

Anti-Oppression, Access and Equity Policy

Anti- Oppression, Access and Equity Policy

Category: General Policies

Policy Number: CSM 02

Responsible Authority: President, College of Sports Media

Approval: President, College of Sports Media

Last Reviewed/Revised: August 31, 2018

Mandatory Review/Revision: No later than Augusts 31st, 2020

Purpose

This policy is intended to ensure that every member of College of Sports Media (CSM) community experiences and contributes to an understanding and respectful study and work environment that is free from discrimination and harassment.

The College of Sports Media ascribes to the **Ontario Human Rights Code** (“the Code”). The Code states that it is public policy in Ontario to recognize the inherent dignity and worth of every person, and to provide for equal rights and opportunities without discrimination. The Code aims to create a climate of understanding and mutual respect for the dignity and worth of each person so each person feels part of the community.

Scope

1. This policy applies to all members of The College of Sports Media community engaged in college-related study, work, relevant off-site activities, social interaction or other contact.

Specifically:

- a) All students;
- b) All faculty, management consultants or contract employees, including academic and non-academic;
- c) Members of CSM’s Advisory Board;
- d) Members of any college-related committee, established by the college;
- e) Independent contractors, such as those undertaking construction or providing services or conducting research for CSM;
- f) Volunteers; and
- g) Visitors on campus and at college-related functions off-site.

2. This policy applies to incidents of discrimination and harassment that occur on CSM's premises including, but not limited to:
 - a) While engaged in academic- or work-related activities;
 - b) At college-related social functions;
 - c) Over the telephone; or through e-mail, social media or other electronic communication, such as text messaging or on social networking web sites.
 - d) This policy applies to incidents of discrimination or harassment that occur between members of The College of Sports Media community when involved in college-related academic or work activities off college premises including, but not limited to:
 - e) In the course of academic placements or academic-related work;
 - f) In the course of work-related field assignments;
 - g) During academic- or work-related travel; or
 - h) At college-related social functions.

Related policies:

- Anti Bullying
- Human Resources
- Anti Violence
- Safety Statement
- Sexual Harassment and Sexual Violence

Definitions of Anti-Oppression, Access and Equity for Purpose of this Policy

Anti-Oppression Framework: A perspective that confronts all aspects of injustice and inequality within societies institutions, structures, systems and practices, and is intended to understand and eradicate oppression in all its forms. Oppression can be based on race, ethnicity, class, gender, sexual orientation, gender orientation, immigration status, country of origin, religion, mental health status, age, and ability and are systemic in society. These form a system of interlocking oppressions that are mutually enforcing and cannot be addressed in isolation. Therefore, the struggle against a particular kind of oppression should be integrated with the struggles against other forms of oppression. Full access and equity seek to provide **fair, transparent and appropriate** support and remedial measures where oppressive behaviour and structures are present.

*Under the **Ontario Human Rights Code**, every person has the right to be free from harassment and discrimination. Harassment and discrimination will not be tolerated, condoned or ignored at the College of Sports Media. If a claim of harassment or discrimination is proven, disciplinary measures will be applied, up to and including termination of employment or expulsion.*

Purpose

The purpose of the policy is to support all aspects and components of The College of Sports Media's (CSM) work in the area of anti-oppression, access and equity. This policy is in place to support and ensure that desired outcomes are achieved, with respect to anti-oppression, access and equity practices throughout the college. The procedures and plan support the practical implementation of the work in an integrated, comprehensive manner.

