

| Policy Title | Policy to Address Anti-Indigenous and Other Forms of Racism | | |
|--------------------|---|--|--|
| Policy Holder | President's Office | | |
| Policy Approver(s) | Senior Team | | |
| Related Policies | Acceptable Use of IT Code of Conduct Health and Safety Policy Investigation Protocol Non Academic Complaints Process Records Retention Respectful Work and Learning Environment Student Code of Conduct Violence-Free Work and Learning Environment Workplace Discipline Occupational Health & Safety Act | | |
| Related Procedures | Ch1-s1-18b Procedure to Address Anti-Indigenous and Other Forms of Racism | | |
| Appendices | | | |
| Storage Location | Website - https://www.confederationcollege.ca/policies-and-procedures | | |
| Effective Date | 2021-03-29 | | |
| Next Review Date | 2024-03-29 | | |

PREAMBLE (from the Negahneewin Vision 2012-2022)

Confederation College is situated on the shores of Lake Superior which is the traditional land of Indigenous peoples. This historical meeting place called Anemki Wahjewd is home to the Anishinaabe. Traditionally, the Great Lakes enabled Indigenous peoples to gather for trade, alliance building and decision making. Upon the arrival of European settlers these waterways supported the intercultural exchange that occurred. Today, Indigenous peoples and Canadians are coming to terms with the legacy of colonialism. The prospect of renewed relationships and reconciliation processes are ongoing. It is against this backdrop that Confederation College acknowledges that it is on Indigenous land. In recognition of this colonial history Confederation College is embarking on renewed relationships with Indigenous peoples as partners for change in education.

Purpose

Manifestations of racism can range from subtle to overt, including microaggressions. Confederation College acknowledges its responsibility to address racism against Indigenous



people, and any group of people based on their racialized status, including colour, nationality, ethnic or ethno-religious identities. This Anti-Racism Policy seeks to eliminate structural, institutional, and personal mistreatment of these groups of people by providing mechanisms to identify and address incidents of racism, recognizing the inherent power imbalance that may exist.

Scope

This Policy applies to all members of the College community engaged in College-related study, work, travel, social interaction or other contact, and includes: governors, employees, students, student associations, contractors, suppliers of services and their employees, lessees/renters of space, individuals who are directly connected to any College initiatives, volunteers, and visitors.

This Policy applies to incidents of discrimination and harassment that occur on Confederation College premises, as well as to incidents that occur between members of the College community when involved in College-related work or activities off College premises, including: College-related social functions, academic- or work-related travel, and any telephone, email, or other electronic communication including social media or in learning management spaces.

This policy does not apply to incidents that occur off College premises unless it involves specific College business (i.e. work placement situations). In any case, if the discrimination or harassment adversely affects an individual's study or work performance and/or creates a negative study, living or work environment, the College will work to mitigate the impact and offer support to the affected individual(s).

Incidents that occur outside the scope of this Policy can be pursued through external avenues of redress, such as those established by the Social Justice Tribunals of Ontario, or the court system.

Definitions

The following terms may be helpful in understanding and applying this Policy. For a more comprehensive list of useful definitions, see the *Companion Guide* to this Policy.

Bystander

An individual who witnesses an incident of discrimination, harassment, or racism but is not part of it.

Knowledge Keeper

A person recognized by their community as someone to be trusted and respected for the knowledge they hold. For the purposes of the Restorative Justice Circle, an ideal Knowledge Keeper is someone who is known and respected by the Complainant and/or Respondent, who is recognized for their knowledge of the issues under discussion, and who is a member of the College community. A Knowledge Keeper, for the purposes of this Policy, may be an Elder.



Racism

Racism is an ideology that either directly or indirectly asserts that one group is inherently superior to others. It can be openly displayed in racial jokes and slurs or hate crimes, but it can be more deeply rooted in attitudes, values, and stereotypical beliefs. In some cases, these are unconsciously held and have become deeply embedded in systems and institutions that have evolved over time. Racism operates at several levels, in particular, individual, systemic, and societal.

Restorative Justice

A model adopted in numerous jurisdictions across Canada as an alternative to the mainstream justice system, based on an understanding of traditional models of justice practiced by Indigenous peoples. Encourages dialogue among victims and offenders to construct plans of action that hold offenders accountable and meet victims' needs.¹ The method is "restorative" because its ultimate objective is to restore (heal) community relationships. For this to happen, the offender must make themselves accountable to the community.

Governing Laws and Regulations

Academic Collective Agreement https://www.confederationcollege.ca/human-resources-services/collective-agreements

Anti-Racism Act, 2017, S.O. 2017, c. 15 https://www.ontario.ca/laws/statute/17a15

Human Rights Code, R.S.O. 1990, c. H.19 https://www.ontario.ca/laws/statute/90h19

Indigenous Education Protocol (CICan) https://www.collegesinstitutes.ca/policyfocus/indigenous-learners/protocol/

Negahneewin Vision

https://www.confederationcollege.ca/negahneewin-research-centre/what-is-negahneewin

Support Staff Collective Agreement

https://www.confederationcollege.ca/human-resources-services/collective-agreements

Terms and Conditions of Employment for Administrative Staff <u>https://www.confederationcollege.ca/human-resources-services/admin-staff-files</u>

¹ David R. Karp and Thom Allena, *Restorative Justice on the College Campus: Promoting Student Growth and Responsibility and Reawakening the Spirit of Campus Community* (Springfield, IL: Charles C. Thomas, 2004), 7.



United Nations Declaration on the Rights of Indigenous People <u>https://www.un.org/development/desa/indigenouspeoples/declaration-on-the-rights-of-indigenous-peoples.html</u>

Policy Statements

Confederation College affirms its commitment to human rights, and, in particular, to the principle that every member of the College community has a right to equitable treatment without harassment or discrimination on the basis of grounds prohibited by the Ontario Human Rights Code, including race, ancestry, colour and ethnic origin.

Anyone in the Confederation College community who infringes a right protected by the Ontario Human Rights Code shall be subject to complaint procedures, remedies and sanctions in the College's policies, codes, regulations and collective agreements, and to such discipline as may be appropriate in the circumstances.

Complaints under this policy will be dealt with using the procedure outlined below.

Non-Compliance

Clearly describe consequences (legal and/or disciplinary) for employee non-compliance with the policy. It may be pertinent to describe the escalation process for repeated non-compliance



Revision History

| Version | Change | Author | Date of Change |
|------------|--|--------------------|----------------|
| Original | New | President's Office | |
| 2021-11-03 | Regular review and split procedure from policy | Senior Team | 2021-11-03 |
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