

Office of Administration:	Vice-President, Finance and Administration/ Provost and Vice-President, Academic
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- 1.1. This Policy on A Respectful Workplace and Learning Environment which is Laurentian University's policy on Discrimination and Harassment the Policy is intended to
 - 1.1.1. Promote a respectful, diverse and inclusive community where every individual can

to opportunities, benefits, and advantages available to other members of the Laurentian Univers

- 4.4.4. Every Administrator shall communicate this Policy to their employees and require all employees to attend relevant training related to this Policy and the Program (including procedures).
- 4.4.5. Every Administrator shall ensure compliance and when required, take remedial or corrective measures/disciplinary action against a member of faculty, staff, Administration, or a student, volunteer, visitor, or contractor ensuring this is done fairly and in accordance with the disciplinary measures within relevant collective agreements and Laurentian University policy.
- 4.4.6. Every employee and student shall:
 - 4.4.6.1. Take responsibility for their own behaviours and actions.
 - 4.4.6.2. Recognize and support the right of all individuals to dignity at work and study and maintain an environment in which this can flourish.
 - 4.4.6.3. Familiarize themselves with this Policy and the Program, which shall include attending appropriate training.
 - 4.4.6.4. Take the initiative in identifying Harassment and Discrimination and shall take reasonable corrective or preventative action in accordance with this Policy and the Program (including procedures).
- 4.4.7. The Student Associations have the responsibility, with Laurentian University, to promote student awareness about their behaviour and their personal responsibilities under this Policy and the Program (including procedures).