

LONG TITLE	Discrimination, Harassment and Violence Prevention Policy	DATE OF ENACTMENT	4 April 2022
		LAST AMENDED	27 January 2025
REFERENCE No.	E-01	NEXT REVIEW	4 April 2026
CATEGORY	Equity, Diversity and Inclusion	COMPETENT CHAMBER	Council

**PREAMBLE**

To outline the preventative measures CUSA will take in terms of discrimination, harassment and violence. This policy will hold CUSA accountable to ensure a fair and equitable association for all students. Our association strives to be a place where students feel comfortable and heard by their student leaders. This Policy shall be reviewed every two years by Council.

**INTERPRETATION**

1. This Policy may be called the *Discrimination, Harassment and Violence Prevention Policy*.
2. In this Policy, the following definitions shall apply:

“Discrimination” means, per the [Canadian Human Rights Commission](#), an action or a decision that treats a person or a group badly for characteristics inherent to their personhood. Specific forms of discrimination shall be enumerated in an appendix to this Policy;

“Harassment” means, per the [Canadian Human Rights Commission](#), a form of discrimination that involves any action that constitutes or encourages unwanted physical or verbal behaviour that intimidates, offends, degrades, or humiliates a person, whether serial or isolated;

“Marginalization” means, per the [Government of Ontario](#), a long-term, structural process of systemic discrimination that creates a class of disadvantaged minorities, who become permanently confined to the fringes of society. Their status is perpetuated through various dimensions of exclusion, particularly in the labour market, from full and meaningful participation in society;

“Violence” means the use of physical force so as to injure, abuse, damage, or destroy including intense, turbulent, or furious and often destructive action or force;  
Specific acts of discrimination, harassment, and violence are included in Appendix A.

3. Specific acts of discrimination, harassment, and violence are included in Appendix A.
4. This policy applies to all CUSA spaces, including but not limited to: office spaces, service centres, club spaces, businesses, in-person and online events, and applies to all CUSA staff including but not limited to executive, full-time, part-time, seasonal and volunteer roles.
5. CUSA denounces all forms of discrimination, harassment and violence.

6. CUSA stands for the equitable treatment of all students and staff, regardless of identity and the various intersections of their identities.
7. CUSA recognizes that marginalization due to identity can impact individuals and communities differently.
8. CUSA acknowledges the historical and systemic forms of racism that are embedded in Canada. CUSA uses this knowledge to build and reinforce policies and stances that fight against discrimination, harassment, and violence.

#### **POLICY ADMINISTRATION**

9. The VPSI is responsible for maintaining consistent communication with students to ensure their comfort with reporting acts of violence, harassment and discrimination. The VPSI will collaborate with the Director of Human Resources and the Ombuds Office to address concerns appropriately.

#### **POLICY COMMITMENTS**

10. CUSA commits to the upkeep of accessibility features of its spaces, and will take steps to encourage other University entities to prioritize accessibility within their spaces.
11. CUSA is committed to adapting its programming services to the evolving needs of all marginalized communities.
12. CUSA commits to providing services, programming, resources and support to all students impacted by discrimination, harassment, and violence.
13. CUSA commits to supporting impacted student voices through listening and uplifting their concerns
14. CUSA commits to sharing information about how students can report incidents and the appropriate channels through which to do so.
15. CUSA commits to maintaining and regularly updating the Social Justice Resource Hub on its website. This hub acts as a resource for learning and engaging with anti-oppression materials. This will be reviewed monthly by the University Affairs Committee and be requested through the sitting VPSI.
  - a. During times of the year when the University Affairs Committee is not active, the sitting VPSI will be responsible for maintaining it monthly.
16. CUSA commits to providing staff with anti-oppression training and Equity, Diversity and Inclusion (EDI) training at the time of hiring annually.
17. CUSA commits to using gender-inclusive language in all meetings and documents:
  - a. When unsure of a person's pronouns, use third-person or gender-neutral terms such as "they/them" until directed otherwise.
  - b. Eliminate the generic use of "he/her" by substituting "they"
  - c. Replace generic terms like "man" with "person/people" or other inclusive terms.
18. CUSA commits to challenging stereotypes about all impacted communities.
19. CUSA commits to maintaining meaningful and positive relationships with all students.

