



The Zoryan Institute

## Code of Conduct for GHRUP Faculty and Students

The Zoryan Institute is committed to providing a safe, inclusive, and nurturing environment where every student can thrive—academically, socially, and personally—throughout the two-weeks of its Genocide and Human Rights University Program (GHRUP) and beyond. The following offences constitute conduct that is deemed intolerable under the International Institute for Genocide and Human Rights Studies (A Division of the Zoryan Institute) Code of Conduct for professors and students participating in the GHRUP. Failure to abide by this Code of Conduct **can result in immediate dismissal from the program**, and possible legal consequences. Please read carefully.

### Offences Against Persons

At the federal level, the *Canadian Human Rights Act* and *Canada Labour Code* provide sanctions for this policy. At the provincial level, the *Ontario Human Rights Code* requires those who have authority to prevent or discourage harassment to do so. With respect to harassment involving physical contact of any kind, there is a provision in the *Criminal Code* for assault charges, including sexual assault.

- a) No person shall assault another person sexually or threaten any other person with sexual harassment. Sexual harassment includes: Unwanted sexual attention of a persistent or abusive nature, made by a person who knows or ought reasonably to know that such attention is unwanted; the making of an implied or express promise of reward for complying with a sexually oriented request; the making of an implied or express threat of reprisal, in the form of actual reprisal or the denial of opportunity, for refusal to comply with a sexually oriented request; sexually oriented remarks and behaviour which may reasonably be perceived to create a negative psychological and emotional environment for work and study.
- b) No person shall otherwise assault another person, threaten any other person with bodily harm, or knowingly cause any other person to fear bodily harm.
- c) No person shall knowingly create a condition that unnecessarily endangers the health or safety of other persons.
- d) No person shall threaten any other person with damage to such person's property, or knowingly cause any other person to fear damage to her or his property.
- e) No person shall engage in a course of vexatious conduct that is directed at one or more specific individuals, and that is based on the race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age, marital status, handicap, receipt of public assistance or record of offences of that individual or those individuals, and that is known to be unwelcome, and that exceeds the bounds of freedom of expression or academic freedom as these are understood in University policies and accepted practices, including but not restricted to, those explicitly adopted.



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- f) No person shall cause another person in the Program to fear for their safety or the safety of another person known to them, or cause another person or persons to be impeded in exercising the freedom to participate reasonably in the activities or events of the Program, knowing that their conduct will cause such fear, or recklessly as to whether their conduct causes such fear. The conduct mentioned consists of:
- Repeatedly following from place to place the other person or anyone known to them;
  - Repeatedly and persistently communicating with, either directly or indirectly, the other person or anyone known to them;
  - Besetting or repeatedly watching the place where the other person resides, works, carries on business or happens to be; or
  - Engaging in threatening conduct directed at the other person or any member of the family, friends or colleagues of the other person.

### **Offences Involving Property**

- a) No person shall knowingly take, destroy or damage premises of the University of Toronto.
- b) No person shall knowingly take, destroy or damage any physical property that is not her or his own.
- c) No person shall knowingly destroy or damage information or intellectual property belonging to the University of Toronto or to any of its members.
- d) No person, in any matter whatsoever, shall knowingly deface the inside or outside of any building of the University of Toronto.
- e) No person, knowing the effects or property to have been appropriated without authorization, shall possess effects or property of the University of Toronto.
- f) No person, knowing the effects or property to have been appropriated without authorization, shall possess any property that is not her or his own.
- g) No person shall knowingly create a condition that unnecessarily endangers or threatens destruction of the property of the University of Toronto or of any of its members.

### **Offences Involving Classroom Behaviour**

Students and faculty each have a responsibility to maintain an appropriate learning environment. Disruptive students in the academic setting hinder the educational process. Students who fail to adhere to behavioural standards may be subject to discipline. Faculty have the professional responsibility to treat students with understanding, dignity and respect, to guide classroom discussion, and to set reasonable limits on the manner in which students express opinions.

“Disruption,” as applied to the academic setting, means behaviour that a reasonable faculty member would view as interfering with normal academic functions. Examples include, but are not limited to: persistently speaking without being recognized or interrupting other speakers;

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behaviour that distracts the class from the subject matter or discussion; or in extreme cases, physical threats, harassing behaviour or personal insults, or refusal to comply with faculty direction.

Civil expression of disagreement with the course instructor, during times when the instructor permits discussion, is not in itself disruptive behaviour and is not prohibited.

The Zoryan Institute values open dialogue as differing perspectives are essential to meaningful academic exchange, particularly in a learning environment centered on complex and sensitive subjects. However, all discussion must take place in a climate of mutual respect. Racism, sexism, homophobia, transphobia, xenophobia, or any form of bigotry or discriminatory conduct will not be tolerated under any circumstances. Disagreement is a natural part of scholarly debate, but it must always be expressed with civility and in a manner that respects the dignity and humanity of others.

If a student is disruptive, the Course Director, the Deputy Executive Director or her designated faculty member may ask the student to stop the disruptive behaviour and warn the student that such disruptive behaviour can not be tolerated.

The Course Director, Deputy Executive Director or her designate is authorized to ask a student to leave the classroom or the building if it is deemed necessary. Any such disciplinary action will be reported to the Course Director or the Deputy Executive Director as soon as possible.

Instructors should record the dates, times, witnesses and details of the incidents of disruption, and the impact of the disruption on those present. The student is entitled to see this documentation.

Any such actions, as stated above, will result in disciplinary measures, up to and including summary dismissal from the Program (expulsion from classroom and from dorms, as well as forfeiture of all funds paid).