
Type:	C - Institutional	Last Approved: June 28, 2012
Executive Responsibility:	President & Vice-Chancellor	Next Review: May 1, 2016
Administrative Responsibility:	Director, Human Rights and Respectful Workplace Office	Procedure: 21.04.001

STATEMENT:

The Vancouver Island University (VIU) Mission Statement states that a core value of the university is diversity: “we value human diversity in all its dimensions and are committed to maintaining learning and working environments which are equitable, diverse, and inclusive.” This recognizes that the values of equity and diversity are integral to the institution’s educational mission and standards for excellence. The university is committed to continue building an educational community that is equitable, diverse and inclusive. This commitment requires the elimination of unnecessary barriers that prevent full participation by students, prospective students and employees, measures to support and promote the diversity of the university and the maintenance of healthy, supportive campus climates.

Consistent with the principles and purpose of human rights equity legislation, the goal of educational equity is for all members of our society to have fair and equal opportunities to participate in and enjoy the benefits of an education.

Vancouver Island University recognizes that people experience forms of social and economic marginalization and exclusion based on social identities. We further recognize that to fulfill our purpose as a university we need to ensure we are accessible to and inclusive of all members of our communities.

We believe there is educational value in bringing diverse students and all employees together to learn from the exchange of perspectives and that it will offer students critical tools for living and working in a diverse world.

Responsibility for the creation of a diverse and equitable educational community requires the work of every member of the university community. While administrative responsibility for this statement rests with the Director, Human Rights and Respectful Workplace Officer responsibility for ensuring that the values expressed in this Statement become a reality rests with the senior officers of the university.

Related Policies and Procedures:

[Policy 21.03 – Human Rights](#)

[Procedure 21.03.001 – Human Rights: Educational Initiatives and Complaint Resolution](#)

[Policy 21.08 – Accommodating the Observance of a Religious Holy Day](#)
[Procedure 21.08.001 – Employee Leave Request for Observance of a Religious Holy Day](#)
[Procedure 21.08.002 – Student Leave request for Observance of a Religious Holy Day](#)
[Policy 21.02 – Accommodation of Employees](#)
[Procedure 21.02.001 –Employee Accommodation](#)

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