

Student Rights and Responsibilities Policy

Policy Type: Academic

Policy Owner: Vice President, Human Resources, Student Services and Human Resources

Approval Date: July 14, 2026

Replaces: Version 2020

Corresponding Procedure:

[Procedures for Student Misconduct](#)

[Harassment and Discrimination Reporting Operating Procedure](#)

[Procedure for Reporting and Responding to Sexual Assault and Sexual Violence](#)

[Workplace Violence Prevention Procedure](#)

Purpose

This policy sets out the rights and responsibilities of students at Cambrian College (“the College”) as members of an adult learning community. It is intended as an educational and foundational statement that links students to the College’s broader policy framework on academic matters, conduct, safety, human rights, and well-being.

Scope

This policy applies to all registered students while:

- On College property, including College owned, leased, or controlled physical and digital spaces
- Participating in College-sponsored or affiliated activities, on or off campus
- Representing the College in placements, practicums, work-integrated learning, athletics, student government, or other College-sanctioned roles

Definitions

College property: space – physical or digital – owned, controlled, or operated by the College.

Discrimination: any form of unequal treatment based on a Code ground, whether imposing extra burdens or denying benefits. It may be intentional or unintentional. It may involve direct actions that are discriminatory on their face, or it may involve rules, practices, or procedures that appear neutral, but disadvantage certain groups of people. Discrimination may take obvious forms, or it may happen in very subtle ways. Even if there are many factors affecting a decision or action, if discrimination is one factor, that is a violation of this policy.

Discrimination and/or harassment on the grounds articulated in the Ontario Human Rights Code include but are not limited to:

- Age
- Creed (religion)
- Sex (including pregnancy and breastfeeding)
- Sexual orientation
- Gender identity
- Gender expression
- Family status (such as being in a parent-child relationship)
- Marital status (including married, single, widowed, divorced, separated, or living in a conjugal relationship outside of marriage, whether in a same-sex or opposite-sex relationship)
- Disability (including mental, physical, developmental, or learning disabilities)
- Race
- Ancestry
- Place of origin
- Ethnic origin
- Citizenship
- Colour
- Record of offences (criminal conviction for a provincial offence, or for an offence for which a pardon has been received)
- Association or relationship with a person identified by one of the above grounds
- Perception that one of the above grounds applies

Harassment: a course of comments or actions that are known, or ought reasonably to be known, to be unwelcome. It can involve words or actions that are known or should be

known to be offensive, embarrassing, humiliating, demeaning or unwelcome, based on a ground of discrimination identified by this policy. Harassment can occur based on any of the grounds of discrimination. Examples of harassment include:

- Epithets, remarks, jokes or innuendos related to a person's race, gender identity, gender expression, sex, disability, sexual orientation, creed, age, or any other ground.
- Posting or circulating offensive pictures, graffiti or materials, whether in print form or via e-mail or other electronic means.
- Singling out a person for humiliating or demeaning "teasing" or jokes because they are a member of a code-protected group.
- Comments ridiculing a person because of characteristics that are related to a ground of discrimination; for example, this could include comments about a person's dress, speech or other practices that may be related to their sex, race, gender identity or creed (OHRC).

Guiding Principles

- Students are members of the Cambrian community and share responsibility for creating a respectful, inclusive, safe, and accessible environment for learning and work.
- Rights and responsibilities are interdependent; exercising one's rights is accompanied by the responsibility to respect the rights, dignity, and safety of others, consistent with the Ontario Human Rights Code, the Canadian Charter of Rights and Freedoms, and applicable College policies.

Policy Statements

1. Student Rights

1.1. The Right to Learn

Students have:

- a. The right to pursue their studies in an environment that supports academic freedom, inquiry, and respectful exchange of ideas, subject to reasonable limits prescribed by law and College policy.
- b. The right to reasonable access to information about program and course requirements, learning outcomes, evaluation methods, and timelines for assessments.

- c. The right to have submitted work evaluated fairly and to receive timely, constructive feedback, in accordance with the Academic Evaluation, Academic Integrity, and Academic Standing and Promotion policies.
- d. Students have the right to reasonable academic accommodation for disability-related needs, up to the point of undue hardship, in accordance with the Ontario Human Rights Code and Cambrian's Accommodations for Students with Disabilities Policy.

1.2. The Right to a Safe and Respectful Environment

Students have:

- a. The right to learn, work, and live in an environment that is safe, secure, and free from discrimination, harassment, sexual violence, and reprisal, as articulated in the Code of Conduct, Harassment and Discrimination, Sexual Assault and Sexual Violence, Health and Safety, and Workplace Violence Prevention policies.
- b. The right to have safety-related concerns taken seriously and responded to in a timely and responsive manner, with access to appropriate supports and referrals.

1.3. The Right to Information and Privacy

Students have:

- a. The right to privacy in their personal lives and to have the privacy of their College records protected, recognizing that these rights are exercised in balance with the College's responsibility to protect the broader community.
- b. The right to be informed about College policies, procedures, rules, and expectations that affect them, including how decisions are made and how to seek review or appeal.
- c. The right to access and request correction of their personal information held by the College, and to have their information collected, used, retained, and disclosed in accordance with privacy legislation and applicable College policies.
- d. Students have the right to clear information about how to request accommodation, timely consideration of their requests, and respectful, confidential treatment throughout the process.