20. CUSA commits to maintaining an open line of communication for feedback and concerns from students by ensuring that CUSA is doing its due diligence when it comes to discrimination, harassment, and violence prevention.
21. CUSA commits to respecting religious days of importance by preventing the scheduling of events.

## **APPENDIX A: Specific Acts of Discrimination, Harassment, and Violence**

1. The following community specific definitions are a non-exhaustive list of the forms of discrimination, harassment, and violence.
  - a. Homophobia is, per [Planned Parenthood](#), “the fear, hatred, discomfort with, or mistrust of people who are lesbian, gay, or bisexual [...] many different forms, including negative attitudes and beliefs about, aversion to, or prejudice against bisexual, lesbian, and gay people. It’s often based in irrational fear and misunderstanding. Some people’s homophobia may be rooted in conservative religious beliefs. People may hold homophobic beliefs if they were taught them by parents and families.”
  - b. Transphobia is, per the [Ontario Human Rights Commission](#) “the aversion to, fear or hatred of trans people and communities. Like other prejudices, it is based on stereotypes that are used to justify discrimination, harassment and violence toward trans people.”
  - c. 2SLGBTQ+: [2SLGBTQ+](#) is an acronym that stands for “two-spirit, lesbian, gay, bisexual, transgender and queer.” It is generally used as an umbrella term to refer to individuals and the community of gender, sexual, and romantic minorities. The “+” symbol is used to describe people with identities that are not represented within the acronym.
  - d. Ageism: The [Ontario Human Rights Commission](#) defines ageism as: “a socially constructed way of thinking about older persons based on negative attitudes and stereotypes about aging and a tendency to structure society based on an assumption that everyone is young, thereby failing to respond appropriately to the real needs of older persons.”
  - e. Ableism: The [Ontario Human Rights Commission](#) defines ableism as: “a belief system, analogous to racism, sexism or ageism, that sees persons with disabilities as being less worthy of respect and consideration, less able to contribute and participate, or of less inherent value than others. Ableism may be conscious or subconscious, and may be embedded in institutions, systems or the broader culture of a society. It can limit the opportunities of persons with disabilities and reduce their inclusion in the life of their communities.”
  - f. Anti-Black Racism: The [Government of Ontario](#) defines anti-Black racism as: “prejudice, attitudes, beliefs, stereotyping and discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement and its legacy. Anti-Black racism is deeply entrenched in Canadian

institutions, policies and practices, to the extent that anti-Black racism is either functionally normalized or rendered invisible to the larger White society. Anti-Black racism is manifest in the current social, economic, and political marginalization of African Canadians, which includes unequal opportunities, lower socio-economic status, higher unemployment, significant poverty rates and overrepresentation in the criminal justice system.”