Policy

- a. Harassment and discrimination in all forms are unacceptable and will not be tolerated at The College of Sports Media. All reported incidents of discrimination and oppression will be appropriately investigated to the best of the administration's ability and in a manner that is fair and equitable.
- b. CSM believes that systemic discrimination, and oppression must be identified and addressed as part of the college's overall commitment to fairness and equity and as an acknowledgement of the college's significant student and faculty diversity.
- c. CSM is committed to providing an environment free of discrimination and harassment, where all individuals are treated with respect and dignity, can contribute fully and have equal opportunities.
- d. CSM understands that as an educational institution we have legal, moral and ethical responsibilities in the area of human rights protection. We understand that the work of diversity and equity that we are engaged in is rooted in human rights.
- e. This policy and our work is intended to be consistent with the Canadian Charter of Rights and Freedoms, The Ontario Human Rights Code, Ontario Bill 168- Workplace Violence and Harassment and other relevant legislative frameworks.
- f. This policy notes that people may experience discrimination and harassment based on the **intersection** of multiple grounds of discrimination (**intersectionality**). For example, a student who experiences harassment because she is a Muslim woman can file a complaint based on both sex and religion.

Scope

This policy applies to all members of The College of Sports Media community engaged in college-related study, work, relevant off-site activities, social interaction or other contact.

Specifically:

- h) All students;
- i) All management, faculty, consultants or contract employees, including academic and non-academic;
- j) Members of CSM's Advisory Board;
- k) Members of any college-related committee, established by the college;
- l) Independent contractors, such as those undertaking construction or providing services or conducting research for CSM;
- m) Volunteers; and
- n) Visitors on campus and at college-related functions off-site.

Prohibited Grounds:

- Gender
- Gender Identity
- Religion
- Race
- Sexual orientation
- Disability
- Language
- Age
- Immigrant status
- Body Image
- Health status

Some Examples of Discriminatory behaviour which are prohibited by this Policy

- Epithets, remarks, jokes or innuendos related to a person's race, gender identity, gender expression, sex, disability, sexual orientation, creed, age, or any other ground
- Posting or circulating offensive pictures, graffiti or materials, whether in print form or via e-mail or other electronic means;
- Singling out a person for humiliating or demeaning "teasing" or jokes because they are a member of a particular group
- Comments ridiculing a person because of characteristics that are related to a ground of discrimination. For example, this could include comments about a person's dress, speech or other practices that may be related to their sex, race, gender identity or creed.
- If a person does not explicitly object to harassing behaviour, or appears to be going along with it, this does not mean that the behaviour is okay. The behaviour could still be considered harassment and discrimination.
- Offensive or inappropriate teaching material.
- Discriminatory hiring practices or decisions about who get accepted to the college based on any of the prohibited grounds.

- **Poisoned environment:** a poisoned environment is created by comments or conduct (including comments or conduct that are condoned or allowed to continue when brought to the attention of the President or faculty member) that create a discriminatory work environment. The comments or conduct need not be directed at a specific person, and may be from any person, regardless of position or status. A single comment or action, if sufficiently serious, may create a poisoned environment.

- **Sexual and gender-based harassment:** sexual harassment is a form of harassment that can include: Gender-related comments about a person's physical characteristics or mannerisms, paternalism based on gender which a person feels undermines his or her self respect or position of responsibility, unwelcome physical contact, leering, inappropriate touching or verbal abuse.¹

¹ For more details please refer to the college's Sexual Harassment/Sexual Violence Policy

Procedures

- a. The College of Sports Media (CSM) will work from an anti-oppression, access and equity framework which draws on an understanding of the broader socio-economic inequalities and processes of marginalization of people in Canada's society. This approach is consistent with the college's commitment in all areas- sexual harassment, anti-violence and anti-bullying, school safety, etc.
- b. The College of Sports Media will take a pro-active, consistent leadership approach in planning, training, advancing and promoting an agenda of anti-oppression, access and equity.
- c. The College of Sports Media will ensure that diversity is reflected in the board, faculty, consultants and student body and will actively seek to eliminate barriers to participation.
- d. The College of Sports Media will not tolerate discrimination or oppression in any form by staff, faculty, board, volunteers, consultants or students in the school.
- e. The College of Sports Media will inform and communicate to all our stakeholders their rights and responsibilities as outlined in this policy.
- f. The College of Sports Media's classes, programs and services will be delivered within an anti-oppression, access and equity framework.
- g. The College of Sports Media will be a responsible and accountable college. The college is committed to activities and academic work that support anti-oppressive education.
- h. The College of Sports Media will ensure that all Board members, staff, consultants, volunteers, students adhere to these principles and policy.
- i. The College of Sports Media will review its anti-oppression, access and equity policies and plans and communicate and report progress, directions and changes, to all stakeholders **every two years**, as part of its review process.
- j. There will be an annual workshop orientation session with students and faculty to apprise them of the college's policy and organizational commitment to anti-oppression, access and equity.

