UNIVERSITY OF WATERLOO

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PHIL 471/PHIL 673/PHIL 675   Winter 2026
Special Topics
Section 002

Class Schedule

Course	Meet Days	Meet Time	Location	Instructor(s)
PHIL 471 / PHIL 673 / PHIL 675 002 [SEM]	**Wednesdays** *Jan 5 - Apr 6*	11:30AM - 02:20PM	HH 344	Patricia Marino pmarino@uwaterloo.ca

schedule data automatically refreshed daily

Instructional Team

Instructor: Patricia Marino

Office Hours Tuesdays 3:30-4:30, Thursdays 1-2, and by appointment; subject to change so check LEARN. I will also usually be available after class on Wednesdays.

Office: HH 329

Email: pmarino@uwaterloo.ca

Course Description

Calendar Description for PHIL 471

Advanced study of special topics, as announced by the department.

View requirements for PHIL 471 [1]

Calendar Description for PHIL 673

Graduate level courses covering specialized topics in philosophy. These courses are often held in conjunction with 400 level philosophy courses, though of course the work requirements for graduate students are more stringent. Students must pay attention to the restriction on the number of these courses they are allowed to count toward their degree.

View requirements for PHIL 673 [2]

Calendar Description for PHIL 675

Graduate level courses covering specialized topics in Applied Philosophy.These courses are often held in conjunction with PHIL 673, Graduate Courses in Philosophy; the course requirements in PHIL 675 will involve application of philosophical methods and theories to practical problems. These courses are often held in conjunction with 400 level philosophy courses, through of course the work requirements for graduate students are more stringent. Students must pay attention to the restriction on the number of these courses they are allowed to count toward their degree.

View requirements for PHIL 675 [3]

This course focuses on conceptualizing fairness and anti-discrimination in algorithms and AI. We will discuss various ways that algorithms and AI can exhibit bias and can perpetuate oppression and inequity, we will examine theories from political and social philosophy related to inequity and oppression, we will discuss attempts to define what "fairness" or "anti-discrimination" mean in the AI context, and we will use theories from social and political philosophy to evaluate statistical definitions of fairness and to consider whether fairness is the right concept for this context. The course will particularly consider proxy discrimination. Proxy discrimination arises when an algorithm has no access to information about socially sensitive features like gender and race, but correlations in the data due to existing inequities lead to discriminatory outcomes. Informally, it is said that algorithms "bake in" background social injustice. Questions include: What do existing anti-discrimination frameworks, typically focused on intentions, tell us about discrimination in AI? How has AI fairness been defined statistically? How do structural theories of oppression bear on definitions of AI fairness? Are "fair" and "unbiased" the wrong concepts to use for this context?

Learning Outcomes

By the end of this course students should be able to...

explain how algorithms and AI can be biased, unfair, discriminatory, or oppressive

| explain how proxy discrimination can arise in the use of AI and algorithms |
| analyze proposed responses to problems of discrimination and oppression in the AI context |
| form and communicate their own informed views about fairness in AI |

Tentative Class Plan

Week 1 (Jan 7): Introduction and background

- Discussion of ethical utilitarianism and objections to utilitarianism from fairness and discrimination.

- Selection from O'Neil, Cathy. *Weapons of Math Destruction: How Big Data Increases Inequality and Threatens Democracy*. Crown, 2016.

- Hacker, Philipp. "From Algorithmic Discrimination to Algorithmic Fairness." 2018. At https://ai-laws.org/en/2018/10/from-algorithmic-discrimination-to-algorithmic-fairness-dr-philipp-hacker-ll-m/ [(4)] .

Week 2 (Jan 14): Algorithms, AI and discrimination: what are the problems?

- Kleinberg, Jon, Jens Ludwig, Sendhil Mullainathan, and Cass R. Sunstein. "Discrimination in the Age of Algorithms." *Journal of Legal Analysis* 10 (2018): 113-174; read only pages 113-146.

- Buolamwini, Joy, and Timnit Gebru. "Gender Shades: Intersectional Accuracy Disparities in Commercial Gender Classification." In *Conference on Fairness, Accountability and Transparency*, pp. 77-91. PMLR, 2018.

Week 3 (Jan 21): Algorithms, AI and discrimination: what are the problems and toward solutions?

- Kleinberg, Jon, Jens Ludwig, Sendhil Mullainathan, and Cass R. Sunstein. "Discrimination in the Age of Algorithms." *Journal of Legal Analysis* 10 (2018): 113-174; read pages 146 to 164.

