

COMMITMENTS OF THE CHU SAINTE-JUSTINE

EQUITY, DIVERSITY AND INCLUSION

The CHU Sainte-Justine subscribes to the principle of equity, diversity and inclusion, adopts the statements made by the Fonds de recherche du Québec (FRQ) and undertakes to reinforce these values within its institution.

EQUITY

Equity refers to fair treatment, including the elimination of systemic barriers that disadvantage particular groups. Fair treatment is not necessarily the same for everyone, but takes into account different personal realities, both present and historical, to provide all individuals with access to the same opportunities for the promotion and support of research.

DIVERSITY

Diversity refers to the presence within the research ecosystem of people from different groups, which promotes the expression of diverse perspectives, approaches and experiences, including those of underrepresented groups. We value the contribution of this diversity to research.

INCLUSION

Inclusion refers to the establishment of practices that allow all members of the research community to be and to feel valued, supported and respected, paying particular attention to underrepresented groups.

◆ For more information, [visit the FRQ website](#).

POLICY AGAINST HARASSMENT AND VIOLENCE

CHU Sainte-Justine has a **Policy to promote kindness and to prevent harassment and violence**. The CHUSJ recognizes the importance of ensuring a work and care environment imbued with values that reflect the expectations expressed by patients and their loved ones, as well as by those who work at CHU Sainte-Justine. These values, described in the Code of Ethics, are: kindness, the quest for excellence, partnership and individual and collective commitment. They are linked together and must be seen as an inseparable whole. Thus, all the people and teams linked to the CHUSJ's activities through care and services are responsible for bringing these values to life on a daily basis.

The CHUSJ is responsible for the statements both as a provider of care and services and as an employer. It assumes a role of prevention, screening, evaluation and corrective intervention during situations of incivility, harassment or violence, in accordance with the laws and regulations in force and with its organizational values, in particular that of kindness.

Harassment is defined as vexatious behavior manifested either by repeated behavior, words, deeds or gestures, which are hostile or unwanted, which offends a person's dignity or psychological or physical integrity and which results in a harmful work environment for an individual. It includes in particular any act, statement or exhibition which diminishes demeanors, humiliates or embarrasses a person, and any act of intimidation, threat or discrimination. The concept of harassment includes psychological harassment, sexual harassment which manifests itself in words, acts or gestures of a sexual nature and discriminatory harassment. One single serious misconduct can also constitute harassment if it damages and produces a continuous harmful effect on the person.

If you believe you are the victim of harassment, violence, or if you ask questions about a situation you are experiencing, do not hesitate to contact the Executive Advisor, Human Resources, one the [Academic Affairs Committee](#) of the Research Center or the [Quality of Work Life Office](#) of CHU Sainte-Justine.

◆ For more information, [visit the intranet](#) (in French only).

Resources:



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