



## Assiniboine College Justice, Equity, Diversity, and Inclusion Policy -

Policy: General & Management Policies

M 18: September 16, 2024

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Assiniboine College recognizes that student success, belonging, and well-being are deeply intertwined with the environment in which students learn, grow, and engage. In alignment with the College's Strategic Plan, which emphasizes creating welcoming spaces for all, fostering exceptional academic experiences, and nurturing a sense of belonging, this Justice, Equity, Diversity, and Inclusion (JEDI) Policy serves as a guiding framework to ensure that these principles are embedded across all aspects of the College's operations.

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### 1. Policy Statement:

Assiniboine College is steadfast in its commitment to upholding the principles of Justice, Equity, Diversity, and Inclusion (JEDI). This JEDI Policy is established to support and enhance the standards set forth in policies A02 (Student Conduct and Discipline), HRG 6 (Progressive Discipline Human Resources Policy), M10 (Respectful College), and M14 (Sexual Violence).

This policy provides a framework for action and accountability to ensure that JEDI principles are embedded into the culture and operations of Assiniboine College.

It aims to:

Promote fairness and equitable treatment for all, free from discrimination or harassment.

Foster a culture of respect and inclusion where diversity is recognized as a strength.

Implement practices that ensure the college environment is conducive to learning and personal development for everyone.

### 2. Scope:

This policy applies to all students, staff, faculty, contractors, and any individuals associated with Assiniboine College, including work placements and college-sponsored activities.

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### 3. Definitions:

**3.1 Justice:** The fair treatment in access, opportunity, and advancement for all members of the college community, while striving to identify and eliminate barriers that have prevented the full participation of some groups.

**Be Passionate. Take Initiative. Deliver Results.**

- 3.2 Equity: The active commitment to fair outcomes for all by providing opportunities and support based on individual needs and circumstances.
  - 3.3 Diversity: The representation of different and unique characteristics, including but not limited to ethnicity, race, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values, national origin, and political beliefs.
  - 3.4 Inclusion: The active and intentional engagement with diversity to create an environment where all individuals feel valued, respected, and have equal access to opportunities and resources.
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**4. Application:** Policy Statement Assiniboine College is committed to:

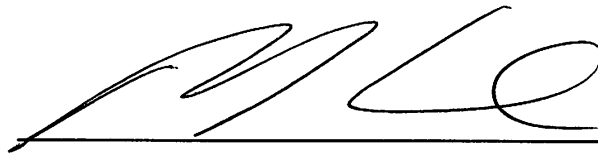
- 4.1. Justice and Fair Conduct: Ensuring that all behaviors and decisions are made through the lens of fairness and justice, respecting the dignity and rights of every individual.
  - 4.2. Equitable Practices: Establishing equitable practices in educational and employment opportunities, recognizing and accommodating the diverse needs of individuals.
  - 4.3. Diverse Representation: Embracing and encouraging diverse perspectives and experiences within all college functions and activities.
  - 4.4. Inclusive Environment: Creating an inclusive environment where all members feel safe, valued, and supported to achieve their full potential.
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**5. Related Policies**

- A02 (Student Conduct and Discipline)
- HRG 6 (Progressive Discipline Human Resources Policy)
- M10 (Respectful College)
- M14 (Sexual Violence)

Oct 15/24

Date



President