

Article 10 – No Discrimination or Harassment

- 10.01 The Parties agree that there shall be no discrimination, interference, restriction, or coercion exercised or practiced toward any Teaching Faculty Member in respect to his/her employment by reason of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, family status or disability as these terms are defined by the Ontario Human Rights Code. The Parties further agree that there shall be no discrimination interference, restriction, or coercion exercised or practiced toward any Teaching Faculty Member in respect to his/her employment by reason of his/her membership or activity or non-activity in the Association, or any activity pursuant to the principles of Academic Freedom.
- 10.02 The Parties agree that there shall be no harassment in the workplace. Harassment includes behaviour that is intimidating, threatening, offensive, degrading, humiliating or insulting by a person in the workplace, where the person knows, or reasonably ought to know, that the behaviour is likely to create an intimidating or hostile workplace environment.
- 10.03 The Parties agree that there shall be no sexual harassment in the workplace. Sexual harassment is defined as comments or conduct of a sexual nature directed at an individual or group by another individual or group of the same or opposite sex where it is known, or reasonably ought to be known, that the comment or conduct is unwelcome.