- g.** [Anti-Asian Racism](#): The Government of Canada defines anti-Asian racism in Canada as: “Historical and ongoing discrimination, negative stereotyping, and injustice experienced by peoples of Asian descent, based on others’ assumptions about their ethnicity and nationality. People of Asian descent are subjected to specific overt and subtle racist tropes and stereotypes at individual and systemic levels, which lead to their ongoing social, economic, political and cultural marginalization, disadvantage and unequal treatment. This includes perceptions of being a ‘Yellow Peril’ a ‘Perpetual Foreigner,’ a ‘Model Minority,’ ‘exotic,’ or ‘mystic.’ These stereotypes are rooted in Canada’s long history of racist and exclusionary laws, and often mask racism faced by peoples of Asian descent, while erasing their historical contributions to building Canada.”
- h.** **Anti-Latinx Racism & Hispanophobia**: According to an article posted in [St. Mary’s University](#), anti-Latinx racism and Hispanophobia refer to discrimination and racial harassment towards people who identify as part of the Latinx and Hispanic communities, including people living in Central and South America, Spanish-speaking countries, and their diasporas. Racism towards the Latinx and Hispanic communities can look like hostility and violence, systemic barriers, the promotion of stereotypes and unequal treatment.
- i.** **Islamophobia**: The [Ontario Human Rights Commission](#) describes Islamophobia as “stereotypes, bias or acts of hostility towards individual Muslims or followers of Islam in general. In addition to individual acts of intolerance and racial profiling, Islamophobia leads to viewing Muslims as a greater security threat on an institutional, systemic and societal level.”
- j.** **Antisemitism**: The [International Holocaust Remembrance Alliance](#) defines antisemitism as: “a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.” Contemporary examples of antisemitism include: “calling for, aiding, or justifying the killing or harming of Jews in the name of a radical ideology or an extremist view of religion”, “accusing the Jews as a people, or Israel as a state, of inventing or exaggerating the Holocaust”, and “holding Jews collectively responsible for actions of the state of Israel.”
- k.** **Gender-Based Discrimination**: The [Ontario Human Rights Commission](#) defines gender-based discrimination as: “any behaviour that polices and reinforces traditional heterosexual gender norms [...] It is often used to get people to follow traditional sex stereotypes (dominant males, subservient females) [...] based on

hostility and is often an attempt to make the target feel unwelcome in their environment.”

- l. Xenophobia: The [Ontario Human Rights Commission](#) defines xenophobia as: “attitudes, prejudices and behaviour that reject, exclude and often vilify persons, based on the perception that they are outsiders or foreigners to the community, society or national identity.”
- m. Anti-Indigenous Racism: The [Government of Ontario](#) defines anti-Indigenous racism as: “The ongoing race-based discrimination, negative stereotyping, and injustice experienced by Indigenous Peoples within Canada. It includes ideas and practices that establish, maintain and perpetuate power imbalances, systemic barriers, and inequitable outcomes that stem from the legacy of colonial policies and practices in Canada.”
- n. Anti-Palestinian Discrimination: As defined by the [Arab Canadian Lawyers Association](#), “Anti-Palestinian racism takes various forms including: denying the Nakba and justifying violence against Palestinians; failing to acknowledge Palestinians as an Indigenous people with a collective identity, belonging and rights in relation to occupied and historic Palestine; erasing the human rights and equal dignity and worth of Palestinians; excluding or pressuring others to exclude Palestinian perspectives”.
- o. Anti-Arab Racism: according to the [Canadian Arab Institute](#) the definition of anti-Arab racism is: Discrimination, profiling, surveillance, stereotyping, prejudice and violence against people of Arab origin that is based on their ethnicity, national origin, language, name, culture, or appearance.
- p. Racism: Defined by [Canada.ca](#), Racism is any individual action, or institutional practice which treats people differently because of their colour or ethnicity. This distinction is often used to justify discrimination.
- q. Hate crime: Defined by [Canada.ca](#), a crime, usually violent, motivated by prejudice or intolerance toward an individual’s national origin, ethnicity, color, religion, gender, gender identity, sexual orientation, or disability.
- r. Microaggressions: Defined by [Canada.ca](#), comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority).
- s. Misogyny, Defined by [Canada.ca](#), is the social systems and environments where women face hostility and hatred because they're women in a historical patriarchy. Misogyny is a feature of patriarchy, serving to continuously enforce women's place as subordinate to men. Misogyny is not a matter of individual attitudes or sexist hatred of women, and in fact it is entirely consistent to claim that misogynist acts can be committed by people who desired women, perhaps loved them in some way.
- t. Prejudice: Defined by [Canada.ca](#), is negative or false prejudgment or preconceived feelings or notions about another person or group of persons

based on perceived characteristics often in the absence of personal experience, legitimate or sufficient evidence. Racial prejudice refers to a set of discriminatory or derogatory attitudes based on assumptions deriving from perceptions about race and/or skin colour.