

Wearing of Kirpan Policy

Purpose/Rationale:

The Humber College Institute of Technology and Advanced Learning and the University of Guelph-Humber (hereafter referred to as “Humber” or “the College”) is committed to fostering a respectful and inclusive culture in which all members of the College community study, work and live free from discrimination and harassment. The College has the right, as well as the legal and moral responsibility, to ensure that all its members are treated fairly, equitably, and respectfully, in order to provide a learning, working and living environment free from discrimination and harassment.

Humber respects the rights of those who observe the Sikh religion and wear a kirpan, an article of faith, as a part of their religious beliefs. The purpose of this policy is to provide guidelines for accommodating the kirpan on Humber’s campuses.

This document is available in alternate format on request.

Scope:

This Policy applies to all members of the Humber and University of Guelph-Humber community, including, all students, employees, governors, contractors, suppliers of services, individuals who are connected to any College initiative, volunteers and visitors to any Humber campus/facility.

Definitions:

Kirpan: is a small ceremonial sword approximately three (3) to seven (7) inches in length and in Sikh religion is a symbol of courage, self-sacrifice, defense of the weak and righteousness. Wearing the kirpan is a requirement of being a Khalsa Sikh (baptized). The ceremonial sword symbolizes each individual's duty towards other human beings and is worn on the person. The kirpan is not a weapon and strict rules prohibit its use as such. It is never to be removed from its sheath. For safety reasons, two (2) or three (3) clasps hold the kirpan securely in the sheath.

Policy:

1. Kirpans may be worn on campus by individuals as part of their religious belief. Wearing a kirpan shall be permitted subject to the following guidelines:
 - the wearer must satisfy the College that the wearing of the kirpan is a part of their religious beliefs
 - the kirpan (hilt, blade and sheath) is not to be greater than seven (7) inches (17.8 centimeters) in length but smaller kirpans are preferable

- the kirpan is to be worn under the individual's clothing
 - the kirpan must be sufficiently secured to render removal difficult
 - a student or employee will be appropriately accommodated when wearing a kirpan if there is a possibility of physical harm to the wearer or other individuals during program or work activities
2. An individual's right to wear the kirpan may be suspended by the College for failure to reasonably comply with the guidelines noted above. For students, the process identified in the Humber's Code of Student Conduct will be utilized to resolve the issue. Situations involving employees will be administered by Human Resources. All other situations will be addressed through the Centre for Human Rights, Equity & Inclusion.

References:

[Humber's Code of Student Conduct](#)

[Humber's Human Rights Policy](#)

[Ontario Human Rights Code](#)

[The Canadian Charter of Rights and Freedom](#)

[Ontario Human Rights Commission Policy on preventing discrimination based on Creed](#)