- Ajunwa, Ifeoma. "The Paradox of Automation as Anti-Bias Intervention." *Cardozo Law Review* 41 (2019): 1671-1742.

Week 4 (Jan 28) The specific problem of proxy discrimination

- Johnson, Gabbrielle M. "Algorithmic Bias: on the Implicit Biases of Social Technology. *Synthese* (2020).

- Prince, Anya and Daniel Schwarcz. "Proxy Discrimination in the Age of Artificial Intelligence and Big Data." *Iowa Law Review* 105 (2020): 1257-1318.

Week 5 (Feb 4): Some concepts of algorithmic fairness

- Hellman, Deborah. "Measuring Algorithmic Fairness." *Virginia Law Review* 106, no. 4 (2020): 811-866.

- Hellman, Deborah, "Algorithmic Fairness", *The Stanford Encyclopedia of Philosophy (*Fall 2025 Edition), Edward N. Zalta & Uri Nodelman (eds.), URL = <https://plato.stanford.edu/archives/fall2025/entries/algorithmic-fairness/ [(5)]>. Pay special attention to section 5 on Proxies.

Week 6: (Feb 11) Some concepts of discrimination, inequity, and oppression

- Frye, Marilyn. "Sexism." In *The Politics of Reality: Essays in Feminist Theory.* Crossing Press, 1983, 17-40.

- Mills, Charles W. "White Supremacy as Sociopolitical System: A Philosophical Perspective." In *Whiteout: The Continuing Significance of Racism*, edited by Woody Doane and Eduardo Bonilla-Silva. Routledge, 2003.

- Selection from Chelsea Vowel, *Indigenous Writes: A Guide to First Nations, Métis & Inuit Issues in Canada* (Portage and Main, 2016).

--- READING WEEK -----

Week 7 (Feb 25) Oppression, political liberalism, and Rawlsian "fairness."

- Shelby, Tommie. "Race and Ethnicity, Race and Social Justice: Rawlsian Considerations." *Fordham Law. Review* 1643 (2004): 1697.

- Mills, Charles W. "Retrieving Rawls for Racial Justice?: A Critique of Tommie Shelby." *Critical Philosophy of Race* 1, no. 1 (2013): 1-27.

Week 8 (Mar 4): Intersectionality and implications for AI fairness

- Ruíz, Elena. "Framing Intersectionality." In *The Routledge Companion to the Philosophy of Race*, pp. 335-348. Routledge, 2017.

- Kong, Youjin. "Are"Intersectionally Fair" AI Algorithms Really Fair to Women of Color? A Philosophical Analysis." In *Proceedings of the 2022 ACM conference on fairness, accountability, and transparency*, pp. 485-494. 2022.

Week 9 (Mar 11): Beyond formal fairness: equity and anti-racism in the criminal legal context

- Huq, A. Z. (2019). Racial Equity in Algorithmic Criminal Justice. *Duke Law Journal,* 68(6), 1043-1134.

Week 10 (Mar 18): Beyond formal fairness: "unfairness" and "bias" versus "oppression"

- Green, Ben. "Escaping the Impossibility of Fairness: From Formal to Substantive Algorithmic Fairness." *Philosophy & Technology* 35 (2022).

- Hampton, L.M., 2021, March. Black Feminist Musings on Algorithmic Oppression. In P*roceedings of the 2021 ACM Conference on Fairness, Accountability, and Transparency* (pp. 1-1).

Week 11 (Mar 25): Presentations and TBA

Week 12 (Apr 1): Presentations and TBA

Required Materials & Technologies

Note: Any prices provided in course outlines are best estimates based on recent online prices and do not include shipping or taxes. Prices may vary between retailers.

> This course has **no additional costs** for students.

Readings

Title / Name	Notes / Comments	Required	Used Versions Allowed	Price (CAD)
Readings (all available online through the UW library or posted on LEARN).		Required	Yes	0

Technology

Name of Technology	Notes / Comments	Required	URL (student access)	Price (CAD)
LEARN		Required		0

Assessments & Activities

Component / Activity	Date or Due Date	Location / Submission Method	Weight (%)
Attendance and participation	throughout term	in-person and other modalities	10% but see attendance policy
two mini papers (300-600 words)	different due dates	LEARN	20%
one mini-presentation (based on one mini paper)	different due dates	in-person in class	5%
Best 3 of 4 in-class writing assignments	Jan 21, Feb 4, Feb 25, Mar 11	in-person in class	5%
description, outline, or annotated bibliography for final paper (graded pass/fail)	Tuesday Feb 24	LEARN	5%
shorter version of final paper	Tuesday March 24	LEARN	10%
presentation of shorter version of final paper	last weeks of class	in-person in class	15%
longer version of final paper	Wednesday April 15th	LEARN	30%

