Approving Jurisdiction: President
Administrative Responsibility: Vice President, Equity & Inclusive Communities
Effective Date: June 30, 2016

Diversity and Inclusiveness Policy

A. CONTEXT AND PURPOSE

1. Kwantlen Polytechnic University (KPU) or the University endeavors to provide learning and working environments that are inclusive and which are supportive of fair and equitable treatment of all members within its diverse community, no matter their social identity, meaning the various attributes or characteristics with which one strongly identifies and views as integral to their identity. This commitment requires the removal of unnecessary barriers to greater diversity within KPU and requires measures to support and promote inclusiveness, diversity and equity across the University.
2. Our Vision towards a respectful campus community includes:
 - a. Respect for the Dignity of all persons
 - b. Fair and Equitable treatment of all persons
 - c. Respect for Diversity
 - d. Conduct and Language that reflects social standards of courtesy, dignity, trust and respect
 - e. Sensitivity and Acceptance of the multicultural reality of the University
3. The creation of this policy is guided by the:
 - a. B.C. Human Rights Code
 - b. Canadian Charter of Rights and Freedoms
 - c. Canadian Human Rights Act
 - d. Universal Declaration of Rights and Freedoms

B. SCOPE AND LIMITS

This policy applies to all members of the KPU community – including, but not limited to students, faculty, staff, administrators, volunteers, visitors, board of governors’

representatives, and contractors both on- and off-campus while engaged in University activities.

C. STATEMENT OF POLICY PRINCIPLES

KPU will provide an environment and climate for study, work and participation that:

1. recognizes and promotes the understanding that diversity is a fundamental characteristic of human identity and that it shapes the University, its curriculum and its teaching;
2. to the greatest reasonable extent possible, ensures that people of all origins and social identities:
 - a. have an equal opportunity to obtain employment and advancement within the University;
 - b. receive equitable treatment and protection under University policies and practices;
 - c. have equal opportunity to enroll in the University, at an appropriate level;
 - d. have full and equitable participation in the continual evolution and shaping of the University and assists them in the elimination of barriers to such participation;
3. fosters the recognition and appreciation of the diverse cultures and social identities within the University and promotes the evolving expressions of those cultures and identities;
4. collects information to assist in the development of policies, programs and practices which are sensitive and responsive to the cultural diversity of the University, including:
 - a. support for activities and curriculum that reflects a diverse number of social identities and
 - b. recruitment and retention of members of a variety of social identities:
5. is free from intimidation, harassment, favoritism and discrimination;
6. expands opportunities to safely express opinions and converse on issues of diversity at all levels of the university; and
7. encourages all members of KPU to report any information that is pertinent to the well-being, safety and security of KPU students and employees.

To this end the University maintains and supports the President's Diversity and Equity Committee that will provide leadership for and promote Diversity, Equity and respect for human rights within the University.

This policy must be communicated in all Course Presentations.

D. DEFINITIONS

Refer to Section A of E11 Diversity and Inclusiveness Procedure for a list of definitions in support of this Policy.

E. RELATED POLICIES & LEGISLATION

Adherence to this code is supported by the following KPU Policies and Procedures:

AD2 Complaints about Instruction, Services, or Employees

HR1 Conflict of Interest

HR16 Employment Equity

HR18 Job Accommodations for Employees

IM2 Freedom of Information

SR8 Emergency Response to Inappropriate, Disruptive & Threatening Behavior

SR9 Violence in the Workplace

ST7 Student Conduct (Non-Academic)

ST14 Academic Accommodations for Students with Disabilities

Also Reference:

BCGEU Collective Agreement

KFA Collective Agreement

F. RELATED PROCEDURES

E11 Diversity and Inclusiveness Procedure