Investigating Reports of Discrimination

- a. Under this Policy, any student of The College of Sports Media may file a report of an incident or a complaint to The College of Sports Media Campus President or his designate in writing. A complainant may lodge a formal complaint if:

- Circumstances are such that the complainant cannot or does not choose to approach the respondent for *informal resolution*
- Informal resolution does not resolve the conduct/behavior of concern;
- The complainant does not choose to use *mediation*;
- Mediation is unsuccessful;
- The complaint is such that neither informal resolution nor mediation is an appropriate response;
- The conduct of concern is repeated; or
- The complainant chooses this avenue for seeking resolution.

- b. Upon receipt of a report of an incident or a complaint of alleged discrimination being made, The College of Sports Media Campus President or his designate will respond promptly.

Investigation process

Once an investigation is initiated, the following will occur:

the Complainant and the Respondent will be advised that they may ask another person to be present throughout the investigation;

(ii) interviewing the Complainant to ensure a complete understanding of the allegation and gathering additional information that may not have been included in the written complaint such as the date and time of the incident, the persons involved, the names of any person who witnessed the incident and a complete description of what occurred;

(iii) informing and interviewing the Respondent of the complaint, providing details of the allegations and giving the Respondent an opportunity to respond to those allegations and to provide any witnesses the Respondent feels are essential to the investigation;

(iv) interviewing any person involved or who has, or may have, knowledge of the

- incident and any identified witnesses;
- (v) providing reasonable updates to the Complainant and the Respondent about the status of the investigation; and
- (vi) following the investigation, The College of Sports Media Campus President will:
 - a. review all of the evidence collected during the investigation
 - b. determine whether discrimination or harassment has occurred and if so
 - c. determine what disciplinary action, if any, should be taken as set out in the section below.

Disciplinary Measures

- a. If it is determined by The College of Sports Media that the Respondent did engage in discrimination, immediate disciplinary or corrective action will be taken.
- b. This may include:
 - (i) disciplinary action up to and including termination of employment of instructors or staff; or
 - (ii) suspension and or expulsion of a student; and /or
- c. Mandatory training and skills development
 - (iii) the placement of certain restrictions on the Respondent's ability to access certain premises or facilities; and/or
 - (iv) any other actions that may be appropriate in the circumstances.

Making False Statements

- a. It is a violation of this Anti oppression, Access and Equity Policy for anyone to knowingly make a false complaint of discrimination or to provide false information about a complaint. Disciplinary measures as outlined above will also apply.
- b. Individuals who violate this Policy are subject to disciplinary and / or corrective action up to and including termination of employment of instructors or staff or expulsion of a student.

Opportunity for Review/Appeal of Findings

The Complainant or Respondent may request a review of the complaints resolution process to the President and or their designate on the following grounds:

- That the procedures outlined in this policy were not followed; or
- That there were compelling or extraordinary circumstances that were not considered.

The Complainant or Respondent must request a review within ten (10) working days of receiving the copy of the decision. The request must include the reasons for requesting the review, and evidence to support the request.

The President and or his designate will review the decision to identify whether there is evidence that:

- The procedures outlined in this policy were not followed;
- Procedural fairness was not demonstrated; or
- Compelling or extraordinary circumstances that were beyond the complainant's or respondent's control, and that could have had a bearing on the decision, were not considered.

If appropriate evidence is identified, the President and or his designate will make amendments to the decision. If no evidence is identified, the decision will stand.