Since this is a seminar, attendance and participation are important. **This class has an attendance policy and also a grade for participation. The attendance policy is that attendance is required.** You may miss up to two class meetings during the term for any reason with no penalty, but missing three will count against your participation grade and if you miss more than three of the twelve meetings, you cannot pass the class. Obviously, however, if you feel unwell you should stay home. If you are ill or encounter other emergencies, contact me. Adjustments to the attendance and participation criteria above must be approved by the instructor.

I will use LEARN for announcements etc. so please check it regularly.

Twice during the term on pre-assigned dates, you'll have to submit a 300-600-word mini-paper on one of the readings (there will be groups of students handing in papers on different days). This paper should examine critically some particular idea from one of the texts assigned for that week, and should have a thesis and argument. These will be graded out of 10 points. These must be submitted via the LEARN dropbox, in pdf or .doc format, before the end of the day the Tuesday before the class for which they apply.

One during the term on a pre-assigned date, you will give a mini-presentation based on the mini-paper you handed in that day. You should be able to present the content to the class without reading the text (though you are welcome to use notes etc.). Your mini-presentation will include a short period for questions and answers.

There are four in-class writing assignments for this class, graded out of ten points, and the average of the top three of these will be counted toward your final grade. In-class writing assignments will require you to write with no aids (no notes, no books, no internet etc.) using knowledge gained from the class so far.

Each week, each student is required to come up with a discussion question for class, submitted via the LEARN discussion board by the end of Tuesday. I may ask you to read your question in class so we can discuss the ideas as a class, so please bring the text with you in some format. If you are one of the people writing a short paper for that week, feel free to base the question on your paper. Quality and reliability of discussion questions will be counted toward your participation grade and failing to hand them in will lower that grade.

Discussion questions will not be graded, but failing to hand them in will count against your participation grade. You're responsible for having given some thought to your question -- you don't have to have an answer, but you should be able to discuss why it was a question you thought would be good for discussion. After we have class on

Wednesdays, you may continue discussion on the LEARN discussion board -- by continuing to discuss questions we talked about in class, and by discussing questions we didn't get a chance to talk about during class.

There are several ways to participate in this class: you can participate in class discussion, or contribute to the discussion on LEARN, or by email or speak with me personally. All these forms will count toward the participation part of your grade. If you raise questions or offer comments or responses once each week or so, the participation part of your grade will be a C or 65. More frequent participation will raise your grade, less frequent participation (or not handing in discussion questions) will lower it. If you attend class without participating, you grade for participation will be D or 55. Participation is worth 10% of your grade.

There is one long final paper required, which should be around 3,000 words for undergraduates and around 4,500 words for graduate students. There is a shorter, first version of the paper required, which should be around 1,500 words for undergraduates and around 3,000 words for graduate students. I will give feedback on the shorter paper which you can take into account to produce your final paper. We will discuss the paper assignment in class on several occasions and you are always welcome to ask me questions.

All students will do a presentation for this class, toward the end of the term, but the scheduling and details will depend on enrolment. If you are presenting, the shorter paper should be the content of your presentation. You can present in a style you prefer -- slides, talking, etc. -- but this paper should contain the ideas of your presentation explained in written-paper style. Scheduling and details will depend on enrolment.

You will also be required to hand in a description, outline, or annotated bibliography for the topic of your paper. Details will be provided in class.

Students enrolled in the Applied Philosophy course should consult with me about completing the assignments in ways that satisfy the applied philosophy component.

Late / Missed Content

Penalty for late papers is 5 percentage points per day of lateness (if grade would be 80 and it's two days late, grade would become 70).

Assignment Screening

No automated assignment screening will be utilized within this course.

Generative AI

Generative artificial intelligence (GenAI) trained using large language models (LLM) or other methods to produce text, images, music, or code, like Chat GPT, DALL-E, or GitHub CoPilot**, may be used under specific conditions** in this course with proper documentation, citation, and acknowledgement. **Permitted uses of and expectations for using GenAI will discussed in class and outlined on assignment instructions.**

Recommendations for how to cite generative AI in student work at the University of Waterloo may be found through the Library. [6]

Please be aware that generative AI is known to falsify references to other work and may fabricate facts and inaccuracies express ideas. GenAI generates content based on the input of other human authors and may therefore contain inaccuracies or reflect biases.

