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Faculty Association of
the University of Waterloo

Harassment and Discrimination Policy

This is a class M Policy.

Purpose

This policy affirms FAUW's commitment to maintaining an environment free from harassment and discrimination during FAUW activities.

Definitions

Member: Any person represented by FAUW under article 2.1.1 of the MoA, as well as associate and affiliate members as defined by the Associate and Affiliate Member Policy.

Complainant(s): Any one (or more) Member(s) or FAUW staff who claims to be affected by inappropriate behaviour under this policy and is reporting such behaviour.

Respondent(s): One or more Member(s) or FAUW staff alleged to have engaged in inappropriate behaviour which is the subject of a report under this policy.

FAUW Activities: All FAUW-related activities and communications, including all meetings (e.g., Board, committee, grievance), and online or in-person interactions. This includes FAUW-related electronic communications and social media where FAUW business is discussed.

Scope

This Policy is concerned only with interpersonal behaviours that affect the functioning of FAUW as an Association. The Code of Conduct Policy identifies behaviours that are contrary to the purposes and goals of the Association.

Members retain the right to pursue remedies under applicable university policies and external legal processes. Where the Complainant(s) and Respondent(s) were all FAUW Members or staff engaged in FAUW Activities at the time of the event(s), this policy provides the primary resource and a mechanism for recording of complaints, and disciplinary measures to be assessed and, if required, applied.



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Principles

- a) **Rights of Members:** FAUW acknowledges the rights of its members to engage in the activities of FAUW, and to receive representation from FAUW, as provided in the FAUW Constitution and the Memorandum of Agreement.
- b) **Equity and Non-Discrimination:** FAUW is committed to equity and compliance with the Ontario Human Rights Code, including freedom from harassment, discrimination, intimidation, or coercion, based on protected grounds and/or political views or beliefs.
- c) **Academic Freedom and Expression:** FAUW is committed to the principles of academic freedom, including the right to discuss, question and criticize the University of Waterloo and FAUW. Academic freedom and expression does not extend to violations of FAUW policies or the law.
- d) **Non-Retaliation:** FAUW prohibits reprisals against any individual who, in good faith, reports a concern or participates in an investigation under this policy.
- e) **Respect and Professional Conduct:** FAUW prohibits harassment, intimidation, abuse of power, and other vexatious behaviour, including repeated unwanted conduct, comments, or gestures that affect the dignity or psychological or physical integrity of any Member or FAUW staff.

Examples of Prohibited Conduct

While upholding the rights of members, officers, and directors to express their views on FAUW business, FAUW also is committed to maintaining a harassment-free environment for members, officers, directors, and staff. This includes an environment free from:

- Verbal abuse or threats
- Comments or gestures which are known or ought to be known to be unwanted
- Unjustified exclusion from or isolation in FAUW activities
- Harassment based on protected grounds under the Human Rights Code
- Harassment based on other grounds such as political views or beliefs
- Intimidation or abuse of power
- Other vexatious behaviours



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FAUW will not condone or tolerate conduct by its members, directors, officers, or staff that is inconsistent with the rights and commitments set out above.

Accordingly, members, officers, directors and staff, when dealing with FAUW or engaging in FAUW activities, are expected to conduct themselves in a manner consistent with and respectful of the rights and commitments set out in this Policy.

Any Member, officer, director, or staff of FAUW wishing to pursue a complaint or potential complaint about an alleged violation of this Policy of the FAUW Code of Conduct shall have access to the process outlined in the FAUW Complaints Procedure. FAUW agrees to encourage and facilitate the fair and expeditious resolution of complaints pursuant to this Policy.

Approved by the FAUW Board of Directors September 3, 2026

Policy Version Control

Approval Date	Summary of Changes	Approving Body
September 3, 2026	New Policy	FAUW Board of Directors