1.4. The Right to Expression, Participation, and Association

Students have:

- a. The right to express their views individually and in groups, including through lawful assembly, student government, media, and digital platforms, subject to applicable law, the Free Speech Policy, the Code of Conduct, and the rights and safety of others.
- b. The right to form, join, and participate in lawful student organizations and activities, consistent with College policies.
- c. The right to self-identify and express personal and cultural identities, traditions, and knowledge without harassment or reprisal, consistent with human rights legislation and College commitments to equity, diversity, inclusion, and Indigeneity.

1.5. The Right to Raise Concerns, Seek Resolution, and Appeal

Students have:

- a. The right to raise concerns, complaints, or disclosures in good faith, without fear of reprisal, and to be informed of available informal and formal options, including supports, complaint processes, and alternative resolution pathways.
- b. The right to request reviews or appeals of certain academic and non-academic decisions in accordance with the Academic Appeal Policy, Student Complaints Policy, and applicable procedures (e.g., Procedures for Student Misconduct, Harassment and Discrimination Reporting Operating Procedure).
- c. The right to procedural fairness, including notice of concerns, an opportunity to respond, impartial decision-makers, timely decisions, and information about appeal options as outlined in relevant College policies.

2. Student Responsibilities

As members of the Cambrian community, students are expected to:

2.1. Know and Follow Applicable Policies and Laws

- a. Familiarize themselves with and comply with College policies, procedures, and program requirements that apply to them.
- b. Comply with applicable municipal, provincial, federal, and international laws while engaged in College-related activities.

2.2. Contribute to a Respectful, Inclusive, and Safe Environment

- a. Treat all members of the College community with dignity and respect, refraining from discrimination, harassment, bullying, hate or racist behaviour, and sexual or gender-based violence in all learning, living, work, and online spaces.
- b. Use College and community spaces, resources, and technologies in ways that support a positive learning and working environment and do not interfere with the safety, wellbeing, or learning of others.

2.3. Engage in Learning with Integrity

- a. Meet academic responsibilities honestly and with integrity, in alignment with the Academic Integrity Policy and program-specific requirements.
- b. Attend and participate in learning activities as required, prepare for and complete assessments independently or collaboratively as directed, and seek clarification when expectations are unclear.

2.4. Respect Others' Right to Learn and Work

- a. Avoid disrupting or interfering with classes, services, activities, events, or operations of the College, whether in person or online, recognizing the right of others to study, teach, research, and work without unreasonable disturbance or threat.
- b. Respect the authority and roles of faculty, staff, and designated officials in establishing expectations for learning environments, subject to students' rights to raise concerns or appeals under applicable policies.

2.5. Care for Property and Resources

- a. Respect College property and the property of others, including learning spaces, residence and housing, equipment, library and IT resources, and community partner sites, and refrain from damage, misuse, or unauthorized access.

2.6. Participate in Processes and Share Responsibility for Community Well-Being

- a. Participate in good faith in investigations, meetings, and alternative resolution processes where their involvement is required under College policies.
- b. Report concerns about safety, discrimination, harassment, or other serious matters to appropriate College offices and support peers in accessing resources when needed.

Responsibilities and Accountability

Vice President, Human Resources, Student Services, and International is responsible for:

- The development, review, communication, and availability of this policy and its alignment with related policies (e.g., Code of Conduct, Harassment and Discrimination, Sexual Assault and Sexual Violence, Mental Health).

Deans, Chairs, Directors are responsible for:

- Promoting awareness of this policy, integrating it into program and co-curricular communications, and supporting consistent application within their areas.

College employees are responsible for:

- Modelling the expectations in this policy, informing students of relevant policies and supports, and referring students to appropriate resources and processes when concerns arise.
- Reporting to their supervisor or designated officials, as appropriate, instances where there is non-compliance with this policy.

Students share responsibility for:

- Upholding this policy and may be subject to the Code of Conduct and other applicable policies where alleged misconduct or policy breaches occur.
- Reporting instances of non-compliance to College officials.

Procedures/Forms

- [Procedures for Student Misconduct](#)
- [Harassment and Discrimination Reporting Operating Procedure](#)
- [Procedure for Reporting and Responding to Sexual Assault and Sexual Violence](#)
- [Workplace Violence Prevention Procedure](#)

Related Policies

- [Academic Appeal Policy](#)
- [Academic Evaluation Policy](#)
- [Academic Integrity Policy](#)
- [Academic Standing and Promotion Policy](#)
- [Accommodations for Students with Disabilities Policy](#)

- [Code of Conduct Policy](#)
- [Free Speech Policy \(Freedom of Expression\)](#)
- [Harassment and Discrimination Policy](#)
- [Health and Safety Policy](#)
- [Internal Privacy Policy](#)
- [Official Student Records Policy](#)
- [Sexual Assault and Sexual Violence Policy](#)
- [Student Complaints Policy](#)
- [Student Housing Policy](#)
- [Student Mental Health Policy](#)
- [Workplace Violence Prevention Policy](#)