A letter will be filed with the complainant and respondent that sets out the outcome of the review, and informs both parties that the decision is final with no internal avenue for further review.

Glossary of Terms

Anti-Oppression Framework: A perspective that confronts all aspects of injustice and inequality within societies institutions, structures, systems and practices, and is intended to understand and eradicate oppression in all its forms. Oppression can be based on race, ethnicity, class, gender, sexual orientation, gender orientation, immigration status, country of origin, religion, mental health status, age, and ability and are systemic in society. These form a system of interlocking oppressions that are mutually enforcing and cannot be addressed in isolation. Therefore, the struggle against a particular kind of oppression should be integrated with the struggles against other forms of oppression.

Anti-oppression practice draws on critical analysis of socio-economic inequalities and processes of marginalization of people.

Ableism: a set of practices and beliefs that assign inferior value and worth to people who have developmental, emotional, physical or psychiatric disabilities.

Aboriginal: refers to persons descending from the original inhabitants of Canada, including Status Indians, non-Status Indians, First Nations people, Métis and Inuit. In Ontario, Aboriginal people live both on- and off-reserve, and have unique and diverse heritages, languages, spiritual beliefs, and cultural and traditional practices. There are approximately 242,000 Aboriginal people living in Ontario. (Adapted from the Assembly of First Nations definition, Statistics Canada 2006 Census)

Ageism: is discrimination of individuals based on their age. For instance, discrimination of senior aged women based on the notion that they are incapable of performing certain functions such as driving, or discrimination of youth based on the notion that they are immature and therefore incapable of performing certain tasks.

Anti-racism: A process that acknowledges the existence of systemic racism and, through policies and practices, seeks to actively identify, challenge and end systemic racism in all its various forms.

Anti-Semitism: is hatred of and hostility towards Jewish people.

Capitalism: is an economic system in which the means of production are mostly privately owned, and capital is invested in the production, distribution and other trade of goods and services, for profit in a competitive free market. These include factors of production such as land and other natural resources, labor and capital goods.

Classism: is discrimination of groups of persons sharing a similar social position and certain economic, political, and cultural characteristics.

Colonialism: is a process by which a foreign power dominates and exploits an indigenous group by seizing their land and resources, extracting their wealth, and using them as cheap labour.

Culture: is the totality of ideas, beliefs, values, knowledge, norms, communication styles and way of life of a group of individuals who share certain ethnic, historical, linguistic, racial, religious and social background. Culture is a complex and dynamic organization of meaning, knowledge, artifacts and symbols that guide human behaviour. It accounts for shared patterns of thought and action, and contributes to social and physical survival.

Discrimination: is behaviour based on prejudiced feelings and attitudes that lead to differential and unfavourable treatment of persons based on factors such as sex, race, culture, class, religion, age, sexual orientation, gender identification and disability. Discrimination can be systemic and refers to the pervasive structures and practices that exclude groups on the basis of race, ethnicity and/or other forms of oppression.

Diversity: is a term used to encompass all of the various differences among people – including race, religion, gender, sexual orientation, disability, socio-economic status, etc. The term is commonly used in Canada to describe workplace programs aimed at reducing discrimination promoting equality of opportunity and outcome for all groups. (Canadian Race Relations Foundation)

Dominant: refers to people whose social identity confers on them unearned power and privilege. Most of us have one or more dominant identities. In most parts of Canada dominant identities are white, male, English speaking, able bodied, heterosexual, Christian, middle class, 35-65 years of age, university educated and from central Canada.

Equity: is the process of being fair to everyone, which often needs designing particular measures to compensate for historical and social disadvantages that keep different groups at different levels. Equity acknowledges the fact that equal treatment for everyone does not always yield equal results for everyone.

