

According to the Canadian Charter of Rights and Freedoms, there are 13 Protective Grounds of Human Rights. Mount Royal University recognizes all of them under their internal [Human Rights Policy](#). They include:

- Race
- Religious Beliefs
- Age
- Family Status
- Place of Origin
- Sexual Orientation
- Gender
- Ancestry
- Physical Disability
- Marital Status
- Color
- Mental Disability
- Source of Income

While not included in the Charter, the Alberta Human Rights Commission has now added an additional protected ground: Gender Identity and Expression. Mount Royal University recognizes this as a Protected Ground.

We all share this planet and have great opportunities to work together in respectful ways. Let's work at resolving concerns by having some conversations, so that all people are respected and heard equally. Remember to expect that sometimes when there are *competing rights*, finding an accommodation or solution may be found and agreed upon in a different way. It doesn't have to be a perfect accommodation for you, but instead, will be both reasonable and equitable for all parties.

*For more information on having conversations about human rights, diversity and inclusion, competing human rights, and human rights accommodations, contact MRU's Centre for Equitable & Meaningful Inclusion (CEMI) and specifically, the [MRU Human Rights Advisor \(C201\)](#).*