



UNIVERSITY OF TORONTO  
POLICYTHON



A student led organization at the University of Toronto

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# Equity Policy



## Derived from the UofT Governing Council's Statement on Equity, Diversity, and Excellence

The purpose of this statement is to guide members, staff, and stakeholders in appropriate behaviours to facilitate an equitable and diverse community.



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# Land Acknowledgement

UTP acknowledges this sacred land on which the University of Toronto operates. It has been a site of human activity for 15,000 years. This land is the territory of the Huron-Wendat and Petun First Nations, the Seneca, and most recently, the Mississaugas of the Credit River. The territory was the subject of the Dish with One Spoon Wampum Belt Covenant, an agreement between the Haudenosaunee Confederacy and Confederacy of the Ojibwe and allied nations to peaceably share and care for the resources around the Great Lakes. Today, the meeting place of Toronto is still the home to many Indigenous people from across Turtle Island and we are grateful to have the opportunity to live and work in the community, on this territory.

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# Equity and Human Rights

The University of Toronto Policython (UTP) aims to be an equitable community that protects the human rights of all staff, members and stakeholders. We will continue to create an environment that fosters diversity and mutual respect towards others. At UTP, we want everyone to benefit from the club and reach their full potential.

In accordance with the Ontario Human rights Code, UTP will continue to work to be an equitable club. This means that UTP is committed to establishing a safe community without harassment and discrimination. We will also work to lessen any barriers that might prevent your UTP participation, such as any physical, environmental, communication or technological circumstances.

## Diversity and Inclusiveness

The University of Toronto Policython operates in a unique community that has various preferences, identities, and backgrounds. It is an essential role of UTP to celebrate this diversity and utilize it to encourage rich discussions. We will proactively seek to engage with diversity in our community so that all members are able to reach their full potential and facilitate an environment of diverse perspectives. This means engaging in respectful uses of freedom of speech to express our differences, while being conscious of others.

Excellence and opportunity thrives in a community that is diverse and inclusive and encourages an environment of sharing and learning. UTP is dedicated to creating a space that reflects all its members.



# Responsibility

All UTP staff, members and stakeholders are responsible for maintaining an inclusive and transparent environment. In the writing of policy suggestions, all staff and members have the responsibility of ensuring non-discriminatory and consciously inclusive conduct. Any statements made or actions conducted within or outside UTP activities that threaten the wellbeing of certain groups or disrespect one's racial and/or ethnic heritage will face strict consequences. These may include, but are not limited to:

- Repeated knowing use of racial slurs or any stereotypical statements
- Discrimination against individuals based on their gender, sexual orientation, ethnic heritage and/or socioeconomic status

For its part, UTP will strive to make equity and inclusivity a priority in its conduct of all events, communications, and considerations. UTP is responsible for creating an environment in which all club members are comfortable and welcome, as well as one in which members are able to raise equity concerns. It is responsible for actively upholding the values in this Equity Policy in all its capacities. Staff, members and stakeholders can submit an anonymous feedback form to report any breaches in the Policy.

# Professionalism

UTP wants to emphasize professional and appropriate relations between any staff, members, mentors, mentees, or stakeholders involved in the University of Toronto Policython. This means maintaining respectful relations between fellow UTP participants and engaging in appropriate behaviours that follow professional guidelines and allow individuals to maintain personal privacy.



# Consequences

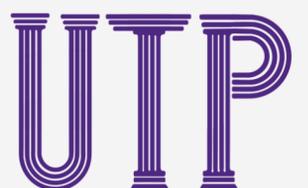
General members who submit policy briefs which breach this equity policy will be subject to a warning and will be asked to change the policy brief in accordance with UTP's equity standards. If the member refuses to change their policy brief or it is not changed within 24-hours, the team will be disqualified from the competition with no refund.

General members and UTP staff who, outside of written policy briefs, speak, behave, or communicate in any way within UTP which breaches this equity policy will be subject to a warning upon first offence. If behaviour continues, their membership will be revoked. UTP holds the right to review each case and apply accordingly the appropriate consequences.

## Plagiarism

As per the University of Toronto's Code of Behaviour on Academic Matters, it shall be an offence if any participant or member of UTP knowingly uses another's own work, idea, or formation of an idea as their own. If an account of plagiarism occurs, UTP holds the right to investigate and take action into the offence. Any external sources must be appropriately referenced.

Along with plagiarism, making contact or reaching out to a judge of the Policython before grade briefs are returned to UTP is strictly prohibited. Similarly, judges may not also reach out to participants before the graded briefs are returned to UTP. If UTP is made aware of such actions being taken by individuals or a team, UTP holds the right to investigate and take action into the offence. Individuals and teams risk being disqualified from the Policython if such an event occurs, even after the conclusion of the event.





# Thank you

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For more information reach out to  
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