Feminism: is a range of contemporary theoretical perspectives in which women's experiences are examined in relation to actual and perceived differences between the power and status of men and women. It includes a social justice movement in which issues

of particular importance for women (e.g. domestic violence, pay equity, childcare, abortion, sexual health, HIV/AIDS, globalization) are analyzed, understood, and addressed from feminist perspectives. Feminism is rooted in the belief that women and men are, and have been treated differently by our society, and that women have frequently and systematically been unable to participate fully in all social arenas and institutions. This gives a "new" point-of-view on society, when eliminating old assumptions about why things are the way they are, and looking at it from the perspective that women are not inferior and men are not "the norm."

Globalization: is the global expansion of capital interests on a global scale.

Heterosexism: relates to social structures and practices that serve to elevate and enforce heterosexuality while subordinating or suppressing other sexual orientations.

Imperialism: is the national policy of conquest of other regions or peoples for the purpose of extending political and economic control and of exploiting the resources of other regions or people.

Indigenous: is originating from a culture with ancient ties to the land in which a group resides.

Intersectional perspective: recognizes "how multiple forces work together and interact to reinforce conditions of inequality and social exclusion." An intersectional perspective recognizes that each person occupies many different social locations. "Social locations" are categories that prescribe attributes and denote power differentials and include such categories as: race, gender, age, faith and class. (The Canadian Research Institute for the Advancement of Women)

Islamophobia: is the fear and/or hatred of Islam, Muslims or Islamic culture. Islamophobia can be characterised by the belief that all or most Muslims are religious fanatics, have violent tendencies towards non-Muslims, and reject as directly opposed to Islam such concepts as equality, tolerance, and democracy.

Oppression: is the subjugation of others by the unjust use of force or authority. It is the suppression of the natural self-expression and emotions of others.

Misogyny: is a term used to describe women hating. It is sometimes used to describe sexism and sexist oppression.

Patriarchy: is the social system that promotes and confers unearned power and privilege to men while oppressing women.

Prejudice: is a frame of mind that tends to prejudice a person, or a group, unfavorably, by attributing to every member of a group characteristics falsely attributed to the groups as a whole. These unfavourable assumptions are frequently not recognized as such because of the frequency with which they are widely accepted, and are used to justify acts of discrimination.

Privilege: is the unearned power and advantage that benefit a group. It is derived from the historical oppression and exploitation of other groups.

Race: is a social category used to classify large groups of people according to common ancestry and reliant on differentiation by distinctive hereditary physical features such as colour of skin and eyes, hair texture, stature and facial features.

Racialized: the term makes clear that racial identities are not fixed categories. Racial identities are shaped by history, nationality, gender, class and identity politics, and racial designations often differ from country to country. The term racialization makes explicit that this is not about inherent characteristics but about the ways in which we are socialized to differentiate groups of people on the basis of physical characteristics. It emphasizes the active process of categorizing people while at the same time rejecting “race” as a scientific category.

Racism: is an action or practices by individuals or institutions that subordinates individuals and groups because of their race, colour or ethnicity. Racism is a form of discrimination and combines power and prejudice, whether it's social, economic or political, to the advantage of one group, a dominant group, and to the disadvantage of another, a non-dominant group. It is attitudinal and institutional.

Sexism: includes any action, attitude, behaviour or language that depicts women as inferior. It is attitudinal and institutional.

Social Justice: a term which refers to working from a perspective or a movement of people who acknowledges oppression and inequality and seeks to change these conditions to ensure access, equity in all areas of life. Social justice is about preventing human rights abuses and ensuring adherence to international law.

Social Location: reflects the many intersections of our experience related to race, religion, age, physical size, sexual orientation, social class, and so on. Social location contributes not

only to our understanding of the ways in which our major institutions work, but also to our ability to access them. (Cultural Safety: Peoples' Experiences of Oppression, University of Victoria)

Transgender: is a broad term to describe people whose biological sex and gender identification do not conform to societies social construction.

Transphobia: is the negative valuing, stereotyping and discriminatory treatment of individuals who do not conform in appearance and/or identify to conventional conceptions of gender.

Xenophobia: is fear and loathing or hatred of strangers. It is often applied to members of other races, ethnic groups or nationalities.