

Section:	Human Resources (HR)
Subject:	Employment Rights and Obligations
Legislation:	<i>Alberta Human Rights Act</i> (RSA 2000 cA-25)
Effective:	November 15, 1988
Revision:	June 28, 1994; February 23, 1999; June 3, 2003; August 1, 2003 (reformatted); November 27, 2007 (reconfirmed); September 1, 2016 (reformatted)

**APPROVED:** \_\_\_\_\_  
**Chair, on Behalf of SAIT’s Board of Governors**

## **POLICY**

The policy of the Board of Governors is to ensure that SAIT’s employees and students treat other SAIT employees and students with equal dignity and rights and without discrimination, to require SAIT’s policies, procedures and guidelines to comply with Alberta’s human rights legislation, and to require SAIT’s employees and students to understand and act in accordance with that legislation.

### **GOVERNING PRINCIPLE**

SAIT’s employees and students shall not discriminate against other SAIT employees and students and, in particular, shall not discriminate on the basis of race, religious beliefs, colour, gender, gender identity, gender expression, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status or sexual orientation.

### **POLICY/PROCEDURE REFERENCE**

HR.4.5.1      Discrimination Education procedure

*The official controlled version of this document is held in the Board of Governors Office.*