The Equity and Human Rights Office champions UVic’s commitment to practices of equity, fairness and inclusion. In partnership, we foster communities where strength is found in diversity and respect for difference provides dynamism and vibrancy to university life.

Who we are
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The Equity and Human Rights Office supports inclusion, recognizes and embraces difference and values the contributions of all members of the campus community.

The office works together with a wide range of campus partners including student societies, advocacy groups, human resources, the diversity adviser, the ombuds office, unions, employee groups, administrative offices and academic departments to ensure UVic provides welcoming, inclusive and fair learning and working environments.

Office hours
The office is generally open Monday - Friday 8:30 a.m. to 4:30 p.m. After hours appointments can be arranged if required.

Contact us
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Sedgewick C115
250-721-8488
aloggin@uvic.ca
web.uvic.ca/eqhr

If you feel you’ve experienced discrimination or harassment, please consider contacting Bette Cameron at 250-721-8786 or bcameron@uvic.ca

web.uvic.ca/eqhr
What do we do?
- Promote human rights, equity and fairness in work and learning environments
- Consult on, resolve and investigate complaints and concerns about harassment and discrimination from students, staff and faculty
- Design and facilitate educational programs that address a range of human rights and equity issues
- Participate in the development and review of policies, procedures and plans using an equity lens
- Foster positive connections among UVic’s diverse communities

What is equity?
Equity is both a process and a goal. It involves the recognition of difference in treating everyone fairly. Sometimes it means treating people differently in order to achieve equality.
For example:
- Use of preferential or limited hiring guidelines to increase staff diversity
- Alternative ways for students with disabilities to demonstrate their knowledge of course material
- Consideration of family responsibilities when scheduling work hours

What are human rights?
Human rights are rights that belong to all people…simply because they are human beings. They embody the basic standards without which people cannot realize their inherent human dignity.
The UVic discrimination and harassment policy clearly states the right of everyone to a campus free from all forms of discrimination and harassment on grounds of race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex (including gender identity), sexual orientation, age or conviction for a criminal offence that is unrelated to employment or intended employment.

How to get involved
The Human Rights Education Volunteer Program promotes inclusive, respectful and welcoming study and work environments for all members of the campus community. This is achieved through educational activities (tabling, workshops, conversation cafes, etc.) Anyone—UVic students, faculty or staff—can volunteer. Volunteers receive training on introductory human rights, creating spaces, designing and facilitating workshops and more.

Other EQHR activities
- Creating Spaces workshops
- University Human Rights Committee
- Mental Health Task Force

Who can access our services?
Any member of the UVic campus community—including students, staff, faculty and others affiliated with the university—can request a consultation on a confidential basis.

The office is committed to “environments for work and study that are safe, supportive, inclusive and healthy, and that foster mutual respect and civility, recognizing that people are our primary strength.”

(A Vision for the Future: Building on Excellence—A Strategic Plan for the University of Victoria, p. 6)