To protect the privacy and security of any data entered, students should use the University's version of Co-Pilot [7] and login with their UW ID. Data entered into other systems can be added to training sets, monitored, geolocated and even reproduced as output which may share private personal information or result in intellectual property breaches.

In addition, you should be aware that the legal/copyright status of generative AI inputs and outputs is unclear. Exercise caution when using large portions of content from AI sources, especially images. More information is available from the Copyright Advisory Committee. [8]

You are accountable for the content and accuracy of all work you submit in this class, including any supported by generative AI. You should be able to readily demonstrate your knowledge of your submissions. To demonstrate your learning, you should keep your rough notes, including sources, research notes, brainstorming, drafting notes and prompts. You may be asked to submit these notes along with earlier drafts of your work, either through saved drafts or saved versions of a document.

Administrative Policy

Pronouns and chosen or preferred first name

Students can verify their chosen or preferred first name by logging into WatIAM [9]. Your chosen or preferred first name listed in WatIAM will be used across campus (e.g., in LEARN, Quest, WaterlooWorks, WatCard, etc). Your legal first name will always be used on certain official documents, such as diplomas and transcripts.

Students can view and change their pronouns in Quest [10]. Should you choose to include your pronouns in Quest, your pronouns will be accessible by instructors, advisors, and employees with access to Quest. If no pronoun is added, the field in Quest will remain blank. The University is working to provide your pronouns to other systems across campus (e.g., LEARN, WaterlooWorks).

Accommodating religious and spiritual observances

[Applies only to students taking undergraduate courses]

The University of Waterloo has a duty to accommodate religious, spiritual, and other creed-based beliefs and practices [11] under the Ontario Human Rights Commission (2015) *Policy on preventing discrimination based on creed* [12]. Students may seek accommodations for missed course components on religious, spiritual, or other creed grounds. In such cases the students should please consult the instructor within two weeks of the announcement of the due date for which the accommodation is being sought. Students also may request accommodations for temporary absences from classes or other course-related activities to engage in prayer or other daily spiritual practices. Instructors are expected to make reasonable arrangements to respectfully accommodate such requests. The University of Waterloo has a number of multi-faith spaces [13] that students can use for faith-based practices.

Declaring absences

[Applies only to students taking undergraduate courses]

Please see the Academic Regulations [14] section of the Undergraduate Calendar for more details. Regardless of the process used to declare an absence, it is the student's responsibility to contact their instructor so that the instructor can determine how to accommodate the missed work.

Absences due to religious, creed, and spiritual observances

Beginning Fall 2024, students can submit a Religious Observance Self-Declaration Form in Quest. This form allows the student to register dates of potential conflicts with coursework. Students are expected to record their absence within two weeks of announcement of the due date or scheduled examination date for which academic accommodation is being sought. Submission through Quest will notify your instructors of your absence.

Absences due to verified illness

For absences due to illness that are not pandemic-related, students need to obtain a Verification of Illness or Extenuating Circumstances Process [15]. Submission through the Absence Verification System [16], once registered, will notify your instructors of your absence. Students should not submit their VIF or any other medical documentation to your instructors, teaching assistants, or other course personnel. To request and arrange accommodations, it is the student's responsibility to contact the instructor within 48 hours of the date of any missed course component, or as soon as the student is able to given their health condition.

Absences due to extenuating circumstances (e.g., bereavement)

For absences due to extenuating circumstances (e.g., bereavement, serious family illness), students submit a request for absence due to extenuating circumstances [17] to the Absence Verification System [18] for processing. Students use the form to submit supporting documentation, which will be considered in a comparable manner to a VIF. Official documentation is necessary before any action can be taken. Examples are plane/train/bus tickets, court documents, police reports, death certificates/ obituaries/letters from funeral directors. To request and arrange accommodations, it is the student's responsibility to contact the instructor within 48 hours of the date of any missed course component, or as soon as the student is able to given their circumstances.

Self-declared short-term absences for any reason

Students can self-declare [19] one short-term absence per term on Quest for any reason. A short-term absence covers two calendar days, and no documentation is required. The student has only one self-declared short-term absence per term and this absence can only be used during the formal lecture period. Self-declared absences cannot be applied to Laboratory (LAB), Clinic (CLN), or Studio (STU) course components. Submitting the self-declaration through Quest will notify your instructors of your absence. It is the student's responsibility to contact their instructors within the first 24 hours after submitting their self-declaration to discuss accommodations for missed course components.

