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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, such as email, posts, and texts.

DEFINITIONS

In this policy and its procedures, the following definitions apply:

Bullying or Harassment: Behaviour that includes any inappropriate conduct or comment (including electronic) by a person who knew or reasonably ought to have known that the behaviour would cause humiliation or intimidation. Harassment excludes interpersonal conflict and any reasonable action taken by an employer or supervisor relating to the management and direction of employees or 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: 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 rights. **Policy will be interpreted in the same manner as they are interpreted by the British Columbia Human Rights Tribunal.** For example, the ground of "sex" has been interpreted to include gender identity,

gender expression, sexual harassment, sexual assault and the actuality or possibility

REGULATIONS

Responsibilities
All members of