

## Harassment and Non-Discrimination Policy

### **Harassment and Non-Discrimination**

The College is committed to providing a positive learning environment where the individual differences of all students and staff are valued and respected. The College neither condones nor tolerates any discrimination or harassing behavior that undermines the dignity, self-esteem, and productivity of any student or staff member.

The College considers harassment and/or discrimination by any student or staff member to be a serious breach of human rights, which requires immediate resolution. Such resolution may include disciplinary measures up to and including dismissal or expulsion.

### ***Discrimination and Intimidation***

Discrimination and intimidation as it applies to the College is defined as refusing to participate in classroom and/or other activities because of the race, color, ancestry, place of origin, political belief, religion, marital status, family status, sexual orientation, physical or mental disability, gender, age or criminal conviction of any person.

### ***Harassment***

Harassment for the purposes of this policy is defined as any unwelcome remarks, behaviors or communications based on race, colour, ancestry, place of origin, political belief, religion, marital status, family status, sexual orientation, physical or mental disability, gender, age or criminal conviction which causes offence or humiliation to any person.

### ***Sexual Harassment***

Sexual harassment is unwelcomed sexually oriented conduct which may be verbal, physical or by innuendo.

- **Sexual assault**

Any form of sexual touching or the threat, express or implied, of sexual touching without the individual's Consent

- **Sexual harassment**

Unwelcome conduct, by comment or gesture, of a sexual nature that detrimentally affects the working, learning, or living environment, or leads to adverse consequences for the individual directly subjected to the harassment

- **Stalking and cyberstalking**

Stalking through the use of the internet or other electronic means, or engaging in unwelcome conduct, expressed or implied, that causes an individual to fear for their physical or psychological safety. It can include repeatedly following the individual, repeatedly communicating with the individual through any means, engaging in threatening conduct, or keeping watch over the place where the individual happens to be

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- **Indecent exposure**

Exposing one's body to another individual either physically, electronically, or through any other means, for a sexual purpose without the individual's consent, or coercing another individual to remove their clothing in order to expose their body

- **Voyeurism**

Non-consensual viewing, photographing, or otherwise recording another individual in a location where there is an expectation of privacy and where the viewing, photographing, or recording is done for a sexual purpose

- **The distribution of a sexually explicit photograph or recording**

Distribution can be of an individual to one or more individuals other than the individual in the photograph or recording without the consent of the individual in the photograph or recording

### ***Personal Harassment***

Personal harassment is defined as unwelcome remarks, behaviors or communications directed toward an individual or group of individuals which misuses authority or abuses the power one individual or a group of individuals has over another individual or group of individuals and has the effect or purpose of seriously abusing, threatening, demeaning or intimidating the individual or group of individuals.

### ***Unwelcomed Conduct***

Harassment and/or discrimination is unwelcome conduct where:

1. Submission to such conduct becomes explicitly or implicitly a term or condition of the learning environment; or
2. Submission or rejection of such conduct is used as a basis for educational decisions; or
3. Such conduct has the purpose or effect of interfering with educational performance; or
4. Such conduct creates an intimidating, hostile or offending educational environment.