

<b>Policy Title:</b>	Honouring the Rights of Indigenous Peoples
<b>Policy ID:</b>	1-110
<b>Manual Classification:</b>	College Policies
<b>Approved by Board of Governors (BoG):</b>	June 26, 2019
<b>Effective Date:</b>	June 26, 2019
<b>Next Policy Review Date:</b>	June 26, 2024
<b>Contacts for Policy Interpretation:</b>	Vice President, Indigenous Knowledge & Relations Vice President, Student Experience Executive Vice President, Human Resources and Organizational Effectiveness

## 1.0 - Policy Overview

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Fleming College respectfully acknowledges that it is situated on the traditional lands of the Michi Saagig peoples and within the lands covered by the Williams Treaty. Please note that this policy has been created from an Anishinaabe perspective and does not reflect all Indigenous ways of knowing.

Fleming College believes in and promotes the rights of all First Nations (status and non-status), Inuit and Métis peoples, as protected in the Canadian Charter of Rights and Freedoms, The Constitution Act, the Ontario Human Rights Code, and the United Nations Declaration on the Rights of Indigenous Peoples, and its related recommendations. The College recognizes the unique histories and experiences of Indigenous peoples in Canada, and the ongoing impacts of colonization. The College is committed to building an inclusive and respectful, learning and working environment.

## 2.0 - Purpose

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This policy is intended to meet the requirements of the Truth and Reconciliation Commission (TRC), as well as the CICAN Indigenous Education Protocol. The College affirms its commitment to equity and inclusion in employment, education, accommodation or business dealings for all persons, including Indigenous peoples.

## 3.0 - Definitions and Acronyms

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**College Community:** Any person who studies, teaches, conducts research at or works at or under the auspices of the College, or student governments and includes, without limitation, employees or contractors; appointees (including volunteer board members); students, visiting scholars and any other person while they are acting on behalf of or at the request of the College.

**TRC:** Truth and Reconciliation Commission.

**UNDRIP:** United Nations Declaration on the Rights of Indigenous Peoples.

**Indigenous:** The First Nations (status and non-status), Inuit and Métis peoples of Canada, each themselves comprised of many unique languages, cultural practices, beliefs and histories.

**IEP:** Indigenous Education Protocol, Colleges and Institutes Canada (CICAN).

**Inherent Rights:** Those rights protected under Section 35 of the Constitution Act (1982), including but not limited to the right to land and the right to enforcement of treaties.

**Reasonable:** Refers to those accommodations which do not impose undue hardship on the College which may include but are not limited to significant alteration to the fundamental nature of the learning outcomes and/or the academic standards of a program or course; significant alteration to a work process that would disadvantage other employees; substantial economic hardship to a College program or department that would affect its economic viability; significant adverse impact on learning opportunities for other students; the health and safety of other students or employees and/or safety hazards to other persons, land and beings of the natural world, or property ; or significant disruption of College operations. What is reasonable must be determined objectively on a case-by-case basis, based on all the circumstances of the case. Where there is more than one reasonable approach to accommodation, the College reserves the right to choose the approach that is best suited to its operational and academic requirements. In cases involving Indigenous issues and or employees/students, what is reasonable must be determined in consultation with an ad hoc committee with the majority made up of Indigenous people.

#### **4.0 - Scope**

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It is the responsibility of all members of the College Community to uphold the principles of this policy.

#### **5.0 – General Principles**

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**We are committed to promoting the following principles:**

1. establishing a framework to facilitate the effective exercise of the rights of Indigenous peoples;
2. 2 establishing an Indigenous Rights Working Group (IRWG) and supporting the group fully in their mission, as is determined by the Terms of Reference the IRWG agrees upon. The College will support and ensure consultation with the IRWG in Strategic Planning and Senior Management discussions whenever possible;
3. 3 supporting the College Community in the process of Truth and Reconciliation via education, training and acknowledgment, and the formation of a Truth and Reconciliation Committee;
4. 4 serving Indigenous learners and communities including but not limited to the consultation and consideration of Indigenous learners and communities needs during institutional planning and decision-making;
5. 5 making every reasonable effort to ensure Indigenous peoples, languages, and ways of knowing are represented in all College operations and spaces;

6. 6 integrating Indigenous cultural teachings into the training and education of all members of the College Community;
7. 7 supporting the efforts of Indigenous peoples to reclaim, revitalize, maintain and strengthen Indigenous languages;
8. 8 increasing the representation of Indigenous employees with ongoing appointments throughout the College Community, including in the Senior Administration.

## **6.0 - Related Documents**

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- Operating Procedure(s) under development

## **History of Amendments/Reviews**

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<b>Date Approved</b>	<b>Approved By</b>	<b>List of Approved Amendments / Review</b>
June 26, 2019	Board of Governors	Policy originally approved.
September 18, 2024	Not Required	Updated to current policy format.