



**UNIVERSITY OF ST. MICHAEL'S COLLEGE
STATEMENT of POLICY and PROCEDURE**

Manual:	Governance	SPP No.	A-COL-011-4
Section:	Human Resources	Issued:	July 22, 2002
Subject:	Inclusiveness	Effective:	July 22, 2002
Issue to:	All Manual Holders	Replaces:	HR-002G
Issued by:	Office of the Bursar	Dated:	July 22, 2002

The University of St. Michael's College (the "University") strives in its own activities and in its collaboration with the University of Toronto and the Toronto School of Theology to be as inclusive and welcoming as possible. It embraces the pluralistic nature of the society in which we live and desires to contribute to it out of its rich Catholic and humanistic heritage.

The University is committed to doing everything it can to ensure that people of all backgrounds regardless of religion, colour, gender, ethnicity, sexual orientation, social or economic class and nationality will feel welcome in its midst.

In keeping with the basic tenets of Catholic social and moral teaching, the University recognizes the dignity and rights of every human being, including the rights of conscience and religious freedom. It repudiates and condemns all forms of harassment, bias and prejudice against either individuals or groups. It pledges itself to work for the creation of an inclusive and welcoming environment in which all people will be able to experience respect, hospitality and the human warmth of an academic and learning community committed to Gospel values, especially the mutual respect and love to which Jesus Christ calls us all.