

## **Revised Policy on Harassment, Discrimination and Academic Freedom for OCADFA Members and Employees engaged in the Activities of OCADFA**

1. OCADFA acknowledges the rights of its members to engage in the activities of OCADFA, and to receive representation from OCADFA, as provided in the OCADFA By-laws, the Memorandum of Settlement and the Labour Relations Act.
2. OCADFA is committed to upholding the principles of equity and equality, and freedom from discrimination and harassment as defined in the Ontario Human Rights Code, including freedom from harassment, interference, restriction, coercion or intimidation exercised or practised by a member or employee of OCADFA with respect to another member or employee of OCADFA in relation to OCADFA activities because of race, ancestry, place of origin (birth place), colour, ethnic origin, citizenship, language, creed, sex, gender, pregnancy, sexual preference, age, marital status, family status, number of dependents, disability, political views or beliefs, religious affiliation or belief or membership or non-membership in the Association.
3. In addition, OCADFA is committed to upholding the principles of academic freedom, including the right to discuss, question and criticize OCAD and OCADFA.
4. While upholding the rights of members, officers and directors to express their views on OCADFA business, OCADFA also is committed to maintaining a harassment free environment for members, officer, directors and OCADFA employees. This includes an environment free from:
  - harassment
  - abuse of power,
  - intimidation or
  - other vexatious behaviour,in the form of repeated and hostile or unwanted conduct, verbal comments, actions or gestures that affect(s) the dignity or psychological or physical integrity of an OCADFA member, officer, director or employee, including conduct that is not based on grounds set out in paragraph 2.
5. OCADFA will not condone or tolerate conduct by its members, directors, officers or employees that is inconsistent with the rights and commitments set out above.

6. Accordingly, members, officer, directors and staff, when dealing with OCADFA or engaging in the activities of OCADFA, including the provision or receipt of representation by OCADFA, membership meetings, Board meetings, committee meetings, grievance meetings, etc. are expected to conduct themselves in a manner consistent with and respectful of the rights and commitments set out in this Policy.
7. OCADFA agrees to encourage and facilitate the fair and expeditious resolution of complaints pursuant to this Policy.
8. Any member, officer, director or employee of OCADFA wishing to pursue a complaint or potential complaint about an alleged violation of this Policy shall bring it to the attention of the President .
9. A complaint under this Policy can be formal or informal. An informal complaint may be presented and discussed with the President without presenting the complaint in writing.
10. If the informal complaint is not resolved to the satisfaction of the complainant, the complainant may file a formal complaint with the President. A formal complaint is a complaint made in writing. Formal complaints will be presented by the President to the Board of Directors.
11. The Board of Directors will investigate and dispose of formal complaints as appropriate, consistent with the spirit of this Policy and OCADFA's legal obligations. For this purpose, it may retain such assistance as it deems necessary in the particular circumstances of the case, including legal counsel and outside investigators or mediators.
12. For the purposes of paragraphs 8, 9 and 10, in the event that the allegation is against the President, the complainant may present the complaint informally or formally to the Vice-President of OCADFA, and in the event that the allegation concerns both the President and the Vice-President, then the complaint may be presented to another member of the Board of Directors.
13. In the event that the allegation is against any officer or director, such officer or director shall withdraw from the process of receipt, consideration, investigation and disposition of the complaint.