

ETHICAL ADMINISTRATION OF AWARDS POLICY

Senate Approval Date: **November 15, 2016**

I. **PREAMBLE**

Brandon University seeks to recruit, retain, and support its students through the administration of a robust scholarship, bursary, and award portfolio which is made possible through the generosity of a wide network of dedicated donors. In the administration of this financial support program, Brandon University is bound to respect the statutes of the [Human Rights Code of Manitoba](#), particularly sections 9(1) and 9(2):

"Discrimination" defined

[9\(1\)](#) In this Code, "**discrimination**" means

- (a) differential treatment of an individual on the basis of the individual's actual or presumed membership in or association with some class or group of persons, rather than on the basis of personal merit; or
- (b) differential treatment of an individual or group on the basis of any characteristic referred to in subsection (2); or
- or
- (c) differential treatment of an individual or group on the basis of the individual's or group's actual or presumed association with another individual or group whose identity or membership is determined by any characteristic referred to in subsection (2); or
- (d) failure to make reasonable accommodation for the special needs of any individual or group, if those special needs are based upon any characteristic referred to in subsection (2).

Interpretation

[9\(1.1\)](#) In this Code, "discrimination" includes any act or omission that results in discrimination within the meaning of subsection (1), regardless of

- (a) the form of the act or omission; and
- (b) whether the person responsible for the act or omission intended to discriminate.

Applicable characteristics

[9\(2\)](#) The applicable characteristics for the purposes of clauses (1)(b) to (d) are

- (a) ancestry, including colour and perceived race;
- (b) nationality or national origin;
- (c) ethnic background or origin;
- (d) religion or creed, or religious belief, religious association or religious activity;
- (e) age;
- (f) sex, including sex-determined characteristics or circumstances, such as pregnancy, the possibility of pregnancy, or circumstances related to pregnancy;
- (g) gender identity;
- (h) sexual orientation;
- (i) marital or family status;

- (j) source of income;
- (k) political belief, political association or political activity;
- (l) physical or mental disability or related characteristics or circumstances, including reliance on a service animal, a wheelchair, or any other remedial appliance or device;
- (m) social disadvantage.

Discrimination on basis of social disadvantage

[9\(2.1\)](#) It is not discrimination on the basis of social disadvantage unless the discrimination is based on a negative bias or stereotype related to that social disadvantage.

For the purpose of brevity, the term “award(s)”, when appearing independently in this document without further definition, is intended to refer to all specific award types offered at Brandon University: scholarships, bursaries, scholarship-bursaries, awards, and medals.

II. POLICY STATEMENT

As a matter of principle, Brandon University will not administer any new scholarship, award, fellowship, or bursary that discriminates on the bases of the 'applicable characteristics' enumerated in section 9(2) of the [Manitoba Human Rights Code](#).

Exceptions are occasionally warranted when it can be demonstrated that systemic discrimination may exist that results in the under-representation of identified sub-populations in Manitoba and/or when the proposed award has as its object the amelioration of conditions of disadvantaged individuals or groups, including those who are disadvantaged because of any applicable characteristic referred to in subsection 9(2) of the [Manitoba Human Rights Code](#). Any exception to this principle shall be made only with the consent of the Faculty/School concerned (if applicable), the appropriate Senate Committee (Scholarships, Bursaries, Medals & Awards Committee or Athletic Awards Committee), and the Senate. A formal request for such an exception shall be provided to Senate by the appropriate Senate Committee (Scholarships, Bursaries, Medals & Awards Committee or the Athletic Awards Committee).

Preamble and policy wording borrowed and adapted with permission from the University of Manitoba's policy on Non-Acceptance of Discriminatory Awards: http://umanitoba.ca/admin/governance/governing_documents/academic/370.html (accessed November 3, 2016).