

## B. Policy on University Property

The property of St. Thomas University has been acquired and erected for academic purposes and is specifically devoted to education and research. The Board of Governors of St. Thomas University is entrusted by law with the responsibility for ensuring the success of these ends.

To protect the property of St. Thomas University and to assist the Board of Governors in its role as trustee, it shall be deemed, and the Board assumes, that each of the following is a breach of university regulations and is ground for consideration of suspension or expulsion:

1. Unauthorized use or occupation of any part of the property of the University.
2. Prevention of access to any part of the property of the University by any person not so authorized.
3. Interruption by any unauthorized person of any authorized activity, service, or event on the property of the University.
4. Violence or threat of violence to any person.
5. Prevention of movement on the property of the University by any unauthorized person.
6. Damage or destruction of any part of the property of the University.

## C. Policy on Harassment and Discrimination

Harassment and discrimination are violations of acceptable standards of conduct at St. Thomas University and are subject to disciplinary measures.

The intention of the policy is twofold: (A) to provide a means to resolve specific incidents of harassment and/or discrimination, and (B) to provide an educational tool for increasing awareness of and sensitivity to the negative impact of harassment and/or discrimination.

Complaints alleging a violation of this policy may be filed with a Complaint Officer. Upon receipt of an informal complaint of harassment and/or discrimination, the Complaint Officer shall discuss the situation with the parties involved and try to reach a mutually agreeable solution.

In the event a formal complaint of harassment and/or discrimination is lodged with a Complaint Officer, an investigation will be conducted and a report submitted to the President. This report will contain recommendations for action (from warnings up to and including dismissal or expulsion). The President will then impose whatever disciplinary sanctions are considered to be warranted in the circumstances. (A copy of the Harassment and Discrimination Policy is available at [www.stu.ca](http://www.stu.ca)).

## D. Policy with Respect to AIDS

The University's policy with respect to AIDS (acquired immunodeficiency syndrome) includes the following general provisions:

1. All members of the University community have a responsibility to avoid the risk of HIV (human immunodeficiency virus) infection and transmission. All who consider it likely that they have been exposed to such infection are urged to seek medical

- advice concerning their condition.
2. The University will not discriminate against any member of the University community on the grounds of HIV infection. The identity of any person in the University community with HIV infection will be held in strict confidence.
  3. The University will provide education and appropriate information on AIDS and related diseases to students and others in the University community. The University has an advisory committee on AIDS policy.

## E. Student Accessibility Services Policy

### From our Mission...

We are united in the belief that women and men of divergent backgrounds and abilities should have an opportunity to learn and practice critical thought and to realize their intellectual potential in an academic setting that is both responsive and stimulating. We believe that learning engages the whole person; we seek to provide an environment conducive to enriching student life.

### ...To Our Commitment

St. Thomas University is committed to creating an equitable environment by ensuring that all members of our community have access to the full range of university life. This means supporting students with disabilities in their full participation in the educational, social and cultural life of our university. Sharing responsibility with each student for their success, our accessibility program is consistent with our academic standards as we strive to make reasonable and appropriate accommodations to allow students to enjoy the benefits of higher education.

'Disabilities' shall be defined as those conditions so designated under the New Brunswick Human Rights act and will include physical, medical, learning, and psychiatric disabilities.

### 1) Mission Statement of Student Accessibility Services (SAS)

St. Thomas University is mandated by law and the aspirations of our community to provide an educational environment that:

- demonstrates professionalism and academic integrity
- values diversity
- respects learning

### 2) Introduction and Guiding Policies

This policy has been written in accordance with the *Canadian Charter of Rights and Freedoms* (1982) and the *New Brunswick Human Rights Code* (1992)

#### Canadian Charter of Rights and Freedoms (1982), Section 15 (1)

##### *Section 15 (1) Guarantee of Rights and Freedoms*

Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

15(2) Subsection (1) does not preclude any law, program or activity that has as its object the amelioration of conditions of disadvantaged individuals or groups including those that are