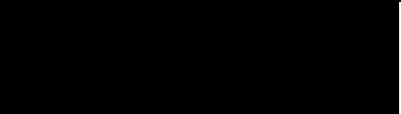




Student Non-Academic Misconduct Policy
Relevant sections of the University Student Human Resources,

ability.

	<p>POLICY: PROCEDURES: Respectful Working and Learning Environment Policy APPENDIX: None</p>
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Approved: January 22, 2013

Revised:

Cross Reference:

	POLICY: PROCEDURES: Respectful Working and Learning Environment Policy APPENDIX: None
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Role of the Human Rights Officer

Any member of the University community who has a concern arising from the Policy is encouraged to consult the Human Rights Officer. Consultations will typically include a discussion of the resolution options available pursuant to the Procedures.

The Human Rights Officer is impartial and is not an advocate for either party.

The Human Rights Officer will advise potential Complainants and Respondents of the following:

- the options available for resolving concerns arising under the Policy;
- the resources available to facilitate such resolution;
- the right of Complainants to file a written complaint;
- the right of Respondents to be informed about the complaint made against them and to be provided with a reasonable opportunity to respond to the allegations;
- the availability of counselling or other additional or alternative University services and resources, as appropriate and/or applicable;
- the right of both parties to be accompanied by a friend, colleague, union representative or student advocate (as appropriate) to provide support during interviews;
- the right of the Complainant, when an investigation has commenced, to withdraw from any further action in connection with the investigation (although the University may proceed with the investigation in its own right) or to suspend the complaint process pending Informal resolution efforts, or, conversely, to cease Informal Resolution efforts an

Approved: January 22, 2013


Revised:

Cross Reference:

Respectful Work and Learning Environment Policy

Student Non-Academic Misconduct Policy

Relevant sections of the University of Winnipeg Act

	<p>POLICY: PROCEDURES: Respectful Working and Learning Environment Policy APPENDIX: None</p>
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Respectful Work and Learning Environment Policy


Student Non-Academic Misconduct Policy



POLICY:
PROCEDURES:




POLICY:
PROCEDURES:
Respectful Working and Learning Environment Policy

	<p>POLICY: PROCEDURES: Respectful Working and Learning Environment Policy APPENDIX: None</p>
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The Vice-President, Human Resources shall provide a

<p>Approved: January 22, 2013 Revised: Cross Reference: Respectful Work and Learning Environment Policy Student Non-Academic Misconduct Policy Relevant sections of the University of Winnipeg Act</p>

	<p>POLICY: PROCEDURES: Respectful Working and Learning Environment Policy APPENDIX: None</p>
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Approved: January 22, 2013

Revised:

Cross Reference:

Respectful Work and Learning Environment Policy

Student Non-Academic Misconduct Policy

Relevant sections of the University of Winnipeg Act

	<p>POLICY: PROCEDURES: Respectful Working and Learning Environment Policy APPENDIX: None</p>
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Interference with the conduct of an investigation or threatened or actual retaliation against any of the parties or witnesses, whether the complaint was substantiated or unsubstantiated, may itself result in disciplinary action.

Any person whose action or inaction obstructs the application of these Procedures or who breaks an undertaking of agreement may be subject to discipline.

Threats/Safety Concerns


Threats or other safety concerns associated with involvement in a concern or complaint of harassment or discrimination should be reported immediately to the Human Rights Officer, the Vice- President Human Resources, Dean, Director or Manager and, where appropriate, Campus Security. If necessary, interim preventative, remedial and/or disciplinary measures may be taken.

Interim preventative and remedial measures are precautionary, not disciplinary. In the context of the allegations in the complaint, interim measures are not to be viewed as an assessment of the credibility of anyone involved in the complaint or as an indication as to the ultimate disposition of the complaint.

Confidentiality

Addressing allegations of discrimination and harassment requires the collection of sensitive personal information; use and disclosure of such information is

<p>Approved: January 22, 2013 Revised: Cross Reference: Respectful Work and Learning Environment Policy Student Non-Academic Misconduct Policy Relevant sections of the University of Winnipeg Act</p>
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	<p>POLICY: PROCEDURES: Respectful Working and Learning Environment Policy APPENDIX: None</p>
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Approved: January 22, 2013

Revised:

Cross Reference:

Respectful Work and Learning Environment Policy
Student Non-Academic Misconduct Policy

	<p>POLICY: PROCEDURES: Respectful Working and Learning Environment Policy APPENDIX: None</p>
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All records and reports of inquiries, consultations, complaints and investigations made to or undertaken by the Human Rights Officer and/or the Investigator (“the information”)

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