ARTICLE 8 NON DISCRIMINATION

A. The parties agree that no proscribed form of discrimination or harassment is acceptable to the University.

Specifically, there shall be no discrimination or harassment practised by a representative of the University or any member of the Association on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, family status, gender identity, gender expression or disability as defined in the Ontario Human Rights Code.

Further, there shall be no discrimination or harassment practiced by a representative of the University or member of the Association with respect to any member of the Association because of activity or inactivity in the Association.

B. It is agreed and understood that the employer is required by the Ontario Human Rights Code to accommodate to the point of undue hardship. It is also agreed and understood that all the workplace parties, the employer, the Association and the members, must co-operate in the accommodation process.

C. This Article shall not preclude any Ontario Human Rights Code special programs mandated by law or agreed to by the parties to this collective agreement.

D. The Board agrees to consult with the Association to engage their participation in the development and/or review of all policies relating to this Article. Such consultation will include meeting with the Association and obtaining their feedback on new and/or existing policies and procedures, and providing the Association with the draft policies and procedures as part of the feedback process. In developing such policies, the parties shall be mindful of the rights and obligations of faculty members under Article 11 (Academic Freedom) and the rights and obligations of the Board under Article 3 (Recognition Rights and Privileges of the Association). If the Association believes the new or revised policy and/or procedures violate the collective agreement, it has the right to grieve under Article 9 (Grievances). If a policy relating to this Article conflicts with or is inconsistent with any terms and conditions of this Agreement, the terms of this Agreement shall take precedence.