Recording lecture

Use of recording devices during lectures is only allowed with explicit permission of the instructor of the course. If allowed, video recordings may only include images of the instructor and not fellow classmates. Posting of videos or links to the video to any website, including but not limited to social media sites such as: Facebook, Twitter, etc., is strictly prohibited.

University Policy

Mental Health: At the University of Waterloo, we are dedicated to supporting your mental and emotional well-being. Our Counselling Services offer confidential support, including individual counselling, workshops, and crisis intervention.

If you're struggling, please reach out for help at 519-888-4096 or visit their website [20] for more information.

Academic integrity: In order to maintain a culture of academic integrity, members of the University of Waterloo community are expected to promote honesty, trust, fairness, respect and responsibility.

Grievance: A student who believes that a decision affecting some aspect of their university life has been unfair or unreasonable may have grounds for initiating a grievance. Read Policy 70, Student Petitions and Grievances, Section 4 [21]. When in doubt, please be certain to contact the department's administrative assistant who will provide further assistance.

Discipline: A student is expected to know what constitutes academic integrity to avoid committing an academic offence, and to take responsibility for their actions. A student who is unsure whether an action constitutes an offence, or who needs help in learning how to avoid offences (e.g., plagiarism, cheating) or about "rules" for group work/collaboration should seek guidance from the course instructor, academic advisor, or the undergraduate associate dean. For information on categories of offences and types of penalties, students should refer to Policy 71, Student Discipline [22]. For typical penalties, check Guidelines for the Assessment of Penalties [23].

Appeals: A decision made or penalty imposed under Policy 70, Student Petitions and Grievances [24] (other than a petition) or Policy 71, Student Discipline [25] may be appealed if there is a ground. A student who believes they have a ground for an appeal should refer to Policy 72, Student Appeals [26].

Note for students with disabilities and disabling conditions: The University of Waterloo recognizes its obligations under the Ontario Human Rights Code to accommodate students with known or suspected disabilities and disabling conditions (e.g. medical conditions, injuries, impacts of trauma such as from violence or discrimination) to the point of undue hardship. To support this obligation, AccessAbility Services [27] (AAS) collaborates with all academic departments and schools to facilitate academic accommodations for students with disabilities and disabling conditions without compromising the academic integrity of the curriculum. If you believe you may require academic accommodations (e.g., testing accommodations, classroom accommodations), register with AAS as early in the term as possible by completing the online application [28]. Students already registered with AAS must activate their accommodations for each of their courses at the beginning of each term using AAS' online system. If you require assistance, contact AAS by phone (519-888-4567 ext. 35082), email (access@uwaterloo.ca) or in-person (Needles Hall North, 1st Floor, Room 1401).

Turnitin.com: Text matching software (Turnitin®) may be used to screen assignments in this course. Turnitin® is used to verify that all materials and sources in

assignments are documented. Students' submissions are stored on a U.S. server, therefore students must be given an alternative (e.g., scaffolded assignment or annotated bibliography), if they are concerned about their privacy and/or security. Students will be given due notice, in the first week of the term and/or at the time assignment details are provided, about arrangements and alternatives for the use of Turnitin in this course.

It is the responsibility of the student to notify the instructor if they, in the first week of term or at the time assignment details are provided, wish to submit alternate assignment.

