



Indigenous and Aboriginal Cultural Ceremonies Policy

Category: Human Resources;

Jurisdiction: See “Contact and Review” section of this policy;

Approval Authority: Executive Team;

Established on: August 6, 2004;

Amendments: May 9, 2013; April 3, 2018

Reviews: None.

Purpose

Lakehead University (Thunder Bay and Orillia campuses) respects and supports Indigenous and Aboriginal cultural ceremonies on campus that involve the use of the four sacred medicines (sage, cedar, tobacco and sweet grass), including (but not limited to): personal use, one-on-one counselling sessions, opening/closing prayers for events, smudging, feasts, sacred circle gatherings, sacred fires, pipe ceremonies, pow wows, drumming and singing. The University recognizes and supports these ceremonies being conducted by Elders, students, faculty and staff in classrooms, student gathering places, offices, cultural events and meetings in various locations throughout the University.

Authority and Responsibility

This policy is in conformance with the Ontario Human Rights Commission’s Policy on Preventing Discrimination Based on Creed (2015), specifically the section on Indigenous Spiritual Practices. The “Smoking on Premises” policy where an exception has been noted in: Procedures (8): “to accommodate the use of tobacco or related substances in connection with

culturally significant celebrations formally conducted on campus by members of the Aboriginal community” recognizes that smudging and tobacco use are exempt for these purposes.

The Provost and Vice-President (Academic), the Vice-President (Administration and Finance), and the Vice-Provost (Aboriginal Initiatives), or designates, are responsible for implementing this policy.

Policy

Lakehead University permits the on-campus use of burning any or all of the four sacred medicines in connection with Indigenous spiritual practices for personal use or at cultural and educational events, meetings and relevant classroom presentations.

Procedures

1. The four sacred medicines include tobacco, cedar, sage, and sweet grass. Other medicines associated with Indigenous and Aboriginal ceremonies may be considered but must receive prior approval of the Vice-Provost (Aboriginal Initiatives).
2. Participation in ceremonies is voluntary and no one should ever be forced to participate in a ceremony. A person who does not wish to participate may choose to stay in the room and refrain from participating in the ceremony or leave the room.
3. At least two (2) working days prior to burning a sacred medicine, a notice shall be issued in the “Communications Bulletin”. Security Services and Residence Services (if applicable) shall be notified. Giving notice recognizes the importance of the burning of sacred medicines as a cultural practice and recognizes that some members of the community are sensitive and/or allergic to smoke from these medicines. These individuals are encouraged to alert their supervisors so arrangements can be made to protect vulnerable people in the vicinity of ceremonies involving burning sacred medicines. This does not preclude individual units going beyond the policy to ensure additional protection of vulnerable members.
4. Responsibility for the safe and appropriate use of the sacred medicines rests with the lead participant(s) of the event.
5. The primary designated area for the burning of sacred medicines is Aboriginal Cultural and Support Services (ACSS) offices and lounge, including the Elders Room (RC0001, RC0002, RC0002A, SC0004, SC0004a, SC0004ba). People are encouraged to use this area for ceremonies because of the presence of Elders and cultural support. Additional designated areas for burning sacred medicines are located strategically across the campus and designed to be used when people are not able to come to ACSS or in unforeseen urgent situations. No notice is required for these areas; however, signage will be posted that explains these are designated areas for burning sacred medicines.
 - Office of Aboriginal Initiatives (UC2024)
 - Smudge Room in Braun Building (BB2003)

- Native Nurses Entry Program Office (BB1045)
 - Bora Laskin Faculty of Law (PACI 2007, 3001, 3006, 3007, 3008)
 - Orillia: special arrangements will be made through Student Affairs Orillia and/or the Aboriginal Liaison Advisor, Orillia.
6. In unforeseen urgent situations (death, tragic event or others), where two working days' notice cannot be provided, and where it is impractical to use one of the above designated spaces, using alternative non-burnable forms of the sacred medicines such as oils or having the presence of medicines (without burning) is recommended.
 7. Any person of the University community can request that the Office of Aboriginal Initiatives provide one-on-one or group sessions to learn about the cultural practice of smudging at any time and the request will be followed up within fourteen (14) days.
 8. The Vice-Provost (Aboriginal Initiatives) may designate outdoor smudging areas more than 50 metres away from any building at any time and without prior notification. The sweat lodge site in Thunder Bay and the outdoor tipi site at the garden area in Orillia is considered a designated outdoor smudging area.
 9. The use of sacred medicines in residence may take place in the following ways with the required two-days' notices:
 - designating a room for burning sacred medicines;
 - allowing students to smudge their rooms before the general student population arrives with enough time for the smoke to clear and after the general student population departs.

Compliance: Two (2) working days' notice will be provided to Media Relations for publication in the Communications Bulletin, Security Services and Residence Services (when applicable) via smudging@lakeheadu.ca to inform the University community of events that will include the use of sacred medicines.

Contact and Review: Consultation with the Ogimaawin Aboriginal Governance Council and the Elders' Council will occur prior to approval or amendment of this policy. Questions or concerns regarding the implementation of this policy should be referred to the Provost and Vice-President (Academic), the Vice-President (Administration and Finance), and the Vice-Provost (Aboriginal Initiatives) who will review this policy every three (3) years and recommend changes as required.

Review Period: Every 3 years;

Date for Next Review: April 2021;

Related Policies and Procedures: None;

Policy Superseded by this Policy: None (previously named Cultural Protocol Policy)

The University Secretariat manages the development of policies through an impartial, fair governance process. Please contact the University Secretariat for additional information on University policies and procedures and/or if you require this information in another format:

Open: Monday through Friday from 8:30am to 4:30pm;

Location: University Centre, Thunder Bay Campus, Room UC2002;

Phone: 807-346-7929 or Email: univsec@lakeheadu.ca.