



DISCRIMINATION, BULLYING AND HARASSMENT PREVENTION

Approval Authority	President
Responsible Executive	Provost and Vice President, Academic
Related Policies / Legislation	Discrimination, Bullying and Harassment Prevention Procedures Human Rights Code Workers' Compensation Act Occupational Health & Safety (219) Occupational Health and Safety Regulation Student Non-Academic Conduct (204)

PURPOSE

The purpose of this policy is to aid in the prevention of discrimination, bullying and harassment and to enable the university to act upon complaints of such behaviour promptly, fairly, judiciously and with due regard to confidentiality for all parties concerned.

SCOPE

This policy applies to all members of the university community engaged in university-related activities.

It applies to all interpersonal communications, including electronic communications

by an employer or supervisor relating to the management and direction of employees in the workplace

any reasonable action taken by an Instructor relating to the management of the classroom and

assignment of work or action where the harm by any objective standard is fleeting.

Discrimination is any form of unequal adverse treatment of a person or group, whether intentional or not, on the basis of one or more prohibited grounds set out in the British Columbia Human Rights Code, namely: age, ancestry, colour, family status, marital status, physical or mental disability, place of origin, political belief (applicable to employment advertisement and employment), race, religion, sex (including gender identity), sexual orientation or criminal conviction unrelated to employment or program of study; and which has the effect or purpose of unreasonably interfering with that person's or group's access to the employment or educational opportunities, benefits and advantages available to other members of society. Discrimination includes harassment based on a prohibited ground of discrimination, including

- report discrimination, bullying or harassment they observe or experience; and
- apply and comply with the university's policies and procedures on discrimination, bullying and harassment.

Senior administrators, deans and directors have the primary responsibility for maintaining a working and learning environment free from discrimination, bullying and harassment. They are expected to model appropriate behaviour and to act on this responsibility whenever necessary, whether or not they are in receipt of a complaint.

Human resources is responsible to:

- develop and maintain procedures necessary to give effect to this policy. Such procedures will be published on the website and will include:
 - confidential consultation and advice for all members of the university community,
 - educational and proactive approaches to informal resolution, and
 - fair, transparent investigation and adjudication procedures.
- communicate this policy and accompanying procedures to all employees of the University.

Complaints under this policy

Barring exceptional circumstances, complaints under this policy must be made within six (6) months of the last incident of Discrimination, Bullying or Harassment

All complaints must be made in good faith. Any complaint that is found to be malicious, vexatious or submitted in bad faith may be considered harassment under this policy.

Subject to limits imposed by law, this policy or procedures, or concerns of an individual's health, safety, and security, information which is created, gathered, received, or compiled for complaint and through the course of an investigation shall be treated as confidential by the university, the parties and witnesses.

Any person found in breach of this policy may be subject to corrective action and/or formal disciplinary action up to and including dismissal from employment or suspension/expulsion from a university program.

All employees of the university will be provided with a copy of the policy and an update in 2012 (f t)-3(-6.63(o)-6..)