

# Equity, Diversity, and Inclusion Officer

**Polly Leonard, MSW RSW**  
(she/her/hers)

## The Equity Officer Provides:

- Confidentiality
- Support
- Guidance
- Informal complaint process
- Mediation
- Formal complaint process
- Conflict Resolution
- Training, guest lectures, and workshops
- Anti-racism resources
- Anti-oppression resources
- Sexual harassment resources
- EDI best practices

**Contact Info**  
equity@acadiau.ca  
902-585-1298

## Visiting the Equity Office

Bancroft House  
Room 103  
7 Horton Avenue,  
Wolfville, NS, B4P 1K8  
Visits are by appointment only.

## Social Media/Website



@acadiauiversityequity

Website - [Acadia Equity](#)

## What is EDI?

**Equity** - Ensuring everyone has equitable access and removing existing barriers to full participation.

**Diversity** - Directly involving people from a range of lived experiences and backgrounds.

**Inclusion** - Providing equal access to opportunities and resources. As well as intentionally including individuals in the decision-making process within a group or structure

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2021

EQUITY  
DIVERSITY  
INCLUSION

# What are Harassment and Discrimination?

## Harassment

Personal harassment refers to conduct of an abusive nature, directed toward a specific person(s), that detrimentally affects the work or learning environment or leads to adverse job or academic-related consequences for the complainant and which the respondent knew or should have known was unwelcome. It can include but is not limited to physical or verbal behaviour. It includes pushing, slapping, yelling, bullying, ridicule, inappropriate or harsh communication, use of derogatory names and threats.

## Discrimination

A person discriminates where the person makes a distinction, whether intentional or not, based on a characteristic, or perceived characteristic as outlined in the NS Human Rights Act. Specifically, discrimination occurs when bias and prejudice of a person or policy, limit opportunities or change behaviour towards an individual or group.



The fundamental objective of the **Equity Officer** is to prevent discrimination, sexual harassment, and personal harassment from occurring. **The EDI Office is available to all students, staff, and faculty.**

## Acadia's Policy Against Harassment and Discrimination

The policy outlines what constitutes harassment and discrimination, as well as what to do when they occur.

**Here is where to find the policy:**  
[Acadia University's Policy Against Harassment and Discrimination](#)

### What you can do about it:

Talk to Polly Leonard, either through email, or set up a meeting or a phone call to discuss your experience and options. The EDI officer can support you however much you need.

## Gender-Inclusive Washrooms

Gender inclusive washrooms are those that can be used by anyone, and are not marked for a specific gender. Here at Acadia we have ~24! Check out [Equity - Acadia University](#) to find a complete list!

## EDI Committee

The Equity, Diversity, and Inclusion Committee is a senate committee made up of faculty, students, and administration.

They are responsible for **supporting efforts on campus to develop and implement policies that further equity, diversity and inclusion at Acadia University.**