

## **Article 7: Discrimination, Harassment, Confidentiality and Conflict of Interest**

- 7.01 The parties agree to act according to the principles of natural justice in all decision-making processes called for in this Collective Agreement.
- 7.02 Every member has a right to a work environment free from harassment in accordance with the law. The employer shall take reasonable action to prevent harassment and, when made aware of such behaviour, take appropriate action to end it.
- 7.03 The parties agree that there shall be no discrimination, interference, restriction, coercion or unfair distinction exercised directly or indirectly or practiced with respect to any member in regard to any matter. In particular there shall be no discrimination, interference, restriction, coercion or unfair distinction by reason of age, race, creed, colour, national or ethnic origin, political or religious affiliation or belief, gender, sexual orientation, marital status or family relationship, membership in the Association or the exercise of a right conferred by this agreement or the law in regard to salary, rank, appointment, reappointment, promotion, tenure, sabbatical, teaching assignment or fringe benefits. The parties agree further to respect all applicable human rights and labour standards legislation.
- 7.04 The parties agree that evaluation for the purposes of Appointment (Article 12, 13); Reappointment and Promotion (Article 14, 15); and Tenure (Article 18, 19); shall take into account that there may be differences in career paths such as those associated with gender.
- 7.05 The parties agree that the employment or assignment of physically handicapped or disabled persons shall not be restricted provided that such disability does not interfere with their ability to perform necessary job requirements.
- 7.06 The parties agree that the Faculty members, Librarian members, and Administrators shall, in the course of their professional duties and responsibilities, make every effort to avoid situations of conflict of interest, to respect confidentiality, and to act in a way that is fair and reasonable and consistent with the principles of natural justice.
- 7.07 Conflicts of interest shall be raised at the first opportunity, normally at the start of any administrative procedure.