Reference: Links from Document

1. https://acal.fast.uwaterloo.ca/course/1261/PHIL/471
2. https://acal.fast.uwaterloo.ca/course/1261/PHIL/673
3. https://acal.fast.uwaterloo.ca/course/1261/PHIL/675
4. https://ai-laws.org/en/2018/10/from-algorithmic-discrimination-to-algorithmic-fairness-dr-philipp-hacker-ll-m/
5. https://plato.stanford.edu/archives/fall2025/entries/algorithmic-fairness/
6. https://subjectguides.uwaterloo.ca/chatgpt_generative_ai
7. https://copilot.microsoft.com/
8. https://uwaterloo.ca/copyright-at-waterloo/teaching/generative-artificial-intelligence
9. https://idm.uwaterloo.ca/watiam/
10. https://uwaterloo.ca/quest/help/students/how-do-i/view-or-update-my-personal-information
11. https://ugradcalendar.uwaterloo.ca/page/Acad-Regs-Accommodations
12. https://www.ohrc.on.ca/en/policy-preventing-discrimination-based-creed
13. https://uwaterloo.ca/multi-faith-spirituality-resource-team/multi-faith-spaces-campus
14. https://uwaterloo.ca/academic-calendar/undergraduate-studies/catalog#/policy/SkiPsB9Vp?bc=true&bcCurrent=Assessments%3A%20Academic%20Considerations%20and%20Accommodations&bcGroup=Academic%20Regulations&bcItemType=policies
15. https://uwaterloo.ca/arts/undergraduate/student-support/accommodations-illness-or-extenuating-circumstances#submit-other
16. https://vif.uwaterloo.ca/
17. https://uwaterloo.ca/arts/undergraduate/student-support/accommodations-illness-or-extenuating-circumstances#submit-other
18. https://vif.uwaterloo.ca/
19. https://uwaterloo.ca/quest/help/students/how-do-i/self-declare-absence-undergraduate-students
20. https://uwaterloo.ca/students/health-and-well-being/counselling-appointments
21. https://uwaterloo.ca/secretariat/policies-procedures-guidelines/policy-70
22. https://uwaterloo.ca/secretariat/policies-procedures-guidelines/policy-71
23. https://uwaterloo.ca/secretariat/guidelines/guidelines-assessment-penalties
24. https://uwaterloo.ca/secretariat/policies-procedures-guidelines/policy-70
25. https://uwaterloo.ca/secretariat/policies-procedures-guidelines/policy-71
26. https://uwaterloo.ca/secretariat/policies-procedures-guidelines/policy-72
27. https://uwaterloo.ca/accessability-services/
28. https://uwaterloo.ca/accessability-services/students/applying-academic-accommodations/documentation-information-forms
29. https://acal.fast.uwaterloo.ca/course/1261/PHIL/471
30. https://acal.fast.uwaterloo.ca/course/1261/PHIL/673
31. https://acal.fast.uwaterloo.ca/course/1261/PHIL/675
32. https://ai-laws.org/en/2018/10/from-algorithmic-discrimination-to-algorithmic-fairness-dr-philipp-hacker-ll-m/
33. https://plato.stanford.edu/archives/fall2025/entries/algorithmic-fairness/
34. https://subjectguides.uwaterloo.ca/chatgpt_generative_ai
35. https://copilot.microsoft.com/
36. https://uwaterloo.ca/copyright-at-waterloo/teaching/generative-artificial-intelligence
37. https://idm.uwaterloo.ca/watiam/
38. https://uwaterloo.ca/quest/help/students/how-do-i/view-or-update-my-personal-information
39. https://ugradcalendar.uwaterloo.ca/page/Acad-Regs-Accommodations
40. https://www.ohrc.on.ca/en/policy-preventing-discrimination-based-creed
41. https://uwaterloo.ca/multi-faith-spirituality-resource-team/multi-faith-spaces-campus
42. https://uwaterloo.ca/academic-calendar/undergraduate-studies/catalog#/policy/SkiPsB9Vp?bc=true&bcCurrent=Assessments%3A%20Academic%20Considerations%20and%20Accommodations&bcGroup=Academic%20Regulations&bcItemType=policies
43. https://uwaterloo.ca/arts/undergraduate/student-support/accommodations-illness-or-extenuating-circumstances#submit-other
44. https://vif.uwaterloo.ca/
45. https://uwaterloo.ca/arts/undergraduate/student-support/accommodations-illness-or-extenuating-circumstances#submit-other
46. https://vif.uwaterloo.ca/
47. https://uwaterloo.ca/quest/help/students/how-do-i/self-declare-absence-undergraduate-students
48. https://uwaterloo.ca/students/health-and-well-being/counselling-appointments
49. https://uwaterloo.ca/secretariat/policies-procedures-guidelines/policy-70
50. https://uwaterloo.ca/secretariat/policies-procedures-guidelines/policy-71
51. https://uwaterloo.ca/secretariat/guidelines/guidelines-assessment-penalties
52. https://uwaterloo.ca/secretariat/policies-procedures-guidelines/policy-70
53. https://uwaterloo.ca/secretariat/policies-procedures-guidelines/policy-71
54. https://uwaterloo.ca/secretariat/policies-procedures-guidelines/policy-72
55. https://uwaterloo.ca/accessability-services/
56. https://uwaterloo.ca/accessability-services/students/applying-academic-accommodations/documentation-information-forms

For technical support please email OutlineSupport@uwaterloo.ca