

# ACCENTuate THE POSITIVE

Perception of Accent and  
Authority among Classroom  
instructors at Queen's University

DO YOU IDENTIFY AS AN ACCENTED  
EDUCATOR?

## ONTARIO HUMAN RIGHTS CODE

Although the law does not explicitly prohibit language-based discrimination, decision-makers have recognized the close link between language/accent and other grounds listed in the Code, such as ancestry, place of origin, ethnicity, and disability.

IN SOME CONTEXTS, PROFICIENCY IS A  
LEGITIMATE REQUIREMENT, BUT IT IS **NOT**  
**ACCEPTABLE** TO EXPECT THAT PEOPLE  
HAVE "UNACCENTED" ENGLISH.

## RESOURCES

- Centre for Teaching and Learning
- Human Rights and Equity Office
- Faculty Relations
- School of Graduate Studies
- Queen's Faculty Association
- PSAC Local 901
- Society of Graduate and Professional Students.
- Queen's University International Centre.

GLOBAL CITIZEN ● GLOBAL ENGLISH ● GLOBAL ACCENT

[WWW.QUEENSU.CA/HUMANRIGHTS/](http://WWW.QUEENSU.CA/HUMANRIGHTS/)