

ground are referred to the Student Rights and Responsibilities Policy (# 5-506) for investigation and resolution.

Sexual Violence is a violation of the Harassment and Discrimination Prevention Policy (#3-311) and the Violence Prevention Policy (#4-420). Allegations related to Sexual Assault and/or Sexual Violence will be addressed in accordance with the Sexual Assault and Sexual Violence Policy (3-343)

Issues related to other violent or threatening behaviour are addressed through the College's Violence Prevention Policy (#4-420).

Definitions

Workplace Harassment: the Occupational Health & Safety Act defines Workplace Harassment as "*engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome*". Within this policy, this definition will include any form of harassment, bullying, or psychological harassment including harassment on any protected ground in human rights legislation.

Prohibited Grounds of Discrimination: The Ontario Human Rights Code prohibits discrimination or harassment in employment based upon citizenship, race, place of origin, ethnic origin, colour, ancestry, disability, age, creed (religion), sex (including pregnancy), sexual orientation, marital status, family status, record of offenses, gender identity and gender expression.

College-Sponsored Event: For the purposes of this policy, the words "College-sponsored event" shall be broadly construed and will include events sponsored by the Student Administrative Council (Sutherland), the Student Association (Frost), and other bodies affiliated with the College.

Further definitions and examples are contained in the Administrative Operating Procedure, #3-311 OP – Harassment and Discrimination Prevention.

General Principles

1. The College recognizes that achieving equity in employment and education requires institutional support, pro-active educational programming, effective complaints procedures, co-operation from every member of the College community, and informed leadership at every level of the institution.
2. Management staff at all levels have a legal obligation to act expeditiously upon information concerning incidents of workplace harassment and discrimination.
3. The College recognizes its obligation to ensure that this policy and the procedures are fair and applied fairly. Both complainants and respondent are to be treated fairly and given equal opportunity to present their version of events, while preserving the dignity, privacy and self-respect of all persons involved.
4. Action(s) or behaviour(s) which are consistent with or permitted by the Ontario Human Rights Code shall not constitute discrimination for the purposes of this policy.
5. The College has a high regard for and will strive to ensure confidentiality as a top priority throughout complaint processes subject to disclosure obligations required by law.
6. Because the intent of these procedures is educational and preventative rather than punitive, the process may stop at any step.

7. The College recognizes its obligation to ensure that this policy and the procedures are fair and applied fairly. Both complainants and respondents are to be treated fairly and given equal opportunity to present their version of events, while preserving the dignity, privacy and self-respect of all persons involved.

Related Documents

This Policy may at times contain references to the following policies and legislation:

- The Canadian Charter of Rights and Freedoms
- Ontario Human Rights Code, R.S.O. 1990
- Ontario Occupational Health and Safety Act, R.S.O. 1990
- The Accessibility for Ontarians with Disabilities Act, 2005 and its related Standards and Regulations
- Ontario Employment Standards Act, 2000
- Ontario Pay Equity Act, R.S.O. 1997
- Academic Employees Collective Agreement
- Support Staff Collective Agreement
- College Policy #3-343, *Sexual Assault and Sexual Violence*
- Administrative Operating Procedure #3-343 OP, *Sexual Assault and Sexual Violence Protocol*
- College Policy #4-412, *Safety*
- College Policy #4-420, *Violence Prevention*
- Administrative Operating Procedure #4-420 OP, *Violence Prevention*
- College Policy #5-506, *Student Rights and Responsibilities*

Appendices

None.

Summary of Amendments/Reviews and Revisions:

Section(s)	Date	Comments
Full policy review	June 26, 2013 BoG June26-2013 #5	Replaced Policy #3-311, <i>Respectful Working and Learning Environment</i>
Full policy review; new format	May 2015	Updates as a result of new policy developed for Sexual Assault/Sexual Violence; reviewed by Executive Leaders Team