

As per the Canadian Charter of Rights and Freedoms, there are 15 Protective Grounds of Human Rights.

Mount Royal University recognizes all of them under their internal [Human Rights Policy](#). These include the following:

- Race
- Ancestry
- Religious Belief
- Physical Disability
- Age
- Marital Status
- Family Status
- Colour
- Place of Origin
- Mental Disability
- Sexual Orientation
- Source of Income
- Gender
- Gender Identity
- Gender Expression

Human Rights are inalienable, indivisible, universal entitlements codified in international and domestic law. In Canada, they are protected and interpreted through:

- (a) The Canadian Charter of Rights and Freedoms.
- (b) Provincial-territorial Human Rights legislation (e.g., Alberta's Human Rights Act).
- (c) Decisions of tribunals and courts.
- (d) Human Rights Commission policy statements, interventions and other mandated functions;
- (e) International law/instruments (ratified treaties, treaty body comments/ decisions, and international and other jurisdictional court decisions).

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 Equity, Diversity and Inclusion Office located beside the bookstore on Main Street.

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